

**Medina Valley Independent School District
Board of Trustees
Regular Meeting on Monday, July 24, 2023 at 6:00 PM
Medina Valley ISD Central Office Board Room**

A Regular Board Meeting of the MVISD Board of Trustees was held on Monday, July 24, 2023, beginning at 6:00 PM at/on Medina Valley ISD Central Office Board Room.

I. First Order of Business

- A Establish a Quorum
- B Pledge of Allegiance to the Flag followed by a moment of silence

II. Public Comment

At Regular Board Meetings the Board shall permit public comment on any topic. At all other Board Meetings public comments will be limited to items on the agenda posted with the notice of the meeting. All Public Comments are limited to 5 minutes.

III. Announcements/Communications/Presentations

- A MVISD 2023 1st Quarter Demographic Report 2
- B **Construction Update**
 - 1 Silos Update 27
 - 2 MVISD High School 2 Update 43
- C Financial Briefing 56
- D Superintendent Briefing 59
- E Accountability Update 68
- F Dress Code 78
- G Board Committee Reports
 - Finance & Operations Committee - Matt Castiglione - Committee Chair
 - Construction Committee - Blane Nash - Committee Chair
 - Curriculum Committee - Veronica Cavazos - Committee Chair
 - Branding Committee - Beth Zinsmeyer - Committee Member

IV. Discussion and Possible Action Items

- A **Consent Agenda Items**
 - 1 Minutes of Regular Board Meeting on June 19, 2023 and Special Board Meeting on July 19, 2023 86
- B Consider Purchase of NWEA-MAP Program 92
- C Consider Technology Equipment Purchase 94
- D Consider Adoption of Resolution for Delinquent Tax Collection Services with Medina County 97
- E Consider Rental Agreement for Loma Alta Middle School Chiller 98
- F Consider 2023-2024 Compensation Plan 100
- G Consider Agreement for Special Education Services with VAT Educational Services 118
- H Consider Appointment of TASB Delegate and Alternate for the 2023 Delegate Assembly 120
- I Consider Approval of the 2023-2024 MVISD Scorecard 123
- J Consider Revisions to the 2023-2024 Flex Calendar 135
- K Consider Architect for MVISD Middle School #3 137
- L Consider TASB initiated Board Policy Update 121 affecting Local Policy CFB, CKE, CKEC, CLB, CRF, CVA, CVB, DEA, FD, and FFI 140

V. Closed Session

- A Personnel Matters (TX Govt. Code Section 551.074)
- B Deliberation Regarding Real Property (TX Govt. Code Section 551.072)

VI. Continued Discussion and Possible Action Items

- A Consider professional contract recommendations
- B Consideration of future meeting dates

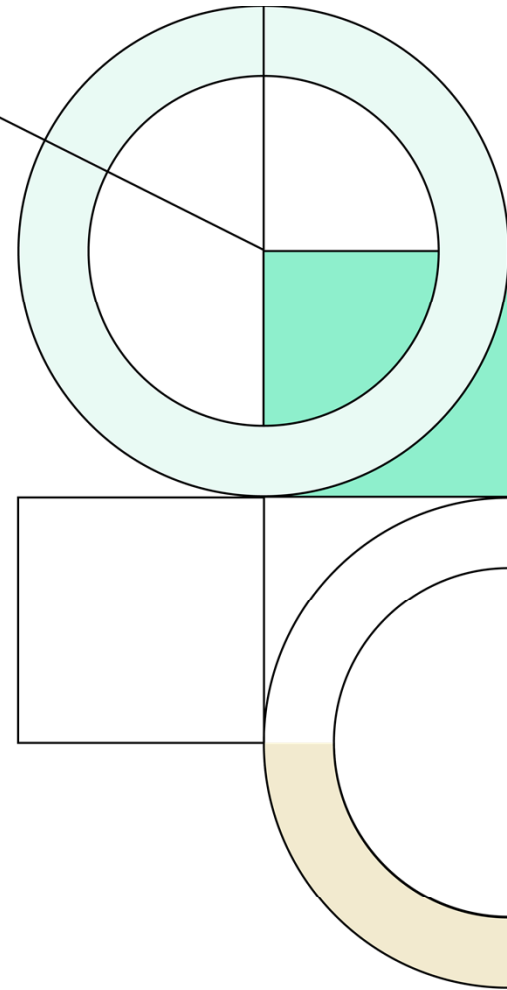
VII. Adjournment

(Items do not have to be taken in the same order as shown on the meeting agenda.)



1Q23

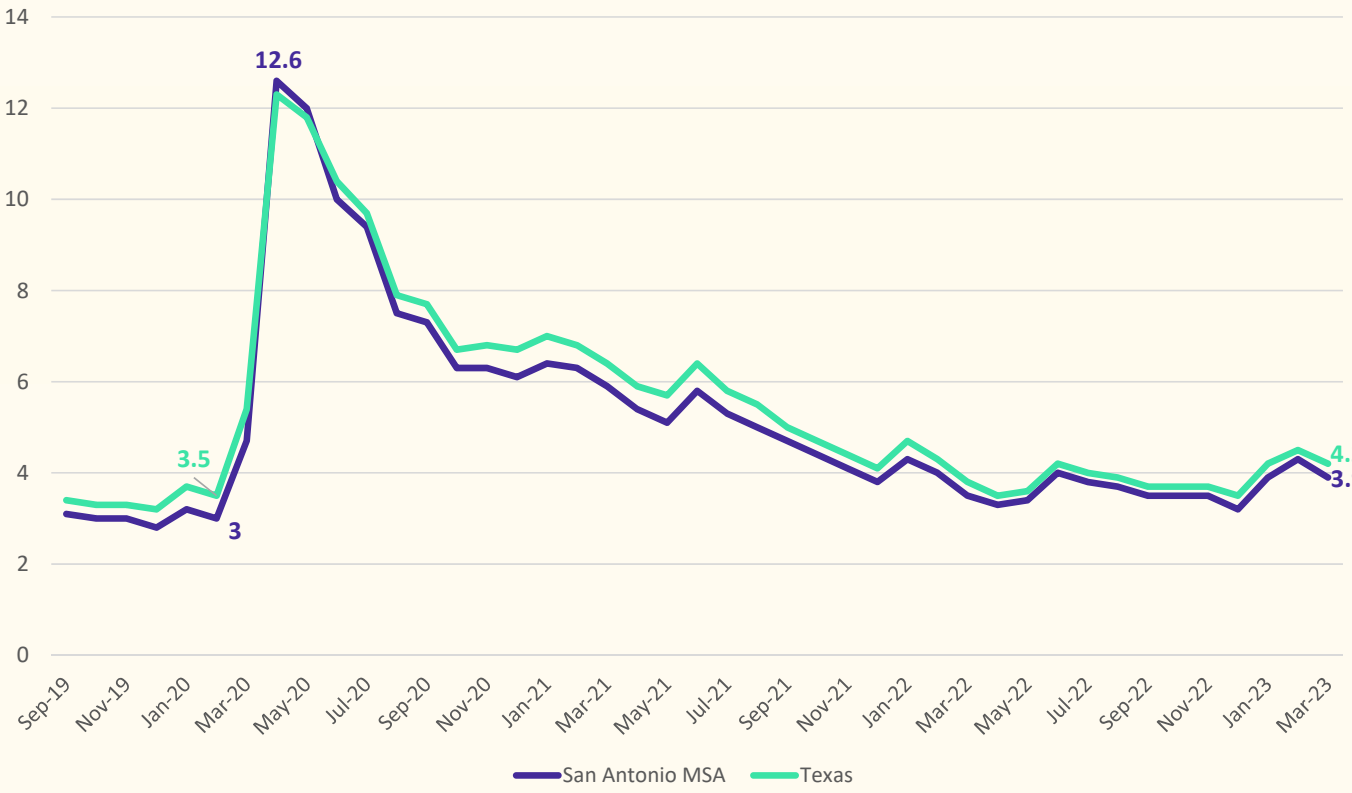
Demographic Report



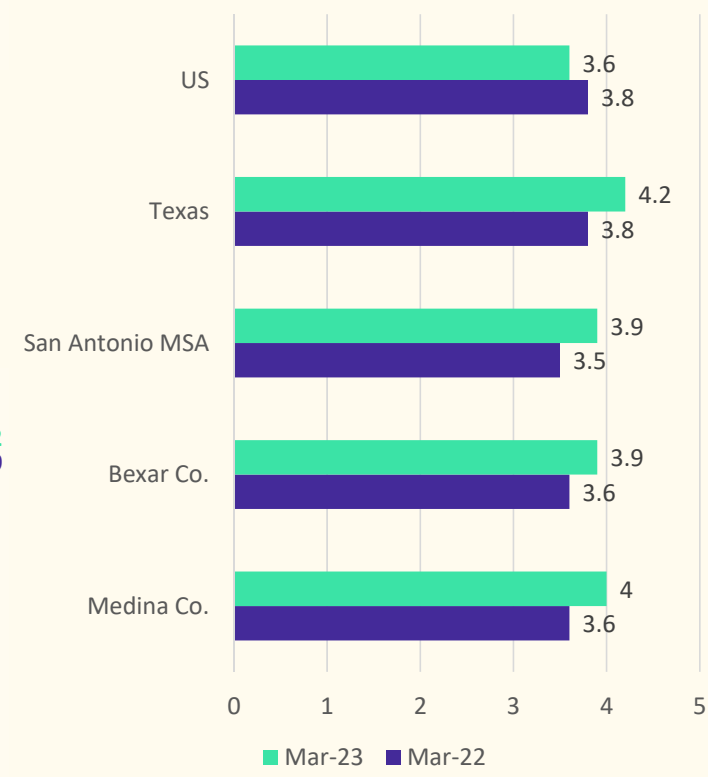


Local Economic Conditions

Unemployment Rate, Sept 2019 – March 2023

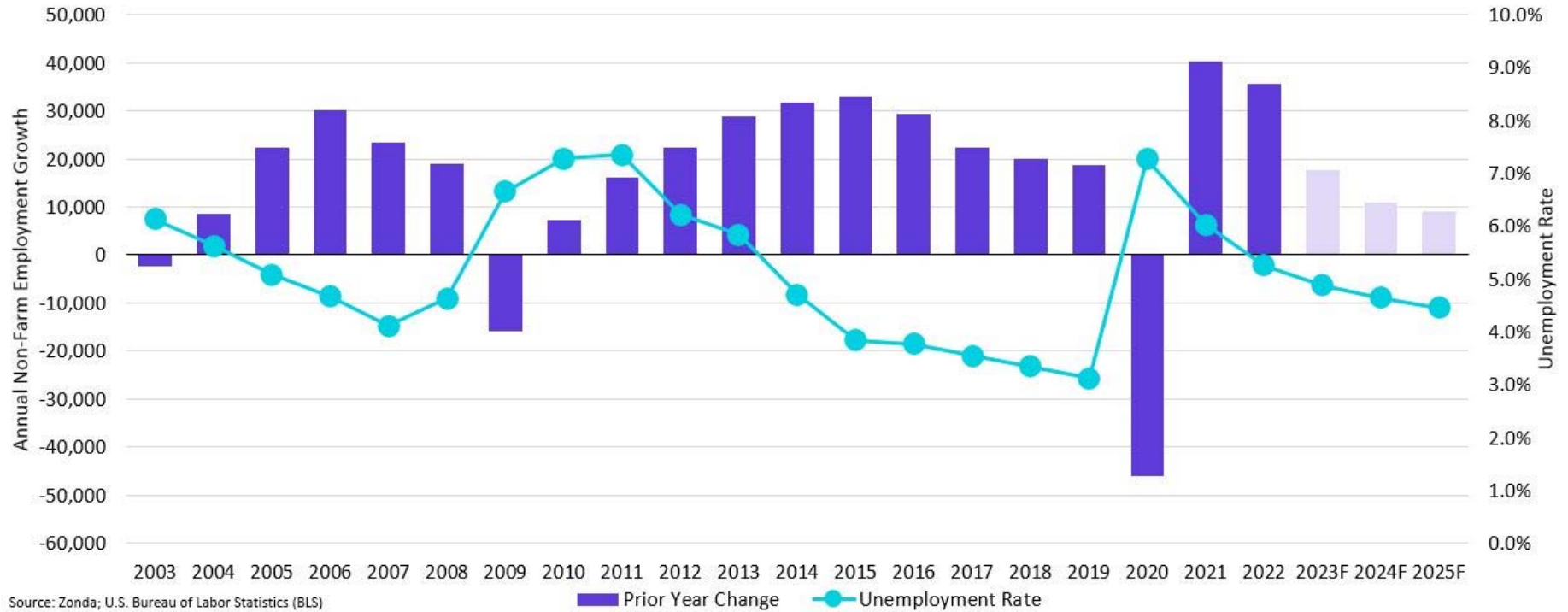


Unemployment Rate, Year Over Year





San Antonio MSA Employment Growth



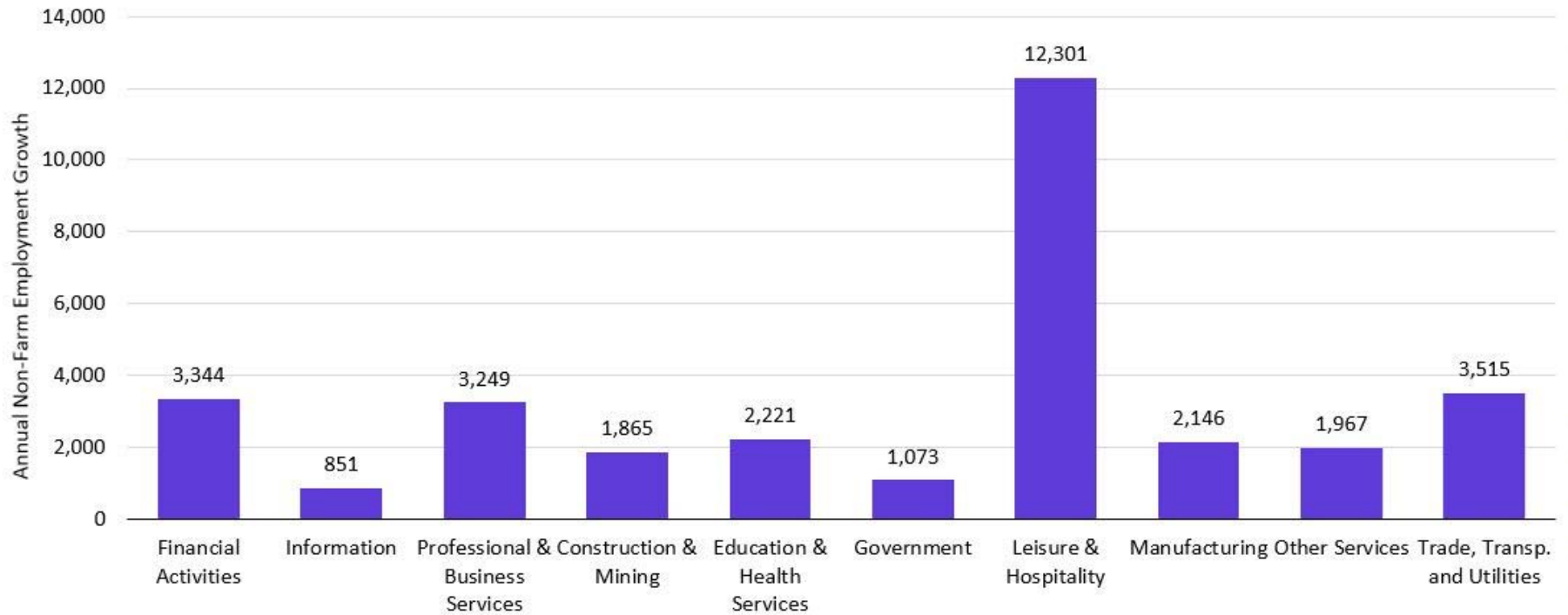
Source: Zonda; U.S. Bureau of Labor Statistics (BLS)

San Antonio-New Braunfels, TX Metropolitan Statistical Area - Zonda Five-Year Forecast

Category	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023F	2024F	2025F
Non-Farm Employment	922,558	954,317	987,267	1,016,558	1,038,850	1,058,775	1,077,375	1,031,292	1,071,610	1,107,331	1,125,062	1,136,007	1,145,196
Prior Year Change	28,925	31,758	32,950	29,292	22,292	19,925	18,600	(46,083)	40,319	35,720	17,731	10,945	9,189
Annual % Change	3.2%	3.4%	3.5%	3.0%	2.2%	1.9%	1.8%	-4.3%	3.9%	3.3%	1.6%	1.0%	0.8%
Unemployment Rate	5.8%	4.7%	3.8%	3.8%	3.5%	3.3%	3.1%	7.3%	6.0%	5.3%	4.9%	4.6%	4.5%



San Antonio MSA Employment Growth by Sector



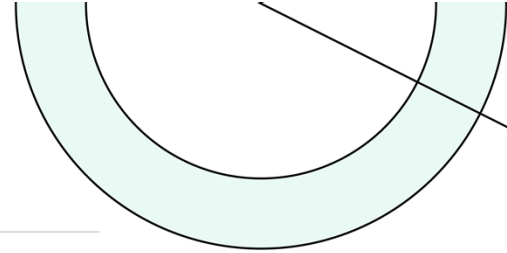
Source: Moody's Analytics; U.S. Bureau of Labor Statistics (BLS)

Category	Financial Activities	Information	Professional & Business Services	Construction & Mining	Education & Health Services	Government	Leisure & Hospitality	Manufacturing	Other Services	Trade, Transp. and Utilities
Current Month (Feb-2023)	101,244	19,104	162,073	62,111	170,187	175,203	146,083	57,962	40,151	204,354
Current Month (Feb-2022)	97,900	18,253	158,824	60,246	167,966	174,130	133,782	55,816	38,185	200,839
12-Month Change	3,344	851	3,249	1,865	2,221	1,073	12,301	2,146	1,967	3,515

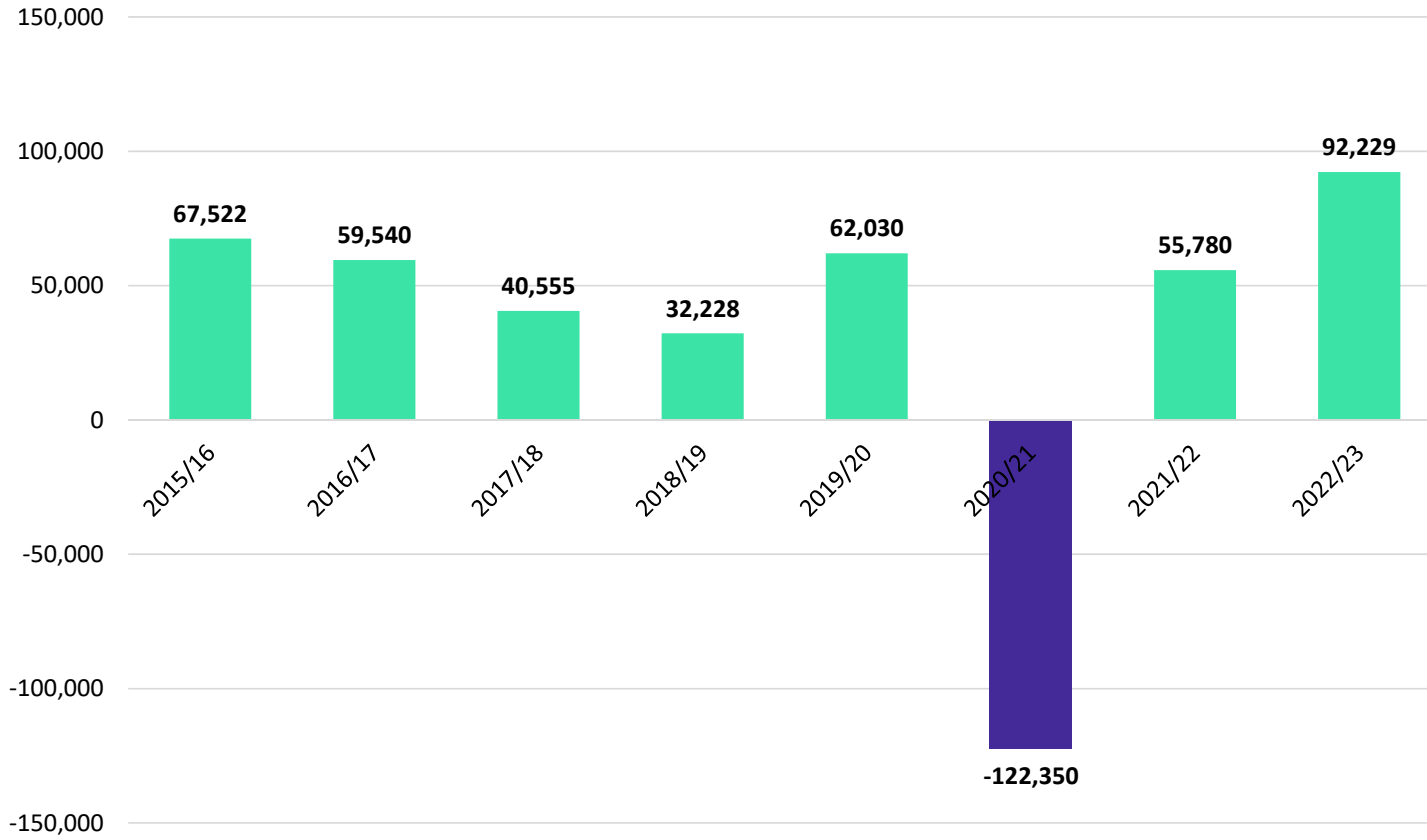


State Enrollment Trends*

(*Preliminary Enrollment Data, TEA April 2023)



Texas ISD Enrollment Change





State Enrollment Trends*

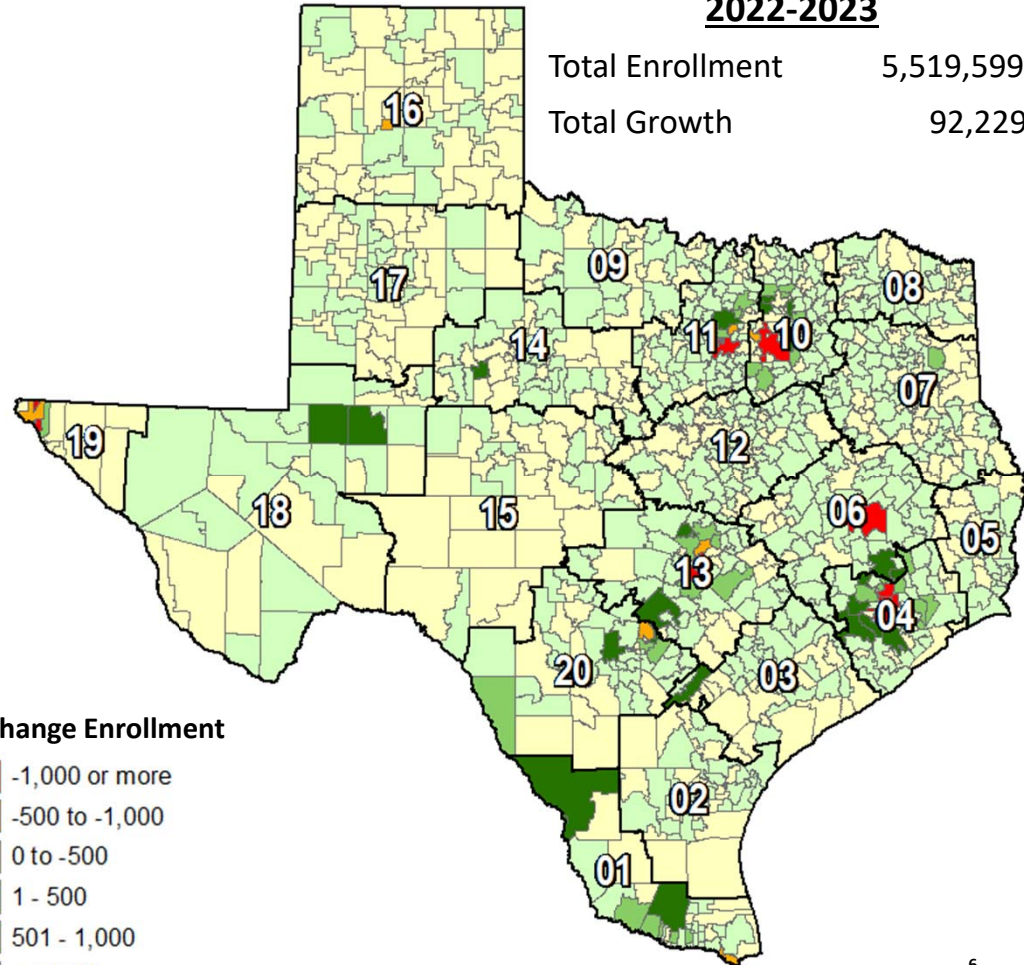
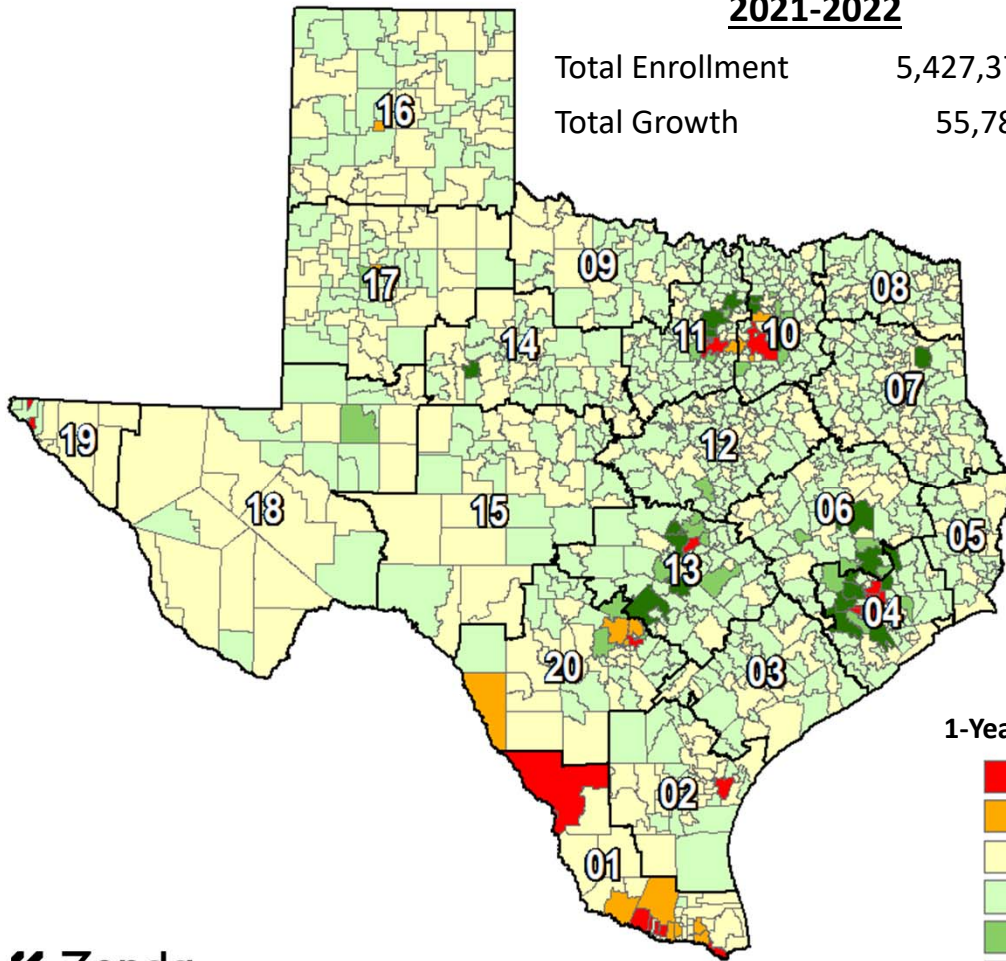
(*Preliminary Enrollment Data, TEA April 2023)

2021-2022

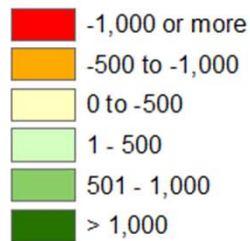
Total Enrollment 5,427,370
Total Growth 55,780

2022-2023

Total Enrollment 5,519,599
Total Growth 92,229



1-Year Change Enrollment



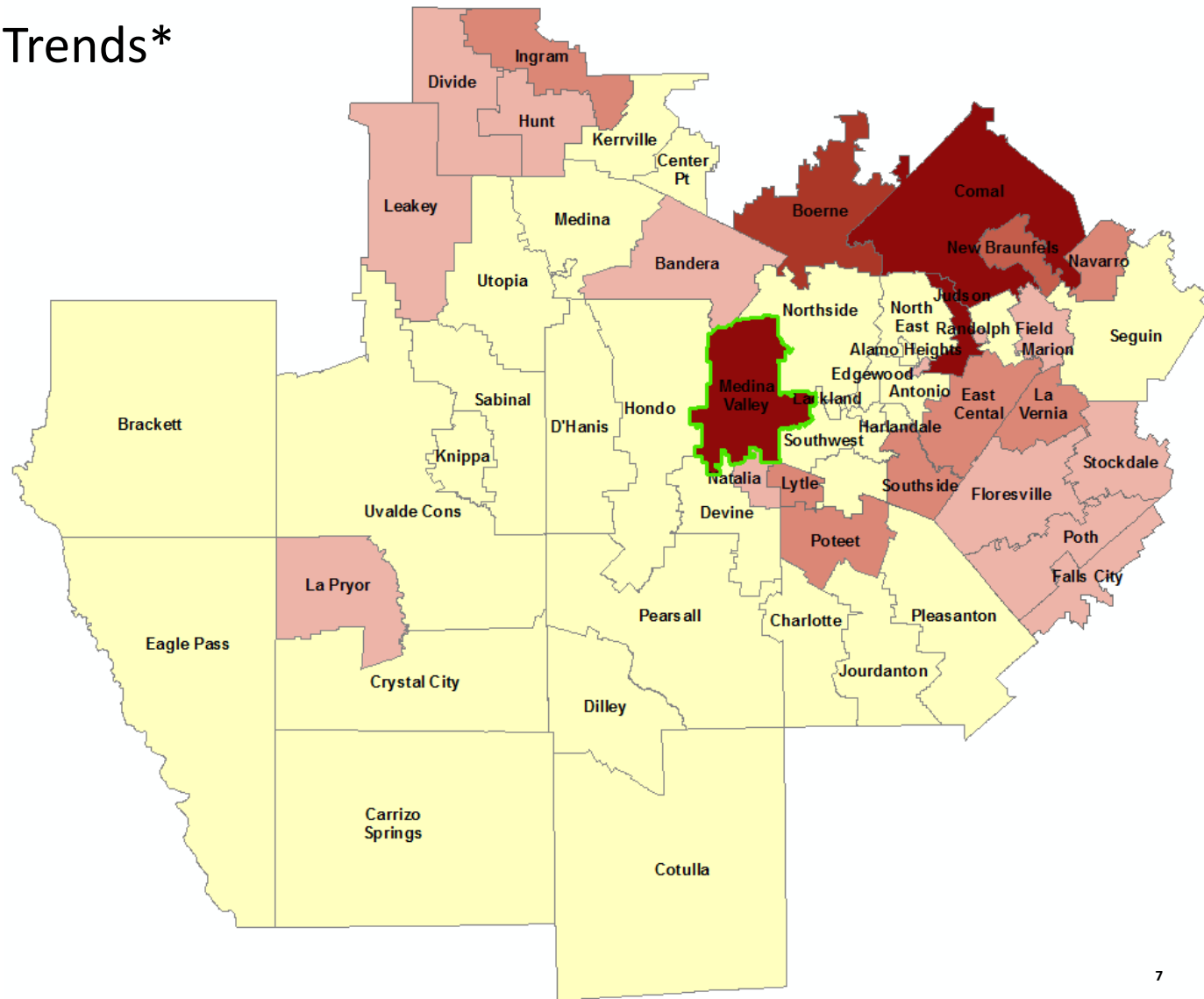
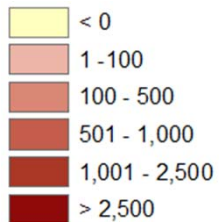


Region 20 Enrollment Trends*

(*Preliminary Enrollment Data, TEA April 2023)

- Medina Valley ISD enrollment has risen by 2,735 students between 2017/18 and 2022/23, an increase of 53.8%
- MVISD enrollment has increased by 1,038 students, or 15.3%, since 2021/22

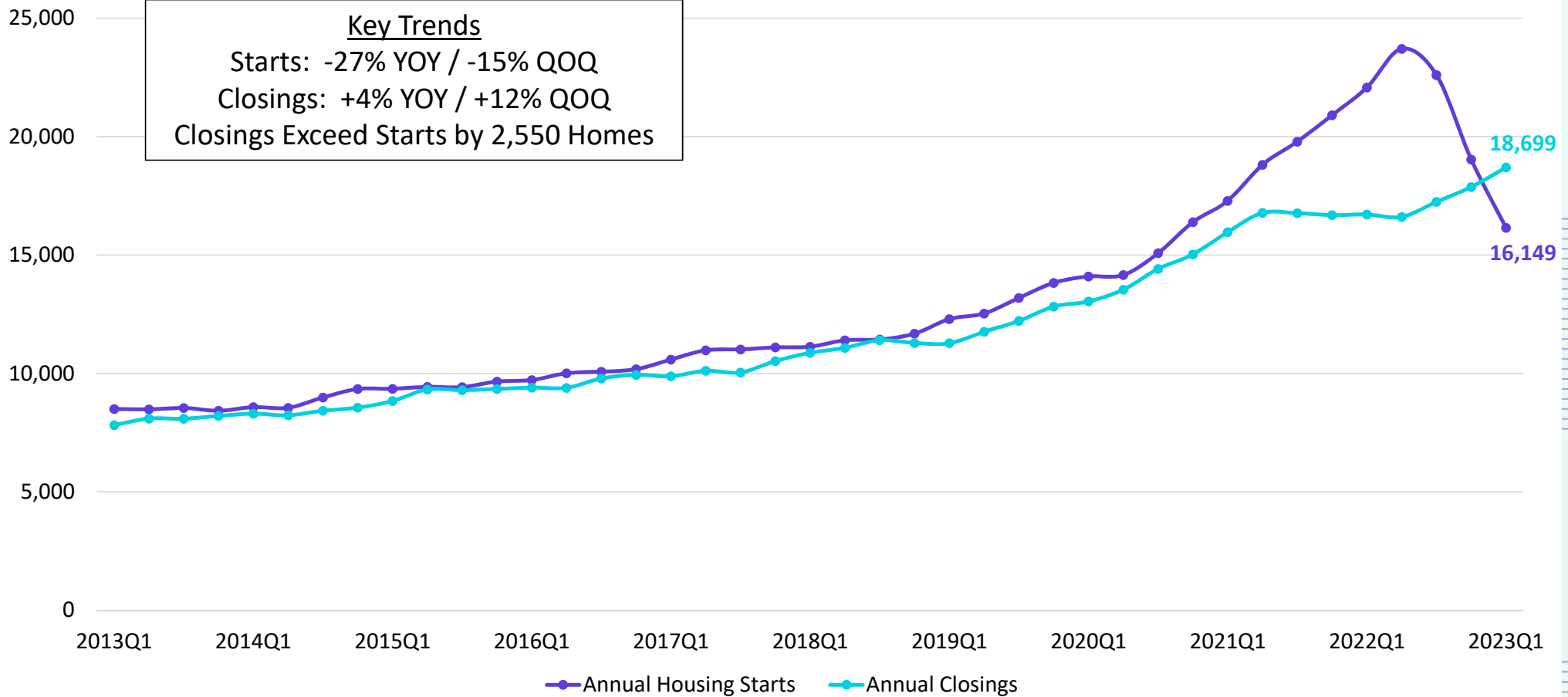
5-Year Change Enrollment





San Antonio New Home Starts & Closings

Annual Housing Starts vs. Annual Closings

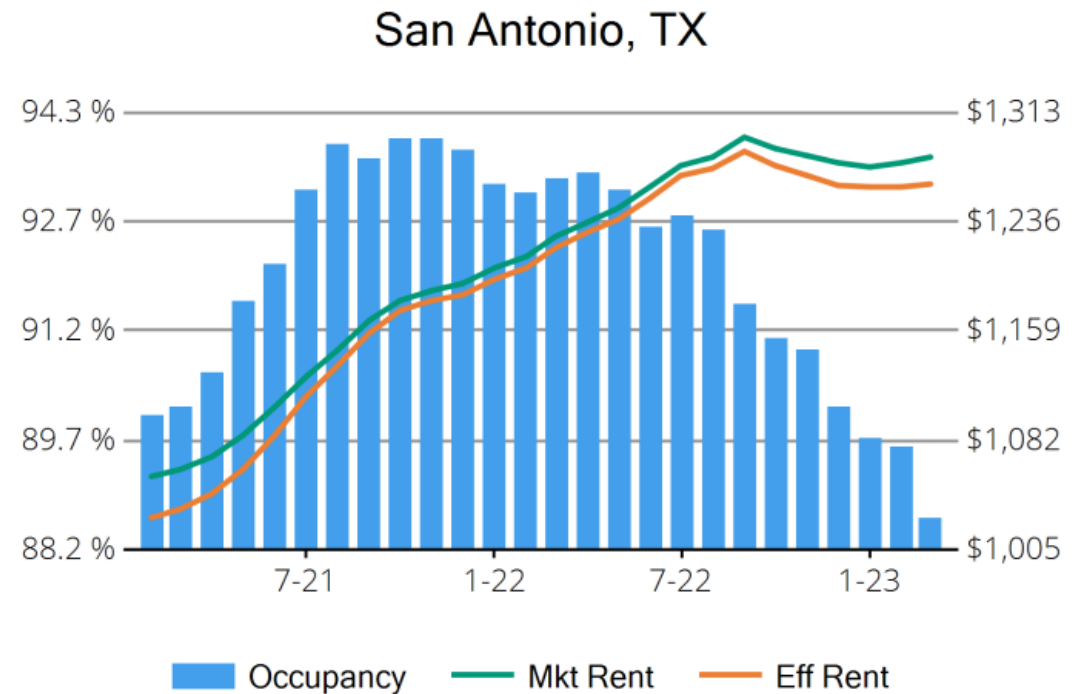




Housing Market Trends: Multi-family market- March 2023

Stabilized and Lease-up Properties*

Conventional Properties	Mar 2023	Annual Change
Occupancy	88.7	-5.1%
Unit Change	5,815	
Units Absorbed (Annual)	-4,007	
Average Size (SF)	855	+0.4%
Asking Rent	\$1,281	+4.6%
Asking Rent per SF	\$1.50	+4.3%
Effective Rent	\$1,262	+3.7%
Effective Rent per SF	\$1.48	+3.4%
% Offering Concessions	24%	+46.5%
Avg. Concession Package	5.2%	+47.7%





San Antonio New Home Ranking Report

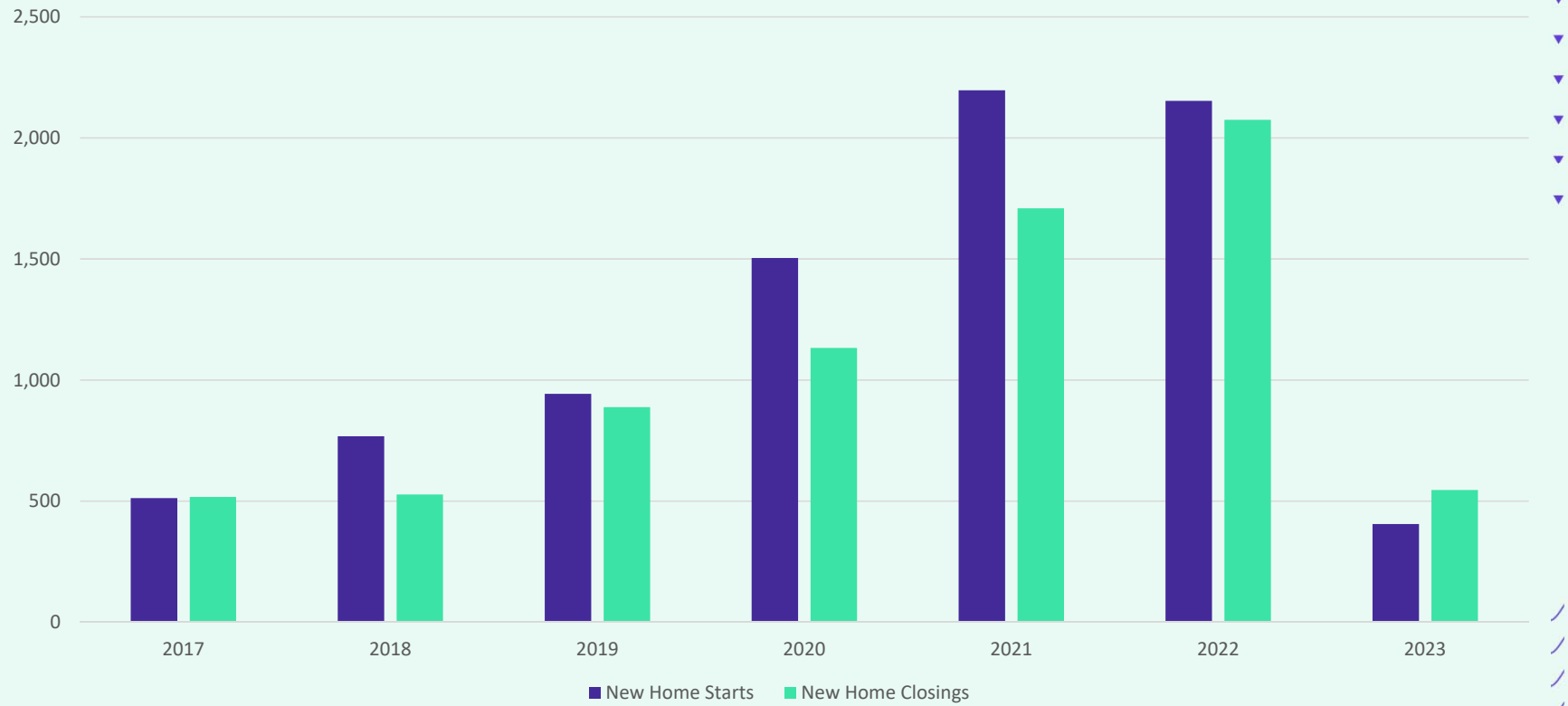
ISD Ranked by Annual Closings – 1Q23

Rank	District Name	Annual Starts	Annual Closings	Inventory	VDL	Future
1	NORTHSIDE ISD	3,198	4,133	2,542	6,890	25,018
2	COMAL ISD	2,613	3,141	2,257	4,570	22,930
3	MEDINA VALLEY ISD*	1,894	2,115	1,321	4,290	27,276
4	EAST CENTRAL ISD	1,929	1,887	1,409	4,095	26,403
5	JUDSON ISD	1,051	1,325	800	1,156	1,240
6	SCHERTZ-CIBOLO-U CITY ISD	732	1,059	568	1,917	7,147
7	SOUTHWEST ISD	1,074	909	762	2,127	10,028
8	NEW BRAUNFELS ISD	564	805	459	1,212	6,852
9	BOERNE ISD	591	624	614	1,303	10,864
10	SEGUIN ISD	459	623	261	867	5,253
11	NAVARRO ISD	606	507	480	1,543	4,634
12	SOUTHSIDE ISD	363	466	258	1,194	10,237
13	NORTH EAST ISD	448	368	328	609	5,986
14	SAN ANTONIO ISD	144	292	199	365	1,053
15	SOUTH SAN ANTONIO ISD	270	190	198	192	635
16	LYTLE ISD	65	99	45	190	1,282
17	HARLANDALE ISD	38	73	12	14	144
18	ALAMO HEIGHTS ISD	39	35	67	93	22
19	EDGEWOOD ISD	12	23	9	0	42
20	JOURDANTON ISD	0	23	1	4	36

* Based on additional Zonda Education housing research



District New Home Starts and Closings

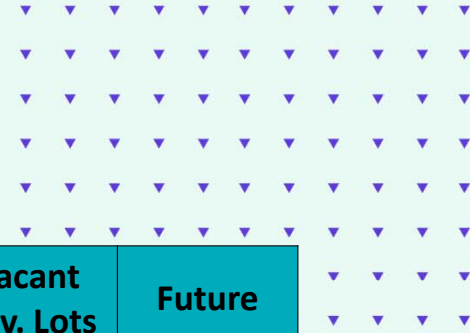


Starts	2017	2018	2019	2020	2021	2022	2023
1Q	112	124	161	299	526	633	405
2Q	143	163	277	273	528	702	
3Q	150	199	254	397	495	538	
4Q	107	282	251	535	648	280	
Total	512	768	943	1,504	2,197	2,153	405

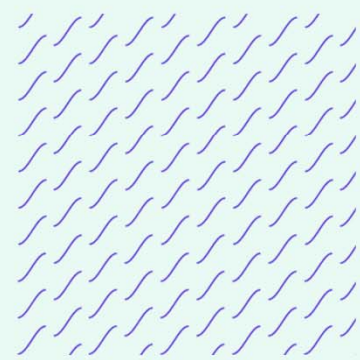
Closings	2017	2018	2019	2020	2021	2022	2023
1Q	119	109	192	199	401	400	546
2Q	133	146	242	293	485	559	
3Q	134	132	209	296	432	593	
4Q	131	140	245	345	391	523	
Total	517	527	888	1,133	1,709	2,075	546



District Housing Overview by Elementary Zone



Elementary	Annual Starts	Quarter Starts	Annual Closings	Quarter Closings	Under Const.	Inventory	Vacant Dev. Lots	Future
CASTROVILLE	17	8	4	0	17	17	433	786
LACOSTE	654	145	729	171	443	453	991	2,453
LADERA	345	100	416	83	258	292	933	7,176
LUCKEY RANCH	345	73	337	102	163	195	758	3,530
POTRANCO	533	79	629	190	255	364	1,175	13,331
Grand Total	1,894	405	2,115	546	1,136	1,321	4,290	27,276



- Highest activity in the category
- Second highest activity in the category
- Third highest activity in the category

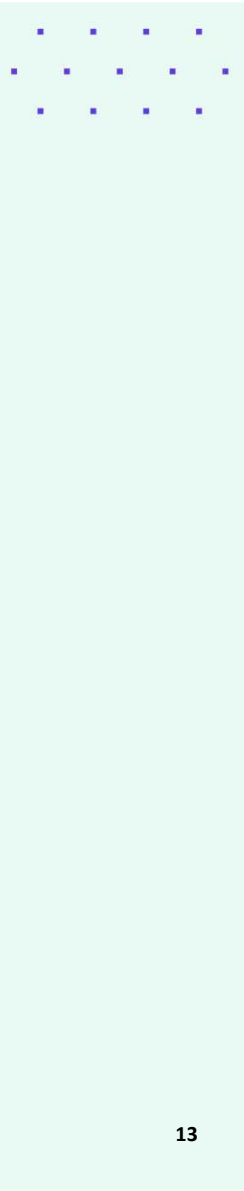
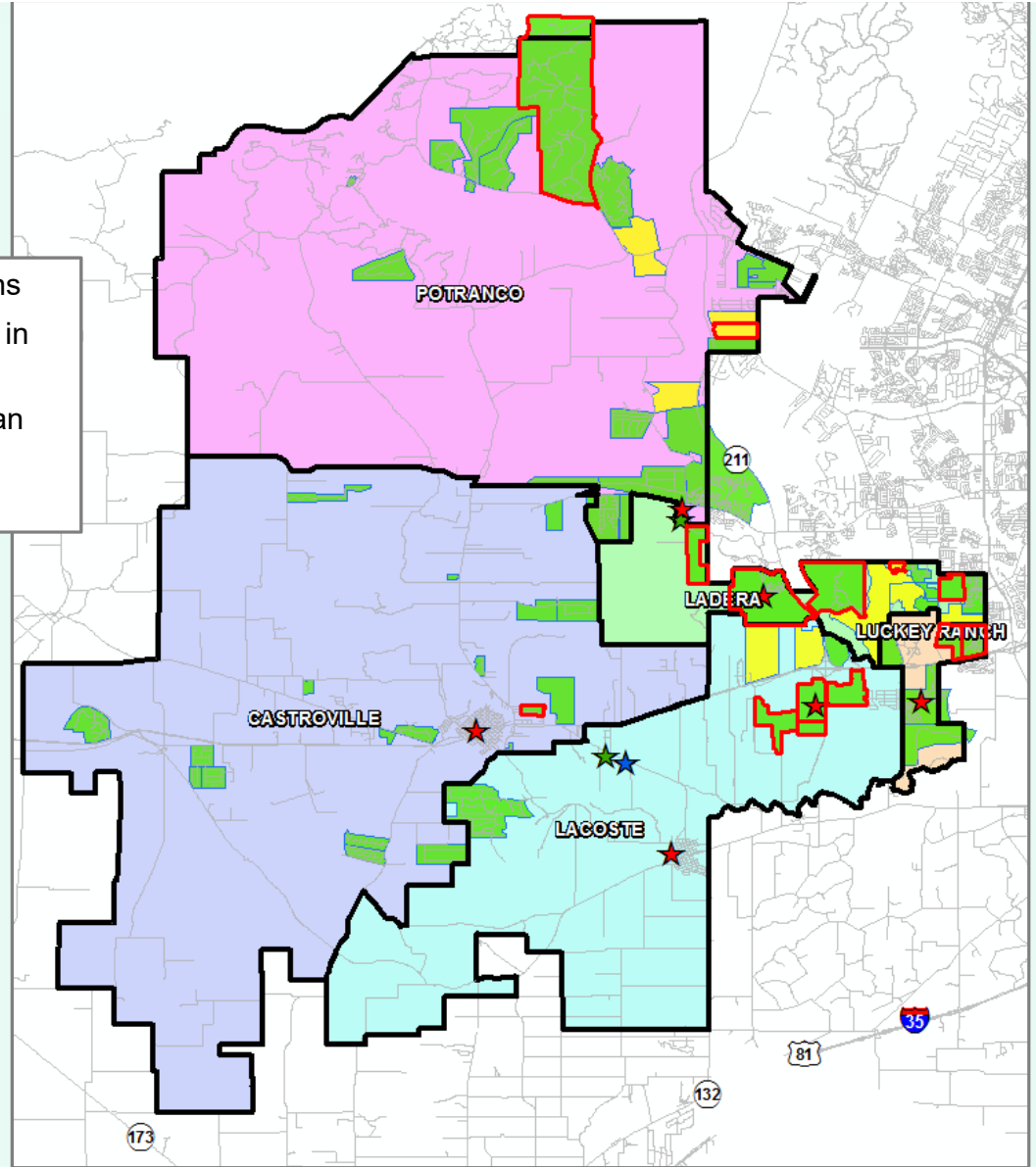


District Housing Overview

- The district has 57 actively building subdivisions
- Within MVISD there are 10 future subdivisions in various stages of planning
- Of these, groundwork is underway on more than 2,240 lots within 14 subdivisions
- 581 lots have been delivered in the 1st quarter

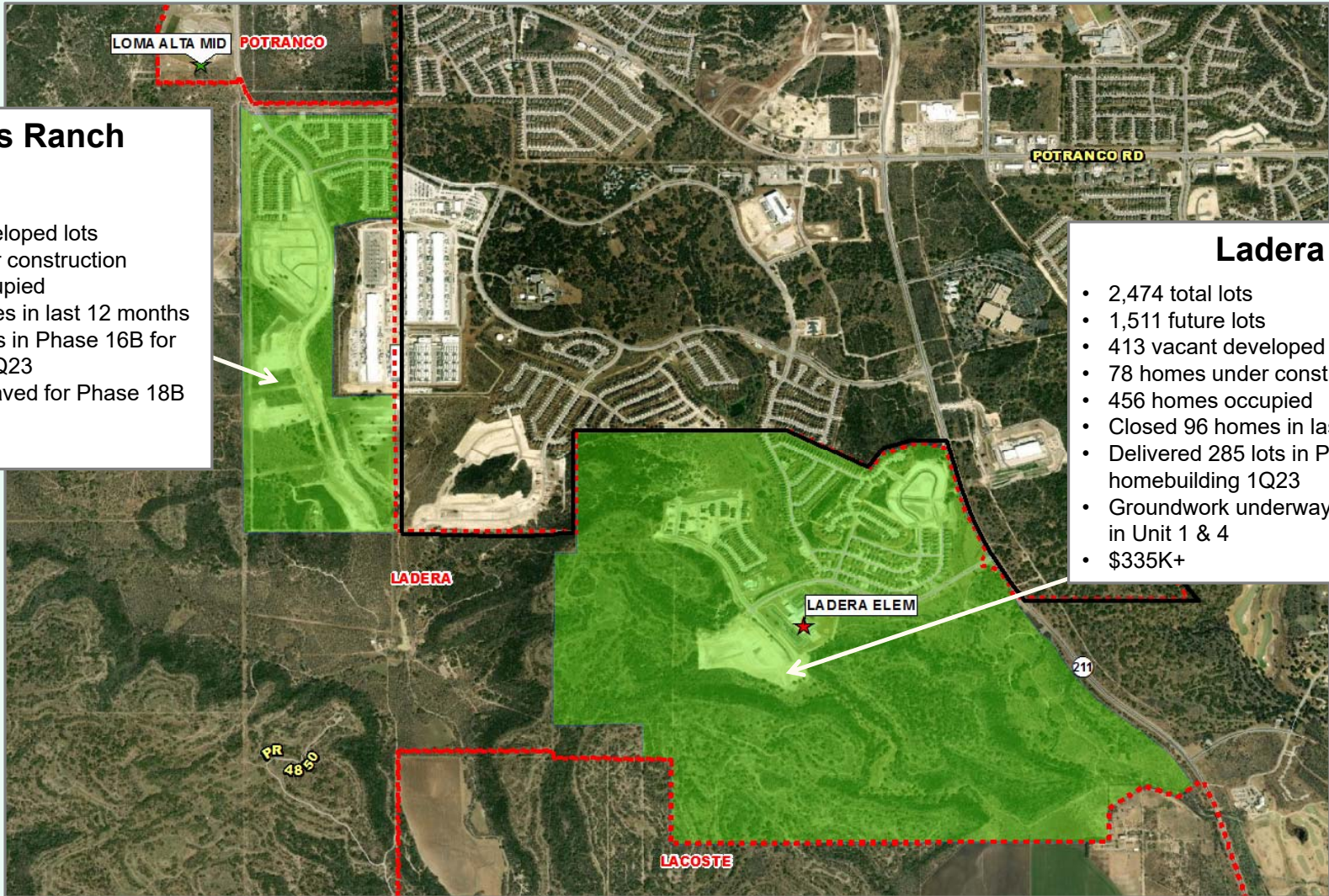
Subdivisions

- ACTIVE
- FUTURE
- Groundwork Underway





Residential Activity



Hunters Ranch

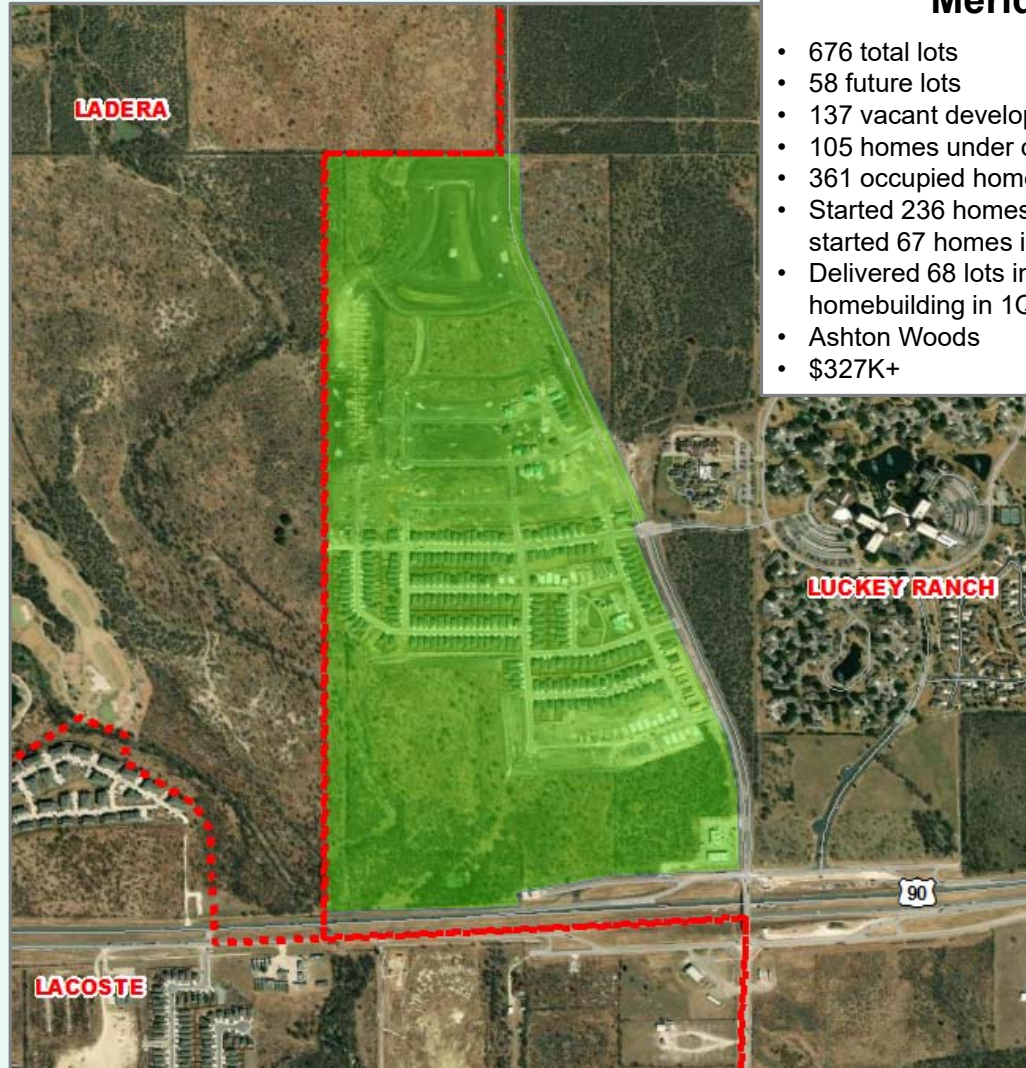
- 1,306 total lots
- 613 future lots
- 314 vacant developed lots
- 55 homes under construction
- 321 homes occupied
- Started 78 homes in last 12 months
- Delivered 52 lots in Phase 16B for homebuilding 1Q23
- Streets being paved for Phase 18B (79 lots)
- \$260K - \$380K

Ladera

- 2,474 total lots
- 1,511 future lots
- 413 vacant developed lots
- 78 homes under construction
- 456 homes occupied
- Closed 96 homes in last 12 months
- Delivered 285 lots in Phase 2 for homebuilding 1Q23
- Groundwork underway on 354 lots in Unit 1 & 4
- \$335K+



Residential Activity



- ### Meridian
- 676 total lots
 - 58 future lots
 - 137 vacant developed lots
 - 105 homes under construction
 - 361 occupied homes
 - Started 236 homes in last 12 months; started 67 homes in 1Q23
 - Delivered 68 lots in Phase 5 for homebuilding in 1Q23
 - Ashton Woods
 - \$327K+



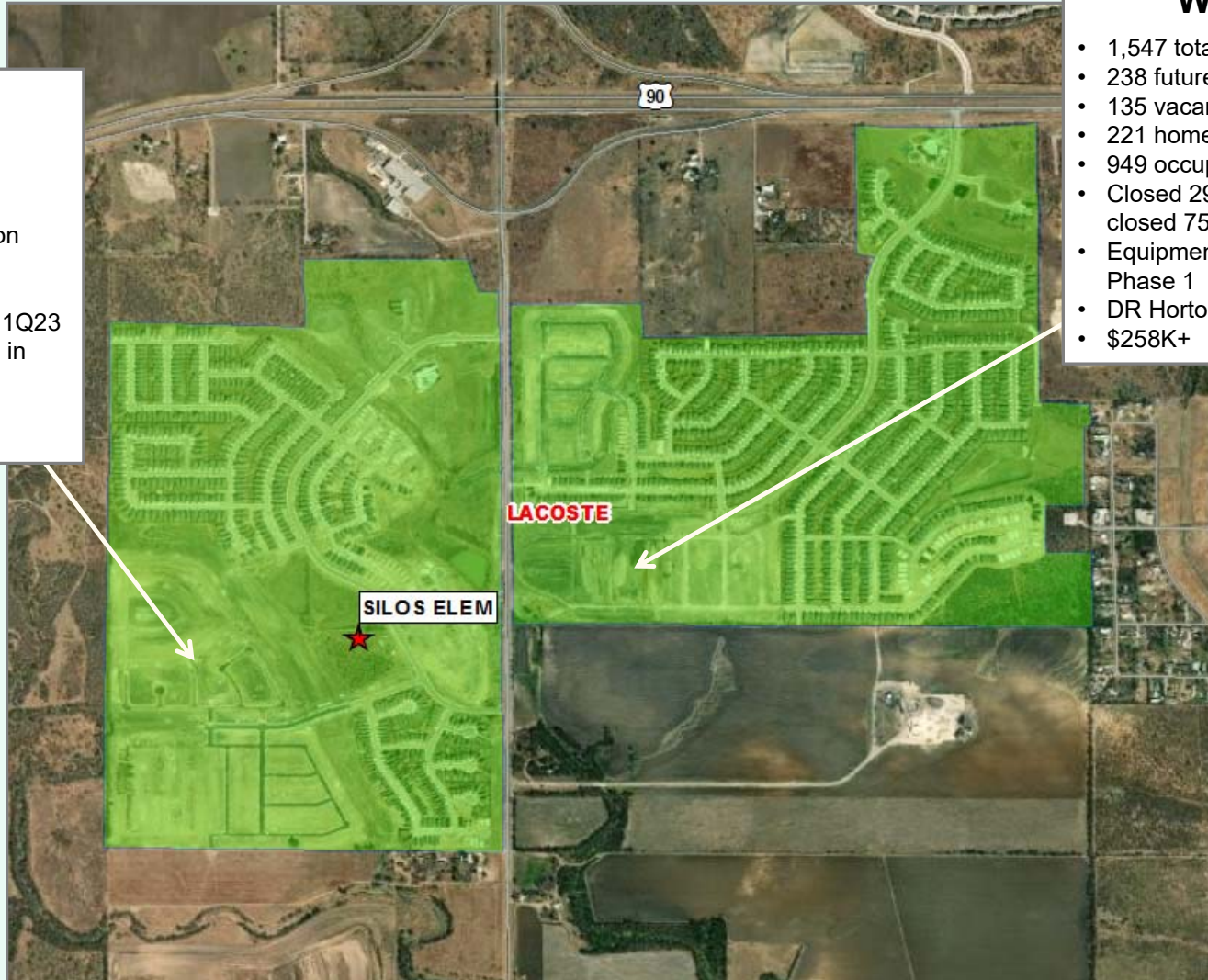
Residential Activity

Silos

- 1,458 total lots
- 15 future lots
- 362 vacant developed lots
- 209 homes under construction
- 866 occupied homes
- Closed 430 homes in last 12 months; closed 96 homes in 1Q23
- Equipment on site for 64 lots in Phase 1
- Lennar
- \$192K - \$406K

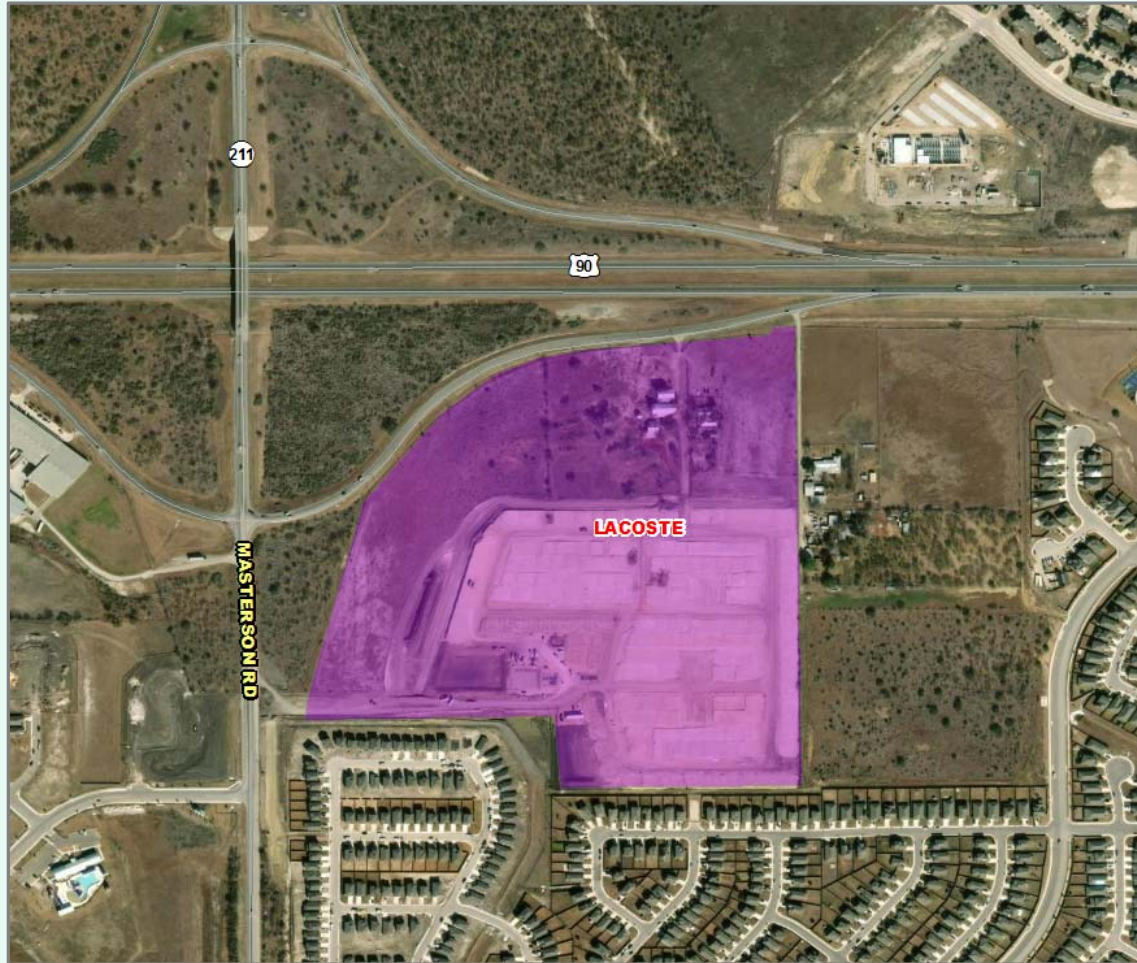
Whisper Falls

- 1,547 total lots
- 238 future lots
- 135 vacant developed lots
- 221 homes under construction
- 949 occupied homes
- Closed 299 homes in last 12 months; closed 75 homes in 1Q23
- Equipment on site for 41 lots in Phase 1
- DR Horton
- \$258K+





Multi-Family Activity



Artesia at Medina Valley

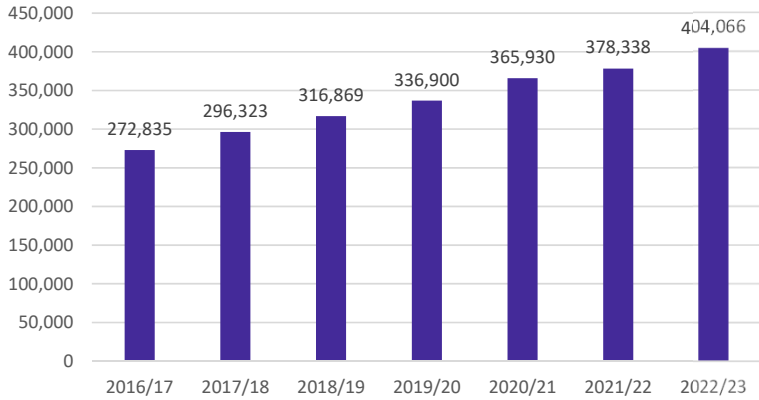
- 285 units under construction
- Groundwork began Oct 2022
- First foundations laid Jan 2023
- Estimated lease date March 2024



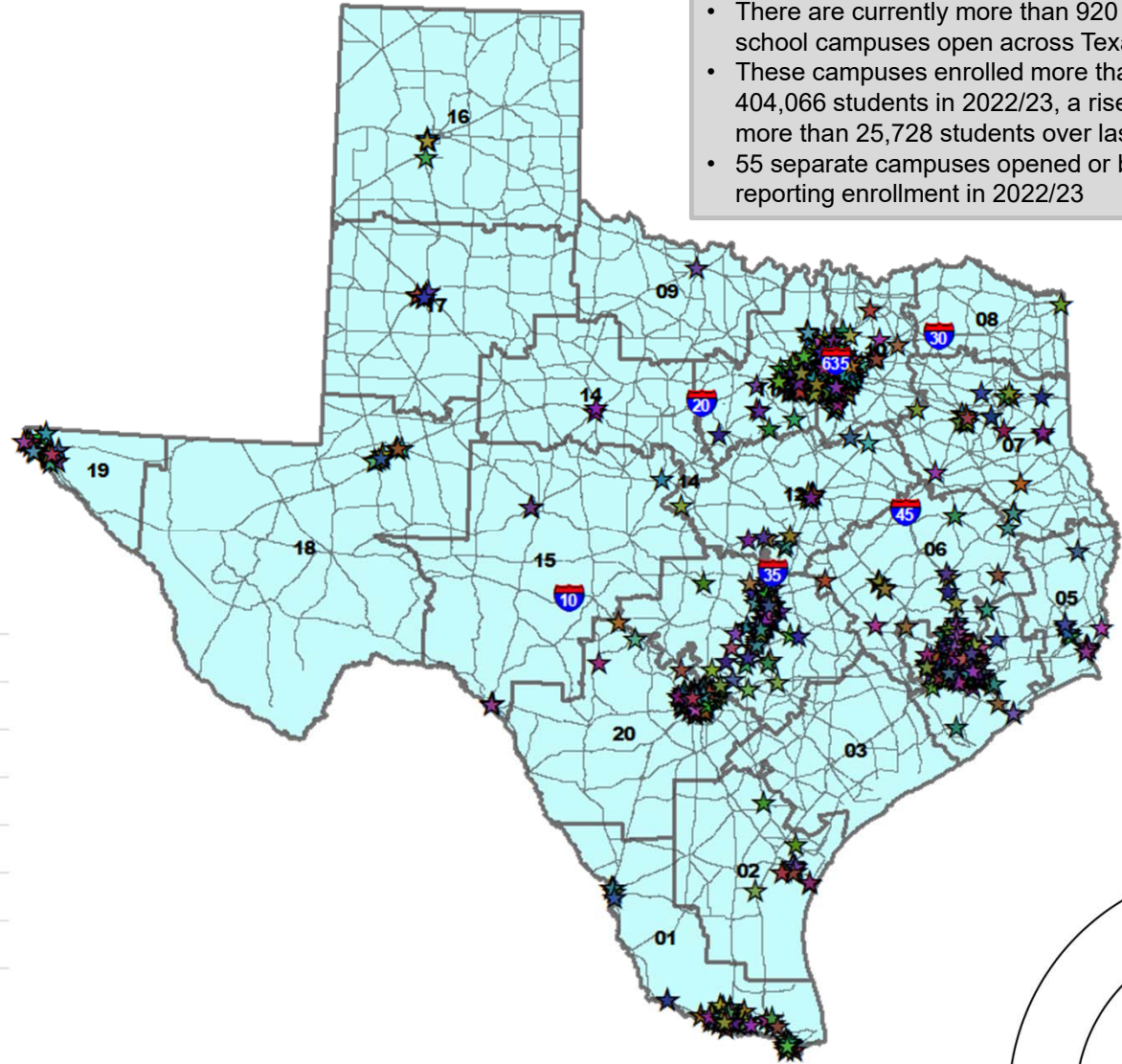
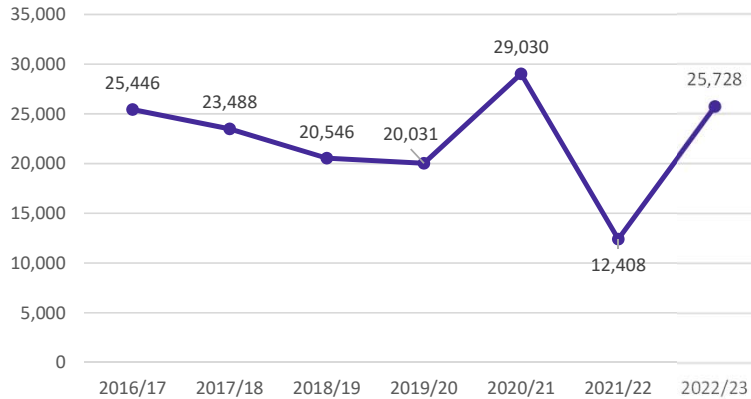


Charter Schools in Texas

Total Charter Enrollment



Charter Enrollment Change



- There are currently more than 920 charter school campuses open across Texas
- These campuses enrolled more than 404,066 students in 2022/23, a rise of more than 25,728 students over last year
- 55 separate campuses opened or began reporting enrollment in 2022/23



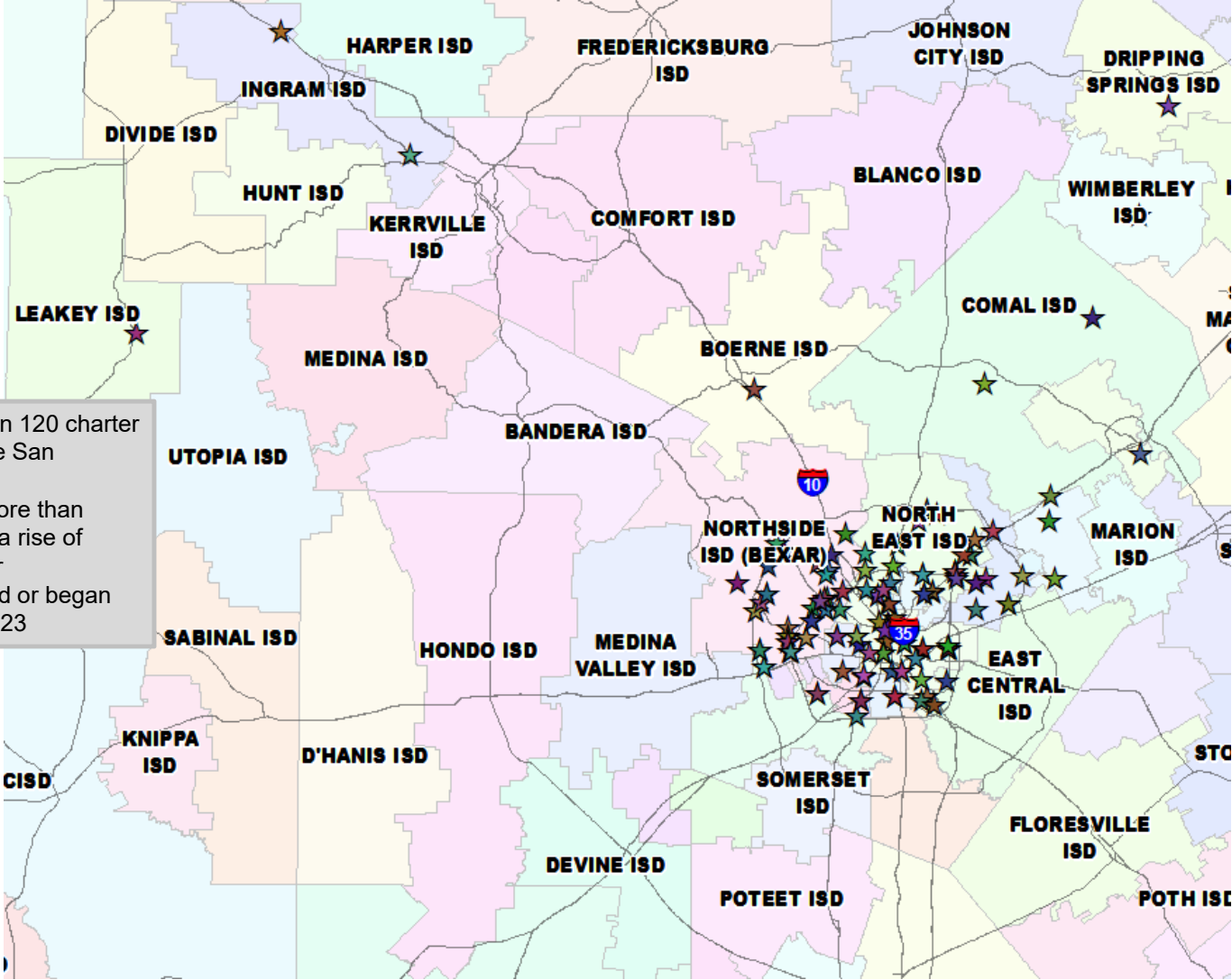
Texas Charter School – As Reported to TEA

REGION	Total Charter Enrollment					Current	1-YEAR		5-YEAR	
	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	CHANGE	PERCENT	CHANGE	PERCENT
1	41,050	49,181	56,160	69,384	75,712	82,620	6,908	9.12%	41,570	101.27%
2	1,261	1,262	1,295	1,227	1,183	1,163	-20	-1.69%	-98	-7.77%
3	0	0	0	0	0	0	0	0.00%	0	0.00%
4	58,306	46,270	76,267	80,171	81,662	88,649	6,987	8.56%	30,343	52.04%
5	1,780	2,345	2,865	3,326	3,237	3,179	-58	-1.79%	1,399	78.60%
6	1,762	1,927	2,048	1,875	1,741	1,632	-109	-6.26%	-130	-7.38%
7	4,141	4,329	4,515	4,429	4,455	4,584	129	2.90%	443	10.70%
8	0	0	0	0	0	0	0	0.00%	0	0.00%
9	0	0	0	0	0	0	0	0.00%	0	0.00%
10	79,139	81,298	84,994	86,861	86,488	88,422	1,934	2.24%	9,283	11.73%
11	17,053	16,450	16,796	17,434	17,572	18,090	518	2.95%	1,037	6.08%
12	13,303	13,303	13,419	13,812	13,683	13,912	229	1.67%	609	4.58%
13	19,845	43,477	17,064	18,131	18,446	20,331	1,885	10.22%	486	2.45%
14	13,067	12,051	13,079	15,671	15,238	16,478	1,240	8.14%	3,411	26.10%
15	2,737	2,793	2,962	2,863	3,511	3,722	211	6.01%	985	35.99%
16	0	0	0	0	0	0	0	0.00%	0	0.00%
17	507	516	575	618	668	698	30	4.49%	191	37.67%
18	2,094	2,260	2,391	2,484	2,497	1,784	-713	-28.55%	-310	-14.80%
19	5,744	5,810	6,016	6,530	7,215	8,008	793	10.99%	2,264	39.42%
20	34,534	33,532	36,454	41,114	44,067	50,794	6,727	15.27%	16,260	47.08%
STATE	296,323	316,804	336,900	365,930	377,375	404,066	26,691	7.07%	107,743	36.36%
Growth	23,508	20,481	20,096	29,030	11,445	26,691				

Large swings in enrollment area a result of reporting changes, not actual campus enrollment changes



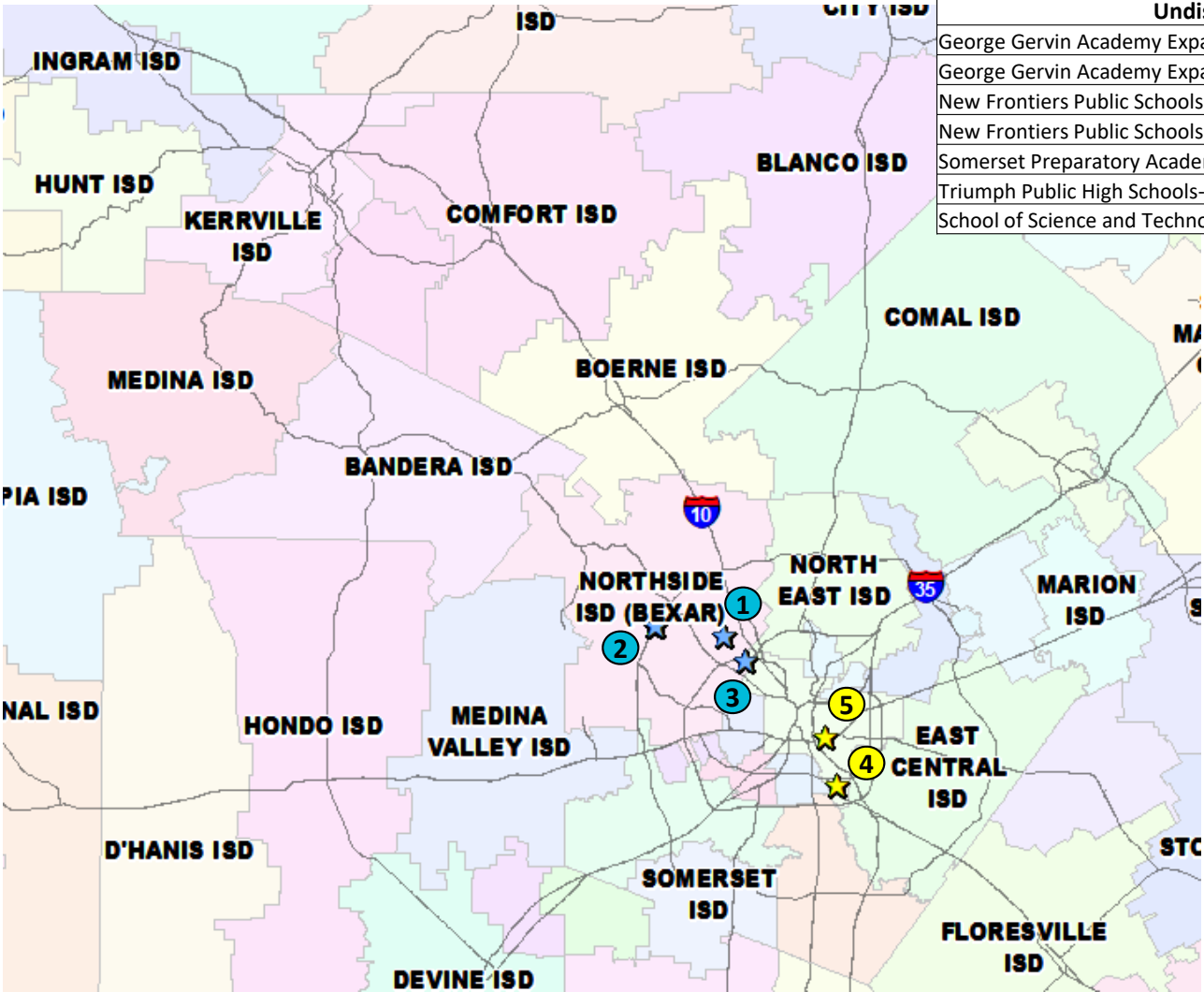
Charter Schools in San Antonio



- There are currently more than 120 charter school campuses open in the San Antonio area
- These campuses enrolled more than 50,000 students in 2022/23, a rise of 6,000 students over last year
- 8 separate campuses opened or began reporting enrollment in 2022/23



New Campuses Opening in San Antonio in 2023/24



Undisclosed Addresses	
George Gervin Academy Expansion Campus 1	San Antonio
George Gervin Academy Expansion Campus 2	San Antonio
New Frontiers Public Schools Campus (Name TBD)	Bexar County
New Frontiers Public Schools Campus (Name TBD)	Bexar County
Somerset Preparatory Academy*	San Antonio
Triumph Public High Schools-San Antonio*	San Antonio
School of Science and Technology Campus (Name TBD)*	Schertz

- Campus listed as under construction on TEA site
- Amendment filed but campus not on AskTED
- Site under existing campus



New Campuses Opening in San Antonio in 2023/24

#	Charter School	Location	Grades	Notes
1	Impact	5450 Babcock Rd, San Antonio	9-12	
2	SST Hill Country College Pre H S	9202 W Loop 1604 N, San Antonio	6-12	
3	Valor San Antonio	4300 Centerview Dr, San Antonio	KG-12	
4	Compass Rose Impact	8005 Outer Circle Rd, San Antonio	KG-12	
5	Compass Rose Opportunity	705 Hammond Ave, San Antonio	KG-12	
6	George Gervin Academy Expansion Campus 1	San Antonio, TX	KG-12	Postponed from 2022
7	George Gervin Academy Expansion Campus 2	San Antonio, TX	KG-12	Postponed from 2022
8	New Frontiers Public Schools Campus (Name TBD)	Bexar County	9-12	Address not disclosed
9	New Frontiers Public Schools Campus (Name TBD)	Bexar County	9-12	Address not disclosed
10	Somerset Preparatory Academy*	San Antonio, TX	PK4-8	Address not disclosed
11	Triumph Public High Schools-San Antonio*	San Antonio, TX	9-12	Address not disclosed
12	School of Science and Technology Campus (Name TBD)*	Schertz, TX	PK4-12	Address not disclosed

*Campus amendment pending at time of writing



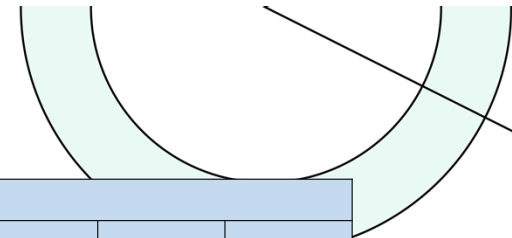
Ten Year Forecast by Grade Level

Year (Oct)	EE	PK	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total	Total Growth	% Growth
2018/19	45	209	374	384	367	391	421	415	436	454	408	427	390	388	358	5,467		
2019/20	30	181	431	408	422	411	447	470	483	465	469	436	433	399	367	5,852	385	7.0%
2020/21	26	160	398	474	429	461	460	473	509	489	490	483	449	434	390	6,125	273	4.7%
2021/22	49	186	483	489	527	489	499	519	524	545	539	518	522	458	438	6,785	660	10.8%
2022/23	52	260	562	583	570	625	555	607	617	579	626	602	559	537	451	7,785	1,000	14.7%
2023/24	52	295	646	681	677	661	714	646	688	672	637	664	626	561	521	8,741	956	12.3%
2024/25	52	328	718	755	764	764	747	808	674	772	753	675	691	628	544	9,673	932	10.7%
2025/26	52	363	798	839	853	860	865	845	812	750	849	797	702	694	628	10,707	1,034	10.7%
2026/27	52	397	874	916	930	946	942	966	809	891	819	898	799	705	666	11,610	903	8.4%
2027/28	52	436	955	990	1,025	1,030	1,044	1,053	890	872	943	866	900	802	676	12,534	924	8.0%
2028/29	52	472	1,039	1,069	1,084	1,124	1,132	1,143	975	957	935	998	868	903	770	13,521	987	7.9%
2029/30	52	516	1,133	1,144	1,173	1,181	1,225	1,217	1,032	1,034	1,020	989	1,000	872	866	14,454	933	6.9%
2030/31	52	563	1,231	1,258	1,236	1,252	1,269	1,303	1,074	1,094	1,102	1,079	992	1,004	837	15,346	892	6.2%
2031/32	52	604	1,323	1,349	1,357	1,319	1,343	1,353	1,139	1,138	1,166	1,166	1,082	996	964	16,351	1,005	6.5%
2032/33	52	642	1,402	1,438	1,450	1,444	1,407	1,437	1,174	1,207	1,213	1,233	1,169	1,086	956	17,310	959	5.9%

Yellow box = largest grade per year
 Green box = second largest grade per year



Ten Year Forecast by Campus

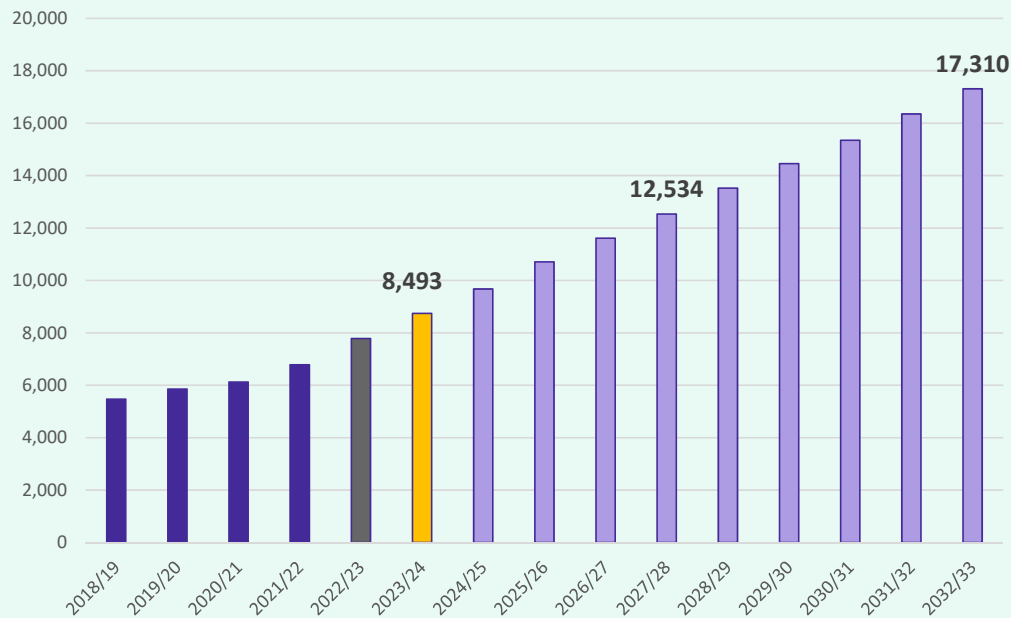


		Fall	ENROLLMENT PROJECTIONS									
ELEMENTARY CAMPUS	Capacity	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32	2032/33
CASTROVILLE ELEMENTARY	750	627	661	701	728	765	809	851	897	940	984	1,028
LACOSTE ELEMENTARY	850	737	827	924	1,035	1,126	1,225	1,329	1,431	1,529	1,622	1,718
LADERA ELEMENTARY	850	752	905	1,058	1,229	1,397	1,567	1,698	1,833	1,976	2,132	2,323
LUCKEY RANCH ELEMENTARY	1,000	856	1,008	1,148	1,260	1,380	1,516	1,632	1,755	1,894	2,009	2,126
POTRANCO ELEMENTARY	1,000	842	971	1,105	1,223	1,355	1,468	1,605	1,725	1,825	1,953	2,077
ELEMENTARY TOTALS	4,450	3,814	4,372	4,936	5,475	6,023	6,585	7,115	7,641	8,164	8,700	9,272
Elementary Absolute Change		573	558	564	539	548	562	530	526	523	536	572
Elementary Percent Change		17.68%	14.63%	12.90%	10.92%	10.01%	9.33%	8.05%	7.39%	6.84%	6.57%	6.57%
LOMA ALTA MIDDLE SCHOOL	1,100	793	892	995	1,146	1,219	1,369	1,466	1,631	1,730	1,828	1,903
MEDINA VALLEY MIDDLE SCHOOL	1,100	1,029	1,105	1,204	1,265	1,300	1,336	1,401	1,455	1,540	1,615	1,691
MIDDLE SCHOOL TOTAL	2,200	1,822	1,997	2,199	2,411	2,519	2,705	2,867	3,086	3,270	3,443	3,594
Middle School Absolute Change		214	175	202	212	108	186	162	219	184	173	151
Middle School Percent Change		13.31%	9.60%	10.12%	9.64%	4.48%	7.38%	5.99%	7.64%	5.96%	5.29%	4.39%
MEDINA VALLEY HIGH SCHOOL	2,350	2,149	2,372	2,538	2,821	3,068	3,244	3,539	3,727	3,912	4,208	4,444
HIGH SCHOOL TOTAL	2,350	2,149	2,372	2,538	2,821	3,068	3,244	3,539	3,727	3,912	4,208	4,444
High School Absolute Change		213	223	166	283	247	176	295	188	185	296	236
High School Percent Change		11.00%	10.38%	7.00%	11.15%	8.76%	5.74%	9.09%	5.31%	4.96%	7.57%	5.61%
DISTRICT TOTALS	9,000	7,785	8,741	9,673	10,707	11,610	12,534	13,521	14,454	15,346	16,351	17,310
District Absolute Change		1,000	956	932	1,034	903	924	987	933	892	1,005	959
District Percent Change		14.74%	12.28%	10.66%	10.69%	8.43%	7.96%	7.87%	6.90%	6.17%	6.55%	5.87%



Key Takeaways

Enrollment Projections



- Enrollment in Medina Valley ISD increased by 53.8% in the last 5 years
- The district has 57 actively building subdivisions with nearly 4,300 lots available to build on
- MVISD has 10 future subdivisions with over 27,200 lots in the planning stages
- Groundwork is underway on more than 2,240 lots within 14 subdivisions
- Fall 2023 enrollment likely to be near 8,500 students



Medina Valley
INDEPENDENT SCHOOL DISTRICT

Board of Trustees Meeting:
Silos Elementary School
Project Update

GENERAL PROJECT SUMMARY:

General Contractor (CMR): Nunnelly General Contractor

Original Substantial Completion Date: April 2024

Requested Days to Date: Zero (0)

Original Contract Sum (GMP): \$42,139,608.00

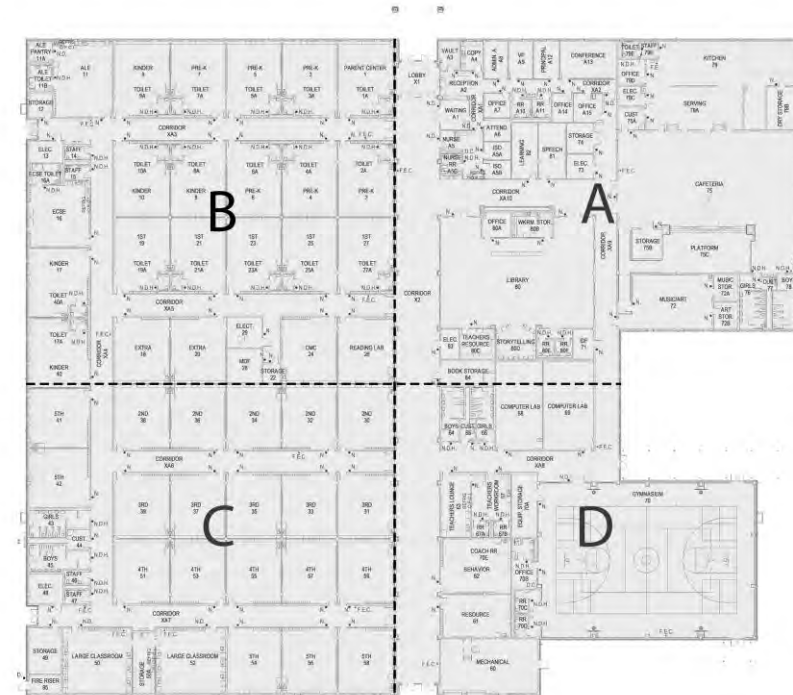
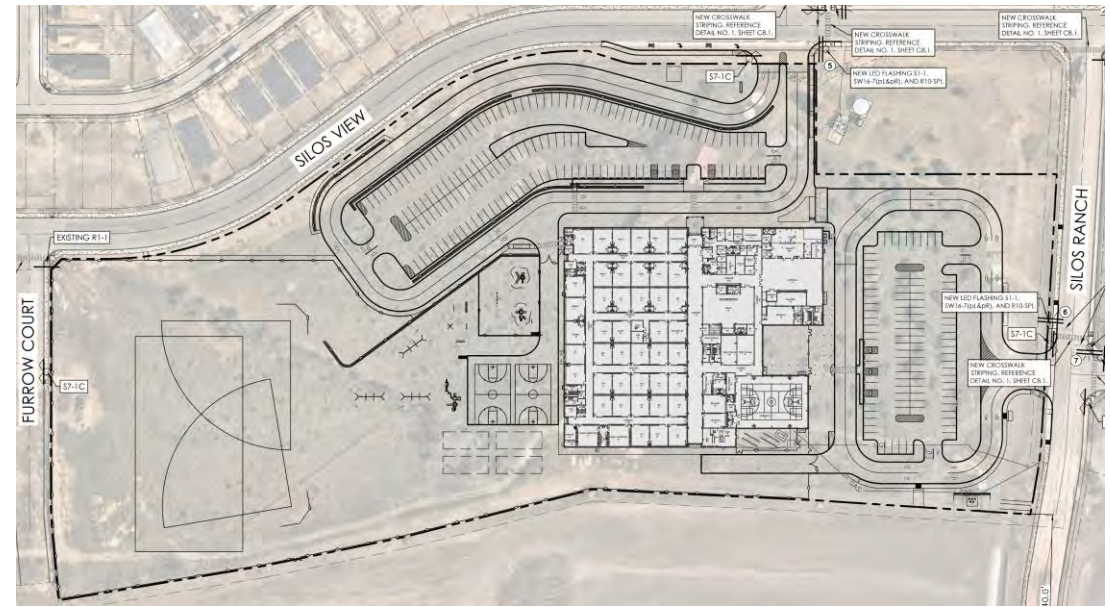
Change Order Sum to Date: \$0.00

Current Contract Sum: \$42,139,608.00

Percentage of Work Complete: 48% - Pay Application No. 10
\$20,279,796 Total Stored/Completed

RECENT CONSTRUCTION ACTIVITY

1. Project submittal process is ongoing
2. Site work on ongoing
 - Roof storm drains in progress
 - Grading for roads and parking near completion
3. **Area 'A' and Area 'B'**
 - CMU exterior & interior walls in progress
 - Waterproofing of exterior masonry wall complete
 - MEP above ceiling in progress
 - Structural steel in high roofs complete
 - HM door frame installation ongoing
4. **Area 'C'**
 - Roof system ongoing
 - MEP above ceiling in near completion
 - Metal stud frames between walls in progress
 - MEP in-walls in progress
 - Above ceiling fire sprinkler system ongoing
5. **Area 'D'**
 - Low roof metal decking complete
 - MEP above ceiling in progress
 - Structural steel in high roofs complete



2 WEEK LOOK AHEAD SUMMARY:

1. Continue site work grading
2. Continue waterproofing exterior masonry walls
3. Continue all above ceiling and in-wall MEP rough-ins
4. **Begin decking on high roofs in Area 'A' and 'D'**



























Medina Valley ISD - Silos Elementary School - Rafael Barajas - July 20 2023



Medina Valley ISD

High School 2

Design Development Update

School Board Meeting

July 24, 2023

Agenda

- Schedule Update
- Design Development Update
- Cost Estimate and Budget Update



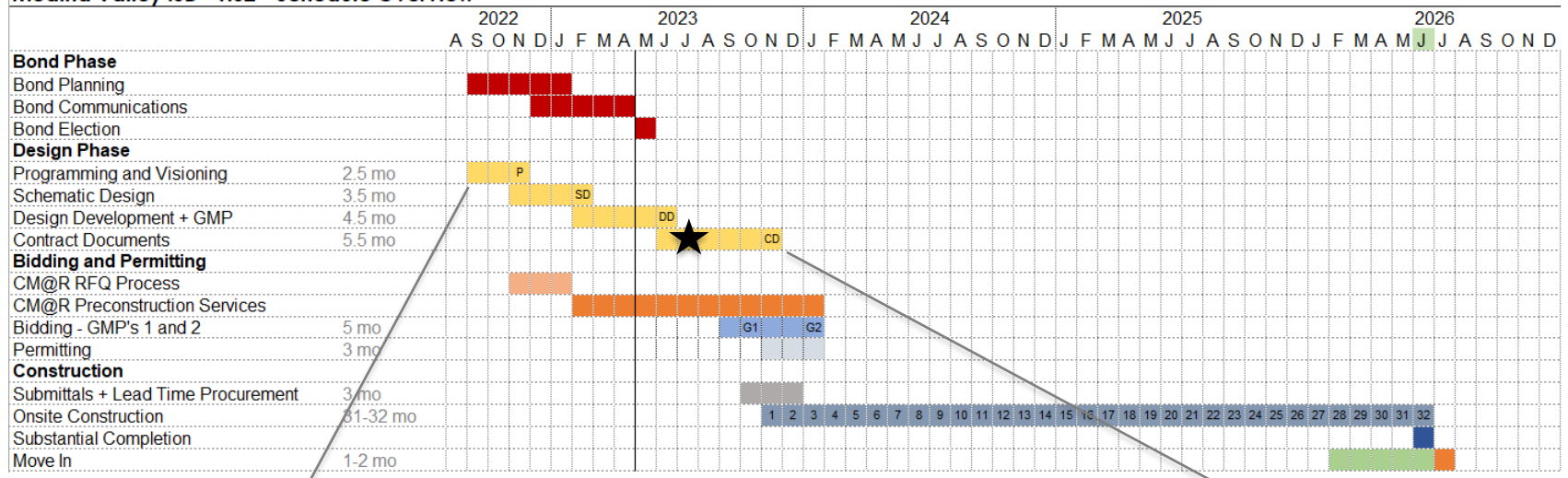
Project Goals

- **Versatility** to be adaptable to future learning trends + evolving programs
- Maximize utilization by exploring **adaptable, multi-purpose spaces**
- **Building efficiency** – every square foot needs to have purpose
- Programs/spaces that **students want to be in + feel ownership for**
- **Equity** with the existing High School will be critical for planning

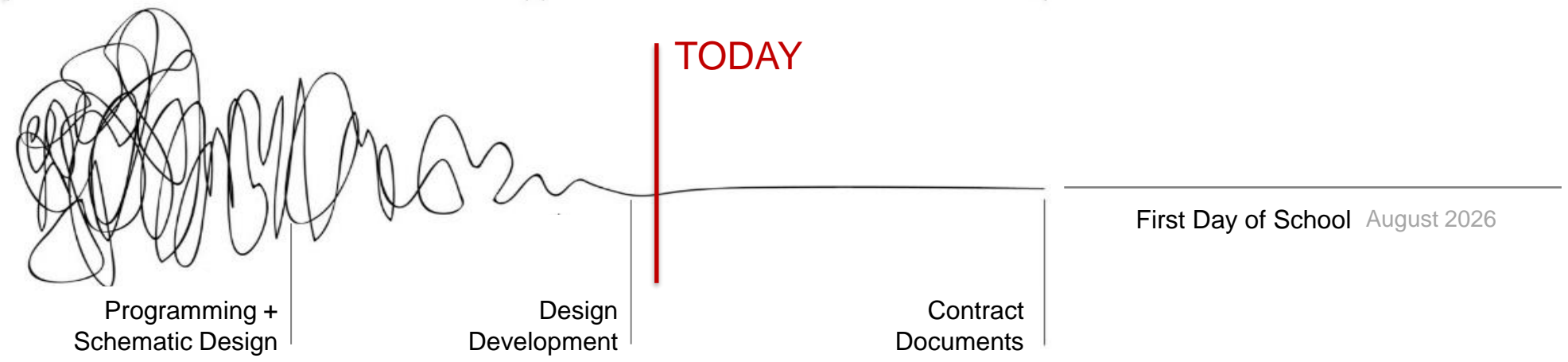
Date	Project Process	Date	Project Process	Date	Project Process
Aug 15, 2022	Board of Trustees Meeting Approval of Architect Rankings ✓	Feb 2023	Schematic Design approved Student Engagement ✓	Sept 2023	Pkg 1 bids and evaluation
Aug 2022	Introductions & Kick Off Meeting ✓	Mar 2023	Design Development started SD Budget presented Student Engagement ✓	Oct 2023	GMP 1 presentation Budget Update NTP issued
Sept 2022	Goal Setting User group meetings ✓ Programming started ✓	Apr 2023	Design Development progress Student Engagement ✓	Nov 2023	Construction begins Contract Documents pkg 2 complete
Oct 2022	High School Tours ✓ User group meetings ✓ Programming updates ✓	May 2023	Bond Election Design Development progress ✓	Dec 2023	Pkg 2 bid evaluation
Nov 2022	CMAR RFP released Advisory Committee ✓ Schematic Design started ✓ 8 th grade student survey LRFP and Ed Specs approved	June 2023	Design Development complete ✓	Jan 2024	GMP update presented NTP issued
Dec 2022	CMAR RFP Proposals submitted ✓ Programming completed ✓	July 2023	Design Development and Budget presentation Contract Documents started	Fall 2024	Potranco ES traffic improvements complete, estimated
Jan 2023	Programming approved ✓ CMAR rankings approved ✓ Student Engagement ✓	Aug 2023	Contract Documents Pkg 1 complete Contract Documents Pkg 2 50% complete	June 2026	Construction complete

HS2 Schedule Milestones

Medina Valley ISD - HS2 - Schedule Overview



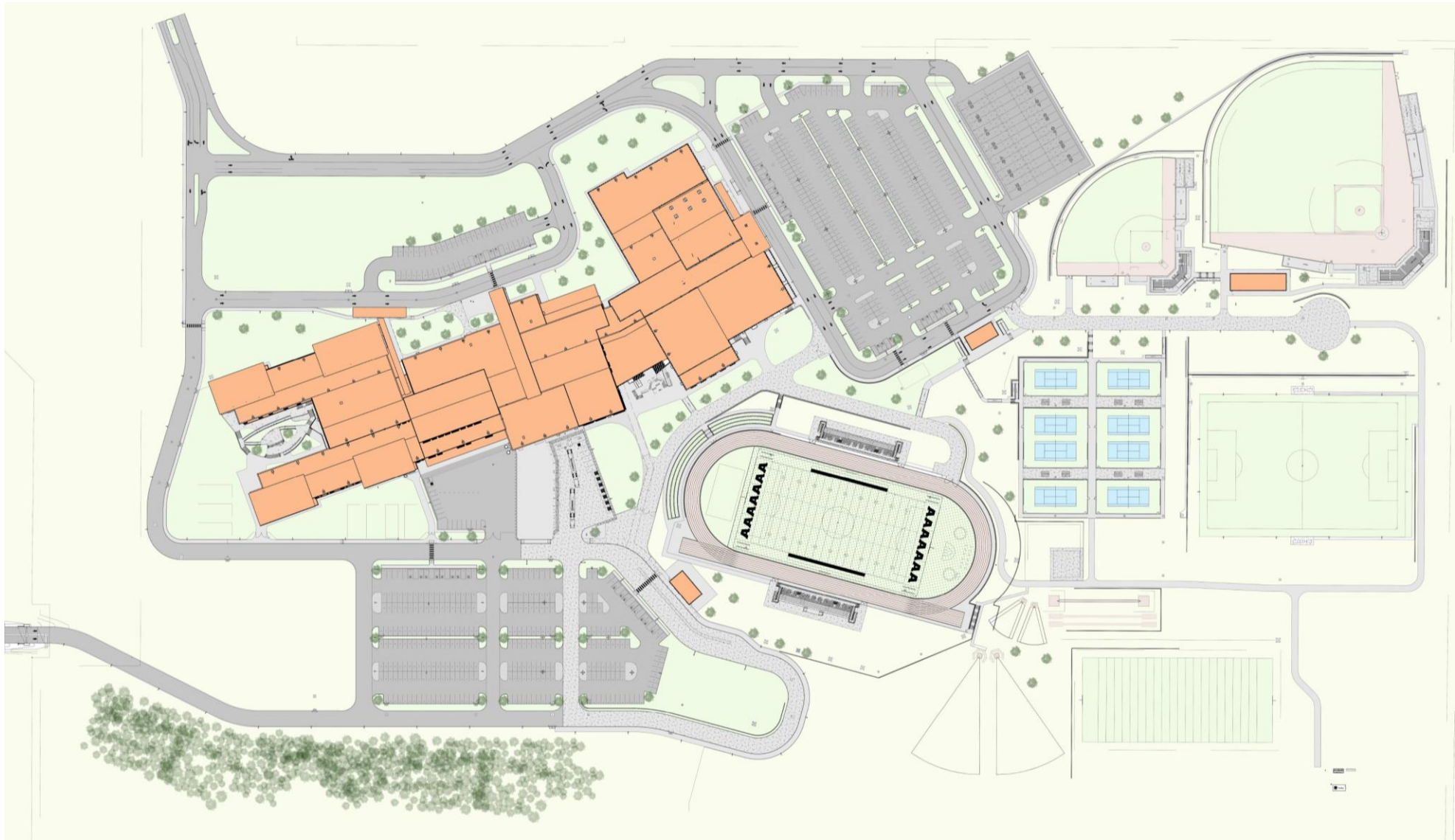
Uncertainty / patterns / insights Clarity / Focus



HS2 planning process



traffic improvements



design development site plan



design development floor plans



Main Entry

Athletics

aerial renderings





Main Entry



Student Entry



Academic Courtyard



Dining Courtyard



Student Entry



Main Entry



Student Neighborhood



Library

	PACKAGE 1	PACKAGE 2	TOTAL (BASE)	SCHEMATIC DESIGN	OVER/(UNDER) SD ESTIMATE
DESIGN DEVELOPMENT ESTIMATE SUBTOTAL	\$29,654,290	\$209,310,822	\$238,965,113	\$228,622,314	
ESCALATION ALLOWANCE	<u>1,076,451</u>	<u>7,590,591</u>	<u>8,667,041</u>	<u>34,293,347</u>	
DESIGN DEVELOPMENT ESTIMATE TOTAL (BASE)	\$30,730,741	\$216,901,413	\$247,632,154	\$262,915,661	(\$15,283,507)

TRAFFIC IMPROVEMENTS ESTIMATES (NOT INCLUDED
IN SD OR DD ESTIMATES ABOVE)

HS SITE BUS DRIVE AND TXDOT TURN LANES	4,492,233
OFFSITE DRIVES AND PARKING – LOMA ALTA MS AND POTRANCO ES	<u>2,823,927</u>
Separately funded bond project	
PROJECT PACKAGE TOTALS (BASE + TRAFFIC IMPROVEMENTS)	\$38,046,901

**HS2 Bond Budget for Construction
+ Traffic Improvements included =
\$277,435,373
including escalation**

\$22,487,059 under budget (8.1%)

CONSTRUCTION SCHEDULE SUMMARY
NOTICE TO PROCEED WITH CONSTRUCTION FOR
PACKAGE 1
SUBSTANTIAL COMPLETION
PROJECT COMPLETION

31.61 MONTHS

10/17/2023
06/01/2026
07/31/2026

**construction cost
update**

		Bond Budget		Schematic Design Estimate		Design Development Estimate	
		escalation separate	escalation included	escalation separate	escalation included	escalation separate	escalation included
Hard Costs Sub Total		\$ 202,293,000	\$ 267,532,493	\$ 228,622,314	\$ 262,915,658	\$ 238,965,113	\$ 247,632,154
Soft Costs						w/pkg 2 add alt incl'd	w/pkg 2 add alt incl'd
Fees / PM / Expenses	8.5%	\$ 17,194,905	\$ 22,740,262	\$ 12,931,116	\$ 14,645,783	\$ 13,448,256	\$ 13,881,608
Other Developmental Costs (Survey / Geotech / Etc)	0.35%	\$ 708,026	\$ 936,364	\$ 953,393	\$ 953,393	\$ 953,393	\$ 953,393
Furnishings Fixtures and Equipment	\$ 12.0	\$ 5,110,560	\$ 6,758,716	\$ 5,100,156	\$ 6,744,956	\$ 5,188,476	\$ 6,861,760
IT Systems (Projectors, Network, Security, Phone)	\$ 10.0	\$ 4,258,800	\$ 5,632,263	\$ 4,250,130	\$ 5,620,797	\$ 4,323,730	\$ 5,718,133
Traffic Improvements (Bus Lane + PR/381)	LS	\$ 7,488,000	\$ 9,902,880	\$ 7,488,000	\$ 9,902,880	\$ 4,492,233	\$ 4,492,233
Construction Testing	0.50%	\$ 1,011,465	\$ 1,337,662	\$ 1,143,112	\$ 1,511,765	\$ 1,194,826	\$ 1,580,157
Bond Contingency	4.03%	\$ 8,159,361	\$ 8,159,361	\$ -	\$ -	\$ -	\$ -
Market Escalation per year	15.00%	\$ 76,775,884	included above	\$ 41,807,012	included above	\$ 12,553,411	included above
Total Project Costs		\$ 323,000,000	\$ 323,000,000	\$ 302,295,232	\$ 302,295,232	\$ 281,119,437	\$ 281,119,437
			Estimated Bond Savings	\$ 20,704,768	\$ 20,704,768	\$ 41,880,563	\$ 41,880,563

* +\$2,823,927 funded from \$4m Traffic Improvements at PES and LAMS (separate Bond project)

\$41,880,563 estimated Bond Savings (12.9%)

budget tracking

total project, including soft costs

Q&A

**JUNE 2022-2023
MEDINA VALLEY INDEPENDENT SCHOOL DISTRICT
GENERAL FUND**

ESTIMATED REVENUES	CURRENT BUDGET	YTD ACTUAL	BALANCE
5700 - LOCAL REVENUES	\$36,257,754	\$35,806,921	\$450,833
5800 - STATE PROGRAM REVENUES	\$34,707,889	\$24,761,846	\$9,946,043
5900 - FEDERAL REVENUES	\$1,412,326	\$1,330,082	\$82,244
TOTAL REVENUES	\$72,377,969	\$61,898,849	\$10,479,120
PROPOSED APPROPRIATIONS			
11 - INSTRUCTION	\$40,774,029	\$33,395,552	\$7,378,477
12 - INST. RESOURCES & MEDIA SVCS	\$671,445	\$537,284	\$134,161
13 - CURRICULUM DEV.& INST.STF DEV	\$811,116	\$619,677	\$191,439
21 - INSTRUCTIONAL LEADERSHIP	\$1,078,778	\$873,964	\$204,814
23 - SCHOOL LEADERSHIP	\$3,580,870	\$2,970,311	\$610,559
31 - GUIDANCE & COUNSELING	\$2,757,641	\$2,181,062	\$576,579
32 - SOCIAL WORK SERVICES	\$565,242	\$440,958	\$124,284
33 - HEALTH SERVICES	\$827,463	\$707,064	\$120,399
34 - PUPIL TRANSPORTATION	\$4,774,757	\$4,222,504	\$552,253
35 - FOOD SERVICES	\$164,279	\$60,407	\$103,872
36 - COCURR./EXTRACURR.ACTIVITIES	\$2,192,392	\$1,746,545	\$445,847
41 - GENERAL ADMINISTRATION	\$2,384,578	\$1,958,129	\$426,449
51 - PLANT MAINTENANCE & OPERATIONS	\$7,070,137	\$5,763,000	\$1,307,137
52 - SECURITY & MONITORING SERVICES	\$906,767	\$462,717	\$444,050
53 - DATA PROCESSING SERVICES	\$1,768,389	\$1,542,550	\$225,839
61 - COMMUNITY SERVICES	\$19,987	\$12,458	\$7,529
71 - DEBT SERVICES	\$86,065	\$86,065	\$0
81 - FACILITIES ACQ. & CONSTRUCTION	\$1,269,417	\$609,925	\$659,492
95 - PYMTS.TO JJAEP PROGRAMS	\$5,000	\$0	\$5,000
99 - OTHER INTERGOVERNMENTAL CHARGE	\$520,000	\$517,381	\$2,619
TOTAL APPROPRIATIONS	\$72,228,352	\$58,707,552	\$13,520,800

2022-2023 FUND BALANCE = \$ 25,540,029

3 MONTH OPERATING CASH FLOW = \$ 18,057,088

**JUNE 2022-2023
MEDINA VALLEY INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION FUND**

ESTIMATED REVENUES	CURRENT BUDGET	YTD ACTUAL	BALANCE
5700 - LOCAL REVENUES	\$1,500,152	\$1,553,496	(\$53,344)
5800 - STATE PROGRAM REVENUES	\$7,000	\$20,026	(\$13,026)
5900 - FEDERAL REVENUES	\$3,562,125	\$3,498,804	\$63,321
TOTAL REVENUES	\$5,069,277	\$5,072,326	(\$3,049)
PROPOSED APPROPRIATIONS			
35 - FOOD SERVICES	\$5,208,123	\$3,815,609	\$1,392,514
TOTAL APPROPRIATIONS	\$5,208,123	\$3,815,609	\$1,392,514

2022-2023 FUND BALANCE = \$ 1,832,889

3 MONTH OPERATING CASH FLOW = \$ 1,302,031

**JUNE 2022-2023
MEDINA VALLEY INDEPENDENT SCHOOL DISTRICT
DEBT SERVICE FUND**

ESTIMATED REVENUES	CURRENT BUDGET	YTD ACTUAL	BALANCE
5700 - LOCAL REVENUES	\$19,623,032	\$19,325,947	\$297,085
5800 - STATE PROGRAM REVENUES	\$0	\$576,215	(\$576,215)
TOTAL REVENUES	\$19,623,032	\$19,902,162	(\$279,130)
PROPOSED APPROPRIATIONS			
71 - DEBT SERVICES	\$19,510,553	\$10,627,023	\$8,883,530
TOTAL APPROPRIATIONS	\$19,510,553	\$10,627,023	\$8,883,530

2022-2023 FUND BALANCE = \$ 5,542,221

3 MONTH OPERATING CASH FLOW = \$ 4,877,638



Medina Valley
INDEPENDENT SCHOOL DISTRICT

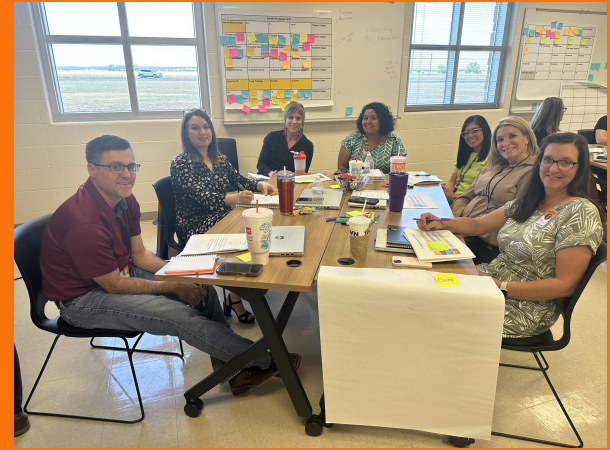
Superintendent Briefing

July 24, 2023



A group of MVHS students were recognized by the American Legion Post in Castroville for attending the Texas Boys State program at UT-Austin.

Our district instructional leadership team, including administrators and teacher leaders, came together to collaborate and have great conversation around supporting teachers and students.





The Medina Valley HS FFA program received the Texas FFA Alumni Grant at the 95th Texas FFA Convention and also dropped off donations for the state community service project.

Senior Emma Mueller was awarded the Texas FFA Alumni Scholarship.



Medina Valley ISD students have been enjoying athletic camps throughout this summer, including our recent volleyball camp.

MVHS Senior Whitt Joyce made the 2023 Express-News All-Area Baseball Team.

He was District 28-5A Defensive MVP and selected as Texas High School Coaches Association All-State player.

Whitt has committed to play for UTSA this fall.





MVHS Steven Cantu placed 4th overall at the National Skills USA Cabinet Making competition.

Steven is a junior and this is his second time participating in this event.



MVHS 2023 seniors Julia Guzman and Darbi Dixon were recognized at the Texas Association of Secondary School Principals Association summer workshop in Austin.

Julia received the Teens Serving Texas Award Recipient and Darbi the Academic All-State Recipient.



Legislative update

Accountability Update

7/24/2023

Changes to Accountability

According to state law, the purpose of *A-F* accountability is:

- **to continuously improve student performance**
- **eliminate achievement gaps** based on race, ethnicity, and socioeconomic status
- to ensure this state is a national leader in **preparing students for postsecondary success**.

A-F indicators must be updated given statutory requirements guiding the goals of the system. (Baseline was 2017)

2023 is the year for those changes.

Changes to Accountability

Because of the A-F Refresh:

- SY 2022-23 ratings will be based on a different set of rules than previous A-F ratings.
- 2022 ratings and 2023 ratings cannot be compared side-by-side.
- **It is possible a campus with an A rating in 2022 may improve in 2023, and yet receive a B rating.**

Changes to Accountability

Campuses	2021-22 Ratings Stay the Same	2021-22 Ratings Decrease	2021-22 Ratings Increase
Number	5924	2467	575
Percentage	66%	28%	6%

2023 Accountability

Better of Achievement or Progress: **70%**

30%



Domain 1

**Student
Achievement**



Domain 2

**School
Progress**



Domain 3

**Closing
the Gaps**

Domain 1: Student Achievement

- Increase cut scores for CCMR from 60% to 88%
- Increase graduation rate cut score by 2%
- Limit the amount of CCMR points from IBCs to 20% on sunseting IBCs

Domain 2: School Progress

- the number of students that grew at least one year academically
- the number of students who earned Did Not Meet Grade Level in the prior year and Approaches Grade Level or above in the current year
- the achievement of students relative to campuses with similar economically disadvantaged percentages.

Domain 3: Closing the Gaps

- All students
- Seven racial/ethnic groups
- Two lowest performing racial/ethnic groups from the prior year
- High focus (see below)
- Continuously enrolled
- Former special education

High Focus Group includes students identified as any of the following:

- Economically disadvantaged
- EB student/EL
- Current special education
- Highly mobile

Annual Growth Points Methodology

Prior Year	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1

Final Accountability Ratings

- **September 26:** 2023 *A–F* ratings released to districts
- **September 28:** 2023 *A–F* ratings released publicly

Dress and Grooming

The district's dress code teaches grooming and hygiene, prevents disruption, minimizes safety hazards, and maintains a positive learning climate. Students and parents may determine a student's personal dress and grooming standards, provided that they comply with the following:

- Students shall be dressed and groomed in a manner which is clean and neat and that will not be a health or safety hazard to themselves or others. The word "student" refers to both male and female students.
- The District prohibits any clothing or grooming that, in the principal's judgment, may reasonably be expected to cause disruption of or interference with normal school operations. The principal may also suspend the rules on specific items of clothing for special days such as Hat day, Pajama day, etc.

It is the responsibility of parents to see that students attend school within the district's dress code policy. At any time during the school year, the campus principal may prohibit any grooming practice, article of clothing, or accessory including emblems or logos, that is determined to be a safety concern or distraction. The final determination of acceptable dress and grooming rests with the campus principal.

Medina Valley students will use the following standards when dressing for school:

GENERAL REQUIREMENTS

- Rips, tears, frays, and holes with patches are acceptable as long as skin does not show above the knee.
- Clothing will fit properly, and be non-revealing. Undergarments should not be visible.
- Students will practice personal hygiene.
- Visible tattoos are not allowed.
- Students may not wear clothing that advertises drugs, depicts scenes of grotesque violence, images of death, sex, alcohol, or tobacco. No article of clothing or accessory may display any obscene, profane, or vulgar statements or signs/symbols

To assist the student and parent with choosing school attire, the following are standards of dress:

1. All shirts must have sleeves (material that extends past the seam at the shoulder). No spaghetti straps or tank tops are allowed.

2. All shirts must extend below the waistline. Plain white t-shirts may not be worn except as an undershirt. Additionally, if any item of clothing or color of shirt is deemed to be a symbol of gang affiliation, etc. the principal reserves the right to impose a restriction of that item.
3. Full-length jeans, pants, and capris are to be worn at the waistline.
4. Pants are to be worn at the waistline. Sagging pants are not permitted.
5. Shorts are acceptable provided they are worn at the waistline and extend at least mid-thigh.
6. Skirts and dresses must be knee length or longer.
7. Tights or leggings may be worn only if worn with a top that reaches mid-thigh length. Sheer tights or leggings are not permitted. Leggings with mesh below mid-thigh length are acceptable.
8. Shoes must be worn. House shoes, shower shoes, flip-flops or slippers may not be worn. Shoes should be appropriate for PE and the playground.
9. Hairstyles that cause a distraction are not allowed. Hair should be a natural color.
10. Hats, caps, visors, head coverings, bandanas, sweatbands and sunglasses are not allowed during regular school hours, unless prior permission has been obtained from the principal.
11. Body piercings are not permitted, with the exceptions of ear piercings and a nose stud. Gauges are not permitted.

12. Student Safety and ID's:

All MVISD Elementary School students will be issued a student ID badge and lanyard that will be kept in the students classroom with the teacher. The student ID's will be distributed to students for use when going to the cafeteria and library. A secondary ID, bus tag and/or pickup tag will be attached to the students backpack for identification purposes outside of the classroom and for afternoon pickup information. Replacement IDs, bag tags and/or pickup tags manufactured by the campus will cost \$5.00 each.

If the principal determines that a student's grooming or clothing violates the school's dress code, the student will be given an opportunity to correct the problem at school and return to the classroom. If the problem cannot be corrected at school, the principal will work with the student and parent to obtain an acceptable change of clothing for the student in a way that minimizes loss of instructional time.

Repeated or severe offenses may result in more serious disciplinary action in accordance with the Student Code of Conduct.

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Medina Valley students will use the following standards when dressing for school:

GENERAL REQUIREMENTS

- Rips, tears, frays, and holes with patches are acceptable as long as skin does not show above the knee.
- Clothing will fit properly, and be non-revealing. Undergarments should not be visible..
- Students will practice personal hygiene.
- Visible tattoos are not allowed.
- Students may not wear clothing that advertises drugs, depicts scenes of grotesque violence, images of death, sex, alcohol, or tobacco. No article of clothing or accessory may display any obscene, profane, or vulgar statements or signs/symbols.

To assist the student and parent with choosing school attire, the following are standards of dress:

1. Tank tops; tops without straps; tops which expose the midriff, mesh shirts, shirts/blouses with low necklines that expose cleavage, holes in the back, and/or have large arm holes are not permitted.

2. The midriff must not be exposed when the student goes through the normal activities of a school day (bending, stretching, reaching, etc.).
3. Pants are to be worn at the waistline. Sagging pants are not permitted.
4. Leggings and yoga pants may be worn if the shirt covers the body to the fingertips/mid-thigh.
5. Extremes in clothing such as see-through styles, revealing fashions, backless tops, baggy pants or spandex clothing are not allowed.
6. Skirts and dresses must be at the knee.
7. Oversized outerwear, trench coats, and dusters are not allowed.
8. Jackets (or clothing) with spikes, large studs, or chains are not permitted.
9. Chains that attach to wallets or other clothing accessories that might reasonably be used as a weapon are not allowed.
10. Blankets and pillows are prohibited.
11. Footwear shall be worn at all times. Footwear with steel inserts or devices, shoes with wheels, excessively large footwear, slippers, house-shoes, or shoes which are not intended for wear outside are not allowed.
12. Hairstyles that cause a distraction are not allowed. Hair should be a natural color.
13. All students must be clean-shaven. Students who need to shave will be provided a razor and shaving cream to do so. Students who have a doctor's prescription against shaving must have this documentation on file in the Nurse's office. This form must have the doctor's signature and designate the duration of the exemption. Students who cannot shave are required to maintain neat grooming to the maximum extent possible. Partial shaving will void the medical exemption.
14. Hats, caps, visors, head coverings, bandanas, sweatbands and sunglasses are not allowed during regular school hours, unless prior permission has been obtained from the principal.
15. Body piercings are not permitted, with the exceptions of ear piercings and nose studs. Gauges are not permitted.

16. Natural-colored non-prescription colored contacts are permitted.

17. Extracurricular Activities: The principal, in cooperation with the sponsor, coach, or other person in charge of an extracurricular activity, may regulate the dress and grooming of students who participate in the activity. Students who violate these standards may be removed or excluded from the activity for a period determined by the principal or sponsor and may be subject to other disciplinary action.

If the principal determines that a student's grooming or clothing violates the school's dress code, the student will be given an opportunity to correct the problem at school. If not corrected, the student may be assigned to in-school suspension for the remainder of the day, until the problem is corrected, or until a parent or designee brings an acceptable change of clothing to the school. Repeated offenses may result in more serious disciplinary action in accordance with the Student Code of Conduct.

Employee Appearance and Grooming Guidelines

All District employees shall dress in a clean, neat, and professional manner appropriate to their assignments in the District. MVISD believes that learning occurs best in a safe and appropriate environment and that every person is a role model. MVISD staff members are required to support the Student Appearance and Grooming Rules and to positively model a professional appearance. In order to assist staff in this endeavor, the following dress and grooming guidelines have been established for all employees:

General Requirements

1. Employees are expected to dress in a professional, non-casual manner for all school days.
2. Jeans may be worn on designated days, as determined by the campus principal or department supervisor, with a spirit shirt. Jeans must fit appropriately.
3. All clothing will contribute to the professional appearance of the employee. Clothing will fit properly, be cleaned and be in good repair. Clothing will be non revealing and exhibit modesty in styling. Fabric that clings to the body, such as leggings or jeggings, is not appropriate. Appropriate undergarments must be worn.
4. Employees will exhibit respect for their bodies by practicing personal hygiene.
5. Body piercings are not permitted, with the exceptions of ear piercings and a nose stud. Gauges are not permitted.
6. Halter tops, exposed midriffs, strapless and/or low cut tops, exposed backs, spaghetti straps, see-through clothing, and tanks with oversized armholes are not permitted. Undergarments shall not be visible or exposed.
7. Hair must be of natural color, neat and clean. Unconventional hairstyles that are considered to be distracting and/or disruptive by campus administration or department supervisor to the educational environments are prohibited.
8. Beards and mustaches may be worn as long as they are clean, neat, and well-groomed.
9. Visible tattoos and similar body painting(s), that are considered offensive, promote violence, reflect gang activity, or are disruptive to the learning environment are prohibited.
10. Dresses, skirts, skorts and split-skirts will be permitted provided that they are neatly hemmed, conservative, and at the knee.
11. Appropriate footwear is required and must meet safety standards for your assignment. Footwear shall exclude flip flops and slippers.

12. Coaches, band directors, physical education teachers, may wear warm-ups, wind suits, shorts, and athletic tennis shoes while performing duties requiring such attire.
13. Vocational teachers may wear clothing appropriate for their teaching assignment, as approved by the campus principal.
14. Employees required to wear uniforms will adhere to health code standards, department standards, and MVISD grooming guidelines regarding hair and accessories.
15. Transportation employees will comply with the Transportation Handbook dress code.

A review of dress and grooming policies will be made periodically and changes will be made as needed. While it is inevitable that there will be differences of opinion as to the appropriateness of dress and grooming, the final determination is in the judgment of the building principal or department supervisor.

Medina Valley Independent School District
Regular School Board Meeting

Board Minutes

June 19, 2023, 6:00 PM

MVISD Board Room, 8449 FM 471 S., Castroville, TX 7800

A **Regular Board Meeting** of the Board of Trustees was held Monday, June 19, 2023, beginning at 6:00 PM at the Medina Valley ISD Central Office Board Room.

I. First Order of Business

A Establish a Quorum

Beth Zinsmeyer, Board President, called the Medina Valley ISD Regular Board Meeting to order at 6:30 pm. A quorum of the Board Members were present, Matt Castiglione, Jason Bonney, Veronica Cavazos, Nathan Fillinger, and Beth Zinsmeyer.

Jennilea Campbell and Blane Nash were absent.

B Pledge of Allegiance to the Flag followed by a moment of silence

Everyone joined in the Pledge of Allegiance to the Flag followed by a moment of silence.

II. Public Comment - None

III. Closed Session - The Board did not go into Closed at this time.

A Consultation with Attorney regarding legal issues related to Level Three Public Complaint grievances (TX Govt. Code Section 551.071)

B Personnel Matters (TX Govt. Code Section 551.074)

1 Hear and consider Level Three Public Complaint grievance filed by Terry Beck

2 Hear and consider Level Three Public Complaint grievance filed by Hank Seay III

IV. Discussion and Possible Action Items

A Consider Level III Public Complaint Grievance filed by Terry Beck - This item was postponed to a future meeting.

B Consider Level III Public Complaint Grievance filed by Hank Seay III - This item was postponed to a future meeting.

V. Announcements/Communications/Presentations

A Construction Update, presented by Rafael Barajas

B Financial Briefing, presented by JC Zamora

C First Reading of Board Local Policy Update 121, presented by Dr. Caloss

D Superintendent Briefing, presented by Dr. Caloss

Medina Valley Independent School District
Regular School Board Meeting

Board Minutes

June 19, 2023, 6:00 PM

MVISD Board Room, 8449 FM 471 S., Castroville, TX 7800

E Board Committee Reports

- Construction Committee, presented by Nathan Fillinger, Committee Chair
- Curriculum Committee, presented by Veronica Cavazos, Committee Chair
- Branding Committee, presented by Jason Bonney, Committee Member
- Finance & Operations Committee, presented by Matt Castiglione, Committee Chair

VI. **Continued Discussion and Possible Action Items**

A Consent Agenda Items

- 1 Minutes of Regular Board Meeting on May 22, 2023 and Special Board Meeting on June 5, 2023 and June 13, 2023

Matt Castiglione made a Motion, seconded by Jason Bonney, to approve the consent agenda items as presented. All of the Board Members voted for and the Motion passed.

B Consider Official Medina Valley High School Logo

Jason Bonney made a Motion, seconded by Nathan Fillinger, to approve the official Medina Valley High School logo as presented. All of the Board Members voted for and the Motion passed.

C Consider revisions to DC (Local)

Veronica Cavazos made a Motion, seconded by Jason Bonney, to approve the district-initiated revisions to DC (Local) as presented. All of the Board Members voted for and the Motion passed.

D Consider the Memorandum of Understanding with Bexar County Juvenile Board

Matt Castiglione made a Motion, seconded by Veronica Cavazos, to approve the Memorandum of Understanding with the Bexar County Juvenile Board as presented. All of the Board Members voted for and the Motion passed.

E 2022-2023 SHAC Report, Consider 2023-2024 SHAC Membership

Nathan Fillinger made a Motion, seconded by Jason Bonney, to approve the 2023-2024 SHAC Membership as presented. All of the Board Members voted for and the Motion passed.

F Consider Budget Amendment

Veronica Cavazos made a Motion, seconded by Matt Castiglione, to approve the Budget Amendment as presented. All of the Board Members voted for and the Motion passed.

Medina Valley Independent School District
Regular School Board Meeting

Board Minutes

June 19, 2023, 6:00 PM

MVISD Board Room, 8449 FM 471 S., Castroville, TX 7800

G Consider purchase of a portable building for DAEP

Matt Castiglione made a Motion, seconded by Veronica Cavazos, approve the purchase of a portable building from Ramtech Building Systems, for DAEP as presented. All of the Board Members voted for and the Motion passed.

H Consider Technology Purchase

Veronica Cavazos made a Motion, seconded by Nathan Fillinger, to approve the Technology purchase from Intech Southwest as presented. All of the Board Members voted for and the Motion passed.

VII. Closed Session

Board President, Beth Zinsmeyer announced that in accordance with the Texas Open Meetings Act, under the exceptions noted in TX Govt. Code 551.074 Personnel Matters, and TX Govt. Code Section 551.072 Deliberation Regarding Real Property, the Board of Trustees would convene into a closed meeting at 7:11 pm. All voting or action will take place when the Board reconvenes in the open meeting.

A Personnel Matters (TX Govt. Code Section 551.074)

B Deliberation Regarding Real Property (TX Govt. Code Section 551.072)

Board President Beth Zinsmeyer announced that the Board would reconvene into Open Session on June 19, 2023 at 7:52 pm.

VIII. Continued Discussion and Possible Action Items

A Consider professional contract recommendations

Veronica Cavazos made a Motion, seconded by Nathan, to approve the professional contract recommendations by the Superintendent as presented. All of the Board Members voted for and the Motion passed.

Congratulations to the following new hires:

Katie Boatright, LaCoste Admin Intern

April Garcia, LaCoste Teacher

Abigail Case, Ladera Teacher

Patricia Garcia, Luckey Ranch Teacher

Mark Raygosa, Luckey Ranch Principal

Nora Kight, Loma Alta Teacher & Coach

Chystal Biediger, Medina Valley Middle School Teacher

Kabyn Vikesland, Medina Valley High School Teacher

Lori Burnside, SLP

**Medina Valley Independent School District
Regular School Board Meeting**

Board Minutes

June 19, 2023, 6:00 PM

MVISD Board Room, 8449 FM 471 S., Castroville, TX 7800

B Consideration of future meeting dates

The next Regular Board Meeting is scheduled for July 24th.

IX. Adjournment

Jason Bonney made a Motion, seconded by Veronica Cavazos, to adjourn the Regular Board Meeting at 7:54 pm on June 19, 2023. All of the Board Members voted for and the Motion passed.

Beth Zinsmeyer, Board President

Board Member

Board Approved _____

**Medina Valley Independent School District
Special School Board Meeting**

Board Minutes

July 19, 2023, 7:00 PM

MVISD Board Room, 8449 FM 471 S., Castroville, TX 78009

A **Special Board Meeting** of the Board of Trustees **was** held Wednesday, July 19, 2023, beginning at 7:00 PM at the Medina Valley ISD Central Office Board Room.

I. First Order of Business

A Establish a Quorum

Beth Zinsmeyer, Board President, called the Medina Valley ISD Special Board Meeting to order at 7:01 pm. A quorum of the Board Members were present, Matt Castiglione, Jason Bonney, Nathan Fillinger, Blane Nash, and Beth Zinsmeyer.

Jennilea Campbell was absent.

B Pledge of Allegiance to the Flag followed by a moment of silence

Everyone joined in the Pledge of Allegiance to the Flag followed by a moment of silence.

II. Public Comment - none

III. Closed Session

Board President Beth Zinsmeyer announced that in accordance with the Texas Open Meetings Act, under the exceptions noted in TX Govt. Code 551.074 Personnel Matters, and TX Govt. Code Section 551.071 Consultation with Attorney regarding legal issues related to Level Three Public Complaint grievances, the Board of Trustees convened into a closed meeting at 7:03 pm. All voting or action will take place when the Board reconvenes in the open session.

A Consultation with Attorney regarding legal issues related to Level Three Public Complaint grievances (TX Govt. Code Section 551.071)

B Personnel Matters (TX Govt. Code Section 551.074)

1 Hear and consider Level Three Public Complaint grievance filed by Terry Beck

2 Professional Contract Recommendations

Board President Beth Zinsmeyer announced that the Board would reconvene into Open Session on July 19, 2023 at 9:38 pm.

IV. Discussion and Possible Action Items

A Consider Level III Public Complaint Grievance filed by Terry Beck

Jason Bonney made a Motion, seconded by Veronica Cavazos, to allow Terry Beck access to District property with a warning that any future behavior of this type will result in the Board Banning him under their authority to do so. All of the Board Members voted for and the Motion passed.

**Medina Valley Independent School District
Special School Board Meeting**

Board Minutes

July 19, 2023, 7:00 PM

MVISD Board Room, 8449 FM 471 S., Castroville, TX 78009

B Consider professional contract recommendations

Matt Castiglione made a Motion, seconded by Nathan Fillinger, to approve the professional contract recommendation by the Superintendent as presented. All of the Board Members voted for and the Motion passed.

Congratulations to the following new hires:

- James Huffty, Director of Health & Safety

V. Budget Workshop – The Board proceeded with the Budget Workshop.

VI. Adjournment

Veronica Cavazos made a Motion, seconded by Jason Bonney, to adjourn the Special Board Meeting at 10:16 pm on July 19, 2023. All of the Board Members voted for and the Motion passed.

Beth Zinsmeyer, Board President

Board Member

Board Approved _____



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Schedule A

SALES ORDER

Company Address: 121 NW Everett Street
Portland, OR 97209
Start Date: 08/01/2023
End Date: 07/31/2024

Created Date: 07/14/2023
Quote Number: 00086159
Agency Code:

Prepared By: Catherine Cain
Phone:
Email: catherine.cain@nwea.org

Contact Name: Natalie Benke
Phone: (830)931-2243
Email: natalie.benke@mvisd.org

Bill To Name: Medina Valley ISD
Bill To Address: 8449 Fm 471 S
Castroville, TX 78009-5313

Ship To Name: Medina Valley ISD
Ship To Address: 8449 FM 471 S.
Castroville, TX 78009

Table with 6 columns: Product, List Price, Sales Price, Quantity, Total Price, Item Discount. Rows include MAP Growth K-12, Growth Report +1hr Virtual Consulting, Onsite (3-hour session, up to 30 participants) MAP Growth- MAP Growth Basics, etc.

Quote Discount -\$13,840.75
Quote Subtotal \$91,199.75
Estimated Tax \$0.00
Grand Total \$91,199.75

Notes

MAP Growth for Medina Valley ISD - math & reading for K - 9; pricing through Choice Partners

Terms and Conditions

This Schedule A is subject to the terms and conditions located at: https://legal.nwea.org/ (the "Agreement") for the Products and Services listed above. By signing this Schedule A, you agree you have read, understand, and agree to the terms of the Agreement. References to NWEA in the above-linked terms shall refer to NWEA, a division of Houghton Mifflin Harcourt Publishing Company.

General. Product and Onsite/Virtual Services-specific terms are located at: http://legal.nwea.org/msa_supplemental_terms.pdf.

Information about NWEA's collection, use, and disclosure of Student Information can be found here: https://legal.nwea.org/nwea-privacy-and-security-for-pii.html

NWEA's W9 can be found at: https://legal.nwea.org/nwea-w-9.html



NWEA, a division of Houghton Mifflin Harcourt Publishing Company

Until this Schedule A is signed, the terms identified here are valid for 30 days from the date above. Please confirm the billing address or specify changes to your Account Manager.

Signature

Signature: _____ Printed Name: _____

Date: _____ Title _____



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Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
NKLD014	5/31/2023	CISCO	4249440	\$81,520.30

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Cisco Catalyst 9300 - Network Essentials - switch - 24 ports - managed - ra Mfg. Part#: C9300-24UX-E UNSPSC: 43222612 Contract: TXDIR - Cisco DIR-TSO-4167 Education (DIR-TSO-4167)	9	4756234	\$6,882.94	\$61,946.46
Cisco Digital Network Architecture Essentials - Term License (5 years) - 24 Mfg. Part#: C9300-DNA-E-24-5Y UNSPSC: 43233204 Electronic distribution - NO MEDIA Contract: TXDIR - Cisco DIR-TSO-4167 Education (DIR-TSO-4167)	9	4802048	\$518.81	\$4,669.29
Cisco Catalyst 9300 Series Network Module - Expansion Module Mfg. Part#: C9300-NM-8X UNSPSC: 43201404 Contract: TXDIR - Cisco DIR-TSO-4167 Education (DIR-TSO-4167)	9	4727526	\$1,297.03	\$11,673.27
Cisco StackPower - power cable - 1 ft Mfg. Part#: CAB-SPWR-30CM UNSPSC: 26121636 Contract: TXDIR - Cisco DIR-TSO-4167 Education (DIR-TSO-4167)	9	4752739	\$48.32	\$434.88
Tripp Lite 12U Heavy-Duty Wall Mount Rack Enclosure Cabinet Wallmount 19" Mfg. Part#: SRW12UHD UNSPSC: 24102001 Contract: Texas Misc IT HW Peri TxDOT DIR-CPO-5093 (DIR-CPO-5093)	5	3495546	\$559.28	\$2,796.40

SUBTOTAL \$81,520.30

SHIPPING	\$0.00
SALES TAX	\$0.00
GRAND TOTAL	\$81,520.30

PURCHASER BILLING INFO	DELIVER TO
Billing Address: MEDINA VALLEY ISD ACCTS PAYABLE 8449 FM 471 S CASTROVILLE, TX 78009-5313 Phone: (830) 931-2243 Payment Terms: NET 30 Days-Govt/Ed	Shipping Address: MVISD CENTRAL ADMIN 8752 FM 471 S LA COSTE, TX 78039-1904 Shipping Method: DROP SHIP-COMMON CARRIER
	Please remit payments to: CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515



Sales Contact Info

Mike Smith | (866) 691-7123 | miksmit@cdwg.com

LEASE OPTIONS			
FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
\$81,520.30	\$2,185.56/Month	\$81,520.30	\$2,524.68/Month

Monthly payment based on 36 month lease. Other terms and options are available. Contact your Account Manager for details. Payment quoted is subject to change.

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**RESOLUTION APPOINTING THE TAX ASSESSOR-COLLECTOR FOR
MEDINA COUNTY AS THE ASSESSOR-COLLECTOR FOR THE
MEDINA VALLEY INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Texas Property Tax Code, Section 6.22(c) allows the governing body, or a taxing unit authorized to have its own assessor and collector, by official action in the manner required by law, to require the county to assess and collect the taxes the unit imposes in the county in the manner in which the county assess and collects its taxes.

WHEREAS, the Texas Property Tax Code, Section 6.23(a)(3) affirms that the county assessor and collector shall assess and collect taxes on property in the county for the county and shall also assess and collect taxes on property for another taxing unit if the governing body of the unit requires the county to assess and collect its taxes.

WHEREAS, the Texas Property Tax Code, Section 6.30(b) provides that a taxing unit that collects taxes for another taxing unit may have the attorney representing the unit to enforce the collection of delinquent taxes to represent the other unit with the consent of its governing body.

NOW THEREFORE, BE IT RESOLVED THAT, the Medina Valley Independent School District requires the Medina County Tax Assessor Collector to perform assessment and collection duties, including hiring a delinquent tax attorney to represent it in the collection of delinquent taxes as permitted by the Texas Property Tax Code, Sections 6.22(c), 6.23(a)(3) and 6.30(b).

THIS RESOLUTION WAS ADOPTED this ____ day of _____, 2023 by the Medina Valley Independent School District.

Medina Valley Independent School District

By: _____,
President, Board of Trustees

ATTEST:

Secretary of the Board of Trustees



PUMP & POWER SERVICES

PC#: 0578
5631 S INTERSTATE 35
NEW BRAUNFELS, TX 78132 4949
210-662-7743

SUNBELT RENTALS, INC.

Salesman: 057807 AYERS, BILL (578)
Typed By: MSPORDER

Job Site:

MEDINA VALLEY ISD
8449 FM 471 S
CASTROVILLE, TX 78009 5313

C#: 830-931-2243 J#: 830-931-2243

QUOTE



Contract #.. 142172339
Contract dt. 7/19/23
Date out.... 7/20/23 8:00 AM
Est return.. 5/23/24 8:00 AM
Job Loc..... 8449 FM 471 S, CASTROVILLE
Job No..... 1 - MEDINA VALLEY IS
P.O. #.....
Ordered By.. BARAJAS, RAFAEL
NET 30

Customer: 939921

MEDINA VALLEY ISD
8449 FM 471 S
CASTROVILLE, TX 78009-5313

Table with columns: QTY, EQUIPMENT #, Min, Day, Week, 4 Week, Amount. Includes equipment list and SALES ITEMS section.

All amounts are in USD

Certain equipment above requires scheduled Preventive Maintenance. Sunbelt Rentals will monitor the operation time and perform PM service as required in accordance with manufacturers specifications. Customer shall be charged for each PM service performed during rental period.

IF THE EQUIPMENT DOES NOT WORK PROPERLY, NOTIFY THE OFFICE AT ONCE
MULTIPLE SHIFTS OR OVERTIME RATES MAY APPLY
CUSTOMER IS RESPONSIBLE FOR REFUELING, DAMAGES AND REPAIRS

- 1. The total charges are an estimate based on the estimated rental period and other information provided by Customer.
2. Customer assumes all risks associated with the Equipment during the Rental Period, including injury and damage to persons, property and the Equipment.
3. Customer is responsible for and shall only permit properly trained, Authorized Individuals to use the Equipment.
4. If the Equipment does not operate properly, is not suitable for Customer's intended use, does not have operating and safety instructions or Customer has any questions regarding use of the Equipment, Customer shall not use the Equipment and shall contact Sunbelt immediately.
5. Equipment misuse or using damaged or malfunctioning Equipment may result in serious bodily injury or death and Customer agrees that Customer (i) assumes all risk associated thereunder, and (ii) indemnifies Sunbelt Entities for all claims or damages as a result of misuse or use of damaged or malfunctioning Equipment.
6. Customer has received, read, understands and agrees to the estimated charges and all the terms on this page, plus all sections on the reverse side of this Contract ("Sections"), including Release and Indemnification in Section 8 and Environmental Fee in Section 16, which can also be found at www.sunbeltrentals.com/rentalcontract. * Delivery/Pickup Surcharge fee explanation is available at www.sunbeltrentals.com/surcharge.
7. Customer must contact Sunbelt to request pickup of Equipment, retain the Pick-Up Number given by Sunbelt and will be responsible for Equipment until actually retrieved by Sunbelt.
8. Customer waives its right to a jury trial in any dispute as set forth in Section 19.
9. At the election of Sunbelt or Customer, Customer agrees to submit every dispute to arbitration and waives any right to bring a class action as set forth in Section 20.

Customer is declining Rental Protection Plan (see reverse side for details) _____ (Customer Initials)

98

Customer Signature Date Name Printed Delivered By Date

SUNBELT RENTALS TERMS AND CONDITIONS

1) **DEFINITIONS.** "Authorized Individuals" are those individuals that Customer directly or indirectly allows to use the Equipment, who must be properly trained to use the Equipment, at least 18 years old or the legal age of majority in the state, whichever is greater and are not under the influence of any drugs, alcohol, substances or otherwise impaired. "Customer" is identified earlier and includes any of your representatives, agents, officers, employees or anyone signing this Contract on your behalf. "Environmental Services Charge" is the charge described in Section 17. "Equipment" is the equipment and/or services identified on the other pages provided, together with all replacements, repairs, additions, attachments and accessories and all future Equipment rental. "Incident" is any fire, explosion, theft, accident, casualty, loss, vandalism, injury, death or damage to person or property, claimed by any person or entity that appears to have occurred in connection with the Equipment. "Lost" means the Equipment is either stolen, its location is unknown, or Customer is unable to recover it for a period of 30 days. "FMV" is the Equipment's fair market value on or about the date of the Incident relating to the Equipment, plus any administrative fees and expenses. "One Shift" means not more than 8 hours per day, 40 hours per week and 160 hours every 4-week period, provided that double shift will be 150% and triple shift will be 200% of the rental charge on Equipment with four meters. "Ordinary Wear and Tear" means normal deterioration considered reasonable in the equipment rental industry for One Shift use. "Party" means Sunbelt or Customer and together both are the "Parties". "Pick-Up Number" is the number Customer obtains from Sunbelt evidencing the Customer's call to pick up Equipment. "Rental Period" commences when the Equipment is delivered to Customer or the Site Address and continues until the Equipment is returned to the Store or picked up by Sunbelt during normal business hours, provided Customer has otherwise complied with this Contract. "RPP" is the rental protection plan described in Section 10. "Site Address" is the location that Customer represents the Equipment will be located during the Rental Period identified earlier. "Store" is the Sunbelt location identified earlier. "Sunbelt" is Sunbelt and its affiliated companies, their respective officers, directors, employees and agents. "Telematics Data" is a data collected within the Equipment or via software relating to the Equipment, its performance, location, or operators. Transportation Surcharge" is a charge intended to defray a wide range of transportation expenses (both direct and indirect), which are not always fully recovered by other transportation charges.

2) **TERMS.** Customer's execution of this Contract or taking possession of the Equipment (whichever occurs first) shall be deemed acceptance of the terms herein for this and all past and future contracts between Sunbelt and Customer upon Customer's receipt of Sunbelt's Equipment under those contracts. Customer rents the Equipment from Sunbelt pursuant to this Contract, which is a true lease. The Equipment (a) is and shall remain the personal property of Sunbelt and (b) shall not be affixed to any other property. Customer shall not pledge or encumber the Equipment in any manner.

3) **PERMITTED USE.** Customer agrees and warrants that (a) Sunbelt has no control over the manner in which the Equipment is operated during the Rental Period by Customer or any third party that Customer implicitly or explicitly permits, (b) prior to each use and its return to Sunbelt, Customer shall inspect the Equipment to confirm that the Equipment is in good condition, without defects, readable decals are on the Equipment, and the Equipment is suitable for Customer's intended use, (c) Customer has access to and reviews the operating and safety instructions and will operate the Equipment in accordance with the manufacturer's instructions and with applicable safety equipment, (d) any apparent agent at the Site Address is authorized to accept delivery of the Equipment (and if Customer requests, Customer authorizes Sunbelt to leave the Equipment at the Site Address without requirement of written receipt), (e) Customer shall immediately stop use and notify Sunbelt if the Equipment is damaged, unsafe, disabled, malfunctioning, warning lights come on, levied upon, threatened with seizure, Lost, or if any Incident occurs; (f) Customer has received from Sunbelt all information needed or requested regarding the operation of the Equipment; (g) Sunbelt is not responsible for providing operator or other training unless Customer specifically requests in writing and Sunbelt agrees to provide such training (Customer being responsible to obtain all training that Customer desires prior to the Equipment's use); (h) Sunbelt is not responsible for Customer's obligation to provide reasonable accommodation(s) to any (disabled) Authorized Individual(s); (i) only Authorized Individuals shall use and operate the Equipment, however Customer is responsible for the Equipment and its use during the Rental Period regardless of the user; (j) the Equipment shall be used and maintained in a careful manner, within the Equipment's capacity and in compliance with all applicable laws, regulations, as well as all operating and safety instructions provided on, in or with the Equipment and all applicable federal, state and local laws, permits and licenses, including but not limited to, OSHA and ADA, as revised; (k) the Equipment shall be kept in a secure location; and (l) Customer shall provide Sunbelt with accurate and complete information, which Sunbelt relies upon to provide the appropriate Equipment to Customer.

4) **PROHIBITED USE.** Customer shall not (a) alter or cover up any decals or insignia on the Equipment, remove any operating or safety equipment or instructions or alter or tamper with the Equipment; (b) assign its rights under this Contract; (c) move the Equipment from the Site Address without Sunbelt's written consent; (d) use the Equipment in a negligent, illegal, unauthorized or abusive manner; or (e) utilize the use of the Equipment in any manner (including, without limitation, print, audiovisual or electronic); or (f) allow the use of the Equipment by anyone other than Authorized Individuals (Customer acknowledging that the Equipment may be dangerous if used improperly or by untrained parties).

5) **MAINTENANCE.** Customer shall perform routine maintenance on the Equipment, including routine inspections and maintenance of fuel and oil levels, grease, cooling and fluid systems, batteries, tire/tracks cutting edges, and cleaning in accordance with the manufacturer's specifications, as applicable. All other maintenance or repairs may only be performed by Sunbelt or its agents, but Sunbelt has no responsibility during the Rental Period to inspect or perform any maintenance or repairs unless Customer requests a service call. If Sunbelt determines that repairs to the Equipment are needed, other than Ordinary Wear and Tear, Customer shall pay the full repair charges, additional fees, if any, and rental of the Equipment until the repairs are completed. If Equipment is stolen or damaged in excess of 40% of the Equipment's FMV, Customer will be responsible for the FMV of the Equipment, including sales tax, as applicable. Sunbelt has the right to inspect the Equipment wherever located. Customer has the authority to and hereby grants Sunbelt and its agents the right to enter the physical location of the Equipment for the purposes set forth herein. Sunbelt shall be responsible for repairs needed because of Ordinary Wear and Tear. Customer agrees that repair or replacement of the Equipment is Customer's exclusive remedy for Sunbelt's breach of this Section. Notwithstanding Sunbelt's service commitment, if Customer breaches this Contract, Sunbelt shall have no obligation to stop the Rental Period, commence repairs or rent other equipment to Customer until Customer or its agent agrees to pay for such charges.

6) **CUSTOMER LIABILITY, DURING THE RENTAL PERIOD, CUSTOMER ASSUMES ALL RISK ASSOCIATED WITH THE POSSESSION, CONTROL OR USE OF THE EQUIPMENT, INCLUDING BUT NOT LIMITED TO, PERSONAL INJURY, DEATH, RENTAL CHARGES, THEFT, LOSSES, DAMAGES AND DESTRUCTION, INCLUDING CUSTOMER TRANSPORTATION, LOADING AND UNLOADING, WHETHER OR NOT THE CUSTOMER IS AT FAULT.** After an Incident, Customer shall (a) immediately notify Sunbelt, the police, if necessary, and Customer's insurance carriers; (b) secure and maintain the Equipment and the surrounding premises in the condition existing at the time of such Incident, until Sunbelt or its agents investigate; (c) immediately submit copies of all police or other third party reports to Sunbelt; and (d) as applicable, pay Sunbelt, in addition to other sums due herein, the rental rate for Equipment until the repairs are completed or Equipment replaced plus either (i) the FMV or (ii) the full charges of recovery and repairs of damaged Equipment. Accrued rental charges shall not be applied against these amounts. Sunbelt shall have the immediate right, but not obligation, to reclaim any Equipment involved in any Incident.

7) **NO WARRANTIES. SUNBELT DISCLAIMS ALL REPRESENTATIONS AND WARRANTIES, EXPRESS OR IMPLIED, WITH RESPECT TO THE EQUIPMENT, ITS DURABILITY, CONDITION, MERCHANTABILITY, NON-INFRINGEMENT, OR FITNESS FOR ANY PARTICULAR PURPOSE. CUSTOMER ACKNOWLEDGES ACCEPTANCE OF THE EQUIPMENT ON AN "AS IS, WHERE IS" BASIS, WITH "ALL FAULTS" AND WITHOUT ANY RECOURSE WHATSOEVER AGAINST SUNBELT ENTITIES. CUSTOMER ASSUMES ALL RISKS ASSOCIATED WITH THE EQUIPMENT AND RELEASES SUNBELT ENTITIES FROM ALL LIABILITIES AND DAMAGES (INCLUDING LOSS PROFITS, PERSONAL INJURY, AND SPECIAL, INCIDENTAL AND CONSEQUENTIAL DAMAGES, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES) IN ANY WAY CONNECTED WITH THE EQUIPMENT, ITS INSTALLATION, OPERATION OR USE OR ANY DEFECT OR FAILURE THEREOF, A BREACH OF SUNBELT'S OBLIGATIONS HEREIN OR ERRORS OR INACCURACIES IN INFORMATION OBTAINED FROM CUSTOMER OR THIRD PARTIES, UPON WHICH SUNBELT RELIES; PROVIDED HOWEVER, IF CUSTOMER IS A CONSUMER UNDER APPLICABLE LAW, THEN NO CONSEQUENTIAL DAMAGES LIMITATION OF INJURIES TO PERSONS SHALL APPLY.**

8) **RELEASE AND INDEMNIFICATION TO THE FULLEST EXTENT PERMITTED BY LAW, CUSTOMER INDEMNIFIES, RELEASES, HOLDS SUNBELT ENTITIES HARMLESS AND AT SUNBELT'S REQUEST, DEFENDS SUNBELT ENTITIES (WITH COUNSEL APPROVED BY SUNBELT), FROM AND AGAINST ALL LIABILITIES, CLAIMS, LOSSES, DAMAGES, AND EXPENSES (INCLUDING ATTORNEY'S AND/OR LEGAL FEES AND EXPENSES) HOWEVER ARISING OR INCURRED, RELATED TO ANY INCIDENT, DAMAGE TO PROPERTY, INJURY OR DEATH OF ANY PERSON, CONTAMINATION OR ALLEGED CONTAMINATION, OR VIOLATION OF LAW OR REGULATION CAUSED BY OR CONNECTED WITH THE (a) ACCESS, USE, POSSESSION OR CONTROL OF THE EQUIPMENT BY CUSTOMER OR ANY THIRD PARTY THAT CUSTOMER IMPLICITLY OR EXPLICITLY PERMITS TO ACCESS, USE, POSSESS OR CONTROL THE EQUIPMENT DURING THE RENTAL PERIOD OR (b) BREACH OF THIS CONTRACT, WHETHER OR NOT CAUSED IN PART BY THE ACTIVE OR PASSIVE NEGLIGENCE OR OTHER FAULT OF ANY PARTY INDEMNIFIED HEREIN AND ANY OF THE FOREGOING ARISING OR IMPOSED IN ACCORDANCE WITH THE DOCTRINE OF STRICT OR ABSOLUTE LIABILITY. CUSTOMER ALSO AGREES TO WAIVE ITS WORKERS' COMPENSATION IMMUNITY, TO THE EXTENT APPLICABLE. CUSTOMER'S INDEMNITY OBLIGATIONS SHALL SURVIVE THE EXPIRATION OR TERMINATION OF THIS CONTRACT.** All of Customer's indemnification obligations under this paragraph shall be joint and several.

9) **INSURANCE.** During the Rental Period, Customer shall maintain, at its own expense, the following minimum insurance coverage: (a) for Customers using Equipment for non personal use, general liability insurance of not less than \$1,000,000 per occurrence, including coverage for Customer's contractual liabilities herein such as the release and indemnification clause contained in Section 8; (b) for Customers using Equipment for non personal use, property insurance against loss by all risks to the Equipment, in an amount at least equal to the FMV thereof, unless RPP is elected at the time of rental and paid for prior to any Incident; (c) worker's compensation insurance as required by law; and (d) automobile liability insurance (including comprehensive and collision coverage, and uninsured/underinsured motorist coverage), in the same amounts set forth in subsections (a) and (b), if the Equipment is to be used on any roadway. Such policies shall be primary, non-contributory, on an occurrence basis, contain a waiver of subrogation, name Sunbelt and its agents as an additional insured (including an additional insured endorsement) and loss payee, and provide for Sunbelt to receive at least 30 days prior written notice of any cancellation or material change. Any insurance that excludes boom damage or overturns is a breach. Customer shall provide Sunbelt with certificates of insurance to insurancecertificates@sunbeltrentals.com evidencing the coverages required above prior to any rental and any time upon Sunbelt's request. To the extent Sunbelt Entities carry any insurance, Sunbelt Entities' insurance will be considered excess insurance. The insurance required herein does not relieve Customer of its responsibilities, indemnification, or other obligations provided herein, or for which Customer may be liable by law or otherwise.

10) **RENTAL PROTECTION PLAN.** Customer's repair or replacement responsibility in Sections 5 and 6 of this Contract is modified by the RPP, if offered on the Equipment, and Sunbelt shall limit the amount Sunbelt collects from Customer for the Equipment loss, damage or destruction to the following amounts for each piece of Equipment, per each occurrence: (a) 10% of the FMV for Lost Equipment, up to a maximum of \$500 per piece of Equipment; (b) 10% of the repair charges for incidental or accidental damage to Equipment, up to a maximum of \$500 per piece of Equipment; (c) charges in excess of \$50 per tire for tire repairs; and (d) nothing for the rental charges which would otherwise accrue during the period when damaged or destroyed Equipment is being repaired or replaced by Sunbelt or Lost Equipment is being replaced; provided however, the foregoing RPP liability reduction only applies if the Conditions (defined below) are satisfied and an Exclusion (defined below) does not apply. The RPP is NOT INSURANCE and does NOT protect Customer from liability to Sunbelt or others arising out of possession, control or use of the Equipment, including injury or damage to persons or property. **THE RPP IS A CONTRACTUAL MODIFICATION OF CUSTOMER'S LIABILITY.** All of the following "Conditions" must be satisfied for the RPP and the corresponding liability reduction to apply: (i) Customer accepts the RPP in advance of the rental; (ii) Customer pays 15% of the gross rental charges as the fee for the RPP (plus applicable taxes); (iii) Customer fully complies with the terms of this Contract; (iv) Customer's account is current at the time of the loss, theft, damage or destruction of the Equipment; and (v) none of the Exclusions apply. Customer assumes the Exclusion risks, meaning that if any Exclusion occurs, the RPP does NOT reduce the liability of Customer to Sunbelt for the loss, theft, damage or destruction resulting from such Exclusion. "Exclusions" shall mean loss, theft, damage or destruction of the Equipment: (A) due to intentional misuse; (B) caused by Lost Equipment not reported by Customer to the police within 48 hours of discovery, and substantiated by a written police report (promptly delivered to Sunbelt); (C) due to floods, water level changes, wind, storms, earthquakes or Acts of God; and (D) accessions to or improvements on the Equipment or which Customer is not required to pay for. **THE LIABILITY OF CUSTOMER AND ARE NOT LIMITED BY THE RPP. RPP IS NOT RELEASED ON THIS CONTRACT AS PART OF CUSTOMER'S ESTIMATED CHARGES UNDER CUSTOMER HAS ELECTED TO DECLINE RPP IN WRITING, FAILS TO PAY THE RPP FEE OR MADE OTHER CONTRACTUAL ARRANGEMENTS WITH SUNBELT.** Notwithstanding anything to the contrary in this Contract, if Lost Equipment is later recovered, Sunbelt retains ownership of the Equipment regardless of any payments made by Customer or Customer's insurance company with respect to such Equipment, all of which payments are non-refundable. Customer agrees to promptly return any Equipment that is recovered. Sunbelt shall be subrogated to Customer's rights to recover against any person or entity relating to any loss, theft, damage or destruction to the Equipment. Customer

shall cooperate with, assign Sunbelt all claims and proceeds arising from such loss, theft, damage or destruction, execute and deliver to Sunbelt whatever documents are required and take all other necessary steps to secure in Sunbelt such rights, at Customer's expense.

11) **RENTAL RATES.** The total charges specified in this Contract are: (a) estimated based upon Customer's representation of the estimated Rental Period identified herein (rental rates beyond the estimated Rental Period may change) and other information conveyed by Customer to Sunbelt; and (b) for the Equipment's use for One Shift unless otherwise noted. Weekly and 4 week rental rates shall not be prorated. Rental charges accrue during Saturdays, Sundays and holidays. The rental rates do not include and Customer is responsible for: (i) all consumables, fees, licenses, present and future taxes and any other governmental charges based on Customer's possession and/or use of the Equipment, including additional fees for more than One Shift use; (ii) delivery and pickup charges to and from the Store, including but not limited to any freight, transportation, delivery, pickup and surcharge fees listed in this Contract; (iii) maintenance, repairs and replacements to the Equipment as provided herein; (iv) a cleaning fee if required; (v) miscellaneous charges, such as fees for lost keys, RPP, costs to recover Equipment, emergency mobilization or store opening; (vi) fuel used during the Rental Period and for refueling Equipment as described below; (vii) fines for use of dyed diesel fuel in on-road Equipment; and (viii) an Environmental Services Charge (see www.sunbeltrentals.com/environmentalfees) and (ix) Transportation Surcharge (see www.sunbeltrentals.com/surcharge). The convenience charge for off road diesel fuel does not include governmental motor fuel taxes or charges. Sunbelt collects these fees as revenue and uses them at its discretion.

12) **PAYMENT.** Customer shall pay for the rental of Equipment, sale of Equipment, materials and all other items and services identified in this Contract and all other amounts due, without any offsets, in full, in advance at the time of rental, unless Sunbelt approves Customer's executed commercial credit application. Commercial customers who are approved for Sunbelt's extended payment terms must pay, in arrears, upon receipt of Sunbelt's invoice, either by cash, check or ACH. Customer must notify Sunbelt in writing of any disputed amounts, including credit card charges, within 15 days after the receipt of the invoice/contract or Customer shall be deemed to have irrevocably waived its right to dispute such amounts. At Sunbelt's discretion, any account with a delinquent balance may be placed on a cash basis, deposits may be required and the Equipment may be picked up without notice. Due to the difficulty in fixing actual damages caused by late payment, Customer agrees that a service charge equal to the lesser of 1.5% per month or the maximum rate permitted by law shall be assessed on all delinquent accounts, until paid in full. Customer shall reimburse Sunbelt for all costs incurred in collecting any late payments, including, without limitation, attorneys' fees. Payment of any late charge does not excuse Customer of any default under this Contract. Customer shall pay a fee of \$75 for each check returned for lack of sufficient funds to compensate Sunbelt for its overhead for processing missed payment. Deposits will only be returned after all amounts are paid in full. **CUSTOMER AGREES THAT IF A CREDIT OR DEBIT CARD IS PRESENTED TO PAY FOR CHARGES OR TO GUARANTEE PAYMENT, CUSTOMER AUTHORIZES SUNBELT TO CHARGE THE CREDIT OR DEBIT CARD ALL AMOUNTS SHOWN ON THIS CONTRACT AND CHARGES SUBSEQUENTLY INCURRED BY CUSTOMER, INCLUDING BUT NOT LIMITED TO, LOSS OF DAMAGE TO THE EQUIPMENT AND EXTENSION OF THE RENTAL PERIOD.** Effective June 1, 2021 and where permitted by law, Sunbelt may impose a surcharge of 2% (minimum \$3) for credit card payments on charge accounts. This surcharge is not greater than Sunbelt's merchant discount rate for credit card transactions and is subject to sales tax in some jurisdictions.

13) **RETURN OF EQUIPMENT.** Sunbelt may terminate this Contract at any time, for any reason. The Equipment shall be returned to Sunbelt (when needed for inspections, maintenance and at the end of the Rental Period) in the same condition it was received, less Ordinary Wear and Tear and free of any hazardous materials and contaminants. Customer will return the Equipment at the end of the Rental Period, but will continue to be responsible for rental and other charges after the Rental Period if the Equipment is not returned in the condition required herein. If Sunbelt delivered the Equipment to Customer, Customer shall notify Sunbelt that the Equipment is ready to be picked up at the Site Address and obtain a Pick-Up Number, which Pick-Up Number Customer should keep as proof of the call; provided Customer remains liable for any loss, theft, damage to or destruction of the Equipment until Sunbelt confirms that the Equipment is returned in the condition required herein. Customer will not be charged the rental charges after the date the Pick-Up Number is given, provided Customer has otherwise complied with this Contract. No pickups occur on Sundays or statutory holidays and Saturday pickups are dependent on specific Store hours. If Customer picked up Equipment, Customer shall return Equipment to the same Store during that Store's normal business hours. If the Equipment is not returned by the estimated end of the Rental Period specified earlier, Customer agrees to pay the applicable rental rate for the Equipment until the end of the Rental Period.

14) **PURCHASES.** If this Contract identifies any Equipment, materials or other items that is to be purchased by Customer, Sunbelt sells and delivers such items to Customer on an "AS IS, WHERE IS" basis, with all faults and without any warranties (other than manufacturer warranties, if any) in consideration for Customer's payment to Sunbelt of the full purchase price of the item. Sunbelt retains title to the item until Customer has paid in full.

15) **DEFAULT.** Customer shall be in default if Sunbelt deems itself insecure or if Customer: (a) fails to pay sums when due; (b) breaches any Section of this Contract; (c) becomes a debtor in a bankruptcy proceeding, goes into receivership, takes protection from its creditors under any insolvency legislation, ceases to carry on business, or has its assets seized by any creditor; (d) fails to insure the Equipment as required, or otherwise places the Equipment at risk; (e) fails to return Equipment immediately upon Sunbelt's demand; or (f) is in default under any other contract with Sunbelt. If a Customer default occurs, Sunbelt shall have, in addition to all rights and remedies at law or in equity, the right to repossess the Equipment without further process or prior notice. Customer shall pay all of Sunbelt's costs, including reasonable costs of collection, court costs, attorneys and legal fees, incurred in exercising any of its rights or remedies herein. Sunbelt shall not be liable due to seizure of Equipment by order of governmental authority. **CUSTOMER WAIVES ANY RIGHT OF ACTION AGAINST SUNBELT ENTITIES FOR SUCH REPOSSESSION.**

16) **CRIMINAL WARNING.** The use of false identification to obtain Equipment or the failure to return Equipment by the end of the Rental Period may be considered theft, subject to criminal prosecution and civil liability where permitted, pursuant to applicable laws.

17) **ENVIRONMENTAL SERVICES CHARGE.** To promote a clean and sustainable environment, Sunbelt takes various measures to comply with applicable environmental regulations, as well as with Sunbelt's own policies. Sunbelt also incurs a wide range of environmental related expenses (both direct and indirect). These expenses may include services such as waste disposal, construction and maintenance of cleaning facilities, acquisition of more fuel-efficient equipment, as well as, labor costs, administration costs, etc. To help offset these and other costs, Sunbelt assesses an Environmental Services Charge, plus applicable taxes thereon in connection with certain rentals. The Environmental Services Charge is not a tax or governmentally mandated charge and is not designated for any particular use or placed in an escrow account, but is a charge that Sunbelt collects as revenue and uses at its discretion.

18) **FUEL.** For Equipment that uses fuel, Customer has three options: (a) Prepay Fuel Option - Customer may purchase a full tank of fuel for the Equipment at the start of the rental, in which case a "convenience charge" will appear on this Contract (calculated by multiplying the estimated fuel capacity of Equipment by the Prepay per gallon rate). As an added benefit, Customer may return the Equipment full of fuel and the convenience charge will be refunded (however, if not returned full, Customer will not obtain any credit for fuel left in the Equipment upon return); (b) Pay on Return Option - if Customer returns Equipment with less fuel than when received, Customer shall pay a refueling charge (calculated by multiplying gallons required to refill tank with fuel to level when received, by the Pay on Return per gallon rate); and (c) Return Full Option - if Customer returns the Equipment with at least as much fuel as when it was received (most Sunbelt Equipment comes with a full tank of fuel, but not all), no fuel charge will be assessed. The cost of Customer refueling Equipment itself will generally be lower than the Prepay Fuel Option or the Pay on Return Option; however these options each allow for the convenience of not refueling. Customer agrees that none of these options are a retail sale of fuel.

19) **LIMITATION OF SUNBELT'S LIABILITY. IN CONSIDERATION OF THE RENTAL OF EQUIPMENT, CUSTOMER AGREES THAT SUNBELT'S LIABILITY UNDER THIS CONTRACT, INCLUDING ANY LIABILITY ARISING FROM SUNBELT'S, SUNBELT ENTITIES, OR ANY THIRD PARTY'S COMPARATIVE, CONCURRENT, CONTRIBUTORY, PASSIVE OR ACTIVE NEGLIGENCE OR THAT ARISES AS A RESULT OF ANY STRICT OR ABSOLUTE LIABILITY, SHALL NOT EXCEED THE TOTAL RENTAL CHARGES PAID BY CUSTOMER UNDER THIS CONTRACT.**

20) **JURY TRIAL WAIVER. IN ANY DISPUTE ARISING OUT OF, IN CONNECTION WITH, OR IN ANY WAY PERTAINING TO THIS CONTRACT, CUSTOMER AND SUNBELT HEREBY KNOWINGLY, VOLUNTARILY AND INTENTIONALLY WAIVE ANY RIGHT TO A TRIAL BY JURY, THIS WAIVER BEING A MATERIAL INDUCEMENT TO ENTERING INTO THIS CONTRACT.**

21) **ARBITRATION AGREEMENT & CLASS ACTION WAIVER. AT THE ELECTION OF CUSTOMER OR SUNBELT, ANY DISPUTE ARISING OUT OF, IN CONNECTION WITH OR IN ANY WAY PERTAINING TO THIS CONTRACT SHALL BE SETTLED BY ARBITRATION BROUGHT IN THE PARTY'S INDIVIDUAL CAPACITY AND NOT AS A PLAINTIFF IN A PURPORTED CLASS OR REPRESENTATIVE CAPACITY, ADMINISTERED BY THE AMERICAN ARBITRATION ASSOCIATION UNDER ITS COMMERCIAL ARBITRATION RULES OR BY JAMS PURSUANT TO ITS STREAMLINED ARBITRATION RULES AND PROCEDURES AND JUDGEMENT ON THE AWARD RENDERED BY THE ARBITRATOR(S) MAY BE ENTERED IN ANY COURT HAVING JURISDICTION THEREOF. THERE SHALL BE NO RIGHT OR AUTHORITY FOR ANY CLAIMS TO BE ARBITRATED OR TRIED ON A CLASS ACTION BASIS.**

22) **COMPLIANCE WITH EXPORT AND IMPORT LAWS.** Removal of the Equipment from the United States ("U.S.") is prohibited under this Contract. If Customer desires or causes the transport and/or operation of the Equipment outside of the U.S., Customer must (a) obtain Sunbelt's consent prior to taking such action, including approval of established customs broker, and (b) execute an amendment to this Contract, which amendment is incorporated herein. If Customer exports or re-exports without complying with the above sentence, Customer agrees that (i) the Equipment is subject to and must comply with all applicable export laws, including but not limited to the Export Administration Regulations; and (ii) Customer, as the exporter/importer of record, is responsible for: (A) determining whether and obtaining if necessary, export or re-export licenses or other authorizations as required prior to exporting or re-exporting the Equipment, (B) obtaining any required documentation necessary for return of the Equipment; and (C) ensuring no unauthorized transfers or diversions of the Equipment occur. Refer to www.bis.doc.gov for information.

23) **COLLECTION OF DATA.** Customer consents to the collection, use and disclosure of the data and information Customer voluntarily provides to Sunbelt, including personal identification and financial information, as well as the Telematics Data collected from the Equipment, as described in our Privacy Policy found at www.sunbeltrentals.com/privacy.

24) **GOVERNING LAW.** The Parties expressly and irrevocably agree: (a) this Contract, including any related tort claims, shall be governed by the laws of South Carolina, without regard to any conflicts of law principles and (b) if any Section of this Contract is prohibited by any law, such Section shall be ineffective to the extent of such prohibition without invalidating the remaining Sections.

25) **FORCE MAJEURE.** Sunbelt shall not be liable or responsible to the Customer, nor be deemed to have defaulted under or breached this Contract, as a result of failure to deliver or performing any term of this Contract when and to the extent such failure or delay is caused by or results from acts beyond Sunbelt's control, including, without limitation, the following force majeure events ("Force Majeure Event(s)": (a) acts of God; (b) flood, fire, earthquake, epidemics, pandemics or explosion; (c) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts; (d) riot or other civil unrest; (d) government order, law, regulations, shutdowns, or actions; (e) embargoes or blockades in effect on or after the date of this Contract; (f) national or regional emergency; (g) strikes, labor stoppages or slowdowns, or other industrial disturbances; (h) shortage of adequate power or transportation facilities; and (j) other events beyond the control of Sunbelt.

26) **MISCELLANEOUS.** This Contract, together with any Customer executed commercial credit application, if any, constitutes the entire agreement of the Parties regarding the Equipment and may not be modified except by written amendment signed by the Parties. Any reference in Customer's purchase order or other Customer document to other terms that shall control this transaction shall be void. This Contract benefits solely the Parties and their respective permitted successors and assigns and nothing in this Contract, express or implied, confers on any other person any legal or equitable right, benefit or remedy of any nature whatsoever under or by reason of this Contract. Customer's obligations hereunder shall survive the termination of this Contract. If any term is invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other term or invalidate or render unenforceable such terms. This Contract and all of Customer's rights in and to the Equipment are subordinate to all rights, title and interest of all persons (including Sunbelt's lenders) who have rights in the Equipment. Headings are for convenience only. To the extent that any terms in this Contract conflict, the Parties agree that the more specific terms control. A copy of this Contract shall be valid as the original. Any failure by Sunbelt to insist upon strict performance of any Section of this Contract shall not be construed as a waiver of the right to demand strict performance in the future. Customer and the person signing this Contract agree, represent and warrant that: (a) the person executing is 18 or the legal age of majority in the state, whichever is greater; and (b) the person has the authority to execute, sign, and perform this Contract, and (b) this Contract constitutes a legal, valid and binding obligation of Customer, enforceable in accordance with its terms. If the Parties have fully executed, active agreement, intended to govern over conflicting terms and conditions, such agreement shall take precedence over the terms herein.

Medina Valley ISD

Pay Systems Review



Zach Hobbs, Assistant Director
July 19, 2023



HR Services

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations

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Medina Valley ISD

2023-2024 New Hire Guide for Teachers

Model 1 - Final: \$57,750 starting, 4.0% GPI

Years of Experience	New Hire Salary
0	\$57,750
1	\$58,280
2	\$58,810
3	\$59,350
4	\$59,850
5	\$60,450
6	\$61,050
7	\$61,550
8	\$62,335
9	\$63,735
10	\$64,385
11	\$65,085
12	\$65,535
13	\$65,635
14	\$66,235
15	\$66,335
16	\$66,435
17	\$66,535
18	\$66,635
19	\$67,260
20	\$67,385
21	\$67,535
22	\$67,710
23	\$68,210
24	\$69,510
25	\$70,310
26	\$71,110
27	\$71,910
28	\$72,710
29	\$74,120
30+	\$74,970

Continuing Teachers will receive an increase of
\$2,555

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,500 Master's Degree - General Stipend

Medina Valley ISD

2023-2024 New Hire Guide for Teachers

Model 2 - Final: \$58,100 starting, 4.5% GPI

Years of Experience	New Hire Salary
0	\$58,100
1	\$58,600
2	\$59,130
3	\$59,670
4	\$60,170
5	\$60,770
6	\$61,370
7	\$61,870
8	\$62,655
9	\$64,055
10	\$64,705
11	\$65,405
12	\$65,855
13	\$65,955
14	\$66,555
15	\$66,655
16	\$66,755
17	\$66,855
18	\$66,955
19	\$67,580
20	\$67,705
21	\$67,855
22	\$68,030
23	\$68,530
24	\$69,830
25	\$70,630
26	\$71,430
27	\$72,230
28	\$73,030
29	\$74,440
30+	\$75,290

Continuing Teachers will receive an increase of
\$2,875

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,500 Master's Degree - General Stipend

2023-2024 Proposed Administrative/Professional Pay Plan
 Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Accountant	226	Daily	\$308.00	\$369.75	\$431.50
	Coordinator - Communications	226	187 Days	57,596	69,143	80,691
	Coordinator - Human Resources	226	197 Days	60,676	72,841	85,006
	Coordinator - Purchasing	226	226 Days	69,608	83,564	97,519
	Coordinator - Safety	226	242 Days	74,536	89,480	104,423
	Dietitian	226				
	Nurse (RN)	187				
	Social Worker	197				
	Special Programs Facilitator	197				
	Speech Language Pathologist Asst	187				
	Supervisor - Custodial	242				
	Supervisor - Payroll	226				
	Supervisor - Transportation	226				
	Truancy Officer	187				
2						
	Asst Director - Child Nutrition	226	Daily	\$325.71	\$391.01	\$456.31
	Asst Director - Maintenance	242	197 Days	64,165	77,029	89,893
	Asst Director - Transportation	226	207 Days	67,422	80,939	94,456
	Asst Manager - Construction	231	226 Days	73,610	88,368	103,126
	Counselor - ES	197	231 Days	75,239	90,323	105,408
	Counselor - MS	207	242 Days	78,822	94,624	110,427
	Librarian	197				
	Specialist - GT	207				
	Specialist - Instructional Technology	226				
	Specialist - Special Programs	207				
3						
	Academic Dean - MS	226	Daily	\$345.25	\$414.47	\$483.69
	Board Certified Behavior Analyst	207	187 Days	64,562	77,506	90,450
	Coordinator - Bilingual/ELL	226	197 Days	68,014	81,651	95,287
	Coordinator - Core Subjects	226	207 Days	71,467	85,795	100,124
	Coordinator - Instructional Mat Assess	226	226 Days	78,027	93,670	109,314
	Coordinator - Literacy/Social Studies	226				
	Coordinator - Math/Science	226				
	Coordinator - PEIMS	226				
	Coordinator - SLP/LSSP	207				
	Counselor - HS	207				
	Lead Counselor - HS	226				
	LSSP	197, 207, 226				
	Network Administrator	226				
	Occupational Therapist	187				
	Speech Language Pathologist	187				
	Vice Principal - ES	207				
	Vice Principal - MS	207				

2023-2024 Proposed Administrative/Professional Pay Plan
 Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4			Daily	\$365.97	\$439.34	\$512.71
	Academic Dean - HS	226	207 Days	75,756	90,943	106,131
	Asst Director - Special Programs	226	226 Days	82,709	99,291	115,872
	Coordinator - DAEP	207				
	Vice Principal - HS	226				
5			Daily	\$387.93	\$465.70	\$543.47
	Director - Child Nutrition	226	226 Days	87,672	105,248	122,824
	Director - Communications	226	242 Days	93,879	112,699	131,520
	Director - CTE	226				
	Director - Curriculum	226				
	Director - Federal Programs	226				
	Director - Fine Arts	226				
	Director - Guidance & Counseling	226				
	Director - Maintenance	242				
	Director - Transportation	226				
	Principal - ES	226				
6			Daily	\$411.20	\$493.64	\$576.08
	Director - Construction	231	226 Days	92,931	111,563	130,194
	Director - Health and Safety	226	231 Days	94,987	114,031	133,074
	Director - Special Education	226				
	Director - Technology	226				
Principal - MS	226					
7			Daily	\$444.10	\$533.13	\$622.16
	Director - Athletics	226	226 Days	100,367	120,487	140,608
	Director - Finance and Budget	226				
	Director - Human Resources	226				
Principal - HS	226					
8			Daily	\$479.62	\$575.78	\$671.94
Exec Director - Schools	226	226 Days	108,394	130,126	151,858	
9			Daily	\$517.99	\$621.84	\$725.69
	Asst Superintendent - C&I	226	226 Days	117,066	140,536	164,006
Asst Superintendent - Finance & Operations	226					

2023-2024 Proposed Clerical/Paraprofessional Pay Plan
 Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.50	\$16.27	\$19.04
	Aide - Learning Lab	187	187 Days	20,196	24,340	28,484
	Aide - PE	187				
	Aide - PreK	187				
	Aide - SPED Inclusion	187				
2			Hourly	\$14.25	\$17.17	\$20.09
	Aide - DAEP	187	187 Days	21,318	25,686	30,055
	Aide - ISS	187	193 Days	22,002	26,510	31,019
	Aide - Library	187	207 Days	23,598	28,434	33,269
	Aide - SPED ALE	187	217 Days	24,738	29,807	34,876
	Aide - SPED BIP	187	226 Days	25,764	31,043	36,323
	Aide - SPED ECSE	187				
	Clerk - Campus	193				
	Clerk - Office	226				
	Clerk - Special Education	207				
	Clerk - Student Services	217				
	Receptionist - ES	193				
	Receptionist - HS	193				
	Receptionist - MS	193				
3			Hourly	\$15.25	\$18.37	\$21.49
	Admin Asst - Counselor HS	217	187 Days	22,814	27,482	32,149
	Admin Asst - Vice Principal HS	217	193 Days	23,546	28,363	33,181
	Aide - Specialized Self-Contained	187	207 Days	25,254	30,421	35,587
	Attendance Clerk - HS	193, 217	217 Days	26,474	31,890	37,307
	Attendance Clerk - MS	193	226 Days	27,572	33,213	38,854
	Clerk - PEIMS Special Education	226				
	Clerk- PEIMS ES	207				
	Clerk- PEIMS HS	226				
	Clerk- PEIMS MS	226				
	Receptionist - Central Office	226				
4			Hourly	\$17.00	\$20.48	\$23.96
	Admin Asst - ES	217	207 Days	28,152	33,915	39,678
	Admin Asst - MS	226	217 Days	29,512	35,553	41,595
	Admin Asst I	207, 226	226 Days	30,736	37,028	43,320
	Bookkeeper	226				
	Clerk- PEIMS District	226				

2023-2024 Proposed Clerical/Paraprofessional Pay Plan
 Medina Valley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Hourly	\$18.70	\$22.53	\$26.36
	Admin Asst - HS	226	187 Days	27,975	33,705	39,435
	Admin Asst II	207, 226	207 Days	30,967	37,310	43,652
	LVN	187	226 Days	33,810	40,734	47,659
6			Hourly	\$21.75	\$26.20	\$30.65
	Admin Asst - Asst Superintendent	226	226 Days	39,324	47,370	55,415
	Clerk - Accounting	226				
	Clerk - Accounts Payable	226				
	Clerk - Human Resources	226				
	Clerk - Payroll	226				
	Substitute Coordinator	226				
	Technician - Audio/Visual	226				
	Technician - Help Desk	226				
Technician - PC	226					
7			Hourly	\$25.75	\$31.02	\$36.29
	Clerk - Communications	226	226 Days	46,556	56,084	65,612
	Clerk - Payroll Senior	226				
	Technician - Lead PC	226				
	Technician - Systems	226				
8			Hourly	\$30.50	\$36.75	\$43.00
	Admin Asst - Superintendent/Board	226	226 Days	55,144	66,444	77,744

2023-2024 Proposed Manual Trades Pay Plan

Medina Valley ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$13.00	\$15.66	\$18.32
	Bus Aide	181	181 Days	18,824	22,676	26,527
	Custodian	242	242 Days	25,168	30,318	35,468
	Food Service Worker	181				
2			Hourly	\$13.75	\$16.57	\$19.39
	Groundskeeper	242	181 Days	19,910	23,993	28,077
	Lead Cook	181	242 Days	26,620	32,080	37,539
	Non-CDL Driver	181				
	Security Guard	242				
3			Hourly	\$15.25	\$18.37	\$21.49
	Asst Manager - Food Service	190	190 Days	23,180	27,922	32,665
	Technician - Warehouse	242	242 Days	29,524	35,564	41,605
4			Hourly	\$16.85	\$20.30	\$23.75
	General Maintenance	242	190 Days	25,612	30,856	36,100
	Groundskeeper - Foreman	242	242 Days	32,622	39,301	45,980
	Manager - Food Service ES	190				
5			Hourly	\$19.00	\$22.89	\$26.78
	Carpenter - Apprentice	242	181 Days	27,512	33,145	38,777
	Custodian Lead	242	190 Days	28,880	34,793	40,706
	HVAC - Apprentice	242	226 Days	34,352	41,385	48,418
	Lead Driver	181	242 Days	36,784	44,315	51,846
	Maintenance - Lead Technician	242				
	Manager - Food Service MS	190				
	Plumber - Apprentice	242				
	Route Coordinator	226				
	Vehicle Technician - Apprentice	242				
6			Hourly	\$21.75	\$26.21	\$30.67
	Carpenter - Journeyman	242	190 Days	33,060	39,839	46,618
	CDL Coordinator	226	226 Days	39,324	47,388	55,451
	Electrician - Journeyman	242	242 Days	42,108	50,743	59,377
	Grounds - Supervisor	242				
	HVAC - Journeyman	242				
	Manager - Food Service HS	190				
	Manager - Utility	242				
	Vehicle Technician	242				

2023-2024 Proposed Manual Trades Pay Plan

Medina Valley ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7						
	Construction - Foreman	242				
	Electrical - Foreman	242				
	HVAC - Foreman	242				
	Plumber - Foreman	242				
	Vehicle Technician - Lead	242				
			Hourly	\$26.00	\$31.32	\$36.64
			242 Days	50,336	60,636	70,935
BD						
	Bus Driver	181				
			Hourly	\$21.00	\$23.60	\$26.20
			181 Days	30,408	34,173	37,938

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Academics			
	UIL	One Act Play Advisor - HS	1,500
	UIL	One Act Play Assistant Advisor - HS	500
	UIL	UIL Coordinator - EL	750
	UIL	UIL Coordinator - Elementary	1,000
	UIL	UIL Coordinator - HS	1,250
	UIL	UIL Coordinator - MS	1,000
	UIL	UIL Coordinator - Secondary	2,000
	UIL	UIL Sponsor - EL	250
	UIL	UIL Sponsor - HS	500
	UIL	UIL Sponsor - MS	450
Activities/Clubs			
	Sponsor	Art Society - HS	1,000
	Sponsor	CTSO Sponsor - HS	2,000
	Sponsor	Cyber Patriots - HS	2,500
	Sponsor	Future Problem Solvers - HS	500
	Sponsor	Future Problem Solvers - MS	500
	Sponsor	Mock Trail - HS	500
	Sponsor	National Honor Society - HS	1,000
	Sponsor	National Junior Honor Society - MS	500
	Sponsor	National Tech Society - HS	500
	Sponsor	Newspaper - HS	1,600
	Sponsor	Robotics Sposor - MS	500
	Sponsor	Student Activity Coordinator - HS	700
	Sponsor	Student Council Sponsor - HS	1,500
	Sponsor	Student Council Sponsor - MS	1,000
	Sponsor	Yearbook Sponsor - HS	1,500
	Sponsor	Yearbook Sponsor - MS	1,000

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Athletics			
	Coordinator	Athletic Coordinator (Boys/Girls) - MS	2,000
	Coordinator	Athletic Coordinator (Boys/Girls) - HS	8,000
	Football	Football - MS	3,000
	Football	Football Varsity Assitant - HS	7,000
	Football	Football Varsity Coordinator - HS	9,000
	Football	Varsity Head Football - HS	12,000
	Head Coach	Baseball Head - HS	7,000
	Assistant Coach	Baseball Assistant - HS	4,250
	Head Coach	Basketball Head - HS	7,500
	Assistant Coach	Basketball Assistant - HS	4,500
	Head Coach	Cross Country Head - HS	6,000
	Assistant Coach	Cross Country Assistant - HS	3,500
	Head Coach	Golf Head (All Year) - HS	6,500
	Assistant Coach	Golf Assistant (Half Year) - HS	3,000
	Head Coach	Powerlifting Head - HS	6,500
	Assistant Coach	Powerlifting Assistant - HS	4,000
	Head Coach	Soccer Head - HS	7,000
	Assistant Coach	Soccer Assistant - HS	4,250
	Head Coach	Softball Head - HS	7,000
	Assistant Coach	Softball Assistant - HS	4,250
	Head Coach	Swimming Head - HS	6,500
	Assistant Coach	Swimming Assistant - HS	4,000
	Head Coach	Tennis Head Individual - HS	4,500
	Assistant Coach	Tennis Assistant Individual - HS	2,500
	Head Coach	Tennis Head Team - HS	4,000
	Assistant Coach	Tennis Assistant Team - HS	2,500
	Head Coach	Track Head - HS	6,500
	Assistant Coach	Track Assistant - HS	4,000
	Head Coach	Volleyball Head - HS	7,500
	Assistant Coach	Volleyball Assistant - HS	4,500
	Middle School Coach	Basketball - MS	2,000
	Middle School Coach	Cross Country - MS	2,000
	Middle School Coach	Soccer - MS	2,000
	Middle School Coach	Tennis - MS	2,000
	Middle School Coach	Track - MS	2,000
	Middle School Coach	Volleyball - MS	3,000

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Job-related			
	Professional	Lead Counselor - HS	3,500
	Professional	Lead LSSP/SLP	2,000
	Professional	Lead Nurse	5,000
	Professional	Lead Social Worker	1,500
	Professional	Trainer Assistant - HS	9,000
	Professional	Trainer Head - HS	11,000
	Teacher	Alternative/Behavioral/ALE Teacher	2,500
	Teacher	Bilingual Teacher - EL	3,000
	Teacher	Bilingual Teacher Signing Bonus - EL	1,000
	Teacher	DEAP Lead Teacher	3,000
	Teacher	DEAP Teacher	2,500
	Teacher	Dept. Chair - HS	1,900
	Teacher	Dept. Chair - MS	1,500
	Teacher	Dual Credit (per course) - HS	600
	Teacher	Early Child Special Education Teach - EL	2,500
	Teacher	ESL Teacher - HS	1,500
	Teacher	ESL Teacher - MS	1,500
	Teacher	Grade Level Chair - MS	1,000
	Teacher	Grade Level/Specials Chair - EL	1,000
	Teacher	Interpreter (Sign Language) - HS	1,200
	Teacher	JROTC Drill Team - HS	4,000
	Teacher	Lead Dyslexia (per campus)	1,500
	Teacher	Lead GT (per campus)	1,500
	Teacher	Lead PE	1,500
	Teacher	Mentor Teacher	1,000
	Teacher	PK Special Ed Certified - EL	1,000

2023-2024 Proposed Extra Duty Stipends

Medina Valley ISD

Category	Sub-Category	Assignment	Proposed Stipend
Performing Arts			
Band		Lead Band - MS	7,000
Band		Band Assistant - MS	6,000
Band		Band Assistant - HS	9,000
Choir		Choir - HS	5,000
Theatre		Theatre Advisor - HS (fall show) Theatre	3,000
Theatre		Advisor Assistant - HS (fall show)	1,000
Dance		Dance Team Assistant Sponsor - HS	3,000
Dance		Dance Team Sponsor - HS	6,000
Spirit			
Cheerleading		Cheerleader Assistant Sponsor - HS	3,000
Cheerleading		Cheerleader Sponsor - HS	6,000
Cheerleading		Cheerleader Sponsor - MS	2,000

Cost – Model 1 (4.0%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,275,850	\$368	\$1,276,218
Administrative/Professional	\$440,844	\$82,818	\$523,662
Clerical/Paraprofessional	\$216,267	\$155,723	\$371,990
Manual Trades	\$255,752	\$209,172	\$464,924
Total	\$2,188,713	\$448,081	\$2,636,749
% of Current Costs	4.3%	0.9%	5.2%

Cost – Model 2 (4.5%)

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,435,625	\$368	\$1,435,993
Administrative/Professional	\$495,951	\$77,838	\$573,789
Clerical/Paraprofessional	\$242,541	\$140,562	\$383,103
Manual Trades	\$286,188	\$194,940	\$481,128
Total	\$2,460,305	\$413,708	\$2,874,013
% of Current Costs	4.9%	0.8%	5.7%

4.0% General Pay Increase

<u>Pay Group</u>	<u>General Pay</u>		<u>Estimated Total</u>
	<u>Increase</u>	<u>Adjustments</u>	<u>Increase</u>
Teachers	\$ 1,275,850	\$ 368	\$ 1,276,218
Administrative/Professional	\$ 440,844	\$ 82,818	\$ 523,662
Clerical/Paraprofessional	\$ 216,267	\$ 155,723	\$ 371,990
Manual Trades	\$ 255,752	\$ 209,172	\$ 464,924
Positions not included in Study	\$ 252,020	\$ -	\$ 252,020
Stipend Increases		\$ 262,900	\$ 262,900
Total	\$ 2,440,733	\$ 710,981	\$ 3,151,714

4.5% General Pay Increase

<u>Pay Group</u>	<u>General Pay</u>		<u>Estimated Total</u>
	<u>Increase</u>	<u>Adjustments</u>	<u>Increase</u>
Teachers	\$ 1,435,625	\$ 368	\$ 1,435,993
Administrative/Professional	\$ 495,951	\$ 77,838	\$ 573,789
Clerical/Paraprofessional	\$ 242,541	\$ 140,562	\$ 383,103
Manual Trades	\$ 286,188	\$ 194,940	\$ 481,128
Positions not included in Study	\$ 283,554	\$ -	\$ 283,554
Stipend Increases		\$ 262,900	\$ 262,900
Total	\$ 2,743,859	\$ 676,608	\$ 3,420,467

5.0% General Pay Increase

Total	\$ 3,046,985	\$ 642,235	\$ 3,689,220
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Health Insurance

	<u>Annual Contribution</u>	<u># Employees</u>	<u>Total Cost</u>
Health Insurance Contribution	\$ 600	\$ 600	\$ 360,000

Pay Rates for Additional Duties Draft 2023-24

Duty	Rate
Summer School Administrator	\$45/hr
Summer School Teacher	\$40/hr
Summer School Paraprofessional	\$20/hr
Professional Employee	\$25/hr
Paraprofessional Employee (for work outside of the employee's assigned duties)	\$10/hr
Supplemental Pay for Staff Opening New Campus	Daily rate based on Previous Year Pay Scales Professional-\$80 full day/ \$40 half day Paraprofessional-\$60 full day/ \$30 half day
Summer Professional Development (approved by HR, C&I and Principal)	Presenter- \$150 full day/\$75 half day
Summer Curriculum Writing	\$35/h
Summer Special Education Testing	\$45/hr
Additional Duties (Transportation) (for work outside of the employee's assigned duties)	\$11/hr
Cafeteria Lunch Monitoring	\$9/hr
Student Workers	Begin @ min. wage
After School Extended Care	Regular Rate/subject to overtime
Food Service Catering	Regular Rate/subject to overtime
Cafeteria Concession Stand Workers*	\$10/hr
Substitute Cafeteria Workers:	\$9.00/hr
Food Service Summer School	Regular Rate + \$1/hr.
Substitute Bus Drivers (non-transportation hourly employee only)	Regular Rate +\$1/hr.
Athletic Workers (non-football)*	\$9.50/hr. (\$25 minimum per event) Separate Schedule Available through the Athletic Department
Athletic Workers (Football)*	
Athletic Announcers (Football, Soccer, Baseball, Softball) **	\$75 Varsity/\$50 Other (per game)
Athletic Table Workers	HS- 1 game \$25, 2 games \$40 MS- 1 game \$25, 2 games \$30
Housekeeper Late Shift (3pm-11:30pm)	Regular Rate +\$1/hr.
Athletic Trips Driven by Teacher/Coach	\$25/trip
Technology Intern	\$14/hr
LSSP Intern	\$200/day

* **Not Subject to Overtime Pay**

** **High School Home Games Only**

2023-24 Substitute Pay Draft

	Classroom Aides/Paraprofessionals		Teacher	
	Daily	Long Term	Daily	Long Term
Certified	\$90	\$100	\$120	State Minimum
Degreed	\$90	\$100	\$110	x1.5 Daily Rate
Non-Degreed	\$90	\$100	\$100	x1.5 Daily Rate

*Add \$10 after 60 days (one time event)



Contracted Services Agreement

between
VAT Educational Services
and
Medina Valley ISD

Contract Terms: This Contract shall commence on August 1, 2023 and continue in effect until August 31, 2024

This Contract may be amended only by the mutual agreement of the parties, in a writing to be attached to and incorporated in this Contract. All such changes shall be made in writing and agreed to by both parties. This Contract will take the place of any previous agreements between the parties. .

Contractor will agree to abide by all FERPA and Federal and State Confidentiality laws regarding student information.

Licenses/Permits: Contractor shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.

Governing Law and Venue: This Contract shall be governed by and construed in accordance with the laws of the State of Texas. The mandatory and exclusive venue for the adjudication or resolution of any dispute arising out of this Contract shall be in Guadalupe County, Texas.

Entire Agreement: This Contract represents the entire and exclusive agreement between the parties thereto and replaces in their entirety any previous agreements, written or oral.

Approval: This Agreement is not effective and no payment shall be made to the Contractor until it is approved. Approval requires signature by the Superintendent of Medina Valley ISD (or his/her designee).

Force Majeure: The parties to this Contract may be excused from performance hereunder during the time and to the extent that they are prevented from performance due to an act of God, fire, strike or lockout, when satisfactory evidence thereof is presented to the other party and provided that such non-performance is not due to the fault of the non-performing party.

Criminal Background Checks: The Texas DPS has changed how it grants Clearinghouse access to schools and contractors for the purposes of reviewing criminal history under TEC §22.0834, for any employee (or contractor) who has the opportunity for direct (unsupervised) contact with students on a continuing basis.

Option 1 – Schools may fingerprint a contractor and/or contractor’s employees using the Local Education Entity (LEE) Fast Pass option, if the contractor does not have access to the DPS Fact Clearinghouse. A private contractor that does not meet the NCPA criteria to access criminal history will not be granted access to the DPS Clearinghouse and would need to be fingerprinted by the school.

Option 2 – Texas-based NCPS eligible independent contractors-C and service providers-B, that provide care or care placement services may fingerprint their W-2 employees who have access to students. In this situation a contractor can certify that they are in compliance with TEC §22.0834

A contractor or subcontractor may not permit an employee to provide services at a school if the employee has been convicted of a felony or misdemeanor offense that would prevent a person from being employed under Section 22.085(a).



Contracted Services Agreement

between
VAT Educational Services
and
Medina Valley ISD

Notification of Criminal History: Pursuant to Texas Legislative Senate Bill No. 1, Section 44.034, Notification of Criminal History, Subsection (a), states “a person or business entity that enters into a contract with a school school must give advance notice to the school if the person or an owner or operator of the business entity has been convicted of a felony. The notice must include a general description of the conduct resulting in the conviction of a felony.”

Contractor **may provide** the following services for Medina Valley ISD:

- VI and Orientation & Mobility Evaluations
- Instruction and reinforcement in all areas of the Expanded Core Curriculum
- Braille and material development
- Environmental modification recommendations
- Low vision visits
- Home visits
- Assistive technology Services
 - AT Evaluations
 - AT Training for staff, students and families
 - Device trouble-shooting and maintenance
- ARD Meeting Attendance (In-Person or Virtually)
- Write and update IEPs
- Collaboration with staff and VI families

Medina Valley ISD will reimburse Contractor at the rate of **\$100/hour** within 30 calendar days of invoice submission, not to exceed \$98,000.

The school may terminate this contract effective at the end of its fiscal year if funds are not appropriated for this contract for the ensuing fiscal year.

CONTRACTOR: VAT Educational Services

SCHOOL: Medina Valley ISD

Erika Garcia-Director of Educational Services

Name/Title

Signature

07/12/2023

Date

Superintendent (or designee) Name/Title

Superintendent (or designee) Signature

Date

Understand why it's important.

1

About Delegate Assembly

Simply put, the TASB Delegate Assembly is your annual membership meeting. Most importantly, this event is where all members have a voice in the overall direction of the organization — from electing who will serve on the TASB Board to approving the education issues that will be included in the TASB Advocacy Agenda.

Your board's voice

As an Active Member of TASB, your board has the exclusive right to have a voting Delegate at the Assembly. Your Delegate will be the voice for your board, ensuring the priorities for your district and community are reflected in TASB's work.

Your Delegate must be a trustee on your board. You also may select a second trustee to serve as an Alternate. Your representatives may trade off time on the Assembly floor to ensure your board's voting privileges are covered.



2023 Assembly

WHEN:

Saturday, Sept. 30

12:30 p.m.

Regional Caucuses

2 p.m.

Delegate Assembly

WHERE:

Omni Dallas Hotel

Delegate Assembly is held in conjunction with the TASA | TASB Convention.

The hotel is connected to the Kay Bailey Hutchison Convention Center, making it easily accessible to Convention activities as well.

Lunch is provided to Delegates and Alternates during the caucuses.

**Your Association.
Your Voice.**

**TASB Delegate
Assembly**



delegate.tasb.org

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Discover the Delegate experience.

3



The role of a Delegate

TASB's Delegate Assembly is the once-a-year opportunity for TASB members to have a voice in the overall direction of the Association. Each Active Member sends a Delegate to participate in the Assembly. This ensures that every school and education service center board that is a TASB Active Member has a vote on the issues under consideration.

"Make sure that the person representing has reviewed the resolutions and talked to the board and superintendent about issues affecting their district."

***- Josie Smith-Wright
Gonzales ISD***

As your board's representative, you serve as the voice not just for your board, but also your district, your students, and your community.

Here are the key things you need to know to prepare for your role as a Delegate.



20 days before the assembly

The *Delegate Handbook* and Nominations Committee Report will be posted in early September. These materials cover the action items under consideration by this year's Assembly. You will receive an email when the materials are available. Then, it's time to prepare for the meeting.

- 1. Review the materials.** Make sure you are familiar with all the items under consideration.
- 2. Come prepared to share your district's voice.** Work with your fellow board members to determine how your board stands on the action items and if you have concerns to take to the Assembly.
- 3. Study the Delegate Assembly rules and Action Form.** Like any governing body, there are rules and processes to ensure a productive meeting.
- 4. Watch your mail!** You will receive an envelope with your Delegate ribbon, which you can attach to your name badge when you arrive at the TASA | TASB Convention. This ribbon will grant you access to all of the Delegate Assembly activities.



Discover the Delegate experience.

Step 3 continued



Day of the assembly

12:30-1:30 p.m., Regional Caucus:

You will start your Delegate duties by attending your regional caucus. This is a great opportunity to meet with colleagues from your region, including your TASB Directors. You will discuss the agenda items and get answers to any questions you may have about the Assembly and processes.

Lunch will be provided!

1:45 p.m., Action Forms: You may use the Action Form at the back of the *Handbook* to pull items for individual consideration or to propose an amendment to an item. The forms must be turned in to the Information Center near the Assembly floor entrance by 1:45 p.m.

2-4:30 p.m., Assembly: The Assembly will convene promptly at 2 p.m. You should plan to arrive by 1:45 p.m. so you can find your section on the floor, which is divided by TASB region. TASB staff members, holding red clipboards, are assigned to each area to check you in and assist you during the meeting.

“At the caucuses, you get to meet other school board members from your region — and maybe do a little bragging about your sport teams!”

***– Fred Contreras
Grape Creek ISD***



But what about...?

If you have any questions about Delegate Assembly, we are here to help! Your TASB Directors will be with you every step of the way, leading your regional caucus and sitting near you on the Assembly floor. TASB staff will be stationed at the Information Center near the main entrance of the Assembly floor from noon until the end of the meeting.

If you have questions before the meeting, contact the TASB Board and Management Services team at **800-580-8272** or **membercommunications@tasb.org**.

**Your Association.
Your Voice.**

**TASB Delegate
Assembly**



delegate.tasb.org

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Medina Valley ISD Strategic Plan 2023-2027

In Medina Valley ISD, We Believe:

- All students will reach their full potential by providing all students with a challenging and well rounded education.
- Student Achievement is best achieved through
 - a quality education that addresses all students' academic, social, and emotional needs.
 - by providing an engaging, safe, and balanced learning environment for students involving parents, teachers, and the community.
 - by fostering student experiences that teach them to value and respect the differences of others.
- All staff play a critical role in the success of our students

Mission: Medina Valley ISD exists to develop, cultivate, and inspire self-directed critical thinkers and life-long learners who strive to achieve their highest potential.

Vision: Medina Valley ISD will empower students to exhibit the attributes of the District's Profile of a Graduate

Profile of a Graduate:

- **Citizenship** - Responsible, respectful, trustworthy, and self-disciplined citizens who are actively engaged in their community
- **Communications** - Can listen and read critically, speak and write articulately, communicate using advanced technologies, and adapt their communication style appropriately
- **Academics** - Possess the necessary skills to produce quality work and be prepared for the future
- **Problem-Solver** - Collaborative, creative, and innovative critical thinkers
- **Well-Rounded** - Confident, goal driven, college and career ready individuals, who challenge themselves to continue to learn and grow

PRIORITIES:	PERFORMANCE OBJECTIVES:	KEY STRATEGIC ACTIONS:	PROGRESS MEASURES:	LONG TERM OUTCOMES: X to Y by 2027
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<p>P1: Every Student Grows Every Year</p>	<p>1.1 Curriculum and Instruction</p>	<p>1.1.1 Create a systematic schedule (PLC), with the assistance of training from NIET, at each campus for teacher teams to study data and learn best instructional strategies to increase student engagement and growth.</p> <p>1.1.2 Ensure robust horizontal and vertical curriculum alignment across the district with teacher and principal involvement.</p>	<p style="text-align: right;">1.1.1.1 ●</p> <p>Norms, Meeting agendas, and data protocols are collected at regular intervals to ensure teams are focused on increasing student growth.</p> <ul style="list-style-type: none"> ● Progress monitoring and coaching from NIET. <p>1.1.2 Teacher-Created Common Assessments and Screeners:</p> <ul style="list-style-type: none"> ● K-9th NWEA Map ● 2-12: 5 TC common assessments <p>1.1.3 Teacher-Created Common Assessments and Screeners:</p>	<p>1.1.1 - 1.1.4</p> <ul style="list-style-type: none"> ● STAAR Growth Measure ● AIM EOY ● K-9th NWEA Map ● Telpas ● IEP Completion ● Percentage of students requiring TIER III interventions/referrals for special services
		<p>1.1.3 Ensure district-wide systematic processes are in place to serve our special populations, focusing on bilingual and special education.</p> <p>1.1.4 Strengthen MTSS process with district-wide procedures and interventions.</p>	<p>PK: AIM BOY, MOY</p> <ul style="list-style-type: none"> ● K-2: mClass/iStation Math BOY, MOY ● 3-8: iStation Rdg/Math BOY, MOY ● 1-12: 5 TC common assessments <p>1.1.4 Teacher-Created Common Assessments/Decline in the percentage of special education referrals</p>	
	<p>1.2 CCMR</p>	<p>1.2.1 Implement a K-12 College, Career & Military Readiness Program including age-appropriate counseling lessons, technology resources, college & career presentations/field trips, college fair, and advanced academics.</p> <p>1.2.2 Increase testing opportunities and offer curriculum support including technology in AP, TSIA, PSAT/SAT/ACT</p> <p>1.2.3 Increase alignment for CTE Completer status, District Practicums, and IBC attainment</p> <p>1.2.4 Support students to explore military enlistment opportunities.</p>	<p>1.2.1 Utilization data from the following technology resources:</p> <ul style="list-style-type: none"> ● K-5: Paws in Jobland ● 6-12: Choices 360 ● Education Advanced Technology ● Student participation in presentations, field trips, college fair and career days. <p>1.2.2</p> <ul style="list-style-type: none"> ● Test prep resources including Edgenuity and other curriculum resources ● Participation in school-wide testing days <p>1.2.3 Utilization data from the following technology resources:</p> <ul style="list-style-type: none"> ● Education Advanced Technology <p>1.2.4</p> <ul style="list-style-type: none"> ● ASVAB testing opportunities ● Log student recruitment activities ● Enrollment in JROTC 	<p>1.2.1-1.2.3</p> <ul style="list-style-type: none"> ● Improve participation and performance on College Board, TSIA, ACT ● Maintain A in CCMR Accountability ● Increase CTE completer status to ?% <p>1.2.4 Increase in the number of student enlistments</p>

	1.3 Safety and well-being	<p>1.3.1 Implement Emergent Tree to provide a clear, consistent positive behavior support system.</p> <p>1.3.2 Implement CharacterStrong to provide a clear, consistent character education program.</p> <p>1.3.3 Provide consistent systematic social-emotional learning.</p>	1.3.1 - 1.3.3 Utilize BOY, MOY, and EOY universal behavior screeners.	<p>1.3.1 -1.3.3</p> <ul style="list-style-type: none"> • Reduction in the amount of office referrals related to behavior. • Specific questions on student survey. (x to y by z)
	1.4 Extracurricular and co-curricular participation (grades 6-12)	1.4.1 Increase opportunities for students in extracurricular and co-curricular participation.	1.4.1.1 Campus extracurricular and co-curricular committees formed at each secondary campus.	1.4.1 Increase in the number of students participating, based on Skyward participation lists
P2: Recruit and Retain Staff	2.1 Recruit	<p>2.1.1 Implement multiple job fairs hosted at MVISD for professional and auxiliary staff that occur at strategic times of the year.</p> <p>2.1.2 Increase the number of substitutes through a salary study, increased</p>	<p>2.1.1 Quarterly vacancy reports campus/department.</p> <p>2.1.2 Quarterly fill rates and bi-annual survey.</p>	<p>2.1.1 Decrease vacancy rates tracked by campus and departments.</p> <p>2.1.2 Increase in the end of year fill rates.</p>
		<p>recognitions, and increased opportunities to complete training.</p> <p>2.1.3 Enhance marketing information for all positions, including substitutes.</p> <p>2.1.4 Explore flexible calendar options.</p>	<p>2.1.3 Quarterly analytics on social media, website advertisements and job fair attendance.</p> <p>2.1.4 District-wide Advisory Council will explore potential options through collaboration and surveys.</p>	<p>2.1.3 Vacancy rates track by campus and departments</p> <p>2.1.4 Calendar adopted that was selected by more than 65% of survey participants.</p>
	2.2 Retain	<p>2.2.1 Hire and develop highly effective Principals that create a positive working environment/culture.</p> <p>2.2.2 Initiate Auxiliary Staff Advisory Council to meet quarterly (move to bi-annual) in order to increase two-way communication and career progression.</p> <p>2.2.3 Implement a salary study conducted by a third party every 2-3 years..</p> <p>2.2.4 Research strategies to assist with covering class periods that go unfilled by substitutes.</p>	<p>2.2.1 Bi-annual campus climate staff survey.</p> <p>2.2.2 Consistent attendance and participation at meetings, focusing on solution-driven discussions.</p> <p>2.2.3 Staff salary study (regional comparison group) monitored and reviewed in an effort to maintain all classifications of staff in the top quartile.</p> <p>2.2.4 Meet with local districts to gather ideas and best practices.</p>	<p>2.2.1- 2.2.3</p> <p>a. Positive increase in campus/department climate staff survey results (from x to y by z).</p> <p>b. Retention rate by campus/department</p> <p>2.2.4 Increase end of year fill rates.</p>

	2.3 Professional development and leadership opportunities	<p>2.3.1 Initiate a program to encourage and offset costs for teachers to earn advanced degrees and certifications.</p> <p>2.3.2 Create an Aspiring Leadership Academy.</p> <p>2.3.3 Develop a meaningful and differentiated Professional Development Plan based on job embedded requirements and staff input and choice (Teachers and non teachers).</p> <p>2.3.4 Implement the new teacher induction and mentor program.</p>	<p>2.3.1 Increase in the number of staff with an advanced degree.</p> <p>2.3.2 Attendance/Participation in Academy.</p> <p>2.3.3 Mid year SWOT analysis with Teacher Advisory Councils (Elementary and Secondary) and Principals.</p> <p>2.3.4 New Teacher survey</p>	<p>2.3.1 Track the number of participants in the program that advance to leadership positions within the district.</p> <p>2.3.2 Track the number of participants in the program that advance to leadership positions within the district.</p> <p>2.3.3a Specific questions on campus climate staff satisfaction survey.</p> <p>2.3.3b 100% of staff hired prior to the end of June can participate in summer professional development opportunities.</p> <p>2.3.4 Increase number of new teachers returning to MVISD the following year.</p>
P3: Foster an Environment of Parental and Community Involvement	3.1 Improve community-wide relationships	<p>3.1.1 Increase diversity of the Community Ambassador Program with increased opportunities for sharing district initiatives.</p> <p>3.1.2 Create a PTO/Booster Club President Advisory Council and increase parent involvement on campuses.</p>	<p>3.1.1 Active participation in quarterly meetings.</p> <p>3.1.2 Active participation in quarterly meetings.</p>	<p>3.1.1 Mid-year SWOT and survey of participants</p> <p>3.1.2 Mid-year SWOT and survey of participants</p>
		<p>3.1.3 Meet with realtor and clergy groups bi-annually.</p> <p>3.1.4 Implement a military-connected family engagement plan.</p>	<p>3.1.3 Create and hold organizational meetings.</p> <p>3.1.4 District team will meet ongoing to provide military-connected events, meetings and community opportunities.</p>	<p>3.1.3 M</p> <p>3.1.4 S survey</p>
	3.2 Inform all stakeholders with up to date campus and district news/announcements	<p>3.2.1 Implement/enhance mass communication system (one-way and two-way).</p> <p>3.2.2 Increase community mail outs.</p> <p>3.2.3 Create Alumni Outreach Program.</p>	<p>3.2.1 Monthly reports of communication frequency by campus and district level (one-way and two way).</p> <p>3.2.2 Two targeted mail outs in the fall and in the spring.</p> <p>3.2.3 Build an alumni database.</p>	<p>3.2.1 S survey</p> <p>3.2.2 I</p> <p>3.2.3 A</p>
	3.3 Increase customer service satisfaction	<p>3.3.1 Maintain bi-annual surveys of all stakeholders.</p> <p>3.3.2 Create best practices guide for staff answering phones including crisis situations.</p> <p>3.3.3 Provide customer service training to front office staff.</p>	<p>3.3.1 Survey results</p> <p>3.3.2 Train employees on the guide and implementation.</p> <p>3.3.3 Annual training</p>	<p>3.3.1 I</p> <p>3.3.2 S and us</p> <p>3.3.3 S survey</p>

P4: Finance and Operations	4.1 Take a proactive role in planning for a rapidly growing population.	<p>4.1.1 Create High School #1 and MV Middle School Master site plan.</p> <p>4.1.2 Design the standard for furniture, fixture and expenditures in a model classroom</p> <p>4.1.3 Create and implement 10 year long range facility plan</p> <p>4.1.4 Long Term systemic approach to High School equity.</p>	<p>4.1.1 Plan is reviewed quarterly</p> <p>4.1.2 Design is used when adding additional classrooms due to growth</p> <p>4.1.3 Plan is reviewed semi-annually</p> <p>4.1.4 District Equity plan is embedded in the expenditure project plan.</p>	<p>4.1.1 Appropriate space and infrastructure to address immediate needs</p> <p>4.1.2 Annual allocation for plan is based on model classroom</p> <p>4.1.3, 4.1.4 Annual review of the 3 plans with; senior leaders of trustees</p>
	4.2 Ensure strong financial stewardship and clear communication with all stakeholders	<p>4.2.1 Utilize demographic reports to create a 4 year budget plan.</p> <p>4.2.2 Budget Calendar provided to all stakeholders</p> <p>4.2.3 Improve Public School Finance understanding with Campus and Dept. Administrators</p>	<p>4.2.1 Semi Annual review of 4 year budget plan</p> <p>4.2.2 Create calendar by September 1 each year</p> <p>4.2.3 Semi-annual meetings and review</p>	4.2.1 , 4.2.2, 4.2.3 First Rating, Texas Comptroller Transparency
	4.3 Ensure operational effectiveness and efficiency.	<p>4.3.1 Create and implement existing facility long term expenditure projection plan</p> <p>4.3.2 Ensure technology staffing and budget is appropriate and available.</p>	<p>4.3.1 Plan is completed and reviewed annually</p> <p>4.3.2.1 Ensure technology efficiency through analysis of completed work orders, annual cybersecurity audit and staffing assessment</p> <p>4.3.2.2 Review of obsolescence plan, Incident IQ and demographer report to determine appropriate budget</p>	<p>4.3.1 Appropriated in annual budget</p> <p>4.3.2 Utilize technology plan and surveys to provide enhanced</p>
		4.3.3 Ensure maintenance staffing and budget is appropriate and available.	<p>4.3.2.3 Technology Committee-Review and update district plan</p> <p>4.3.3 4.3.2.1 Ensure maintenance efficiency through analysis of completed work orders and staffing assessment</p> <p>4.3.2.2 Review of obsolescence plan, Incident IQ and long term expenditure projection plan to determine appropriate budget</p>	4.3.3 Specific questions on bi-annual staff survey. (x to y by z)



Medina Valley
INDEPENDENT SCHOOL DISTRICT

Scorecard Overview



Priorities

1. Every student grows every year
2. Recruit and retain staff
3. Foster an environment of parental and community involvement
4. Finance & Operations

Every student grows every year

- Curriculum and Instruction
 - PLC
 - Curriculum
 - Systematic Processes
 - MAP
- CCMR
 - K-12 College, Career & Military Readiness Program
 - Testing opportunities
 - CTE alignment
 - Military enlistment opportunities

Every student grows every year

- Safety and well-being
 - Emergent Tree
 - CharacterStrong
 - Social-emotional learning
- Extra-curricular and co-curricular participation
 - Increase opportunities

Recruit and Retain

- Recruit
 - Multiple Job Fairs for Professional, Paraprofessional and Auxiliary positions
 - Increase Substitute hiring, training and recognitions
 - Strategic marketing information for all positions
- Retain
 - Work with all Principals/Directors to create a positive work environment
 - Initiate Auxiliary Staff Advisory Council
 - Conduct Salary Study every 2-3 years
 - Research strategies to cover classes that go unfilled by Substitutes
- Professional Development and Leadership opportunities
 - Initiate a program to encourage and off set cost for teachers to earn advanced degrees
 - Create an Aspiring Leadership Academy
 - Differentiated Professional Development
 - New Teacher Induction and Mentor Program

Foster an environment of parental and community involvement

- Improve community-wide relationships
 - Community Ambassador Program
 - PTO/Booster Club President Advisory Committee
 - Realtor and Clergy groups
 - Military-Connected Family Engagement Plan
- Inform all stakeholders with up-to-date campus and district news/announcements
 - ParentSquare
 - Community mailouts
 - Alumni Outreach Program
- Increase customer service satisfaction
 - Bi-annual surveys of all stakeholders
 - Best practices guide for staff answering phones, including crisis situations
 - Customer service training for front office staff

Finance and Operations

- Take a proactive role in planning for a rapidly growing population
 - Master site plan
 - Model classroom
 - Long-range facility planning
 - High School Equity
- Ensure strong financial stewardship and clear communication with all stakeholders
 - 4-year budget plan
 - Budget calendar
 - Public school finance understanding
- Ensure operational effectiveness and efficiency
 - Long-term expenditure projection plan
 - Technology staffing & budget plan
 - Maintenance staffing & budget plan

2023 - 2024 MVISD School District Calendar

JULY 2023						
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Holidays	Academic Hours	Calendar Key
September 4 Labor Day	1st 6wks = 27 Days (8/21/23 - 9/27/23)	Student & Staff Holiday
November 20 - 24 Thanksgiving	2nd 6wks = 27.5 Days (9/28/23 - 11/7/23)	Early Release / Teacher Workday (10/27 & 2/16)
Dec. 22 – Jan. 8 Winter Holiday	3rd 6wks = 27 Days (11/8/23 - 12/21/23)	Student Holiday / Staff Development
January 15 MLK Day	4th 6wks = 29.5 Days (1/9/24 - 2/22/24)	Student Holiday / Staff Trade Out Days
March 11 - 15 Spring Break	5th 6wks = 30 Days (2/23/24 - 4/16/24)	New Teacher Orientation
May 27 Memorial Day	6th 6wks = 30 Days (4/17/24-5/30/24)	Bad Weather / Makeup Day *if needed
	Total = 171 Days	(= Start 6wks 135
FLEX DAYS: 4/12, 4/19, 4/29, 5/24, 5/28, 5/29, 5/30	HS Minutes = 79,515, HS Hours: 8:30 a.m. - 4:15 p.m.) = End 6wks
TOTAL FLEX MINUTES: 76, 260	MS Minutes = 78,831, MS Hours: 8:10 a.m. – 3:51 p.m.	
	ES Minutes = 76,950, ES Hours: 7:40 a.m. – 3:10 p.m.	



VLK | ARCHITECTS

QUALIFICATION STATEMENT



Qualification Statement

As the 5th largest educational architecture firm in the U.S., VLK is recognized for our leadership in designing transformational learning environments, facilitating engagement between students and teachers and supporting curriculum and instruction.

VLK's processes of **VLK | CURATION®**, **VLK | LINK®**, and **VLK | LAUNCH®** are the new paradigms aligning curriculum & instruction and design; long-range facility & bond planning; and participant based design. Our passion drives us to innovate and improve and we serve as an extension of your community, your family. We will continually support Medina Valley ISD's culture by integrating the community, power of diversity, relationships, students' unlimited potential, and excellence of purpose to complement the entire learning community.

In 2022 alone, VLK opened 2.8 million sf of new construction, 2.2 million sf of renovation and 388,000 sf of additions to over 50,000 students. VLK is a firm built on service to our clients, providing solutions specific to our clients' needs and their communities.

Educational Design Expertise: VLK provides the highest level of client service based upon our foundational desire to build and maintain long-term relationships with the public school clients we serve. Since the establishment of our firm, our team's primary focus has been on educational facilities design. Our team has extensive experience that is solely dedicated to the design of new schools. Our expertise has been earned through years of experience expressly gained by providing innovative and value-driven service to school districts like Medina Valley ISD across Texas.

Delivered Value Through Design: Having delivered professional services for decades, we understand that it is imperative that our service delivers value to our clients and their projects. We are eager to assist you in accommodating your facility needs, including those driven to improve educational opportunities and outcomes as well as those demanded by community growth. Through our collaborative process, VLK's designs will play a role in reducing M&O costs, reimagining student learning spaces to enhance learning opportunities, and attracting and retaining highly qualified staff and teachers. The facility solutions that our VLK team will create with you will be specific and unique to Medina Valley ISD.

Strength of Team and Thought Leadership: Our team is highly qualified in the design of all components that comprise learning environments, such as relevant next-generation academic learning spaces, safe and flexible laboratories, state of the art performing arts venues, UIL-relevant athletic training and competition facilities, real-world career and technology laboratories, and advanced technology media centers that will provide your students with world class opportunities. Because each area of instruction is uniquely complex, our design approach is to assign skilled specialists to lead each component of the design, so that each receives the same level of developmental focus and thought leadership.

Leadership and Innovation in Providing for Student Safety: Because our work is specifically dedicated to the design of public schools, our VLK team is at the forefront of meeting the evolving demands of protecting the safety of our buildings' occupants while continuing to provide environments which enlist and foster student engagement and learning. Our firm and our team members have taken on leadership responsibilities within and beyond our profession to help shape, guide, develop, and implement safety strategies that are effective, efficient, and as non-intrusive as possible within the learning environment.

On Time and Under Budget: Through our history of serving public school districts such as Medina Valley ISD, we are always fully cognizant of the financial challenges and constraints that school districts face with their facility needs. VLK has built our reputation upon delivering projects on time and under budget. But we do not draw the line at this standard. We strive with every project to design efficient facilities that meet functional needs while reducing maintenance and operational costs throughout the lifetime of the facility; a standard by which VLK has been identified as an industry leader and innovator.

Availability and Commitment: Since our founding almost 40 years ago, VLK Architects has grown from a three-person firm to well over 200 professionals today, with offices in Austin, Dallas, Fort Worth, San Antonio, and Houston. Through our local presence here in Central Texas, we are fit to design and manage any size of project for Medina Valley ISD, and we will instill trust, transparency, integrity, and thorough communication throughout the entire process.

Firm Information

Office Locations:

Austin

2700 Via Fortuna, Suite 230
Austin, TX 78746 | 512.807.3145

Dallas

Legacy Town Center III
5801 Tennyson Parkway, Suite 100
Plano, TX 75024 | 972.265.1885

Fort Worth

1320 Hemphill St, Ste 400
Fort Worth, TX 76104 | 817.633.1600

Houston

20445 State Highway 249, Suite 300
Houston, TX 77070 | 281.671.2300

San Antonio

250 W. Nottingham, Suite 115
San Antonio, TX 78209 | 830.388.1531

Services:

Bond Planning

Community Engagement
Bond Promotion
Bond Information Campaigns

Programming And Master Planning

Site Feasibility Selection
Development Coordination
Facilities Evaluation
Assessments
Economic Feasibility Studies
Scheduling
Facility Capacity Studies

Architecture

Architectural Design
Architectural Rehabilitation And Restoration
Working Drawings And Specifications
Communications Systems Design
Life Safety Systems Design
Code Analysis

Visualization

Building Information Modeling
Animation
3-D Rendering

Interior Design

Tenant Finish-Out
Space Feasibility And Utilization Studies
Materials, Finish And Color Selection
Furniture Specification
Color Coordination

Construction Contract Administration

Budget Reconciliation
Schedule Adherence
Job-Site Visits
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(LEGAL) vs. (LOCAL) Policies: Remember the Difference

(LEGAL) policies:

- Reflect the ever-changing legal context for governance and management of the district
- Should inform local decision making
- Should NOT be adopted, but only reviewed

(LOCAL) policies:

- Require close attention by both the administration and the board
- Must reflect the practices of the district and the intentions of the board
- May only be changed by board action (adopt, revise, or repeal)



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue, bold font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes—as in an extensive rewrite—may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes make formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact:	School Districts and Education Service Centers	Community Colleges
	policy.service@tasb.org	colleges@tasb.org
	800.580.7529	800.580.1488

**Capitalization
Threshold**

The capitalization threshold for purposes of classifying individual capital assets shall be ~~\$5,000~~\$5,000.

The Superintendent shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above but for which the cost in the aggregate is significant.

~~SAFETY PROGRAM/RISK MANAGEMENT
SECURITY PERSONNEL~~

CKE
(LOCAL)

**School Resource
Officers**

~~To implement the District's comprehensive safety programs, the District has entered into an agreement with a local law enforcement agency for school resource officers. School resource officers shall provide services consistent with the terms of the agreement, the comprehensive safety programs, and Board policy.~~

~~A school resource officer shall perform duties as described in the agreement and as included in the District improvement plan and the Student Code of Conduct. A school resource officer shall not be assigned routine classroom discipline or administrative tasks.~~

Training

~~All school resource officers shall receive at least the minimum amount of education and training required by law.~~

~~[See CKEC]~~

SECURITY PERSONNEL
SCHOOL RESOURCE OFFICERS

CKEC
(LOCAL)

To implement the District's comprehensive safety programs, the District has entered into an agreement with a local law enforcement agency for school resource officers. School resource officers shall provide services consistent with the terms of the agreement, the comprehensive safety programs, and Board policy.

A school resource officer shall perform duties as described in the agreement and as included in the District improvement plan and the Student Code of Conduct. A school resource officer shall not be assigned routine classroom discipline or administrative tasks.

All school resource officers shall receive at least the minimum amount of education and training required by law.

**Integrated Pest
Management
Program**

The District is committed to following integrated pest management (IPM) guidelines as required by Chapter 1951 of the Occupations Code and Title 4, Chapter 7 of the Administrative Code in all pest control activities that take place on District property.

Definition

IPM is a pest management strategy that relies on accurate identification and scientific knowledge of target pests, reliable monitoring methods to assess pest presence, preventative measures to limit pest problems, and thresholds to determine when corrective control measures are needed. Under IPM, whenever economical and practical, multiple control tactics shall be used to achieve the best control of pests. These tactics shall ~~possibly~~ include, but are not limited to, the judicious use of pesticides.

Standards

The District's IPM program shall govern the District's use of pesticides, herbicides, and other chemical agents for the purpose of controlling pests, rodents, insects, and weeds in and around District facilities, including residential property primarily used as student housing.

IPM Coordinator

The Superintendent shall designate the IPM coordinator(s), who shall be registered with the Texas Department of Agriculture. The IPM coordinator(s) shall receive training in accordance with law and shall provide training to District employees, as necessary.

Application Time
Frame

The IPM coordinator(s), in addition to the responsibilities set out in CLB(LEGAL), shall coordinate with appropriate District administrators or other designated and trained employees regarding pesticide or herbicide applications in accordance with law. The IPM coordinator(s) shall determine when an emergency situation exists and an exception to the 48-hour notice requirement may be made.

No Unauthorized
Application

If the IPM coordinator is a licensed applicator, the IPM coordinator may apply pesticides in accordance with law. No other employee or other person or entity shall be permitted to apply a pesticide or herbicide at a District facility, including residential property primarily used as student housing, without the prior approval of the IPM coordinator and other than in the manner prescribed by law and the District's IPM program.

INSURANCE AND ANNUITIES MANAGEMENT
UNEMPLOYMENT INSURANCE

CRF
(LOCAL)

**Reasonable
Assurance**

The District shall issue letters of reasonable assurance, as appropriate, to employees in positions requiring less than 12 months of service whose services are anticipated to be needed at the beginning of the following school year. [See DCD and DCE]

FACILITIES CONSTRUCTION
COMPETITIVE BIDDING

CVA
(LOCAL)

Specifications

The Superintendent ~~or designee~~ shall ensure that detailed specifications are prepared for any construction project for which competitive bids are sought.

Bid Process

All bids shall be submitted in sealed envelopes, plainly marked with the name of the bid and the time of the bid opening. Bids shall be opened at the time specified. All interested parties shall be invited to attend the bid opening. Any bid may be withdrawn prior to the scheduled time for opening. Bids received after the specified time shall not be considered.

Safety Record

If the District considers the safety record of bidders in determining to whom to award a contract, the safety record shall be defined as a bidder's OSHA (Occupational Safety and Health Administration) inspection logs for the last three years, a loss analysis from the bidder's insurance carrier, and a loss history covering all lines of insurance coverage carried by the bidder.

FACILITIES CONSTRUCTION
COMPETITIVE SEALED PROPOSALS

CVB
(LOCAL)

Specifications

The Superintendent ~~or designee~~ shall prepare a request for proposals for any construction project for which competitive sealed proposals are sought.

Process

All proposals shall be submitted in sealed envelopes, plainly marked with the name of the proposal and the time of the deadline for submission. Proposals shall be opened at the time specified. All offerors shall be invited to attend the proposal opening. Changes in the content of a proposal, and in prices, may be negotiated after proposals are opened.

Withdrawal and
Late Proposals

Any proposal may be withdrawn prior to the scheduled time for opening. Proposals received after the specified time shall not be considered.

Proposal
Acceptance

The District may reject any and all proposals.

Safety Record

If the safety record of offerors is considered in selecting a proposal, the record shall be defined as an offeror's OSHA (Occupational Safety and Health Administration) inspection logs for the last three years, a loss analysis from the offeror's insurance carrier, and a loss history covering all lines of insurance coverage carried by the offeror.

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

	<p>The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA]- The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]</p>
Pay Administration	<p>The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.</p>
Annualized Salary	<p>The District shall pay all salaried employees over 12 months in equal monthly or bimonthly semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.</p>
Pay Increases	<p>The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine Any pay adjustments for individual employees; shall be determined within the approved budget following established procedures.</p>
Mid-Year Midyear Pay Increases	<p>A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements].]</p>
Contract Employees	
Noncontract Employees	<p>The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.</p>
Pay During Closing	<p>If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools].]</p>

ADMISSIONS

FD
(LOCAL)

Persons Age 21 and Over

The District shall not admit into its public schools any person age 21 or over unless otherwise required by law.

Registration Forms

The student's parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.

Proof of Residency

~~At the time of initial registration and on an annual basis thereafter~~In accordance with administrative regulations, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency ~~in accordance with administrative regulations developed by the Superintendent.~~ The District may investigate stated residency as necessary.

Minor Living Apart

Person Standing in Parental Relation

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

Misconduct

A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.

Exceptions

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

Extracurricular Activities

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

Nonresident Student in Grandparent's After-School Care

The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent's residency and complete a form provided by the District describing the extent of after-school care to be provided by the grandparent.

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

Substantial After-School Care

For the purpose of admission under this provision, a substantial amount of after-school care shall consist of at least six hours per school day for five days during the regular school week.

A student enrolled under this provision may continue in enrollment so long as the grandparent provides this level of care.

The Superintendent shall have authority to waive these requirements on the basis of a student's extenuating circumstances.

"Accredited" Defined

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

Grade-Level Placement

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited Schools

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

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

Transfer of Credit

Accredited Texas Public Schools

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

Other Accredited or Nonaccredited Schools

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

Transition Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to ~~determine transfer of~~ ensure credit, including proportionate

credit, is awarded appropriately for all subjects and courses taken prior to enrollment.

[See EI]

Withdrawal

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

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

Note: This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyber-bullying.

For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.

Bullying Prohibited

The District prohibits bullying, including cyberbullying, as defined by state law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Examples

Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

Minimum Standards

In accordance with law, the Superintendent shall develop administrative procedures to ensure that minimum standards for bullying prevention are implemented.

Retaliation

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

Examples

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

False Claim

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.

Timely Reporting

Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.

Reporting Procedures

Student Report

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to a teacher, school counselor, principal, or other District employee. The Superintendent shall develop procedures allowing a student to anonymously report an alleged incident of bullying.

Employee Report	Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.
Report Format	A report may be made orally or in writing. The principal or designee shall reduce any oral reports to written form.
Periodic Monitoring	The Superintendent shall periodically monitor the reported counts of bullying incidents, and that declines in the count may represent not only improvements in the campus culture because bullying declines but also declines in the campus culture because of a decline in openness to report incidents.
Notice of Report	When an allegation of bullying is reported, the principal or designee shall notify a parent of the alleged victim on or before the third business day after the incident is reported. The principal or designee shall also notify a parent of the student alleged to have engaged in the conduct within a reasonable amount of time after the incident is reported.
Prohibited Conduct	The principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited conduct as defined by policy FFH, including dating violence and harassment or discrimination on the basis of race, color, religion, sex, gender, national origin, or disability. If so, the District shall proceed under policy FFH. If the allegations could constitute both prohibited conduct and bullying, the investigation under FFH shall include a determination on each type of conduct.
Investigation of Report	The principal or designee shall conduct an appropriate investigation based on the allegations in the report. The principal or designee shall promptly take interim action calculated to prevent bullying during the course of an investigation, if appropriate.
Concluding the Investigation	<p>Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the initial report alleging bullying; however, the principal or designee shall take additional time if necessary to complete a thorough investigation.</p> <p>The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred, and if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.</p>
Notice to Parents	If an incident of bullying is confirmed, the principal or designee shall promptly notify the parents of the victim and of the student who engaged in bullying.

District Action	
Bullying	If the results of an investigation indicate that bullying occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the District's Student Code of Conduct and may take corrective action reasonably calculated to address the conduct. The District may notify law enforcement in certain circumstances.
<i>Discipline</i>	A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action. The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.
<i>Corrective Action</i>	Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive education program for the school community, follow-up inquiries to determine whether any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where bullying has occurred, and reaffirming the District's policy against bullying.
<i>Transfers</i>	The principal or designee shall refer to FDB for transfer provisions.
<i>Counseling</i>	The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.
Improper Conduct	If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take action in accordance with the Student Code of Conduct or any other appropriate corrective action.
Confidentiality	To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.
Appeal	A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.
Records Retention	Retention of records shall be in accordance with CPC(LOCAL).
Access to Policy and Procedures	This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and shall be readily available at each campus and the District's administrative offices.