Notice of Regular
The Board of Trustees
Granbury ISD
Monday, May 11, 2015
6:00 PM

A Regular of the Board of Trustees of Granbury ISD will be held Monday, May 11, 2015, beginning at 6:00 PM in the Granbury ISD Board Room, 600 West Pearl St., Granbury, TX 76048, W Pearl St, Granbury, TX 76048.

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

1. Call to order - 5:00 PM - GISD Board Room
2. Convene in closed session under the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.
    a. Chapter 551.074 - Personnel, Discussion of Employee Evaluation, Reassignment Duties, Discipline, or Dismissal.
        1. Consider Staff Appointments
        2. Consider Probationary Contracts Recommendations
    b. Chapter 551.072 - Purchase, exchange, lease or value of real property
3. Reconvene in open session - 6:00 PM
4. Moment of Silence/Invocation
5. Pledges - U.S. Flag & Texas Flag
6. Achievement Spotlight
    a. GHS Class of 2015 Valedictorian and Salutatorian
    b. Texas Choral Directors Association - Middle School/Junior High Honor Choir: Garin Brassie and Christopher Willis
    c. FFA National Range Judging Team: Colten Bison, E.B. Hull, Savanna Shelnutt, Sam Spradlin, GHS Students
    d. Memorial Day Essay Contest - Campus Winners: Acton Elementary School - Ty Holbrook; Baccus Elementary School - Aslynn Ruby; Brawner Intermediate School - Angela Young; Mambrino School - Morgan Moore; Oak Woods School - Amy Adams
7. Public comments/audience participation
8. Discussion/Action
    a. Consider Consent Agenda Items
        1. Minutes of the April 20, 2015 Regular Meeting 3
        2. Consider Budget Amendments 7
        3. Consider Approval of Education Service Center Region 10 Multi-regional Child Nutrition Cooperative Purchasing Program Interagency Agreement 2015-2016 Contract 11
        4. Consider Renewal of Ready to Serve Pizza and Other Ready to Serve Items CSP #2013-12 12
    b. Consider Technology Purchases 15
    c. Consider Summer Projects 16
    d. Consider Resolution Nominating Dr. James M. Largent as Superintendent of the Year
9. Reports
    a. Superintendent's Report
        1. Facilities Report
        2. Teacher Incentive Plan 17
    b. Policy Update 102 20
    c. Athletics/Community Education Report 21
    d. Financial Statement for Period Ending March 31, 2015 30
    e. Cash Flow and Investment Report for Period Ending March 31, 2015 31
    f. Bond Expenditures Monthly Update for Period Ending April 30, 2015 32
10. Consider action on items discussed in closed session
    a. Consider Staff Appointments
    b. Consider Probationary Contracts Recommendations
11. Adjourn

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

On Friday, May 8, 2015 this notice was faxed or mailed to the news media who have previously requested such notice, posted on the GISD web page at www.granburyisd.org, and an original was posted on an outside door at 3:00 p.m. at the School District Administration Building at 217 N. Jones St., Granbury, Texas.

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Superintendent or Designee (For the Board of Trustees)

Granbury ISD
Board of Trustees
Minutes of Regular/Board Workshop Meeting
April 20, 2015

A Regular/Board Workshop of the Board of Trustees of Granbury ISD was held Monday, April 20, 2015, beginning at 3:00 PM in the Granbury ISD Board Room, 600 West Pearl St., Granbury, TX 76048.

Presiding Officer..... Mark A. Jackson, President

Board Members Present

Nancy Alana
Barbara Herrington
Joe Jones
Micky Shearon left at 5:45
Chris Tackett
B.J. Wallace

Board Members Absent

School Officials Present

Dr. James M. Largent, Superintendent
Carol Howard, Assistant Superintendent for Administrative Services
Dobie Williams, Assistant Superintendent for Finance & Operations
Tom Howard, Director of Human Resources
Amy Wood, Technology Director
Jeff Meador, Public Information Officer
Sandy Bruner, Recording Secretary

Others Present

School Employees
Media
Community Members

Meeting Called to Order

Mark A. Jackson, President, called the workshop/meeting to order at 3:00 p.m. and noted that a quorum of board members was present. The meeting was duly called and that notice of the meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551.

Convened in Closed Session

The Board of Trustees convened in closed session at 5:01 p.m. under the Texas Open Meeting Act, Chapter 551.072 – purchase, exchange, lease or value of real property and 551.074 – personnel.

Reconvened

The Board of Trustees reconvened in open session at 5:47 p.m. and went into recess until 6:00 p.m.

Moment of Silence/Invocation

Mark Jackson led the invocation.

Pledge - U.S. Flag and Texas Flag
Emma Roberson students Avery Duncan and Cole Bradley led the Pledges.

Achievement Spotlight

Gary Merritt of Granbury Masonic Lodge No. 392 presented the Lamar Awards to students Ethan Gonzalez, Christian Loper, Lois McKannan and to employees Gaylene Carpenter and Debbie Myers.

Andy Rankin and Connie Rhodes presented the National Athletic Trainers' Association Safe Sports School Award to students Bob Burnham, Hannah Dewey, Lindsay Harrison, Trinity Hathaway, Sarah Jenson, Tristyn Jones, Katelyn Lawler, Cheyene Ollinger, Alexis Rushing, Jeffery Robinson, Abby Shepherd and Wes Tredway.

Public comments/audience participation
None

Discussion/Action

Consider Consent Agenda Items

A Motion was made by B. J. Wallace and seconded by Chris Tackett to approve Consent Items as presented: 1. Minutes of the March 23, 2015 Regular Meeting; 2. Consider Budget Amendments; 3. Consider Approval of HVAC Supplies and Refrigerants CSP 2015-08; 4. Consider Renewal of Instructional Supplies, and Teaching Aids Bid #2014-15; 5. Consider Renewal of Library Books, Class Sets, E-books, Reference Materials and Video Media Bid #2014-16; 6. Consider Renewal of Science Supplies and Equipment Bid #2013-14; 7. Consider Renewal of Music, Band & Choir Related Items and Services 2014-13. **Motion Carried**: 6 Yes - 0 No

Consider Change to 2014-2015 School Calendar
A Motion was made by B. J. Wallace and seconded by Nancy Alana to consider Change the 2014-2015 School Calendar as presented. **Motion Carried**: 6 Yes - 0 No

CONSIDER ADOPTION OF AN ORDER AUTHORIZING THE ISSUANCE OF UNLIMITED TAX REFUNDING BONDS, SERIES 2015, ESTABLISHING SALE PARAMETERS, AUTHORIZING THE EXECUTION OF A BOND PURCHASE CONTRACT AND ESCROW AGREEMENT; APPROVING AN OFFICIAL STATEMENT; AND ENACTING OTHER PROVISIONS RELATING TO THE SUBJECT
A Motion was made by B. J. Wallace and seconded by Chris Tackett to approve Adoption of an Order Authorizing the Issuance of Unlimited Tax Refunding Bonds, Series 2015, Establishing Sale Parameters, Authorizing the Execution of a Bond Purchase Contract and Escrow Agreement; Approving an Official Statement; and Enacting Other Provisions Relating to the Subject as presented. **Motion Carried**: 6 Yes - 0 No

Consider Approval of Copy Paper CSP 2015-17 (required action item due to tie bid)
A Motion was made by Barbara Herrington and seconded by Nancy Alana to award the colored paper, with the exception of the red paper, Copy Paper CSP 2015-17 bid to Flatt Stationers. **Motion Carried**: 6 Yes - 0 No

Consider Resolution Regarding High Stakes Testing

A Motion was made by B. J. Wallace and seconded by Nancy Alana to approve Resolution Regarding High Stakes Testing as presented. **Motion Carried**: 6 Yes - 0 No

Consider Education Service Center XI Contracts

A Motion was made by Barbara Herrington and seconded by B. J. Wallace to approve Education Service Center XI Contracts as presented. **Motion Carried**: 6 Yes - 0 No

Consider Security Video Management System Upgrade

A Motion was made by Barbara Herrington and seconded by B. J. Wallace to approve Security Video Management System Upgrade as presented. **Motion Carried**: 6 Yes - 0 No

Reports

Superintendent's Report

Facilities Report

Dr. Largent reported that bond construction was moving along with evident changes.

Strategic Plan Update

Dr. Largent reported that G2020 strategic plan was moving forward with project based learning initiatives. The mobile bus was progressing along well for the community events.

Summer Projects

Dr. Largent mentioned several facility projects that could be completed during the summer if funded with district reserves. This list will be brought forward as capital projects at the May board meeting.

Financial Statement for Period Ending February 28, 2015

Dobie Williams, Assistant Superintendent, presented the Financial Statement for Period Ending February 28, 2015 to the board.

Cash Flow and Investment Report for Period Ending February 28, 2015

Dobie Williams, Assistant Superintendent, presented the Cash Flow and Investment Report for Period Ending February 28, 2015 to the board.

Bond Expenditures Monthly Update for Period Ending March 31, 2015

Dobie Williams, Assistant Superintendent, presented the Bond Expenditures Monthly Update for Period Ending March 31, 2015 to the board.

Consider action on items discussed in closed session

Consider Staff Appointments

Dr. Largent recommended accepting the staff retirements and resignations as presented. A Motion was made by Nancy Alana and seconded by Barbara Herrington to consider staff changes as presented. **Motion Carried**: 6 Yes - 0 No

Consider Contracts Recommendations

Dr. Largent recommended accepting the Contracts Recommendations as presented. A Motion was made by B. J. Wallace and seconded by Nancy Alana to approve contract recommendations as presented. **Motion Carried**: 6 Yes - 0 No

Consider Hiring Human Resource Director

Dr. Largent recommended hiring Shane Conklin as Human Resource Director effective July 13, 2015. A Motion was made by B. J. Wallace and seconded by Nancy Alana to approve the appointment.
Motion Carried: 6 Yes - 0 No

Adjournment

There being no further business, the meeting was adjourned at 6:58 p.m.

_____ _____

Mark A. Jackson, President Barbara Herrington, Board Secretary

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: May 11, 2015
For: Approval

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
Asst. Supt. for Finance and Operations
DATE: May 6, 2015
RE: Budget Amendments

SUMMARY:

Attached are the monthly budget amendments for Board approval. In addition to the "narrative" style budget amendment document that has been presented in the past I have included new budget amendment documents that I am proposing we use moving forward. The new budget amendment documents are in an "accounting" format consisting of 2 pages that should give a better picture of how budget amendments will impact the overall general fund budget. The first page is the budget amendment for the current period and will indicate any increases to revenue as well as increases/decreases to each function and finally, the overall net effect of the amendment totals to the budget. For convenience, the budget amendments that will generate new revenue (i.e. campus book fairs, etc.) or are the result of donations made to GISD, have been highlighted in green so that the board may recognize these donations and efforts if they so choose. The second page is simply a summary and will indicate how the current amendment will impact the overall general fund budget as well as how previous amendments have impacted the budget.

RECOMMENDATION:

I recommend the Board approve the amendments as presented.

Respectfully submitted,

Dobie Williams
Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams
Emmett Whitefield

Date Submitted: May 6, 2015

Revenue & Expense

Fund 199, Ms. Anna Roe, Originator

This amendment is to recognize funds in the amount of $2,977 revenue and $2,977 expense allocated to fund 199, function 11 (Instruction). These funds are the result of a donation from the campus PTO and will be used to fund Charter Buses for a field trip to Austin.

Fund 199, Mr. Donnie Cody, Originator

This amendment is to recognize funds in the amount of $2,832 revenue and $2,832 expense allocated to fund 199, function 11 (Instruction). These funds are the result of a donation from the campus PTO and will be used to fund Charter Buses for a field trip to Austin.

Fund 199, Ms. Stacie Brown, Originator

This amendment is to recognize funds in the amount of $1,667 revenue and $1,667 expense allocated to fund 199, function 11 (Instruction). These funds are the result of a donation from the First Christian Church and will be used to fund the 5th grade field trip to the Federal Mint and supplement 3rd grade instructional math supplies.

Fund 199, Mr. Jimmy Dawson, Originator

This amendment is to recognize funds in the amount of $988 revenue and $988 expense allocated to fund 199, function 12 (Instructional Resources and Media Services). These funds are the result of book fair sales profit that will be used to purchase technology equipment at AMS.

Fund 199, Ms. Dana Goode, Originator

This amendment is to recognize funds in the amount of $150 revenue and $150 expense allocated to fund 199, function 12 (Instructional Resources and Media Services). These funds are the result of a donation in the memory of Weldon Clive Sloan and will be used to purchase library books.

Fund 195, Mr. Ron Holmgreen, Originator

This amendment is to recognize funds in the amount of $6,322 revenue and $6,322 expense allocated to fund 195, function 11 (Instruction). These funds are the result of a revenue received from the sale of porch swings funded by a GEF grant and will be used for a field trip to Six Flags for Physics day.

Function to Function

Fund 199, Ms. Pat Yelverton, Originator

This amendment recognizes funds in the amount of $1,000 from function 13 (Curriculum Development and Instructional Staff Development) to function 11 (Instruction) for student summer mailings at GMS.

Fund 199, Mr. Jimmy Dawson, Originator

This amendment recognizes funds in the amount of $150 from function 11 (Instruction) to function 13 (Curriculum Development and Instructional Staff Development) for employee travel at AMS.

Fund 199, Mr. Jeremy Ross, Originator

This amendment recognizes funds in the amount of $8,017 from function 11 (Instruction) to function 36 (Extracurricular Activities) for state choir competition at GHS.

Fund 199, Ms. Amy Wood, Originator

This amendment recognizes funds in the amount of $540 from function 11 (Instruction) to function 52 (Security) for increase in Raptor Technology at the campus level.

Fund 199, Ms. Amy Wood, Originator

This amendment recognizes funds in the amount of $25,000 from function 11 (Instruction) to function 53 (Data Processing and Technology) to fund Districtwide Software costs approved for purchase at the August Board meeting.

Fund 199, Ms. Judy Gentry, Originator

This amendment recognizes funds in the amount of $1,067 from function 11 (Instruction) to function 13 (Curriculum Development and Instructional Staff Development) for CTE professional development travel.

Fund 199, Ms. Sharon Williams, Originator

This amendment recognizes funds in the amount of 3,020 from function 13 (Curriculum Development and Instructional Staff Development) to function 41 (General Administration) to fund Administrator Retreat.

Fund 199, Ms. Sharon Williams, Originator

This amendment recognizes funds in the amount of 1,360 from function 11 (Instruction) to function 31 (Guidance and Evaluation) to fund IPT testing materials.

Fund 199, Ms. Dianne Fullerton, Originator

This amendment recognizes funds in the amount of $11,076 from function 11 (Instruction) to function 31 (Guidance and Evaluation) to provide funding for diagnostician/LSSP services testing kits.

Fund 199, Ms. Dianne Fullerton, Originator

This amendment recognizes funds in the amount of $1,892 from function 13 (Curriculum Development and Instructional Staff Development), $1,083 from function 21 (Instructional Leadership), and 1,353 from function 31 (Guidance and Evaluation) to function 11 (Instruction) to fund ESY expenses.

Fund 199, Ms. Dianne Fullerton, Originator

This amendment recognizes funds in the amount of $600 from function 11 (Instruction) to function 13 (Curriculum Development and Instructional Staff Development) to fund employee travel for TAVAC conference.

Fund 199, Mr. Terry Slemmons, Originator

This amendment recognizes funds in the amount of $51,000 from function 34 (Student Transportation) to function 51 (Plant Maintenance and Operations) to fund gate installation at GISD Transportation Bus Facility.

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: May 11, 2015
For: Approval

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: May 4, 2015
RE: Region 10 Child Nutrition Cooperative Purchasing Program

SUMMARY:

One of the purchasing options available to school districts is an interlocal agreement as defined in Government Code 791 and Texas Education Code 44.031. There are many advantages to using an interlocal agreement, including time savings and cost savings through the increased buying power of an interlocal contract.

To meet the needs of the district child nutrition program, Linda Williams, Director of Support Services, recommends Granbury ISD participate in the Multi-Regional Child Nutrition Cooperative Purchasing Program administered by the Region 10 Service Center. All contracts available under this cooperative have been through a formal competitive process. These contracts will be used for the purchase of food, commodities and related items for the 2015-2016 school year.

Participation cost is based on enrollment data. School districts with an enrollment greater than 1,389 are charged $0.18 per enrollment with a maximum fee of $7,000. Based on the 2014-15 enrollment data of 6658, the cost for Granbury ISD to participate will be $1,236.60.

The term of the interagency agreement will be from July 1, 2015 through June 30, 2016

Respectfully submitted,

Dobie Williams
Assistant Superintendent for Finance and Operations

Staff Person Responsible: Linda Williams
Debbie Johnson

Date Submitted: May 4, 2015

ANNUAL CONTRACT FOR READY TO SERVE PIZZA & OTHER READY TO SERVE ITEMS CSP #2013-12
May 1, 2013 @ 2:00 p.m.
Tabulation

		Heaven Sent Pizza dba Domino's Pizza	DineRite (Withdrew Bid)	Pizza Hut of Southeast Kansas, Inc.	Nizza Pizza Note 1	Papa John's Pizza (Schneids, LLC) Note #2
1	Low Fat Low Sodium Cheese Pizza	$6.80 (14", 8 slice - spec #102-B $7.15 (16", 8 slice - Spec #100) $ 7.95 (16", 10 slice - spec #SS-103)		$7.25 (10 slice)	$8.00	$6.79 (14", 10 slice)
2	Low Fat Low Sodium Pepperoni Pizza	$6.95 (14", 8 slice - spec #712) $7.15 (16", 8 slice - spec #SS-711) $ 7.45 (16", LM cheese, 10 slice - spec #103B) $7.45 (16", 10 slice - spec #530-B) $ 7.95 (16", 10 slice - spec #SS530)		$7.25 (10 slice)	$8.50	$6.79 (14", 10 slice)
3	Low Fat Low Sodium Beef Pizza	$6.95 (14", 8 slice - spec #102) $8.25 (16", 10 slice - spec #SS531) $ 7.95 (16", 10 slice - spec SS531-B) $7.25 (16" 8 slice - spec #531-C)		No bid	$8.50	$6.79 (14", 10 slice)
4	Pepperoni Pizza (regular)	$7.15 (16", 10 slice - spec #103) $ 6.95 (14", 8 slice - spec #106)		$6.00 (8 slice)	$8.50	$5.89 (14", 10 slice)

		Heaven Sent Pizza dba Domino's Pizza	DineRite (Withdrew Bid)	Pizza Hut of Southeast Kansas, Inc.	Nizza Pizza Note 1	Papa John's Pizza (Schneids, LLC) Note #2
5	Cheese Pizza (regular)	$6.95 (14:", 8 cut - spec #109) $7.15 (16", 8 slice - spec #107 $ 7.15 (16", 10 slice - spec #108)		$6.00 (8 slice)	$8.00	$5.89 (14", 10 slice)
6	Additional ready to serve items	$7.45 (16" whole grain - RFRS, 8 cut - spec #114) $7.95 (16" whole grain - RFRS, 10 slice - spec #15) $7.45 (14" whole grain - LM cheese, 8 slice -spec #116) $7.45 (16" whole grain - cheese, 8 slice - spec #111) $ 7.95 (16" whole grain - LM cheese, 10 slice - spec #112) $7.45 (16" hand tossed beef, 10 slice - spec #110)		No bid	No bid	14", 10 Thin crust cheese or pepperoni $5.89
6	Minimum purchase amount	$50		None	None	Minimum of three 14" large pizzas
7	Indicate the deadline to place, revise or cancel the daily order for the delivery	24 hours in advance		8 am day of order	3 pm prior business day	7:45 am
8	Indicate time required to file a claim either for damage or shortage	4 hours after delivery		Same day	3 business days	3 business days

		Heaven Sent Pizza dba Domino's Pizza	DineRite (Withdrew Bid)	Pizza Hut of Southeast Kansas, Inc.	Nizza Pizza Note 1	Papa John's Pizza (Schneids, LLC) Note #2
9	Hours of operation	11am-11pm Sunday-Thursday 11am to Midnight Friday-Saturday		11 am - 10 pm Sunday-Thursday. 11 am- 11 pm Friday & Saturday	11 am-9 pm Sun-Thur. 11 am- 10 pm Fri-Sat.	10 am - 11 pm
10	Location of preparation/production facility	Granbury & Acton		Granbury	Granbury	Granbury

Note 1: Due to our thin crust stye, our pizzas will not weigh as much as specified. We use 16 oz of dough per 14 inch pizza. Our weights will be approximately 60-60% of the weights specified for slices and entire pizzas.

Note 2: Vendor, Schneids LLC, has the right after one year, to escalate the price of the wheat, low sodium and low fat pizzas, up to 5% per year, based on the increased cost of goods sold.

GRANBURY ISD
TECHNOLOGY DEPARTMENT

TO: Dr. James Largent, Superintendent	**FROM**: Amy Wood **DATE**: May 1, 2015 **RE**: Technology Bond Purchases

SUMMARY:

Board Policy CH(LOCAL) requires board approval on purchases in excess of $50,000. The policy states "The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs $50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place".

Technology purchases are all purchased using DIR and TCPN contracts or other interlocal agreements the District has entered into. DIR and TCPN award contracts via an approved purchasing method. GISD is able to purchase directly from their contracts without going through the formal bid process. GISD uses these resources to gather quotes for purchasing decisions at the time of the purchase. The following purchases are planned to occur prior to August 31, 2015 by the technology department. These purchases include funds allocated to the technology department through the bond. Since these purchases could exceed the $50,000 amount, they need to be approved by the Board.

Classroom Technology Expenditures for PK-8 Campuses:
Mobile Devices for Classrooms
Mobile Labs

Classroom Technology Expenditures for GHS Renovations opening August 2015:
Classroom Audio
Document Cameras
Projectors
Classroom Teacher Stations

Infrastructure Items for GHS Renovations opening August 2015:
Access Points
Switches
Necessary components such as cables, fiber trays, etc.
Mobile Device Management

Total for all items not to exceed $3,700,000.

All purchases are with bond money.

RECOMMENDATION:

It is recommended that the above purchases be made with appropriate vendors in the best interest of the District.

Respectfully submitted,

Amy Wood
Director of Technology

Director of Facilities

For:	**Board of Trustees**
Date:	**May 11, 2015**
Action:	**Approve**

To:	**Dr. James M. Largent, Superintendent**	**From:**	**Randy Leach**
		Date:	**May 6, 2015**
		RE:	**2015 Summer Projects**

SUMMARY:

With the direction of Dr. Largent, the Granbury ISD Principals and Directors have provided the Facilities Department with their summer projects requests. The requests are listed on the attached document.

RECOMMENDATION:

To approve the 2015 Summer Project as listed. The Summer Projects will be financed by the Fund Balance and current budget.

Respectfully submitted,

Randy Leach
Director of Facilities

Staff Persons Responsible: Randy Leach

Granbury Teachers Excellence Initiative (GTEI)

Interested teachers must submit the completed GTEI letter of intent form prior to the deadline. The first applications must be submitted by October 1, 2015. (Dates will be adjusted after the program is initiated).

Baseline requirements

- Eligible employees must be a certified classroom teacher evaluated through the PDAS system.
- Teachers must be in at least their 2nd consecutive year in GISD and must meet the PDAS requirements in order to be considered for the GTEI.
- In order to meet baseline qualifications for the GTEI, the teacher must meet **attendance** and **PDAS** requirements.

***Attendance requirements** are as follows:

- 99% attendance (2 or less days absent out of 187) would qualify a teacher for 100% of the incentive increase.
- 98% attendance (4 or less days absent out of 187) would qualify a teacher for 75% of the incentive increase.
- 97% attendance (6 or less days absent out of 187) would qualify a teacher for 50% of the incentive increase.

*The reason attendance is included in this plan is that research shows a direct correlation between teacher attendance and student success and progress. Also, substitute costs continue to increase and part of the way to fund this plan is with reduced costs in this area. Due to all the possible reasons for absences, there would be no exceptions to this requirement. If a teacher does not meet the attendance requirement one year, they would have another opportunity to qualify the following year.

PDAS requirement:

- Teachers must be **proficient or above in all areas** of their **PDAS** evaluation in order to qualify to apply for and to receive the GTEI.

Portfolio Requirements

For those teachers who meet the baseline requirements, data, artifacts, and other supporting documents must be submitted as part of a portfolio for each of the three areas below. The deadline for submitting the portfolio will be included in the GTEI letter of intent form.

1) **Professional Development/Collaboration** (A minimum of **30 documented hours** of additional training or professional development is required to meet the requirement for this section. All professional development must be pre-approved by the campus principal, not be part of the teacher's normal teaching requirements, and any costs shall be paid for by the teacher)

   Examples of artifacts to show mastery in this area:

   - Professional development in teacher's subject or grade level, voluntary PLC meetings, PD360 hours, etc.

In addition to the professional development above, each of the following examples could count for up to 6 hours toward meeting the 30 hour requirement.

- Obtaining additional teaching certifications
- Master's/Doctorate degree programs in an education-related field
- Serving as a mentor teacher
- Supervising a student teacher
- Grade level trainers in technology
- Trainer of trainers in other areas (and not being compensated)
- Having a PBL project vetted and added to the GISD curriculum

2) **Student Experience/Campus Culture** (A minimum of 30 hours should be documented to meet the requirements for this section, with a maximum of 12 hours in any one area)

   Examples of artifacts to show mastery in this area:

   - Committee involvement (voluntary campus or district committees)
   - Student and/or parent survey results showing positive feedback
   - Grade level department creations, new initiatives, etc.
   - Apply for and receive an outside grant that benefits your classroom and school.
   - Attendance at school activities, games, concerts, family nights, etc. (not required as part of job)

3) **<u>Student Achievement/Enrichment</u>** (Teachers will present data and artifacts to show student progress, growth, and success in the classrooms they serve)

Examples of data or artifacts to show mastery of this area:

- TPRI, DRA, TELPAS, I-station, STAAR, EOC, Common Assessments, universal screenings, AP exams, SAT/ACT success or other data showing student progress throughout the year.
- Success in contests such as UIL choir, band, or academic contests could also be used if a majority of students in the classroom participate in such contests or external evaluations.
- Other classroom activities and data such as jump rope club, Fitnessgram, Crossfit club, campus-wide musicals, science and history fair success, etc. could be used as artifacts for this section.

Other things to consider:

- The GTEI will begin with the 2015-16 school year.
- Teachers who meet the requirements for a salary increase will not see the increase until the following school year.
- **<u>Any increase will become part of their salary.</u>** It will not be taken away once they have earned it.
- The GTEI is also a retention strategy to retain staff. Teachers who do not return to GISD the following year will not receive any monetary benefit from meeting the requirements of the program.
- The actual amount of any increase in salary will be determined by the GISD school board, based on funds available and the number of teachers who meet the requirements.
- It is the intent of this recommendation that teachers may have the opportunity to earn up to an additional $1,000 in addition to any normal yearly salary increase the board approves for all teachers.
- Teachers may begin earning hours that count toward the GTEI on the day after their contract ends for the previous school year. (Example: hours accumulated after June 3, 2015 would count toward the 2015-2016 school year)
- A team of administrators will review each portfolio to determine those who successfully met the requirements, documented the hours, provided appropriate data to show progress in the classroom and are eligible for the GTEI.
- This program will be reviewed each year and changes to requirements may be updated/changed as deemed necessary by the GISD board of trustees.
- This program is not guaranteed to continue from one year to the next, and it may be discontinued at any time.

OFFICE OF SUPERINTENDENT

For:	**Board of Trustees**
Date:	**May 11. 2015**
Action:	**Information**

To:	**Board of Trustees**	**From:**	**Dr. James M. Largent**
		Date:	**May 1, 2015**
		RE:	**Policy Update 102**

SUMMARY:

We have Policy Update 102 for a first look this month. It is attached for your review.

Respectfully submitted,



Dr. James M. Largent
Superintendent



ATHLETIC / COMMUNITY EDUCATION DEPARTMENT 2014-2015

Dwight Butler, CMAA
GISD Athletic Director

May 11, 2015

Athletic / Community Education Department

Overview

Athletic Opportunities and Participation
Academic Accolades
Playoff Representatives
Hosted Playoff Events
Community Education
Special Recognition
Head Coaches

Athletic Department

Athletic Opportunities and Participation

- At the High School / Ninth Grade level, we offer 22 sports, 11 male sports and 11 female sports, as well as a Sports Medicine program where students can learn injury prevention, first aid, injury care, and injury rehabilitation, and manager opportunities that include sports statistics and audio visual.

- At the Middle School level, we offer 6 sports, 3 male sports and 3 female sports for both 7th and 8th graders.

- Our Sports Medicine department, with the help of Lake Granbury Medical Center, offers opportunities to all students to receive their athletic physicals. By conducting the physical examinations at the middle schools, we are able to accommodate the middle school students and their parents.

- There are approximately 1,730 student athletes in the Athletic Programs in grades 7th – 12th.

- The enrollment for grades 7th – 12th as of May 5th was 2,870.

Academic Accolades

We have had numerous athletes recognized for Academic All-State in various sports.

Each individual sport's district determines whether or not they award Academic All-District Honors.

Athletic Department

Playoff Representatives

During the 2014-2015 school year, 17 out of the 22 sports made it to the playoffs.

The sports that advanced are:

Baseball
Boys Basketball
Boys Cross Country
Girls Cross Country
Boys Golf
Boys Powerlifting
Girls Powerlifting
Boys Soccer
Boys Swimming
Girls Swimming
Team Tennis
Boys Tennis
Girls Tennis
Boys Track
Girls Track
Volleyball

Athletic Department

Hosted Playoff Events

This year we have been fortunate to host multiple playoff events. The reception from the visiting schools have been wonderful. As our facilities continue to improve, we will be able to host more events.

We have hosted 4 football games, including 2 State Quarter-Final games. We have also hosted a softball Bi-District game and a baseball Bi-District series.

We have been requested to host more games however due to construction we were unable to host.

We try to not host any playoff games of sports when we are currently in the playoffs so that it does not interfere with our teams and athletes.

Some of the sports that have requested us to host playoffs that we have not been able to include basketball, soccer, and volleyball.

Community Education Department

Information

♦ Drug Testing

All students in grades 7th – 12th that are involved in any extra-curricular activity are on the Random Drug Testing list.

Parents can request their students be placed on the Voluntary Drug Test even if the student if not involved in any extra-curricular activities.

♦ Driver's Education

We offer Driver's Education classes to Granbury ISD students as well as students in other districts.

Currently we have two Driver's Education Instructors – Doug Barnett and Donny Wiley.

♦ Summer Camps

We offer a variety of summer camps during June, July, and August.

The Summer Camps offer children hands on sport specific skill training in a fun atmosphere.

Athletic / Community Education Department

Special Recognition

♦ We would like to take this opportunity to thank the School Board for allowing us this opportunity to benefit the students and student athletes of Granbury ISD as well as the community.

♦ We would also to thank the parents for allowing us to be a part of their children's lives.

♦We would also like to thank the Granbury ISD Departments and staff that have worked tirelessly to help our coaches and student athletes. This includes:

Dr. Largent and Staff
Assistant Superintendents and Staff
Business Office Director Staff
Campus Administrators Staff
Human Resources Director and Staff
Maintenance and Facilities Director and Staff
Technology Director and Staff
Transportation Director and Staff

Athletic / Community Education Department

Head Coaches

Pirate Baseball – Brad Eppler
Pirate Basketball – David Breazeale
Lady Pirate Basketball – Steve Schmidt
Cross Country – Amber Ward
Football – Scotty Pugh
Pirate Golf – Steve Ward
Lady Pirate Golf – Becky Addison
Powerlifting – Jay Pugh
Pirate Soccer – Doug Kissinger
Lady Pirate Soccer – David Winkleman
Softball – Mallory Smith
Sports Medicine – Andy Rankin
Sports Medicine – Connie Rhodes
Swimming – Jason Pullano
Tennis – Tyson Stewart
Pirate Track – Jody Brown
Lady Pirate Track – Amber Ward
Volleyball – Tammy Clark

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: May 11, 2015
For: Information

TO: Dr. James Largent, Superintendent

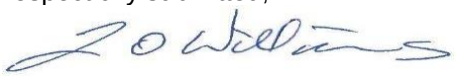
FROM: Dobie Williams
DATE: May 4, 2015
RE: March 31, 2015 Financial Statements

SUMMARY:

Attached are the financial statements for the period ended March 31, 2015 for the general operating fund.

The statements for the period ended March 31, 2015, include only those transactions that occurred between the period of September 1, 2014, and March 31, 2015. Revenue collected to date equals 89.11% of the budgeted amount compared to 86.50% last year. Expenditures to date represent 52.18% of the budget compared to 53.64% last year.

Respectfully submitted,



Dobie Williams
Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams
Emmett Whitefield

Date Submitted: May 4, 2015

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: May 11, 2015
For: Information

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: May 4, 2015
RE: Cash Flow and Investment Report
As of March 31, 2015

SUMMARY:

Attached is the Cash Flow and Investment Report for the period ended March 31, 2015.

Respectfully submitted,

Dobie Williams
Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams

Date Submitted: May 4, 2015

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: May 11, 2015
For: Information

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: May 4, 2015
RE: Bond Expenditure Update
As of April 30, 2015

SUMMARY:

Attached are bond expenditures through the period ended April 30, 2015. Expenditures are divided into two categories - "Construction" and "Other Areas". The Construction category includes expenditures related to the construction or renovation/remodeling of buildings. The Construction category also includes a breakdown of expenditures by vendor. The Other Areas category includes expenditures for non-construction related expenditures from bond funds.

Respectfully submitted,

Dobie Williams
Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams
Karen Johnson

Date Submitted: May 4, 2015