Notice of Regular
The Board of Trustees
Granbury ISD
Monday, June 18, 2018
5:00 PM

A Regular of the Board of Trustees of Granbury ISD will be held Monday, June 18, 2018, beginning at 5:00 PM in the Granbury ISD Board Room, 217 N Jones 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 Recommendations
        2. Consider Superintendent's Evaluation 3
    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. Texas EMS – Donation of Ambulance for GHS Health Science Program
7. Public comments/audience participation
8. Discussion/Action
    a. Consider Consent Agenda Items
        1. Minutes of the May 15, 2018, Regular Meeting 7
        2. Consider Budget Amendments 10
        3. Consider Renewal of Instructional Supplies Career Tech 2017-1008 13
        4. Consider Renewal of Online Subscriptions, Software & Management Solutions 2016-06 15
    b. Consider Instructional Materials Purchases 17
    c. Consider Nomination for TASB Board Position Region 11D 18
    d. Consider off on Properties Struck of the Hood County Sheriff's Sale 28
    e. Consideration of and possible action regarding a Resolution by the District regarding the conveyance of a Drainage Easement to the City of Granbury over and across a portion of Lot 1, Block 2, Acton Middle School, a subdivision in Granbury, Hood County, Texas. 34
    f. Consider Textbook Recycling 41
    g. Consider Salary Increases for 2018-19 42
    h. Consider 2018-19 Compensation Plan 50
    i. Consider Action on School Safety
9. Reports
    a. Superintendent's Report
    b. Financial Statements for Period Ending May 31, 2018 83
    c. Cash Flow and Investment Reports for Period Ending May 31, 2018 86
    d. Report of Categorical Purchases between $50,000 and $100,000 as Required per Board Policy CH (LOCAL) 88
    e. Campus Social Workers and partnership with Community in Schools. 90
10. Consider action on items discussed in closed session
    a. Chapter 551.074 - Personnel, Discussion of Employee Evaluation, Reassignment Duties, Discipline, or Dismissal.
        1. Consider Staff Recommendations
        2. Consider Superintendent's Evaluation
    b. Chapter 551.072 - Purchase, exchange, lease or value of real property
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, June 16, 2018, at 3:00 p.m. 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.

_____

Superintendent or Designee (For the Board of Trustees)

Granbury ISD
Superintendent's Goals & Evaluation Instrument

Name: *Dr. James M. Largent* **Date of Review:** *June 18, 2018*

Appraisal Period: *July 1, 2017 to June 30, 2018*

Based on available performance information, evaluate the superintendent's effectiveness in meeting each objective. Where applicable, the board should use the data referred to in the item in making its assessment of superintendent performance. A rating shall be assigned to each objective. Comments are encouraged to support each rating but are required on any rating of "Needs Improvement".

Rating Scale:

E	**Exceptional**	**Progress exceeds expectations and criteria noted in the instrument.**
P	**Proficient**	**Progress meets the expectations and criteria noted in the instrument.**
N	**Needs Improvement**	**Progress does not meet the expectations and criteria noted in the instrument.**

Goal 1: Communication

Objective No. 1: Objective 1: The superintendent shall ensure effective communication between staff and administration in the decision-making process.

Strategy: Develop and implement a measurable process to gather and deliver employee feedback.

Rating: _____

Board Comments:

Superintendent Comments

In the Fall of 2017, we sent out the first "all staff survey" based on the Great Places to Work template that we got from Chris Tackett. We shared these results with the board. We planned to use the survey as a baseline for future years in order to gauge where morale compares each year and to pinpoint areas in need of focus. I thought the results of the survey were very good and reflected that our staff is happy and feels appreciated in GISD.

Looking forward, I would suggest that you make this a part of the new superintendent's goals, and remind Jeff Meador that you want to do the same survey on or about the same time each year, so results can be compared from year to year and you will be able to see trends and areas to be addressed.

Objective No. 2: The superintendent shall increase communications regarding the District's programs and opportunities.

Strategy: Develop materials detailing programs and opportunities provided for students in all grade-levels including but not limited to counseling, CTE, etc.

Rating: _____

Board Comments:

Superintendent Comments

I think we have done a better job this year of getting out more information on all our programs. I think our staff has particularly embraced the use of Twitter as I see many tweets coming from staff, organizations, etc. The press we have received in our local newspaper has been markedly more positive, and I think we are at a place now where GISD has a presence on social media and in print media. Our statewide honors for the airplane, school safety, and our national honors and press for F1 and other programs certainly help.

Looking forward, I would suggest trying to stay on the leading edge of technology and be able to implement new communication tools as they become available. I would also consider consolidating social media, so that the same information goes out on multiple outlets at one time, without having to make separate "posts" on each platform. I think some type of parent notification app for school safety is likely coming soon, so I would begin making plans on how to address the issues that may come with that, especially if video is involved as the governor has suggested.

Objective No. 3: The superintendent shall study current legislative issues regarding education and inform the School Board and District constituencies on these issues.

Strategy: Provide legislative updates to the Board, District employees, and community after communicating with legislators and studying legislative educational and financial issues.

Rating: _____

Board Comments:

Superintendent Comments

I think everyone knows that this has been a focal point of mine for many years. I have tried to inform our staff and board about legislative issues and keep them up to date with what is going on in Austin.

Looking forward, it is going to be even more important to engage our staff and help them learn about candidates and their stance on education related issues. Educators in Texas vote at an alarmingly (and embarrassingly) low rate, and I truly do not think they understand that they could change politics in Texas in one election if they would all vote for pro-education candidates. I would encourage the board, and the new superintendent, to be courageous in keeping the "culture of voting" alive in GISD and make voting one of the most important things we do, because it truly is. The very small but vocal outside influencers will try to bully, ridicule, and "open records" you to death to try to suppress your voice, but we must not let them win. This issue is too important.

Goal 2: Instructional Leadership

The superintendent shall provide leadership for an educational system that is based on continuous improvement in student achievement.

Objective No. 1: The superintendent manages an assessment and improvement system for student learning in the major academic subjects that result in on-going improvement student achievement.

Strategies: Staff development in areas in need of improvement targeting ELL, ESL, and other major academic subjects.

-

Rating: _____

Superintendent Comments

Now that STAAR tests are supposed to remain stable with passing rates the same each year, it should be easier to evaluate test scores and make yearly comparisons rather than chasing a moving target as we are doing now. We have focused more on particular areas of reading and math, and have seen our student scores generally go up in those areas. We have an extensive plan for staff development that started the last week of May, as soon as the school year ended.

Looking forward, I would urge the board to consider state tests as only one snapshot of what our kids are learning in GISD. There are many more things our students experience that a test will never measure. While I know test results are published and compared, and I know it is easy to focus on them, I would urge the board and the new superintendent to continue to support innovation, creativity, social skills, entrepreneurship, and other important learning opportunities that will last a lifetime. Especially until the state finds a reliable, credible, and acceptable way to truly measure student learning.

Board Comments:

Goal 3: District of Innovation

The superintendent shall use the District of Innovation to look for ways to streamline district processes.

Strategies: Prepare a budget to ensure adequate staffing and instructional needs in all areas of academics, fine arts, and co-curricular.

Rating: _____

Board Comments:

Superintendent Comments

I have heard nothing but positives from our DOI initiatives. I think most everyone loves the new school calendar, hiring experts in the field, developing our own teacher appraisal system, and freeing us from some of the reporting mandates. We are tweaking our calendar by taking out the flex days, which did not work as we had hoped, but otherwise I think we have a very good plan.

Looking forward, I would continue to evaluate the DOI each year, tweak it, look for ways to make it better, and make it unique to GISD. I also believe it is time to begin a new strategic planning process. The G2020 plan has been a big part of our district, and virtually every goal is now complete. With a new superintendent coming on board and some new faces on the school board, now is probably a good time to go through this process again.

Goal 4: Budgetary Process

The Superintendent shall establish and oversee a budgetary process that fully funds all programs.
Strategy:

- Prepare a budget to ensure adequate staffing and instructional needs in all areas of academics, fine arts, and co-curricular programs.

Rating: _____

Board Comments:

Superintendent Comments

I believe Dobie and Wes and their staff members do a tremendous job of taking care of our finances and our personnel. Our principals and directors work well with each other to share staff in order to make things work when we need to fill positions with partial day employees, multiple campuses, etc. We continuously look at student/teacher ratios and the staffing of all our extra and co-curricular programs to insure they are staffed accordingly.

Looking forward, it is going to be imperative to keep on top of personnel issues and make sure we do not go back to being over-staffed. Close watch of student/staff ratios, maximizing funding, and having minimum student numbers for elective courses, especially at GHS, are going to be key to keeping personnel numbers in check.

Overall Comments by Board Members:

Comments by Superintendent:

It has been an absolute pleasure working in GISD for the past six years. I want to thank all of you for your support of our efforts to make major positive changes in GISD in a short amount of time. I am very proud of what we have accomplished in my time here, and without your support, it would have never happened. Thanks for what you do as board members, and please know that I will be a phone call away if I can ever be of assistance to you or to GISD. It has truly been an honor to be the superintendent of this great school district. I wish you all the best and I sincerely hope that the next superintendent has as great an experience in GISD as I have. I look forward to watching the success of our amazing GISD students and staff for many years.

Superintendent's
*Signature*_____ *Date*_____

Board President's
*Signature*_____ *Date*_____

Agenda of Regular Meeting
The Board of Trustees
Granbury ISD
May 21, 2018
5:00 PM

A Regular meeting of the Board of Trustees of Granbury ISD was held Monday, May 21, 2018, beginning at 5:00 PM in the Granbury ISD Board Room, 217 N Jones 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.

Presiding Officer.....Nancy Alana, President

Board Members Present
Barbara Herrington
Barbara Townsend
Mark Jackson (left at 6:34 p.m.)
Mike Moore
Micky Shearon
Rhonda Rezsofi

Board Members Absent
None

School Officials Present
Dr. James M. Largent Ed.D., Superintendent
Ron Holmgreen, Assistant Superintendent for Administrative Services
Dobie Williams, Assistant Superintendent for Finance & Operations
Wes Jones, Director of Human Resources
Amy Wood, Technology Director
Jeff Meador, Director of Communications
Faith Barnes, Recording Secretary

Others Present
School Employees
Media
Community Members

Meeting Called to Order
Nancy Alana, President, called the meeting to order at 5:09 p.m. and noted that a quorum of board members were 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 5:09 p.m. under the Texas Open Meetings 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 5:52 p.m. and recessed until 6:00 p.m.

Moment of Silence/Invocation
Nancy Alana led the invocation.

Pledge - U.S. Flag and Texas Flag
The Board led the pledges.

Achievement Spotlight

Public comments/audience participation
Tim Flower addressed the board with concerns of school safety.

Discussion/Action

Consider Consent Agenda Items
A motion was made by Barbara Herrington and seconded by Rhonda Rezosfi to approve the consent agenda items as presented: 1. Minutes of the April 5th and 16th Board Meeting; 2.Consider Budget Amendments Consider Renewal of Music, Band & Choir Supplies & Equipment 2017-1013; and 4. Consider Approval of Interlocal Agreement with Region 8 Education Service Center.
Motion Carried: 6 Yes – 0 No

Consider Award of Custodial Services Contract
A motion was made by Barbara Herrington and seconded by Micky Shearon to approve the award of Custodial Services Contract as presented.
Motion Carried: 6 Yes – 0 No

Reports

Superintendent's Report
Superintendent Dr. James M. Largent gave an update on district news and events.

Athletic Report
Athletic Dwight Butler presented the annual Athletic Report to the board.

Financial Statements for Period Ending April 30, 2018
Assistant Superintendent Dobie Williams presented the Financial Statements for period ending April 30, 2018, to the board.

Cash Flow and Investment Reports for Period Ending April 30, 2018
Assistant Superintendent Dobie Williams presented the Cash Flow and Investment Reports for Period Ending April 30, 2018, to the board.

Report of Categorical Purchases between $50,000 and $100,000 as Required per Board Policy CH (LOCAL)
Assistant Superintendent Dobie Williams presented categorical purchases between $50,000 and $100,000 as Required per Board Policy CH (LOCAL) to the board.

Consider action on items discussed in closed session

Consider Staff Appointments, Contract Recommendations, and Probationary Contracts

A motion was made by Micky Shearon and seconded by Barbara Townsend to approve staff appointments, contract recommendations, and probationary contracts as presented.
Motion Carried: 6 Yes – 0 No

Adjourn

There being no further business, the meeting was adjourned at 7:05 p.m.

_____ _____

Nancy Alana, President Barbara Herrington, Board Secretary

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18, 2018
For: Approval

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
Asst. Supt. for Finance and Operations
DATE: June 12, 2018
RE: Budget Amendments

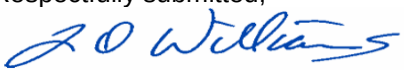
SUMMARY:

Attached are the monthly general fund budget amendments for Board approval. The first page is the budget amendment for the current period and indicates any increases to revenue as well as increases/decreases to each function and 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 a summary and indicates 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,



Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams
Emmett Whitefield

Date Submitted: June 12, 2018

2017-2018
Budget Amendment #10

	June Proposed Budget Amendment #10	Increase	Decrease	Net Effect
Object	**Revenue**			
5700	Revenue Generated	36,557	0	
5800		0	0	
5900		0	0	
	Total	**36,557**	**0**	**36,557**
Function	**Expenses**			
11	GHS - Amend funds for an ambulance / mobile lab donated by Texas EMS	8,000	0	
	GHS - Amend funds for band staff development	0	418	
	Curriculum - Amend funds for IPT testing for LEP students	0	3,000	
	SPED - Amend funds for year end entries	0	319	
	Athletics - Amend funds for AMS & GMS helmets	0	1,700	
	Technology - Amend funds for student technology	7,927	0	
	Overall effect on Function 11	**15,927**	**5,437**	**10,490**
12	**Overall effect on Function 12**	**0**	**0**	**0**
13	GHS - Amend funds for band staff development	1,065	0	
	CTE - Amend funds for staff development	230	0	
	SPED - Amend funds for year end entries	319	0	
	Technology - Amend funds for student technology	0	752	
	Overall effect on Function 13	**1,614**	**752**	**862**
21	Technology - Amend funds for student technology	0	228	
	Overall effect on Function 21	**0**	**228**	**(228)**
23	STARS - Amend funds to purchase radios	0	3	
	Technology - Amend funds for student technology	0	92	
	Overall effect on Function 23	**0**	**95**	**(95)**
31	GHS - Amend funds for AP testing received from students	26,530	0	
	Curriculum - Amend funds for IPT testing for LEP students	3,000	0	
	Technology - Amend funds for student technology	0	91	
	Overall effect on Function 31	**29,530**	**91**	**29,439**
32	**Overall effect on Function 32**	**0**	**0**	**0**
33	Technology - Amend funds for student technology	0	60	
	Overall effect on Function 33	**0**	**60**	**(60)**
34	**Overall effect on Function 34**	**0**	**0**	**0**
36	Athletics - Amend fundsfor student travel donated by GHS Baseball Booster Club	1,927	0	
	GHS - Amend funds for band staff development	0	647	
	CTE - Amend funds for staff development	0	230	
	AMS - Amend funds for year end entries	5	0	
	Athletics - Amend funds for AMS & GMS helmets	5,338	0	
	Athletics - Amend funds for year end entries	2,106	0	
	Technology - Amend funds for student technology	0	764	
	Overall effect on Function 36	**9,376**	**1,641**	**7,735**
41	Technology - Amend funds for student technology	0	5,760	
	Overall effect on Function 41	**0**	**5,760**	**(5,760)**
51	Maintenance - Amend funds for paint mixer donated by Kelly Moore Paint	100	0	
	Athletics - Amend funds for year end entries	0	2,106	
	Overall effect on Function 51	**100**	**2,106**	**(2,006)**
52	STARS - Amend funds to purchase radios	3	0	
	AMS - Amend funds for year end entries	0	5	
	Athletics - Amend funds for AMS & GMS helmets	0	1,638	
	Technology - Amend funds for student technology	0	180	
	Overall effect on Function 52	**3**	**1,823**	**(1,820)**
53	**Overall effect on Function 53**	**0**	**0**	**0**
61	Athletics - Amend funds for AMS & GMS helmets	0	2,000	
	Overall effect on Function 61	**0**	**2,000**	**(2,000)**
71	**Overall effect on Function 71**	**0**	**0**	**0**
81	**Overall effect on Function 81**	**0**	**0**	**0**
91	**Overall effect on Function 91**	**0**	**0**	**0**
93	**Overall effect on Function 93**	**0**	**0**	**0**
99	**Overall effect on Function 99**	**0**	**0**	**0**
	Total	**56,550**	**19,993**	**36,557**

Granbury Independent School District

Fiscal Year 2017-2018

		Adopted Budget	Prior Budget Amendments	Budget Amendment #10 6/18/2018	Revised Budget
	REVENUE				
5700	Local Revenue	57,376,645	71,546	36,557	57,484,748
5800	State Revenue	6,656,433	0	0	6,656,433
59/7900	Federal Programs/Other Sources	860,000	0	0	860,000
	Total	**$64,893,078**	**71,546**	**$36,557**	**$65,001,181**
	EXPENDITURES				
11	Instruction & Instr. Related Services	34,299,076	(19,869)	10,490	34,289,697
12	Instructional Resources & Media Serve	748,645	2,482	0	751,127
13	Curriculum & Instr. Staff Development	883,226	18,085	862	902,173
21	Instructional Leadership	641,172	23,571	(228)	664,515
23	School Leadership	3,530,092	11,426	(95)	3,541,423
31	Guidance, Counseling & Evaluation Serve	2,678,284	7,266	29,439	2,714,989
32	Social Work Services	65,000	0	0	65,000
33	Health Services	373,156	16	(60)	373,112
34	Student (Pupil) Transportation	3,356,050	692	0	3,356,742
35	Food Service	0	0	0	0
36	Co curricular/Extracurricular Activities	1,984,166	39,880	7,735	2,031,781
41	General Administration	2,309,642	(3,950)	(5,760)	2,299,932
51	Plant Maintenance and Operations	6,118,702	11,640	(2,006)	6,128,336
52	Security & Monitoring Services	290,669	19,038	(1,820)	307,887
53	Data Processing Services	1,312,453	(13,231)	0	1,299,222
61	Community Services	107,881	0	(2,000)	105,881
71	Debt Service (M&O)	0	0	0	0
81	Facilities Acquisition	0	604,455	0	604,455
91	Contracted Instruction Services - Chapter 41	5,050,081	0	0	5,050,081
93	Shared Services Arrangement	25,500	(25,500)	0	0
99	Other Governmental Charges	1,119,283	0	0	1,119,283
00	Other Uses	0	0	0	0
	Total Budgeted Expenditures	**$64,893,078**	**676,001**	**$36,557**	**$65,605,636**
	Excess Revenue over (Under) Expenditures	**0**	**(604,455)**	0	**(604,455)**

Prepared by:
D Williams
E Whitefield

GRANBURY INDEPENDENT SCHOOL DISTRICT
INTEROFFICE MEMO
FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18, 2018
For: Approval

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: Instructional Supplies Career Tech
CSP 2017-1008 (R1)

SUMMARY:

A proposal was let to provide a pool of vendors for the purchase of instructional supplies and equipment on an as needed basis. Vendors were asked to provide a percentage discount from their catalog, price list or website pricing. The original term was June 2017 through June 30, 2018 with the option to renew for two additional years in one-year increments.

Mrs. Judy Gentry, CTE Director, requested a renewal with the current vendors. A copy of the original tabulation and Board Approval Form are attached for your review. Anticipated annual expenditure is $300,000.

RECOMMENDATION:

It is recommended the following vendors be approved for purchases for the period of July 1, 2018 through June 30, 2019 under the first renewal option.

3D Molecular Design LLC
AIMS Education Foundation
Apex Learning
Audio Resource Group, Inc.
Audio Visual Aids
B.E. Publishing
Carolina Biological Supply Co.
CCS Presentation System
CEV Multimedia, Ltd.
Charter Textbooks, Walker Bookstore
Classroom Products LLC
Davis Publications, Inc.
Discount School Supply
Education Galaxy LLC
Express Booksellers, LLC
Final Graphic
Frog Stress Press, Inc.
Goodheart-Wilcox Publisher
Greens Welding Supply, Inc.
Kaduceus Holdings Inc.
Lakeshore Learning Materials
Learn By Doing, Inc.
Learning Farm, LLC
LearningZoneXpress
Magazine Subscription Service Agency
Midwest Technology Products
NewPath Learning
NWA3D LLC
Pearson Education, Inc.
Penn State Industries
Perfection Learning Corp.
Peripole, Inc.
Perma-Bound Books
Pitsco Education
Pivot Point International
Positive Promotions, Inc.
Prestwick House, Inc.
Prufrock Press, Inc.
Rochester 100 Inc.
Saddleback Educational, Inc.
School Health Corp
School Specialty Inc.
School Zone Publishing
Sebco Books
SmartSchool Systems
Spirit Monkey, LLC
Teacher Created Materials
Teachers Discovery, Inc.
Teaching Systems, Inc.
Technical Laboratory Sys
Texas Southwest Machine
Textbook Warehouse
Triarco Arts & Crafts
Troxell Communications
NCS Pearson, Inc.

Respectfully submitted,



Dobie Williams, RTSBA
Assistant Superintendent for Finance and Operations

Staff Person Responsible: Judy Gentry
Darla Powell

Date Submitted: June 12, 2018

BOARD APPROVAL FORM

Original Award

Board Meeting Date: June 19, 2017 **Proposal Number:** #2017-1008

1. **Item, material or service (specific or classification):** CTE Instructional supplies

2. **Brief description:** A proposal was let to provide CTE Instructional Supplies on as needed basis for Granbury Independent School District. Vendors submitted catalog discount on supplies and equipment for the career tech program to be purchased on an as needed basis.

3. **Period of time bid covers:** From July 1, 2018 through June 30, 2019 with the option to renew for one additional years in one-year increments

4. **Person and title responsible for the expenditure:** Judy Gentry – CTE Director

5. **Notification process:** An email was sent electronically through our e-bid system to 282 vendors that registered for the category of instructional supplies; it was advertised in the Hood County News.

6. **Number of bids received from vendors:** 63 responses

7. **Listing of recommended vendors and total prices:** It is the recommendation of Mrs. Gentry the Board award the purchase of supplies and equipment for the CTE program to all responsive vendors on the tabulation. A multiple award is recommended to give the teachers a greater selection of vendors to meet their needs. Estimated expense will be approximately $300,000.

8. **Explanation of other than low recommendations:** N/A

9. **Last bid date (bid of comparable nature within last 5 years):** May 26, 2015

10. **Percentage increase or decrease from last bid**: N/A

11. **Budget information:** Expenditures for purchase will come from budgeted funds.



Dobie Williams
Assistant Supt. for Finance and Operations

GRANBURY INDEPENDENT SCHOOL DISTRICT
INTEROFFICE MEMO
FINANCE AND BUSINESS AFFAIRS

To:	Board of Trustees
Date:	June 18, 2018
For:	Approval

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: Online Subscriptions, Software and Management Solutions CSP 2016-06 Renewal

SUMMARY:

A proposal was let to provide vendors for online subscriptions, software and management solutions to be purchased on an "as needed" basis. Vendors were asked to quote a percentage discount from catalog, or published price list. Proposals were due July 12, 2016. The original term was from written notification of award through June 30, 2017. The proposal included the option to renew for two additional one-year terms; this will be the second renewal option.

A summation of the original process as well as a copy of the tabulation is attached for your review.

The following is the recommendation of Ms. Sharon Williams, Director of Curriculum.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the following vendors for the renewal period of July 1, 2018 through June 30, 2019 for purchases on an as needed basis. Approximate annual expenditures under this contract will be $60,000 - $100,000. Learning Bird Corporation did not agree to the renewal.

> All Players Network, Inc. dba Rank One Sport, Atomic Learning, LLC, Cengage Learning, Inc. (Gale Division), CEV Multimedia, LTD, Edgenuity, Inc., Eduphoria!, Inc., Facts On File, Inc., Follett School Solutions, Inc., Houghton Mifflin Harcourt, Imagination Station, Inc. dba Istation, IXL Learning, Inc., Peoples Education, Inc. dba Mastery Education, McGraw-Hill School Education, LLC, Mitinet, Inc., Renaissance Learning, Inc., Teaching Systems, Inc., The Curriculum Center for Family and Consumer Sciences, Triumph Learning, LLC, World Book, Inc.

Respectfully submitted,

D Williams

Asst. Superintendent for Finance and Operations

Staff Person Responsible: Sharon Williams
Darla Powell

Date Submitted: June 12, 2017

BID FOR BOARD APPROVAL ORIGINAL AWARD

Board Meeting Date: August 22, 2016

Bid Number: 2016-06 Online Subscriptions, Software and Management Solutions

1. **Item, material or service (specific or classification):** Online subscriptions, software and management solutions.

2. **Brief description:** A proposal was let to provide vendors for the purchase of online subscriptions, software and management solutions to be purchased on an as needed basis. Vendors were asked to quote a fixed rate percentage discount from catalog, price lists or web site pricing.

3. **Period of time bid covers:** From written notification of award through June 30, 2017 with the option to renew for two additional one-year periods

4. **Person and title responsible for the expenditure:**

   Sharon Williams – Director of Curriculum

5. **Number of bid notification letters sent to vendors:** 78

6. **Number of bids received from vendors:** 20, 3 after the deadline.

7. **Listing of recommended vendors and total prices**: It is recommended the following vendors be awarded for an estimated annual expenditure of $100,000 - $175,000.

   All Players Network, Inc. dba Rank One Sport, Atomic Learning, LLC., Cengage Learning, Inc. (Gale Division), CEV Multimedia, Ltd., Edgenuity, Inc., Eduphora!, Inc., Facts on File, Inc., Follett School Solutions, Inc., Houghton Mifflin Harcourt, Istation, IXL Learning, Inc., Learning Bird, Corp., Peoples Education, Inc. dba Mastery Education, McGraw-Hill School Education, LLC., Mitinet, Inc., Renaissance Learning, Inc., Teaching Systems, Inc., Family and Consumer Sciences, Triumph Learning, World Book, Inc.

8. **Explanation of other than low recommendations:** N/A

9. **Last bid date (bid of comparable nature within last 5 years): N/A**

10. **Percentage increase or decrease from last bid**: N/A - This is the first proposal of this type.

11. **Budget information:** Purchases will be made from budgeted funds across the district.

D O Williams

Dobie Williams
Assistant Superintendent for Finance and Operations

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

CURRICULUM AND INSTRUCTION

TO: Dr. James Largent, Superintendent	**FROM**: Sharon Williams **DATE**: June 6, 2018 **RE**: Timeline for Accelerated Instruction Waiver

SUMMARY:

As part of the Student Success Initiative (SSI), districts and charter schools must provide accelerated instruction to students in grades 5 and 8 who do not demonstrate proficiency on the STAAR reading and/or mathematics tests. This accelerated instruction must occur after each administration of the test, including the third administration. Students may advance to or be placed in the next grade level only if (1) they complete all accelerated instruction required by the grade placement committee (GPC), and (2) the GPC determines, by unanimous decision, that the students are likely to perform at grade level at the end of the next school year given additional accelerated instruction during the course of the year.

To assist districts in meeting the accelerated instruction provision after the **third administration** of the test, the agency is allowing districts to apply for a waiver to adjust the timeline for providing accelerated instruction to students who fail the third administration. The waiver will be granted if districts meet certain conditions, including identifying and documenting the intensive instruction a student needs, targeting this instruction to the reporting categories on which the student was weak, and ensuring that this instruction is completed during the first six weeks of school. In addition to this intensive accelerated instruction, districts must develop an accelerated instruction plan that will provide the student with ongoing instructional support during the entire school year.

RECOMMENDATION:

It is recommended that the Timeline for Accelerated Instruction waiver be approved for school years 2017-2018, 2018-2019, and 2019-2020.

Respectfully submitted,

Sharon Williams
Director of Curriculum and Instruction

TASB NOMINATION FORM

This is to serve as the nomination of a member of our local board to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME: _____

SCHOOL DISTRICT: _____

CANDIDATE MAILING ADDRESS: _____

CITY: _____ ZIP: _____

Our school district's board of trustees understands:

1. *Expenses incurred for the candidate to attend the Nominations Committee interview will be the responsibility of the candidate's local school district.*
2. *The local board's nomination of one of its trustees shall be considered the district's endorsement for that Director position.*
3. *A TASB Director's attendance at regular TASB Board meetings is important.*
4. *Lodging and transportation expenses incurred by TASB Directors attending regular spring, summer and December Board meetings are reimbursed by the Association and transportation expenses and three nights' lodging incurred attending the Convention Board meeting are reimbursed by the Association.*

This nomination was approved by our board of trustees at a duly called meeting on _____.
(Date)

_____
Signature of board president or officer *(If candidate is the board president or officer, must be signed by another officer)*

PRINTED NAME: _____

TITLE: _____

WILLINGNESS TO SERVE (To Be Completed By the Candidate)

I, _____, confirm my willingness to serve, if elected, as a member of the TASB Board of Directors for Region ____, Position ____.

_____
Signature of candidate

This form is to be used to nominate a member of your Local Board as a candidate to fill a position on the TASB Board of Directors.

Must be received in the TASB Austin Headquarters on or before July 2, 2018.

RETURN TO: TASB, Inc.
Attn: Board and Management Services
P.O. Box 400
Austin, Texas 78767-0400
E-mail: lysa.hoelscher@tasb.org
FAX: 512.467.3554

TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

TODAY'S DATE:_____

NAME: _____

ADDRESS: _____

CITY: _____ ZIP: _____

BUSINESS PHONE: _____ RESIDENCE PHONE:_____

CELL PHONE: _____FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail and the Internet. Please list your preferred active email address.

E-MAIL:_____

SCHOOL DISTRICT: _____

LOCAL TERM EXPIRES: _____ YEARS ON BOARD: _____
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

Yes____ No____

BOARD POSITIONS HELD/DATES: _____

_____

OCCUPATION:_____

CURRENT EMPLOYER: _____ Dates: _____

EDUCATION-HIGH SCHOOL: _____ COLLEGE: _____

OTHER EDUCATION: _____ DEGREES: _____

HOBBIES/SPECIAL INTERESTS: _____

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (Offices held and dates): _____

_____

_____

ADDITIONAL COMMENTS (Use reverse side if additional space is required.): _____

_____

_____

_____

Please attach a short bio and include a current picture in jpeg format.

Additional Comments: (Use reverse side if additional space is required.)

INSTRUCTIONS FOR TASB BOARD NOMINATIONS

About the TASB Board of Directors

The TASB Board of Directors is charged with carrying out directives established by the Delegates at the Delegate Assembly. The individual Director is expected to attend four Board meetings a year, with one of the meetings being at the same time as the annual TASA/TASB Convention. In addition, the Director will be asked to serve on a standing committee that will meet, as needed, in conjunction with Board meetings. The Director should be a capable, experienced school board member who can assist in providing the Association with outstanding leadership.

How to Nominate a Candidate to the TASB Board

To nominate an individual from your local school board, please complete the following attached forms:

A. Active member's nomination and candidate's willingness to serve
B. Candidate biographical sketch
C. Candidate questionnaire

The completed materials must be received in TASB Headquarters no later than Monday, July 2, 2018. Nominations that do not meet the deadline cannot be accepted.

TASB will e-mail the nominated individual and the superintendent a confirmation that the forms have been received. If an acknowledgment is not received, contact Lysa Hoelscher at **800.580.8272, extension 2976, or lysa.hoelscher@tasb.org**.

The Next Steps

By July 3, a list of all candidates running for the position will be posted on the TASB website.

The candidate endorsement process runs Tuesday, July 3–Wednesday, August 29, 2018. During this time, Active Members may endorse one nominated individual from their TASB regions. If a majority of the Active Members of a region endorse a candidate, that individual will be elected to the TASB Board. If at least 25 percent, but not a majority, of the Active Members of a region endorse a candidate, that individual will be included on the official ballot at the TASB Delegate Assembly.

The Nominations Committee will meet Friday, September 7–Saturday, September 8, at TASB Headquarters in Austin to interview candidates and develop a slate of nominees for the Delegate Assembly. The nominated individual will be notified of the time for the interview. Expenses incurred, including lodging and transportation, for the interview are the responsibility of the individual or his or her school district.

If you have questions or need further information, please contact Lysa Hoelscher at **800.580.8272, extension 2976, or lysa.hoelscher@tasb.org**.

We appreciate your participation in this nomination process.

Texas Association of School Boards
Board of Directors Nominations—Frequently Asked Questions

1. Who elects the TASB Board of Directors?

The general governing body of TASB is the Delegate Assembly, which meets each fall on the Saturday of the TASA/TASB Convention. One of the responsibilities of the Assembly is to elect the TASB Board of Directors (TASB Board).

2. Who makes up the Delegate Assembly?

Each Active Member designates a Delegate and Alternate from the local board to represent the board's interests at the Delegate Assembly. Either the Delegate or the Alternate, whichever is present on the floor, is the Active Member's voting representative. Members of the TASB Board and the four Legislative Advisory Council members on the TASB Legislative Committee also are voting representatives on the Assembly floor by virtue of their positions.

3. What is an Active Member of TASB?

Active Members are local public school boards and education service center boards that have paid current annual dues.

4. What is the composition of the TASB Board?

The 43-member TASB Board is composed of the President, the President-Elect, the Immediate Past President, and members from the 20 TASB Regions, which follow the boundaries of the education service centers. These Directors are elected to staggered three-year terms, with the exception of the President-Elect, President, and Immediate Past President who serve one-year terms in each position. An education service center representative also is a member of the TASB Board, serving as a voting *ex officio* member.

5. What are the responsibilities of the TASB Board?

The TASB Board actively promotes the purposes of the Association, oversees its fiscal affairs, and establishes Board policies.

6. How are TASB Board positions determined, and why do some TASB Regions have more than one representative?

Representation on the TASB Board is determined by state average daily attendance (ADA). Calculations to determine Board positions are completed each April with ADA data furnished by the Texas Education Agency. The TASB Board has two types of positions: large district and regional.

a. **Large District Members—**An Active Member with at least 1.25 percent of the total state ADA is entitled to a large district position on the TASB Board. Currently, 10 districts qualify as large district members: Aldine ISD, Austin ISD, Cypress-Fairbanks ISD, Dallas ISD, Fort Bend ISD, Fort Worth ISD, Houston ISD, Katy ISD, North East ISD, and Northside ISD-Bexar County.

b. **Regional Members—**Each of the 20 TASB Regions have a regional member on the TASB Board. However, a TASB Region will gain another position for each 4.25 percent, or fraction thereof, of the total state ADA after subtracting the ADA of each large district member.

7. Does a TASB Director have to be a member of a local school board?

Yes, Directors of the TASB Board must be a member of a local school board that is an Active Member of TASB. Except in the case of the President and the Immediate Past President, a Director of the TASB Board who ceases to be a local school board member automatically vacates his or her position on the TASB Board. The TASB President must be a member of a local board at the time of succession to the office.

8. How do districts know when to nominate an individual for a position on the TASB Board?

On or before April 30, the board president, superintendent and superintendent secretary of each Active Member will be notified that a vacancy or expiring term exists for a position in the Active Member's TASB Region. This information also will be posted on the TASB website.

9. How does an Active Member nominate an individual?

Active Members have until June 30 to place the name of a local board member in nomination for a position. A nomination is accepted when the following completed nominations forms, provided by the Association, are received in TASB Headquarters:

(1) Form A, Active Member's Nomination and Willingness to Serve form
(2) Form B, Candidate's Biographical Sketch
(3) Form C, Candidate's Questionnaire

The nomination requires local board action, and Form A must be signed by the board president or other board officer and include the date of board action and the candidate.

Once these materials are received, the board president, candidate, and superintendent will receive an e-mail acknowledging the candidacy, along with information regarding the interview with the TASB Nominations Committee.

10. Can an Active Member nominate more than one individual for a position?

No.

11. Can an individual be a candidate for more than one position?

No.

12. What is the endorsement period, and how does an Active Member endorse a nominated individual?

The endorsement period is open July 3–August 29 and is an opportunity for regions to support, or even elect, a candidate nominated to the TASB Board.

During the endorsement period, an Active Member may endorse the candidacy of a nominated individual from another board within their TASB Region. Active Members must use Form D, Endorsement Form, provided by the Association.

It is important to note that TASB Bylaws require local board action for endorsements. Also, the Nominations Committee cannot accept endorsements acted on before July 3 or those not on the form provided by the Association (Form D, Endorsement Form). Completed endorsement forms must be received in TASB Headquarters on or before August 29.

If a majority of Active Members in an Association Region endorse the same candidate, that candidate is elected to the TASB Board and will take office at the completion of the final official session of the TASA/TASB Convention. If more than 25 percent of Active Members in a Region endorses the same candidate, that candidate will be placed on the slate of nominees presented to the Delegate Assembly.

13. How can candidates contact Active Members in their TASB Regions for endorsements?

Upon request, TASB will provide a mailing label list to candidates, at no charge.

14. How are vacancies on the TASB Board filled throughout the year?

The TASB Board can fill vacancies that occur during the year. The board president and superintendent of each Active Member within the affected Region will be notified about the vacancy and the process for nominations. The Nominations Committee will interview all candidates and make a recommendation to the TASB Board. The TASB Board will elect an individual to fill the vacancy until the next Delegate Assembly.

15. What is the TASB Nominations Committee, and what is the committee's role in the Delegate Assembly election process?

The TASB Nominations Committee is composed of Directors on the TASB Board. Eleven

committee members and nine alternates are elected by the Board annually. In the election of the committee, the Board considers school district size, geographic location, wealth per student, and other factors, such as gender and ethnicity.
The Nominations Committee meets prior to the Delegate Assembly to interview nominated individuals in Director races that have not been elected by endorsement by the Regions. The Committee prepares a slate of Director nominees by selecting one or more candidates for each open position.

If a Director candidate has received endorsements from a majority of the Active Members in the TASB Region, that individual is automatically elected to the position and will take office after the final Convention session in the year elected.

If no Director candidate has received a majority of the endorsements, the slate of nominees will include the committee's nominees and also will list any nominated individuals who have received endorsements from at least 25 percent, but less than a majority, of the Active Members within their TASB Region.

16. Who pays the nominated individual's expenses incurred in attending the interview with the Nominations Committee?

The candidate's local board typically pays. This is not a TASB expense.

17. Can someone still run for TASB Director if he or she is not chosen by the Nominations Committee and has not received endorsements from at least 25 percent of the Active Members?

Yes. Even if a candidate was not selected as a nominee by the Nominations Committee or did not receive at least 25 percent of the endorsements from his or her region, he or she may still run for a Director position on the TASB Board through the delegate nomination process.

A delegate nomination may be made by the candidate's Delegate, provided the following conditions are met: (a) the candidate's completed nomination materials had been submitted to TASB Headquarters by June 30, and (b) the candidate's intent and consent to run for the position by this alternate means is received in TASB Headquarters at least five days before the annual Delegate Assembly.

18. When are Active Members notified of the official slate of Director and Officer nominees?

The nominations slate of nominees is sent to all Active Members as soon as feasible after the August 29 deadline for Director candidate endorsements and prior to Delegate Assembly.

Officer nominees are selected by the TASB Board at the Summer Board Meeting.

19. What happens if a nominee is unable to serve?

The Nominations Committee, at the call of its chair, will select an alternate Director nominee; and the TASB Board, at the call of its President, will select an alternate Officer nominee. Active Members and their Delegates will be notified of the amended report of the Nominations Committee as soon as feasible, but no later than the opening of the Delegate Assembly.

20. Can candidates in contested races campaign for Delegate votes?

Yes, within certain limit, candidates in contested can campaign for Delegate votes.

a. Distribution of Materials—Candidates are permitted to place a one page biographical document on the Delegate tables prior to start of the Assembly.

b. Solicitation of Votes—Candidates are prohibited from soliciting votes in the vicinity of the Delegate Assembly Hall and at the TASB Board meeting. Other than that, candidates are not prohibited from campaigning elsewhere.

c. Campaigning at the Delegate Assembly itself—Aside from distributing a one-page biographical flier, candidates are prohibited from soliciting votes from Delegates outside of the Assembly hall, at the entrance to the hall, or on the floor of the Assembly.

21. Will nominees be allowed to speak at the Delegate Assembly?

Yes, speeches are allowed in contested races and each nominee is given three minutes, in accordance with the standing rules adopted by the Assembly. Contested nominees speak in alphabetical order for each position; however, the recommended nominee speaks last.

22. At the Delegate Assembly, do Delegates cast their vote for all positions or just those within their TASB Region?

All Delegates of the Assembly may cast a vote in each contested position.

23. How are votes cast, tallied, and reported?

Voting is done by electronic keypads. The Teller Committee supervises the voting and certifies the accuracy of the counts. The Teller Committee Chair reports the results to the Assembly.

24. How is the Teller Committee selected?

The TASB President appoints Delegates to serve on the Delegate Assembly Teller Committee. A Delegate from an Active Member that has a nominee on the slate is ineligible to serve on the Teller Committee.

25. How are the winners determined?

The nominee receiving the majority of the votes of the Delegates present and voting shall be elected. If no nominee receives a majority, a run-off election shall be conducted between the two nominees receiving the greater number of votes, and the election shall be repeated for that position as many times as necessary to obtain a majority.

26. When do the terms of newly elected Directors and Officers begin?

The newly elected Directors and Officers (including those Directors elected by endorsement within their regions) begin serving their terms at the end of the final official session of the Convention.

27. When does the TASB Board meet?

The TASB Board meets four times a year (December, spring, summer, and Convention).

28. Who pays the Director's expenses to attend meetings?

In accordance with TASB Board Policy, TASB will reimburse Directors for the following expenses:

1. Expenses incurred while attending the regular December, Spring, and Summer TASB Board Meetings.
2. Transportation expenses and three nights' lodging expenses incurred by Directors attending the regular Convention Board Meeting held in conjunction with the TASA/TASB Convention.
3. Expenses incurred while attending any other meetings of the TASB Board or standing committees.

29. Whom do I contact for more information?

Contact Lysa Hoelscher at 800.580.8272, extension 2976 or lysa.hoelscher@tasb.org.

TASB ENDORSEMENT FORM

DATE: _____

Our school board endorses the candidacy of the following individual nominated to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME:_____

SCHOOL DISTRICT: _____

This endorsement was approved by our school district's board of trustees at a duly called meeting on

_____.
(Date)

Best regards,

_____
(Signature of board president or officer)

PRINTED NAME: _____

SCHOOL DISTRICT: _____

MAILING ADDRESS: _____

CITY:_____ ZIP:_____

This form is to be used to endorse a nominated individual from a board of trustees within your TASB Region who is a timely candidate for a position on the TASB Board of Directors.

Must be received in the TASB Austin Headquarters on or before AUGUST 29, 2018.

RETURN TO: TASB, Inc.
Attn: Board and Management Services
P.O. Box 400
Austin, Texas 78767-0400
E-mail: lysa.hoelscher@tasb.org
FAX: 512.467.3554

LINEBARGER GOGGAN BLAIR & SAMPSON, LLP
ATTORNEYS AT LAW
100 THROCKMORTON, SUITE #300
FORT WORTH, TEXAS 76102

817.877.4589
FAX 817.877.0601
April 16, 2018

Received
APR 25 2018
Granbury ISD

Dr. James M. Largent
Superintendent Granbury ISD
217 N. Jones Street
Granbury, Texas 76048

RE: Suit #C2009162; GRANBURY INDEPENDENT SCHOOL DISTRICT, ET AL vs. BARRY LAUER, ET AL

Dear Dr. Largent:

Judgment was taken in the above captioned tax suit on July 15, 2010 on behalf of Granbury Independent School District and Hood County. This Property was the subject of a Sheriff's Sale on December 8, 2010. There were no bids made, so the property was struck off to the Hood County, Trustee for itself and Granbury Independent School District. Subsequent to the tax sale, Melissa Rodriguez has made a bid of $100.00 for this property. A copy of the offer is enclosed with an estimated breakdown of how the money would be applied. The offer is for all tax years owed and all court costs owed.

Please schedule this action on the agenda for the next school board meeting. If you desire for me to attend the meeting, please contact me with date and time. Should you need additional information or have any questions, please feel free to call me.

Very truly yours,

Glenn E. Smith, Jr.
Attorney at Law

GES/ej

cc: Mr. Greg Stewart
Chief Appraiser
Hood County Appraisal District
P O Box 819
Granbury, Texas 76048

HOOD COUNTY TAX ASSESSOR
PO BOX 1178
1410 W. PEARL ST
GRANBURY, TX 76048
PHONE: 817-579-3295 FAX: 817-579-9303

BID SHEET

For Office Use Only
Tax:
Other:
Total:
App:
Date:

Date: 11/20/18

Bid Amount: 100

Legal Description:
Lake Granbury Harbor Section B lot 483
3705 New Jersey Ct Suit 2009162

Account #: _____

I hereby submit this formal bid as an offer to purchase the above referenced property from Hood County. I understand that this bid sheet does not convey ownership.

Contact Information

Name: Melissa Rodriguez

Address: 5125 Katie Ct Granbury Tx 76048

Home Phone: _____

Cell Phone: 817 513 4663

Work Phone: _____

Email Address: growingfuture@gmail.com

I understand that if I am the successful bidder, I am purchasing the property "As Is" without warranties either expressed or implied. I also understand that payment in full is due upon acceptance of said bid. Hood County reserves the right to accept or refuse any submitted bids on properties.

Signature: _____

Accepted: _____ Date: 29 #of Days _____

Rejected: _____ Date: _____ Counter _____

Suit # C2009162; GRANBURY INDEPENDENT SCHOOL DISTRICT, ET AL vs. BARRY LAUER, ET AL

Lot 483, Lake Granbury Harbor Subdivision, Section "B", a subdivision in Hood County, Texas, according to the map or plat thereof, recorded in Cabinet "A", Slide 203-B, Plat Records of Hood County, Texas.

OFFER	**$100.00**
TOTAL COURT COSTS	**$974.37**
PROCEEDS REMAING FOR TAXES	**$-0-**
TAXES OWED HOOD COUNTY	**$133.83**
TAXES OWED GRANBURY ISD	**$1,327.67**

LINEBARGER GOGGAN BLAIR & SAMPSON, LLP
ATTORNEYS AT LAW
100 THROCKMORTON, SUITE #300
FORT WORTH, TEXAS 76102

817.877.4589
FAX 817.877.0601
May 23, 2018

Dr. James M. Largent
Superintendent Granbury ISD
217 N. Jones Street
Granbury, Texas 76048

RE: Suit #C2011277; GRANBURY INDEPENDENT SCHOOL DISTRICT, ET AL vs. JACQUELINE S. HARDISON

Dear Dr. Largent:

Judgment was taken in the above captioned tax suit on June 11, 2013 on behalf of Granbury Independent School District and Hood County. This Property was the subject of a Sheriff's Sale on August 2, 2016. There were no bids made, so the property was struck off to the Hood County, Trustee for itself and Granbury Independent School District. Subsequent to the tax sale, Carolyn Horton has made a bid of $2,250.00 for this property. A copy of the offer is enclosed with an estimated breakdown of how the money would be applied. The offer is for all tax years owed and all court costs owed.

Please schedule this action on the agenda for the next school board meeting. If you desire for me to attend the meeting, please contact me with date and time. Should you need additional information or have any questions, please feel free to call me.

Very truly yours,

Glenn E. Smith, Jr.
Attorney at Law

GES/ej

cc: Mr. Greg Stewart
Chief Appraiser
Hood County Appraisal District
P O Box 819
Granbury, Texas 76048

Suit #C2011277; GRANBURY INDEPENDENT SCHOOL DISTRICT, ET AL vs. JACQUELINE S. HARDISON

Lots 276, 277 and 278, Western Hills Harbor Addition, a subdivision in Hood County, Texas, according to the map or plat thereof, recorded in Volume 1, Page 11, Plat Records of Hood County, Texas.

OFFER	**$2,250.00**
TOTAL COURT COSTS	**$2,506.14**
PROCEEDS REMAING FOR TAXES	**$-0-**
TAXES OWED HOOD COUNTY & GRANBURY ISD	**$3,732.33**

HOOD COUNTY TAX ASSESSOR
PO BOX 1178
1410 W. PEARL ST
GRANBURY, TX 76048
PHONE: 817-579-3295 FAX: 817-579-9303

C2011277

BID SHEET

For Office Use Only
Tax:
Other:
Total:
App:
Date:

Date: 5/23/2018

Bid Amount: $2,250.00 (TOTAL)

Legal Description: LOTS 276, 277 & 278, SUBDIVISION: WESTERN HILLS HARBOR, HIDDEN VALLEY ROAD

Account #: R0000 34697, R0000 34698 & R0000 34699

I hereby submit this formal bid as an offer to purchase the above referenced property from Hood County. I understand that this bid sheet does not create a contractual obligation or convey ownership.

Contact Information

Name: CAROLYN HORTON

Address: 4628 STONEY CREEK CT

Home Phone: N/A

Cell Phone: 817-994-8758

Work Phone: N/A

Email Address: carolynhorton452@gmail.com

I understand that if I am the successful bidder, I am purchasing the property "As Is" without warranties either expressed or implied. I also understand that payment in full is due upon acceptance of said bid. Hood County reserves the right to accept or refuse any submitted bids on properties.

Signature: Carolyn Horton

Accepted: _____ Date: _____ #ofDays _____

Rejected: _____ Date: _____ Counter _____

EASEMENT AGREEMENT

NOTICE OF CONFIDENTIALITY RIGHTS: IF YOU ARE A NATURAL PERSON, YOU MAY REMOVE OR STRIKE ANY OR ALL OF THE FOLLOWING INFORMATION FROM ANY INSTRUMENT THAT TRANSFERS AN INTEREST IN REAL PROPERTY BEFORE IT IS FILED FOR RECORD IN THE PUBLIC RECORDS: YOUR SOCIAL SECURITY NUMBER OR YOUR DRIVER'S LICENSE NUMBER.

Date: _____

Grantor: GRANBURY INDEPENDENT SCHOOL DISTRICT

Grantor's Mailing Address: 217 N. Jones St.
Granbury, TX 76048

Grantee: THE CITY OF GRANBURY, TEXAS, a Home Rule Municipal Corporation of Hood County, Texas

Grantee's Mailing Address: 116 W. Bridge Street
Granbury, Texas 76048

Easement Property: Grantor is the current owner of the Property described and depicted in the attached Exhibits "A" and "B" (herein known as the "Easement Area"), which Exhibits are incorporated by reference herein, for the purposes of providing a drainage easement on, over, across, under and within the Easement Area.

Easement Purpose:

To provide municipal services to the public and for all related purposes as are necessary, specifically, but not limited to the installation, construction, operation, maintenance, replacement, repair, upgrade, or removal of storm drainage improvements and related facilities, including appurtenances associated with construction and operation of municipal storm drain and utility lines and related equipment (collectively, the "Facilities").

Consideration:

As good and valuable consideration for the grant of this Easement by the Granbury Independent School District, the receipt and sufficiency of which is acknowledged by the Granbury Independent School District, Grantor herein, and by the City of Granbury, Grantee herein, the City of Granbury agrees to pay to the Granbury Independent School District One Thousand, Five Hundred and No/100 U.S. Dollars ($1,500.00) and further agrees to grant the Granbury Independent School District the perpetual right to expand and otherwise modify the Easement Area to accommodate a larger capacity storm drainage easement as the Property is developed; and to grant the right to install in this Easement Area other City of

Granbury utilities as needed by the Granbury Independent School District when and as such City of Granbury utility services are available on this Property.

Reservations from and Exceptions to Warranty:

Easements, rights-of-ways, and prescriptive rights, whether of record or not; all presently recorded restrictions, reservations, covenants, conditions, oil and gas leases, mineral severances, and other instruments, other than liens and conveyances, that affect the property; any discrepancies, conflicts, or shortages in area or boundary lines; any encroachments or overlapping of improvements.

Grant of Easement:

Grantor, for the Consideration and subject to the Reservations from Conveyance and Exceptions to Warranty, grants, sells, and conveys to Grantee and Grantee's successors, and assigns an easement over, on, and across the Easement Property for the Easement Purpose, together with all and singular the rights and appurtenances thereto (collectively, the "Easement"), to have and to hold the Easement to Grantee and Grantee's successors and assigns forever. Grantor binds Grantor and Grantor's successors and assigns to warrant and forever defend the title to the Easement in Grantee and Grantee's successors and assigns against every person whomsoever lawfully claiming or to claim the Easement or any part of the Easement, except as to the Reservations from Conveyance and Exceptions to Warranty, when the claim is by, through or under Grantor, but not otherwise.

Terms and Conditions:

The following terms and conditions apply to the Easement granted by this agreement:

1. *Character of Easement.* The Easement is perpetual, subject to termination for non-use as set forth below. If at any time during the term of this Easement, Grantee shall permanently cease to use the Easement for the Easement Purpose (the "Non-Use"), then the Grantor shall have the right to request that Grantee provide a written statement in recordable form acknowledging that the Easement has expired (the "Termination Acknowledgment"). Upon occurrence of Non-Use and request by Grantor of the Termination Acknowledgment, Grantee shall provide such Termination Acknowledgment without unreasonable delay. The Easement is nonexclusive, and Grantor reserves for Grantor and Grantor's successors and assigns the right to convey the same or other rights and/or easements to others, so long as such further conveyance is subject to this grant.

2. *Reservation of Rights.* Equitable Rights of Enforcement. This Easement may be enforced by restraining orders and injunctions (temporary or permanent) prohibiting interference and commanding compliance. Restraining orders and injunctions will be obtainable on proof of the existence of interference or threatened interference, without the necessity of proof of inadequacy of legal remedies or irreparable harm, and will be obtainable only by the parties to or those benefited by this agreement; provided, however, that the act of obtaining an injunction or

restraining order will not be deemed to be an election of remedies or a waiver of any other rights or remedies available at law or in equity.

3. *Binding Effect.* This agreement binds and inures to the benefit of the parties and their respective successors and permitted assigns.

4. *Choice of Law.* This agreement will be construed under the laws of the state of Texas, without regard to choice-of-law rules of any jurisdiction. Venue is in the county in which the Easement Property is located.

5. *Counterparts.* This agreement may be executed in any number of counterparts with the same effect as if all signatory parties had signed the same document. All counterparts will be construed together and will constitute one and the same instrument.

6. *Waiver of Default.* It is not a waiver of or consent to default if the nondefaulting party fails to declare immediately a default or delays in taking any action. Pursuit of any remedies set forth in this agreement does not preclude pursuit of other remedies in this agreement or provided by law.

7. *Further Assurances.* Each signatory party agrees to execute and deliver any additional documents and instruments and to perform any additional acts necessary or appropriate to perform the terms, provisions, and conditions of this agreement and all transactions contemplated by this agreement.

8. *Integration.* This agreement contains the complete agreement of the parties and cannot be varied except by written agreement of the parties. The parties agree that there are no oral agreements, representations, or warranties that are not expressly set forth in this agreement.

9. *Legal Construction.* If any provision in this agreement is for any reason unenforceable, to the extent the unenforceability does not destroy the basis of the bargain among the parties, the unenforceability will not affect any other provision hereof, and this agreement will be construed as if the unenforceable provision had never been a part of the agreement. Whenever context requires, the singular will include the plural and neuter include the masculine or feminine gender, and vice versa. Article and section headings in this agreement are for reference only and are not intended to restrict or define the text of any section. This agreement will not be construed more or less favorably between the parties by reason of authorship or origin of language.

10. *Notices.* Any notice required or permitted under this agreement must be in writing. Any notice required by this agreement will be deemed to be delivered (whether actually received or not) when deposited with the United States Postal Service, postage prepaid, certified mail, return receipt requested, and addressed to the intended recipient at the address shown in this agreement. Notice may also be given by regular mail, personal delivery, courier delivery, facsimile transmission, or other commercially reasonable means and will be effective when actually received. Any address for notice may be changed by written notice delivered as provided herein.

11. *Recitals.* Any recitals in this agreement are represented by the parties to be accurate, and constitute a part of the substantive agreement.

13. *Time.* Time is of the essence. Unless otherwise specified, all references to “days” mean calendar days. Business days exclude Saturdays, Sundays, and legal public holidays. If the date for performance of any obligation falls on a Saturday, Sunday, or legal public holiday, the date for performance will be the next following regular business day.

12. *Construction, Maintenance and Repairs*. Grantee further agrees and assumes the responsibility for reconstruction, repair and maintenance of the Facilities and improvements for which this easement is granted, including the private drainage easements and the respective drainage infrastructure within said easement by mowing vegetation, maintaining the easement free of obstructions, repairing improvements, addressing and resolving erosion problems and maintaining the design hydraulic capacity and function of the drainage improvements. Such responsibilities shall be at the sole expense of the Grantee. Additionally, it shall be Grantee's sole responsibility and expense to promptly repair any erosion damage or other damages to the Grantor's remainder adjacent property and other surrounding properties related to or resulting from (i) this drainage easement and related drainage infrastructure and improvements, and (ii) any discharge onto the Grantor's adjacent property from such drainage system as determined by Grantor in Grantor's sole discretion. In the event Grantee, or its successors and assigns, do not perform such obligations, Grantor may provide for such repair and/or maintenance to Grantee's adjacent property and charge the costs of same to the Grantee, and Grantee shall immediately reimburse Grantor for such costs upon receipt Grantor's written request.

13. *Rights Reserved.* Grantor reserves for Grantor and Grantor's successors and assigns the right to continue to use and enjoy the surface or subsurface of the Easement Property for all purposes which do not interfere with or interrupt the use or enjoyment of the Easement.

14. *Disclaimers.* Grantor has executed and delivered this Agreement, and Grantee has received and accepted this Agreement and the Easement Property, AS IS, WHERE IS, AND WITH ALL FAULTS, and without any representations or warranties whatsoever, express or implied, written or oral, except solely the limited special warranty of title expressly set forth herein; it being the intention of Grantor and Grantee to expressly revoke, release, negate and exclude all representations and warranties, including, but not limited to, any and all express or implied representations and warranties as to (a) the condition of the Easement Property or any aspect thereof, including, without limitation, any and all express or implied representations and warranties related to merchantability, or fitness for a particular use or purpose; (b) the soil conditions, drainage, topographical features, or other conditions of the Easement Property or which affect the Easement Property; (c) any features or conditions at or which affect the Easement Property with respect to any particular purpose, use, development potential, or otherwise; (d) the area, size, shape, configuration, location, capacity, quantity, quality, value, condition, or amount of the Easement Property; (e) all express or implied representations or warranties created by any affirmation of fact or promise or by any description of the Easement Property; (f) any environmental, geological, or other condition or hazard or the absence thereof heretofore, now, or hereafter affecting in any manner any of the Easement Property; and (g) all other express or implied warranties and representations by Grantor whatsoever, except solely the limited special warranty of title and other representations expressly set forth herein.

15. *Operation*. Grantee shall not commit waste of the Easement Property. Grantee agrees to comply at all times and at its sole cost with all applicable federal, state and local laws, rules, regulations and safety standards in connection with the stormwater flowing into the Easement Property. All persons entering upon the Easement Property under this grant shall confine themselves to the

operations and purposes contemplated herein, and no trespassing or other uses shall be permitted by Grantee, its employees, agents or contractors. Except as otherwise specifically set forth herein, Grantee shall have no right to go or travel upon, over or across property owned by Grantor adjacent to the Easement Property. Nothing contained herein shall grant or be construed to grant to Grantee the right (i) to use the Easement Property for any purpose other than for the purposes set forth herein or (ii) to change the dimensions or location of the Easement Property.

GRANBURY INDEPENDENT SCHOOL DISTRICT
By: _____
Its: President of the Board of Trustees

STATE OF TEXAS
COUNTY OF HOOD

This instrument was acknowledged before me on this the _____ day of _____, 2018, by _____, _____ of GRANBURY INDEPENDENT SCHOOL DISTRICT on behalf of said school district.

Notary Public in and for
The State of Texas

EXHIBIT A

30' Drainage Easement
1,800 Square Feet or 0.041 Acre
Acton Middle School
City of Granbury, Hood County, Texas

BEING a tract of land situated in the Joshua Minett Survey, Abstract No. 351, City of Granbury, Hood County, Texas and the B. W. Perkins Survey, Abstract No. 445, City of Granbury, Hood County, Texas same being a portion of Lot 1, Block 2, Acton Middle School, an addition to the City of Granbury, Hood County, Texas, a as shown on plat recorded in Slide B-194 of the Plat Records of Hood County, Texas (P.R.H.C.T.), and being more particularly described by metes and bounds as follows: (Bearings referenced to U.S. State Plane Grid 1983 - Texas North Central Zone (4202) NAD83 as established using GPS Technology in conjunction with the RTK Cooperative Network, all distances at ground).

COMMENCING at a found 5/8 inch capped iron rod marked "BHB INC" for the northeast corner of said Lot 1, same being an ell corner of a tract of land as described by deed to John E. Westhoff, Trustee of the Durant Grantor Trust A and John E. Westhoff, Trustee of the Durant Grantor Trust B, as recorded in Document No. 2014-0011418 of the Deed Records of Hood County, Texas (D.R.H.C.T.), from which a found 1/2 inch iron rod bears South 64°45'04" East, a distance of 0.60 feet;

THENCE South 59°55'57" West, with the common line between said Lot 1 and the said John E. Westhoff tract, a distance of 415.79 feet to the **POINT OF BEGINNING** of the hereon tract described;

THENCE South 30°04'03" East, departing the said common line, a distance of 60.00 feet to a point;

THENCE South 59°55'57" West, a distance of 30.00 feet to a point;

THENCE North 30°04'03" West, a distance of 60.00 to a point being on the aforementioned common line, from which the southwest corner of the aforesaid John E. Westhoff tract, same being an angle point of the aforesaid Lot 1, bears South 59°55'57" West, a distance of 714.97 feet, from said point a found 5/8 inch iron rod bears South 11°16'12" East, a distance of 0.27 feet and a found 3/8 inch iron rod bears South 78°14'02" East, a distance of 0.59 feet;

THENCE North 59°55'57" East, with the said common line, a distance of 30.00 feet to the **POINT OF BEGINNING** and containing 1,800 Square Feet or 0.041 Acres of land more or less.

SURVEYOR'S CERTIFICATION

I, John G. Margotta, a Registered Professional Land Surveyor licensed in the State of Texas, do hereby declare that this survey is true and correct and was prepared from an actual survey made under my supervision on the ground. Further, this survey conforms to the general rules of procedures and practices of the most current Professional Land Surveying Practices Act.

John G. Margotta
State of Texas Registered Professional Land Surveyor
No. 5956
Date: August 24, 2017



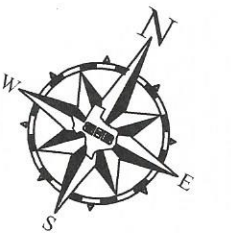
BAIRD, HAMPTON & BROWN, INC.
ENGINEERING & SURVEYING
6300 Ridglea Place, Ste. 700, Ft. Worth, TX 76116
jmargotta@bhbinc.com 817-338-1277 www.bhbinc.com
BHB Project #2016.172.000 TBPE Firm F-44 TBPLS Firm 10011300

Drawing: E:\Survey16\172 Saratoga\000 Saratoga Durant Granbury\Dwg\Off Site Easement Exhibits\30' Drainage Easement.dwg

EXHIBIT B

30' Drainage Easement
1,800 Square Feet or 0.041 Acre
Acton Middle School
City of Granbury, Hood County, Texas

Line Table		
Line #	Direction	Length
L1	S30°04'03"E	60.00
L2	S59°55'57"W	30.00
L3	N30°04'03"W	60.00
L4	N59°55'57"E	30.00

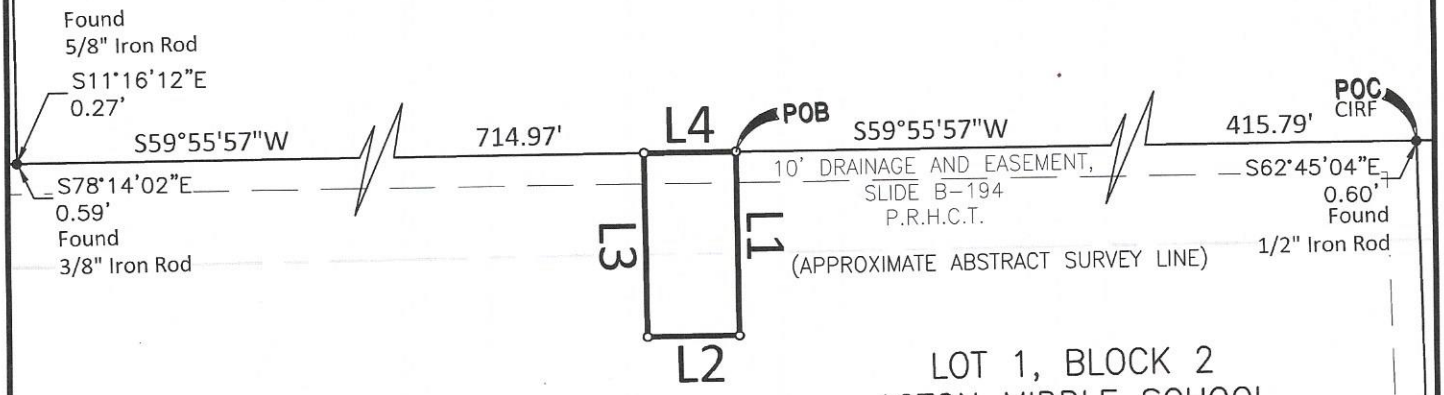


0 60'

SCALE: 1" = 60'

JOSHUA MINETT SURVEY
ABSTRACT No. 351

JOHN E. WESTHOFF, TRUSTEE OF THE DURANT GRANTOR TRUST A
JOHN E. WESTHOFF, TRUSTEE OF THE DURANT GRANTOR TRUST B
(1/3 INTEREST)
DOC. NO. 2014-0011418
D.R.H.C.T.



LOT 1, BLOCK 2
ACTON MIDDLE SCHOOL
SLIDE B-194
P.R.H.C.T.

B. W. PERKINS SURVEY
ABSTRACT No. 445

LEGEND
D.R.H.C.T..Deed Records Hood County, Texas
POB.....Point of Beginning
POC.....Point Of Commencing
P.R.H.C.T..Plat Records Hood County, Texas

NOTES:

1. Basis of bearing being State Plane Grid - Texas North Central Zone (4202) NAD83 as established using GPS Technology in conjunction with the RTK Cooperative Network. Reference frame is NAD83(2011) Epoch 2010.0000.

2. All distances shown are at ground.

SURVEYOR'S CERTIFICATION

I, John G. Margotta, a Registered Professional Land Surveyor licensed in the State of Texas, do hereby declare that this survey is true and correct and was prepared from an actual survey made under my supervision on the ground. Further, this survey conforms to the general rules of procedures and practices of the most current Professional Land Surveying Practices Act.

John G. Margotta
State of Texas Registered Professional Land Surveyor
No. 5956
Date: August 24, 2017

STATE OF TEXAS
REGISTERED
JOHN G. MARGOTTA
5956
PROFESSIONAL
LAND SURVEYOR

BAIRD, HAMPTON & BROWN, INC.
ENGINEERING & SURVEYING
6300 Ridglea Place, Ste. 700, Ft. Worth, TX 76116
jmargotta@bhbinc.com 817-338-1277 www.bhbinc.com
BHB Project #2016.172.000 TBPE Firm F-44 TBPLS Firm 10011300

Drawing: E:\Survey16\172 Saratoga\000 Saratoga Durant Granbury\Dwg\Off Site Easement Exhibits\30' Drainage Easement.dwg

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

CURRICULUM AND INSTRUCTION

TO: Dr. James Largent, Superintendent	**FROM**: Sharon Williams & Amy Wood **DATE**: June 11, 2018 **RE**: Instructional Materials Disposal (textbook and technology)

SUMMARY:

Proclamation 2018 was not issued from the state. Our procedures indicate the month of May that campuses can send us out of adoption items. The campuses have sent 150 boxes of books from previous adoptions that are out of adoption. There are also 200 student and teacher laptops that are being taken from the rotation due to age. The out of adoption items can be sold, recycled, or disposed of according to TEC 31.105 as approved by the board.

After collaborating with several districts and companies across the state, we have learned that there is not a seller's market for the out of adoption materials due to the saturation of these materials into the market and the age of these resources. However, a couple of companies will pick up these items for recycle and there will be no cost to the district.

RECOMMENDATION:

We are recommending that we recycle the out of adoption/dated materials and laptops.

Respectfully submitted,

Sharon Williams
Director of Curriculum and Instruction

Amy Wood
Director of Technology

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18,2018
For: Action

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: 2018-19 Salary Increase

SUMMARY:

Board Policy DEA (Local) states that, "*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 annual increases for individual employees, within budgeted amounts*."

As such, the budget to be adopted prior to August 31, 2018 will include the cost associated with a salary increase, if approved. Projected budget information is being provided to aid the Board in determining the feasibility of approving a salary increase. Budget scenarios provided are based on Preliminary Property Value Estimates received as of 5/1/2018. In addition, budget information is included for an estimated $50 million and $100 million increase in Property Values that are to be certified on or about 7/25/2018. Included within each of these Preliminary and "Certified" budgets is a scenario that includes a $1,500 increase for Teacher / Librarian / RN and SLP Assistant and SLP Bachelor positions along with a 3% mid-point increase for other positions and a 3% increase to the Athletic Stipend Schedule and certain Other Extra Duty Stipend Schedules. Also included is a scenario that includes a $1,000 increase for Teacher / Librarian / RN and SLP Assistant and SLP Bachelor positions along with a 2% mid-point increase for the other positions and a 2% increase to the Athletic Stipend Schedule and certain other Extra Duty Stipend Schedules. Each of these scenarios indicates the projected impact of the proposed salary increase to the bottom line.

A 4-year trend has also been included of Preliminary Property Values estimated on or about May 1st each year by the Hood County Appraisal District (HCAD) versus Property Value Certified by HCAD on or about July 25th each year. The estimated increase in property values by the time it is certified is based on these trends. It should also be noted that a $1,500 increase for the average teacher is equivalent to approximately a 3% raise for other employees and a $1,000 increase for the average teacher is equivalent to approximately a 2% raise for other staff.

In past years, recommendations for a salary increase and the approval of the corresponding salary schedules were presented to the Board for approval in late August when the budget was adopted. And in more recent years, recommendations for salary increases have been presented in late July at the budget workshop in an effort to give District HR and Payroll staff adequate time to make necessary changes in our finance system prior to the beginning of the new school year. Approved salary increases were then paid retroactively on the first payroll of the new school year in one lump sum to those employees whose contracts for the new year started on a date prior to Board approval of the salary increase, i.e. a 226 day employee whose contract start date is July 1st. This method of approving salary increases and then retro paying certain employees with

earlier contract start dates has worked fine until this last year when TRS made sweeping changes in their new payroll manual. With TRS's re-writing of the Payroll Manual, they have determined that retro pay is not considered TRS creditable compensation because the raise was approved after the start of the affected employees' contract and work has commenced under said contract.

In simple terms, this means that retro pay can no longer be reported as compensation eligible for TRS retirement calculation purposes and therefore will not be used in calculating the affected employees' retirement annuity when they retire. Highlighted information from the most recently updated TRS Payroll Manual as well as the August 2017 edition of the TRS Update Newsletter have been included for reference. So in order for certain employees to avoid not being able to count a portion of an approved salary increase as TRS eligible compensation, salary increases for the upcoming year will need to be approved prior to the earliest employee contract start date, which is July 1st.

RECOMMENDATION:

That the Board approve salary increases for the 2018-19 school year as presented by the Superintendent prior to the July 1st contract start date for 12 month employees.

Respectfully submitted,

Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dr. James Largent
Wes Jones
Dobie Williams

Date Submitted: June 12, 2018

Department	2018-2019 Budget Allocation Prelim values	2018-2019 Budget Allocation Prelim + 2% raise	2018-2019 Budget Allocation Prelim + 3% raise	2018-2019 Budget Allocation 50 mill incr	2018-2019 Budget Allocation 50 mill incr + 2% raise	2018-2019 Budget Allocation 50 mill incr + 3% raise	2018-2019 Budget Allocation 100 mill incr	2018-2019 Budget Allocation 100 mill incr + 2% raise	2018-2019 Budget Allocation 100 mill incr + 3% raise
Athletics	523,295	523,295	523,295	523,295	523,295	523,295	523,295	523,295	523,295
Community Ed	22,125	22,125	22,125	22,125	22,125	22,125	22,125	22,125	22,125
Asst Supt	47,787	47,787	47,787	47,787	47,787	47,787	47,787	47,787	47,787
Curriculm	397,476	397,476	397,476	397,476	397,476	397,476	397,476	397,476	397,476
Gifted and Talented	117,264	117,264	117,264	117,264	117,264	117,264	117,264	117,264	117,264
State Comp Ed	354,942	354,942	354,942	354,942	354,942	354,942	354,942	354,942	354,942
Bilingual / ESL	69,705	69,705	69,705	69,705	69,705	69,705	69,705	69,705	69,705
High School Allotment	-	-	-	-	-	-	-	-	-
Cate	93,927	93,927	93,927	93,927	93,927	93,927	93,927	93,927	93,927
Technology Dept - Basic	1,251,405	1,251,405	1,251,405	1,251,405	1,251,405	1,251,405	1,251,405	1,251,405	1,251,405
Technology Equipment Replacement	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000	650,000
Sp Ed Dept	283,102	283,102	283,102	283,102	283,102	283,102	283,102	283,102	283,102
Sp Ed Campus Allocation	56,457	56,457	56,457	56,457	56,457	56,457	56,457	56,457	56,457
HR Dept	66,436	66,436	66,436	66,436	66,436	66,436	66,436	66,436	66,436
Supt/Board	124,974	124,974	124,974	124,974	124,974	124,974	124,974	124,974	124,974
Public Info Office	54,594	54,594	54,594	54,594	54,594	54,594	54,594	54,594	54,594
Business Ofc	1,674,222	1,674,222	1,674,222	1,674,222	1,674,222	1,674,222	1,674,222	1,674,222	1,674,222
TEA Recapture	9,231,392	9,231,392	9,231,392	9,331,926	9,331,926	9,331,926	9,399,786	9,399,786	9,399,786
Custodial	1,820,000	1,820,000	1,820,000	1,820,000	1,820,000	1,820,000	1,820,000	1,820,000	1,820,000
Maintenance	2,215,815	2,215,815	2,215,815	2,215,815	2,215,815	2,215,815	2,215,815	2,215,815	2,215,815
NRG/Safety/Building Use	59,214	59,214	59,214	59,214	59,214	59,214	59,214	59,214	59,214
Transportation	644,656	644,656	644,656	644,656	644,656	644,656	644,656	644,656	644,656
Bus Allocation	-	-	-	-	-	-	-	-	-
Band Services	9,600	9,600	9,600	9,600	9,600	9,600	9,600	9,600	9,600
Band Replacements	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
Drug Detection Canine	66,842	66,842	66,842	66,842	66,842	66,842	66,842	66,842	66,842
Student Travel Beyond State	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Truancy Officer	64,700	64,700	64,700	64,700	64,700	64,700	64,700	64,700	64,700
Hood County SRO	66,718	66,718	66,718	66,718	66,718	66,718	66,718	66,718	66,718
District Level Travel	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000
Fireworks and Letter Jackets	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
GTEI	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
SPED Cameras	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000
Billboard	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
Health Program	36,000	36,000	36,000	36,000	36,000	36,000	36,000	36,000	36,000
Aquatics Pool	14,500	14,500	14,500	14,500	14,500	14,500	14,500	14,500	14,500
RIVS - Video Service	6,500	6,500	6,500	6,500	6,500	6,500	6,500	6,500	6,500
Contracted Police Services	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
New Initiatives	-	-	-	-	-	-	-		
Department Totals	20,453,648	20,453,648	20,453,648	20,554,182	20,554,182	20,554,182	20,622,042	20,622,042	20,622,042
Campus Totals	886,814	886,814	886,814	886,814	886,814	886,814	886,814	886,814	886,814
742,983 Reduction Man PR	1,070,293	1,070,293	1,070,293	1,070,293	1,070,293	1,070,293	1,070,293	1,070,293	1,070,293
No 6118 17-18 Revised Budget	45,908,065	46,826,226	47,285,307	45,908,065	46,826,226	47,285,307	45,908,065	46,826,226	47,285,307
	68,318,820	69,236,981	69,696,062	68,318,820	69,236,981	69,696,062	68,487,214	69,405,375	69,864,456
REVENUE	68,683,901	68,683,901	68,683,901	69,325,145	69,325,145	69,325,145	69,755,229	69,755,229	69,755,229
Total Budget Net	365,081	(553,080)	(1,012,161)	1,006,325	88,164	(370,917)	1,268,015	349,854	(109,227)
3% Lapse in Budget	67,646,497	68,564,659	69,023,739	67,744,015	68,662,177	69,121,257	67,809,840	68,728,001	69,187,081
Net of 3% Lapse	1,037,404	119,242	(339,838)	1,581,130	662,968	203,888	1,945,389	1,027,228	568,148

Hood County Appraisal District

Trend - Property Value Certified on 7/25 vs Preliminary Value Estimated on 5/1

Tax Year	2014	2015	2016	2017	2018
School Year	14-15	15-16	16-17	17-18	18-19
Preliminary Value Estimate 5/1	4,367,263,029	4,636,451,813	4,784,626,523	5,051,529,014	5,758,610,370
Certified Property Value 7/25	4,636,451,813	4,620,405,417	4,859,187,327	5,451,293,668 *	5,808,610,370
Difference Increase/ Decrease	269,188,784	-16,046,396	74,560,804	399,764,654	50,000,000 **
% Inc / Dec from Preliminary Estimate	6.16%	-0.35%	1.56%	7.91%	0.87%
% Inc / Dec from Previous Year Certified		-0.35%	5.17%	12.19%	6.55%

Notes:

* 2017 Tax Year Certified Value adjusted for mid-year supplemental value increase and Wolf Hollow value settlement on 5/16/18

** 2018 Certified Value vs Preliminary Value estimated increase of $50,000,000

2. Submit MD90 Termination Records during the summer months for all employees who resign, terminate or retire during this time frame. Even if an employee completes his/her contract, submitting an MD90 will help prevent certain errors at go-live. The MD90 record should be submitted the same month that the final transaction for the member is reported on the RP report.

Clarification on TRS creditable compensation

TRS has recently received questions regarding whether certain types of irregular compensation should be reported to TRS. The pay types include:

- delayed payments,
- mid-year increases in compensation,
- corrective payments, and
- retroactive salary increases.

Please review the following information to ensure that your employer properly reports these types of compensation.

Delayed Payments

Delayed payments are, for TRS purposes, "delayed payments of lump-sum amounts which by law or contract should have been paid at fixed intervals and which otherwise meet the requirements of subsection (b) of this section provided the amounts are credited to the payroll period in which they are earned." See § 25.21(c)(4), Title 34, Texas Administrative Code, Part 3. Subsection (b) requirements include that the payments are for services rendered, the right to receive the payments must be earned or accrue proportionately as the work is performed, and the payments are usually paid at fixed intervals. In some cases, an employee who has a July 1 – June 30 contract may be delayed in receiving a salary increase that was approved prior to the work required under the contract beginning but due to the fiscal budget process of the employer, the raise was not implemented until a later date after performance under the contract had commenced. This increase would be creditable compensation because it was approved prior to work under the contract commencing.

In contrast, retroactive pay increases are not delayed payments. Payments authorized after work has commenced are not delayed payments because they were not required by law or contract to be paid at the time the work commenced; the increase in compensation was not approved until after the work has been performed in part.

Mid-year increases

Generally, mid-year increases are allowed if a member's new contract begins after the beginning of the school year, or if there is an addendum to the existing contract that authorizes the increase in pay for services rendered after the increase is authorized and that indicates the date in which the school board approved the increase. The salary increase would not be eligible if reported in any month(s) prior to the date the contract or addendum was signed.

Corrective payments

When a member is underpaid in a prior school year, or school years, and the employer issues a lump sum payment to correct the error in an amount equal to the additional amount the member should have received in previous months, the corrective payment is creditable for TRS purposes, provided the underlying compensation is creditable. Beginning with the 2015-16 school year, the payment must be reported and credited as compensation for the report month in which the lump sum was paid to the employee, rather than the month(s) it should have been paid. See Rule 25.46(b). For example, if an employer discovers that a member was paid under the wrong salary step for prior school years then corrects the error in the following school year by including in one of the member's monthly salaries the total compensation due to correct the underpayment, this corrective payment would be eligible compensation provided the underlying compensation was creditable. However, based on the compensation limits described in Rule 25.31, the total annual salary may be adjusted by TRS if the salary exceeds the allowable compensation limit of no more than the greater of $10,000 or 10 percent increase in compensation in the final years before retirement.

Retroactive Salary Increases

Article III, Section 53 of the Texas Constitution prohibits the grant of "extra compensation, fee or allowance to a public officer, agent, servant or contractor, after service has been rendered, or a contract has been entered into, or performed in whole or in part." For this reason, a pay increase given retroactively after work has commenced under the contract or work agreement, is excluded as creditable compensation for TRS purposes. Examples of retroactive payments include:

- Granting a pay increase after performance under the contract has commenced and then backpaying the increase to the beginning of the contract in a lump sum and applying the increase to future payments. Here, the retroactive payment is the lump-sum "catch-up" payment for prior months and that payment is not creditable for TRS purposes.
- Granting a pay increase after performance under the contract has commenced and then increasing the remaining payments under the contract to an amount needed to ensure that the annual increase is received by the end of the contract. In this example the amount of the increase in future payments under the contract that represents the "catch-up" amounts are excluded but the prorata share of the annual increase for the remainder of the contract year is creditable, i.e., 1/12 of the increase for each of the remaining months of the contract is creditable.

These examples assume that the underlying compensation is creditable compensation.

Proposed changes to 403(b) rules

TRS is reviewing the rules related to 403(b) certification and product registration. Substantive changes have been proposed to the maximum fees that may be charged on 403(b) products and investment options. The proposed rule amendments would lower the allowable surrender or withdrawal charge, reduce the allowable loan initiation fee and eliminate front and back-end sales loads. The proposed rule amendments also lower the maximum allowable annual asset-based fee and restructure the fee by asset class. Finally, the proposed rules aim to provide more fee transparency by capturing product and investment option asset class information and a breakout of product administrative fees and expense ratio fees.

The TRS Board of Trustees will receive an update on proposed rule amendments at its August meeting and take final action in fall 2017. For more information on the proposed rule amendments, visit the TRS website.

- Amounts deducted from regular pay for:
  - A tax-sheltered annuity (403(b))
  - A cafeteria plan qualifying under Section 125 of the United States Internal Revenue Code
  - Other deferred compensation under 401(k), 403(b), or 457

    See TRS Rules, Chapter 25, Subchapter B, Rule 25.22.
  - Amounts deducted from regular pay for a qualified transportation benefit under Government Code 659.202 (Higher Education only).
  - Merit salary increases, including one-time lump-sum merit payments made under Section 51.962, Education Code and defined in TRS Laws, Subchapter B, Section 822.201 (b) (8) (Higher Education only).

- One-time salary increases provided pay is for service rendered and the right to receive the salary increase accrues proportionately as service is rendered. These salary increases must be approved by the local Board of Trustees in advance of the school year and before employee begins work. Usually this type of pay increase is paid outside of the normal salary schedule but is not intended to bind the employer to continue to pay the increase in years to come. This type of pay increase is usually provided to all employees and may be paid in one lump sum provided the lump sum payment is made after all service under the contract has been rendered.

- Corrective Payments. When a member is underpaid in a prior school year or school years and the employer issues a lump sum payment to correct the error in an amount equal to the additional amount the member should have received in previous months, the corrective payment is creditable for TRS purposes, provided the underlying compensation is creditable. However, the payment must be reported and credited as compensation for the report month in which the lump sum was paid to the employee, rather than the month(s) it should have been paid. See Rule 25.46(b).

Compensation Not Eligible for TRS

The following types of compensation should not be reported as TRS Eligible Salary

- Payments for terminating employment or paid as an incentive to terminate employment. Examples of such payments are: contract buy-outs, amounts paid pursuant to an agreement for the employee to waive or release rights to future employment, and amounts paid pursuant to early retirement incentive programs, or other programs intended to increase the compensation paid to the employee upon receipt of the resignation of the employee, waiver, or release of rights to future employment.

- Settlement Pay (payment of a "settlement amount" in lieu of the amount of salary and wages owed in resolution of an employee's claim). The employer paying amounts to a member pursuant to a settlement agreement must obtain a written determination from TRS that the amounts are creditable compensation before reporting such amounts to TRS as compensation. In the absence of the written determination from TRS, amounts paid pursuant to a settlement agreement are not creditable compensation for TRS purposes. Ongoing payments of compensation while an employee is on paid administrative leave are not usually considered settlement pay.

- Any type of reimbursement for an expense is not eligible compensation. Examples of an expense are (but not limited to):
  - Travel and travel related expenses
  - Tuition, fees, and other related school expenses
  - Professional development classes/fees
  - Supplies for the classroom purchased by the teacher for which the teacher is reimbursed
  - TRS member contributions
  - Health care

- Any type of an allowance is not eligible compensation. Examples of an allowance are (but not limited to):
    - Housing
    - Car
    - Cell Phones
    - Relocation costs
    - Health care

- Payments for accrued vacation, sick, or compensatory leave.

- Payments for accrued compensatory time for overtime worked. Compensatory leave (or time) is time-off granted in lieu of overtime wages under the Fair Labor Standards Act (FLSA). When leave is granted in lieu of wages at the time the overtime is worked, the characterization of the overtime pay is leave. If unused leave (earned as a result of working overtime) is later "cashed out" the pay for the unused leave is NOT creditable compensation. Compensatory time converted to a monetary payment is never TRS eligible compensation.

- Bonus and incentive payments, unless state law expressly provides that the type of bonus or incentive payment is to be considered TRS-creditable compensation, or the payments qualify as performance pay under the law and TRS rules.

- Payments that exceed $5,000.00 annually for teaching a driver's education and traffic safety course outside the regular workday.

- Employer payments for fringe-type benefits such as but not limited to:
    - Insurance
    - Employee's FICA tax
    - Payment for the purchase of special service credit or withdrawn service
    - Employer payments of TRS member contributions

- Cash payments in lieu of a fringe benefit provided by the reporting entity.

- Pay for work as an independent contractor or consultant.

- Signing bonus.

- Retention bonus or payment.

- Payments that exceed the salary cap. Due to IRS requirements there is a salary cap for an employee who first became a member of TRS on or after September 1, 1996. The threshold generally changes on September 1st each year. Refer to the Employers section of the TRS website for the current salary cap.

- "At risk" pay. Pay identified by the employer that can be lost or is "at risk" when certain performance or other criteria are not met. "At risk" pay is not the same type of pay as pay that is earned proportionately as service is rendered.

- Retroactive pay increases excluded by the plan's terms. Article III, Section 53 of the Texas Constitution prohibits the grant of "extra compensation, fee or allowance to a public officer, agent, servant or contractor, after service has been rendered, or a contract has been entered into, or performed in whole or in part". For this reason, a pay increase given retroactively after work has commenced under the contract or work agreement is excluded as creditable compensation for TRS purposes because it is not paid pursuant to a valid contract.

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18, 2018
For: Action

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: 2018-19 Compensation Plan

SUMMARY:

Board Policy DEA (Local) establishes that, "*The Superintendent shall recommend to the Board for approval compensation plans for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives*."

The 2018-19 Employee Salary Schedules, Stipend/Extra Duty Schedules, Substitute Pay Schedule and Teacher/Librarian/RN/SLP Assistant/SLP Bachelor Base Salary Range are attached for your review. One set of scales has a 1-1/2% increase to the minimum, midpoint and maximum while the other set has a 1% increase to the minimum, midpoint and maximum. These increases correspond to the salary increase considered in the previous agenda item. In order to keep the salary scales "moving" and in line with annual raises it is recommended by TASB that the salary scales' minimum, midpoint and maximum amounts be adjusted by one-half of the percentage salary increase approved for staff, if any. In other words, if a 3% raise is approved for staff, the salary scales would need to be increased by 1-1/2%.

Policy DEA(local) further states "*The Superintendent shall administer the compensation plans consistent with the budget approved by the Board*."

The budget to be adopted will include the cost associated with the attached schedules.

RECOMMENDATION:

That the Board adopt the schedules as presented by Administration with the appropriate adjustment to minimum, midpoint and maximum based on the amount of salary increase approved by the Board for the 2018-19 school year.

Respectfully submitted,

D O Williams

Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dr. James Largent
Wes Jones
Dobie Williams

Date Submitted: June 12, 2018

GRANBURY INDEPENDENT SCHOOL DISTRICT

CLERICAL / PARAPROFESSIONAL - NON EXEMPT

DRAFT

2018 - 2019 Pay Ranges with 1.5% to Mid Min & Max

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 1		Hourly Rate	8.93	11.17	13.40	9.06	11.34	13.60
		Daily Rate	35.73	44.66	53.59	36.27	45.33	54.39
Aide: Extended School Day (3.75 Hours per Day)	175							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 2		Hourly Rate	11.17	13.96	16.75	11.34	14.17	17.00
		Daily Rate	89.32	111.65	133.98	90.66	113.32	135.99
Aide: Bilingual	187							
Aide: Instructional - Classroom, Library, P.E.	187							
Aide: Clerk/Computer Lab - MS	187							
Aide: Computer Lab	187							
Aide: ESL	187							
Aide: ISS	187							
Aide: Title I	187							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 3		Hourly Rate	11.95	14.93	17.91	12.13	15.15	18.18
		Daily Rate	95.57	119.45	143.32	97.00	121.24	145.47
Aide: Instructional - Inclusion (Not SPED)	187							
Aide: ISS / Office	187							
Aide: Special Education - Autism	187							
Aide: Special Education - B.S.I.	187							
Aide: Special Education - Deaf Education	187							
Aide: Special Education - Life Skills	187							
Aide: Special Education - PPCD	187							
Aide: Special Education - Support Facilitator	187							
Clerk: Office	187							
Clerk: Receptionist - Middle School	187							
Clerk: Attendance - Middle School	196							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 4		Hourly Rate	12.78	15.98	19.17	12.97	16.22	19.46
		Daily Rate	102.23	129.73	153.39	103.76	131.68	155.69
Clerk: Attendance - High School	196							
Secretary: Assistant Principal - HS	202							
Clerk: PEIMS/Scheduling - Middle School	207							
Clerk: Special Ed Data	207							
Secretary: Counselor - HS	217							
Clerk: Accounting/WComp - Business Office	226							
Clerk: Receptionist - HS	226							
Clerk: Curriculum	226							
Clerk: Transportation	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 5		Hourly Rate	13.37	17.09	20.51	13.57	17.35	20.82
		Daily Rate	109.38	136.74	164.11	111.02	138.79	166.57
Accelerated Instructional Aide	187							
Bilingual Interpreter	187							
Communications Asst: Deaf Ed - Special Education	187							
Language Interpreter	187							
Site Leader: Extended School Day	187							
Clerk: PEIMS - Special Education	207							
Clerk: PEIMS/Scheduling - HS	217							
Quality Control/Compliance Technician - CN	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 6		Hourly Rate	14.64	18.29	21.94	14.86	18.56	22.27
		Daily Rate	117.09	146.32	175.55	118.85	148.51	178.18
Lead Site Leader: ESD	187							
Clerk: Bookkeeper/GHS Activity Fund - HS	191							
Secretary: Elementary School	217							
Secretary: Intermediate School	217							
Secretary: STARS/BTC	217							
Clerk: Catering/CN - Child Nutrition	226							
Clerk: Systems - Curriculum	226							
Clerk: Purchasing - Technology	226							
Clerk: Route Clerk - Transportation	226							
District Trainer - Child Nutrition	226							
FAR/Payroll Specialist: Support Services	226							
Secretary: Middle School	226							
Secretary: Central Admin, CTE, Maintenance,	226							

Technology & Transportation

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 7		**Hourly Rate**	**15.65**	**19.57**	**23.49**	**15.88**	**19.86**	**23.84**
		Daily Rate	**125.21**	**156.55**	**187.90**	**127.09**	**158.90**	**190.72**
School Nurse (LVN)	**187**							
Accounts Payable Specialist: Business Office	**226**							
Benefits Specialist: Human Resources	**226**							
Coordinator-Substitutes / Leave - Human Resources	**226**							
Payroll Assistant - Business Office	**226**							
Secretary - CN, Curriculum, HR, Special Education,	**226**							
Secretary: Principal - CNGC & High School	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 8		**Hourly Rate**	**16.75**	**20.94**	**25.13**	**17.00**	**21.25**	**25.51**
		Daily Rate	**133.98**	**167.52**	**201.05**	**135.99**	**170.03**	**204.07**
Deaf Ed Interpreter: Basic Certification	**187**							
Secretary: Athletic Director	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 9		**Hourly Rate**	**17.92**	**22.40**	**26.88**	**18.19**	**22.74**	**27.28**
		Daily Rate	**143.40**	**179.21**	**215.02**	**145.55**	**181.90**	**218.25**
Secretary: Asst Superintendent -BO Finance & Ops	**226**							
Secretary: Asst Superintendent -CA Adm Services								

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 10		**Hourly Rate**	**22.05**	**27.56**	**33.07**	**22.38**	**27.97**	**33.57**
		Daily Rate	**176.37**	**220.46**	**264.55**	**179.02**	**223.77**	**268.52**
Administrative Assistant - Superintendent//Board	**226**							
Certification Officer - Human Resources	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 11		**Hourly Rate**	**31.22**	**39.03**	**46.83**	**31.69**	**39.62**	**47.53**
		Daily Rate	**249.77**	**312.21**	**374.66**	**253.52**	**316.89**	**380.28**
Orientation & Mobility Specialist Part-Time	**188**							
Non-Exempt (FLSA): Special Education								

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

AUXILIARY - NON EXEMPT

DRAFT

2018 - 2019 Pay Ranges with 1.5% to Mid Min & Max

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 1		Hourly Rate	9.34	11.67	14.01	9.48	11.85	14.22
		Daily Rate	74.70	93.38	112.06	75.82	94.78	113.74
Transportation: Bus Attendant	175							
Custodial: Custodian - 190	190							
Custodial: Custodian - 240	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 2		Hourly Rate	9.80	12.26	14.72	9.95	12.44	14.94
		Daily Rate	78.44	98.09	117.74	79.62	99.56	119.51
Child Nutrition: Food Service Worker/Cook	177							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 3		Hourly Rate	10.29	12.87	15.45	10.44	13.06	15.68
		Daily Rate	82.34	102.96	123.59	83.58	104.50	125.44
Transportation: Bus Driver Trainee	175							
Custodial: Custodian - Asst Night Lead (sf -300k)	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 4		Hourly Rate	11.02	13.77	16.52	11.19	13.98	16.77
		Daily Rate	88.18	110.19	132.19	89.50	111.84	134.17
HS: Security Guard	175							
Child Nutrition: Cafeteria Mgr <700 Students	183							
Maintenance: Groundskeeper	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 5		Hourly Rate	12.34	15.43	18.51	12.53	15.66	18.79
		Daily Rate	98.74	123.42	148.11	100.22	125.27	150.33
Transportation: Bus Driver & Utility Bus Driver	175							
Child Nutrition: Cafeteria Mgr >700 students	183							
Maintenance: General Worker	240							
Maintenance: HVAC Assistant	240							
Maintenance: Irrigation Specialist	240							
Transportation: Mechanic Assistant	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 6		Hourly Rate	13.21	16.50	19.80	13.41	16.75	20.10
		Daily Rate	105.64	132.03	158.42	107.22	134.01	160.80
Transportation: Bus Driver - Lead	185							
Child Nutrition: Cafeteria Manager - HS	183							
Maintenance: Supervisor Athletic Grounds	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 7		**Hourly Rate**	14.52	18.16	21.79	14.74	18.43	22.12
		Daily Rate	116.20	145.27	174.34	117.94	147.45	176.96
Maintenance: Lead Grounds/Athletics Grounds	240							
Maintenance: Carpenter	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 8		**Hourly Rate**	15.98	19.98	23.97	16.22	20.28	24.33
		Daily Rate	127.81	159.80	191.79	129.73	162.20	194.67
Maintenance: Lead - General Workers	240							
Transportation: Mechanic	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 9		**Hourly Rate**	17.42	21.77	26.13	17.68	22.10	26.52
		Daily Rate	139.34	174.17	209.01	141.43	176.78	212.15
Maintenance: Electrician	240							
Maintenance: HVAC/Refrigeration Technician	240							
Maintenance: Licensed Plumber	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 10		**Hourly Rate**	21.25	26.96	32.35	21.57	27.36	32.84
		Daily Rate	170.03	212.50	254.97	172.58	215.69	258.79
Maintenance: Supervisor - Lead HVAC	240							
Maintenance: Supervisor - General	240							
Transportation: Supervisor - Vehicle Maintenance	240							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

TECHNOLOGY - NON EXEMPT

2018 - 2019 Pay Ranges with 1.5% to Mid Min & Max

DRAFT

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 1		**Hourly Rate**	**16.24**	**20.30**	**24.30**	**16.48**	**20.60**	**24.66**
		Daily Rate	**129.92**	**162.40**	**194.88**	**131.87**	**164.84**	**197.80**
Technology: Computer Technician	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 2		**Hourly Rate**	**18.19**	**22.74**	**27.28**	**18.46**	**23.08**	**27.69**
		Daily Rate	**145.51**	**181.89**	**218.27**	**147.69**	**184.62**	**221.54**
Technology: Computer Support Specialist	**226**							
Facilities & Safety: Technician	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 3		**Hourly Rate**	**20.92**	**26.15**	**31.37**	**21.23**	**26.54**	**31.84**
		Daily Rate	**167.35**	**209.17**	**250.99**	**169.86**	**212.31**	**254.75**
Technology: SR Computer Support Specialist	**226**							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

PROFESSIONAL SUPPORT & ADMINISTRATION - EXEMPT

2018 - 2019 Pay Ranges with 1.5% to Mid Min & Max

DRAFT

			Minimum	Midpoint	Maximum			
PAY GRADE A1	**# of Days**	**Daily Rate**	**150.22**	**187.78**	**225.33**	**152.47**	**190.60**	**228.71**
Business Office: Purchasing Facilitator	226							
			Minimum	**Midpoint**	**Maximum**			
PAY GRADE A2	**# of Days**	**Daily Rate**	**180.26**	**225.33**	**270.40**	**182.96**	**228.71**	**274.46**
			Minimum	**Midpoint**	**Maximum**			
PAY GRADE A3	**# of Days**	**Daily Rate**	**212.71**	**265.89**	**319.07**	**215.90**	**269.88**	**323.86**
Supervisor, Extended School Day Program	187							
Business Office: Payroll Supervisor	226							
HR Office: Human Resources Specialist	226							
Technology: Network Engineer	226							
Technology: Network Services Manager	226							
Technology: PEIMS Coordinator	226							
Technology: Software Support Specialist	226							
Transportation Manager	240							
			Minimum	**Midpoint**	**Maximum**			
PAY GRADE A4	**# of Days**	**Daily Rate**	**244.62**	**305.77**	**366.92**	**248.29**	**310.36**	**372.42**
Counselor: Elementary	191							
Counselor: Intermediate	191							
Counselor: STARS/BTC	192							
Counselor: Middle School	198							
Counselor: Ninth Grade Center	207							
Counselor: High School	207							
Counselor: High School	226							
Assistant Principal: Elementary	207							
Assistant Principal: Intermediate	207							
Business Office: Purchasing Manager	226							
Technology: Instructional Technology Specialist	226							
			Minimum	**Midpoint**	**Maximum**			
PAY GRADE A5	**# of Days**	**Daily Rate**	**262.96**	**328.70**	**394.44**	**266.90**	**333.63**	**400.36**
Special Education: Occupational Therapist	187							
Special Education: Orientation & Mobility Specialist	188							
Special Education: Speech Language Pathologist	188							
Special Education: Visual Impairment Specialist	188							
Special Education: Visual Impairment Specialist and O&M	188							
Special Educaiton: Occupational Therapist/AT	198							
Special Education: School Psychologist - LSSP	198							
Assistant Principal: Middle School	207							
Special Education: Diagnostician	207							
District Comptroller: Business Office	226							
Support Services: Director	226							
Technology: Network Administrator	226							

PAY GRADE A6	# of Days	Daily Rate	Minimum 282.68	Midpoint 353.35	Maximum 424.03	286.92	358.65	430.39
Assistant Principal: Ninth Grade Center	207							
Assistant Principal: High School	207							
GMS Coordinator - Title I Campus Intervention	207							
High School Coordinator - Title I Campus Intervention	207							
Special Education: Coordinator	217							
Assistant Principal: High School	226							
Curriculum: Coordinator - Dyslexia/Section 504	226							
Curriculum: Coordinator - Data Specialist	226							
Curriculum: Coordinator - Elem/Federal Programs	226							
Curriculum: Coordinator - Secondary ELA/Science	226							
Curriculum: Coordinator-Secondary Math/SS/GT/At-Risk	226							
Dean of Instruction	226							
Technology: Instructional Coordinator	226							

PAY GRADE A7	# of Days	Daily Rate	Minimum 303.88	Midpoint 379.85	Maximum 455.83	308.44	385.55	462.67
Principal: Elementary	217							
Principal: Intermediate	217							
Principal: STARS/BTC	217							

PAY GRADE A8	# of Days	Daily Rate	Minimum 326.68	Midpoint 408.34	Maximum 490.01	331.58	414.47	497.36
Director of Athletics	226							
Director of Communications	226							
Director of Facilities & Maintenance	226							
Director of Transportation	226							
Director of Technology	226							
Principal: Middle School	226							
Principal: Ninth Grade Center	226							

PAY GRADE A9	# of Days	Daily Rate	Minimum 351.17	Midpoint 438.97	Maximum 526.76	356.44	445.55	534.66
Principal: High School	226							
Director of Special Education	226							
Director of C.T.E.	226							
Director of Human Resources	226							
Director of Curriculum & Instruction	226							

PAY GRADE A10	# of Days	Daily Rate	Minimum 377.52	Midpoint 471.89	Maximum 566.27	383.18	478.97	574.76

PAY GRADE A11	# of Days	Daily Rate	Minimum 453.01	Midpoint 566.27	Maximum 679.52	459.81	574.76	689.71
Assistant Superintendent - Administrative Services	226							
Assistant Superintendent - Finance & Operations	226							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY ISD

2018 - 2019 Salary Range

DRAFT

Teacher / Librarian / RN and SLP Assistant and SLP Bachelor*

Base Salary Range

10-Month Salary Range Minimum: $47,000.00

10-Month Salary Range Maximum: $66,090.00

Master's Degree Stipend $2,160.00

Doctorate Degree Stipend $1,000 Above Master's Pay Rate

Continuing Teachers, Librarians, Nurses, SLP Assistants and SLP Bachelors will receive a $1,500 Pay Increase for 2018/2019

The salaries listed above are based on 10-month employment for the 2018-2019 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.

Salaries are determined individually with consideration for job-related experience and credentials.

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

Substitute Teacher / Substitute Paraprofessional /

2018 - 2019 Pay Schedule

DRAFT

Position	Daily Rate
Daily Rate Indicated is Paid Regardless of the Substitute Position	
Teacher/Paraprofessional/LVN: Non-Degreed Substitute	**$70.00**
Teacher/Paraprofessional/LVN: Degreed Substitute	**$75.00**
Teacher/Paraprofessional/LVN: TEA Certified	**$80.00**
Teacher: Long Term Position More than 10 Consecutive Days Certified Teacher Substitute Only	**After 10th Day, Rate Increases to $125.00 Per Day**

The Daily rate/hourly rate of pay for each substitue position is set by the board of trustees or delegated to the superintendenet or other administrator by board policy

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved _____

GRANBURY INDEPENDENT SCHOOL DISTRICT

CLERICAL / PARAPROFESSIONAL - NON EXEMPT

DRAFT

2018 - 2019 Pay Ranges with 1% to Mid Min & Max

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 1		Hourly Rate	8.93	11.17	13.40	9.02	11.28	13.53
		Daily Rate	35.73	44.66	53.59	36.09	45.11	54.13
Aide: Extended School Day (3.75 Hours per Day)	175							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 2		Hourly Rate	11.17	13.96	16.75	11.28	14.10	16.92
		Daily Rate	89.32	111.65	133.98	90.21	112.77	135.32
Aide: Bilingual	187							
Aide: Instructional - Classroom, Library, P.E.	187							
Aide: Clerk/Computer Lab - MS	187							
Aide: Computer Lab	187							
Aide: ESL	187							
Aide: ISS	187							
Aide: Title I	187							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 3		Hourly Rate	11.95	14.93	17.91	12.07	15.08	18.09
		Daily Rate	95.57	119.45	143.32	96.53	120.64	144.75
Aide: Instructional - Inclusion (Not SPED)	187							
Aide: ISS / Office	187							
Aide: Special Education - Autism	187							
Aide: Special Education - B.S.I.	187							
Aide: Special Education - Deaf Education	187							
Aide: Special Education - Life Skills	187							
Aide: Special Education - PPCD	187							
Aide: Special Education - Support Facilitator	187							
Clerk: Office	187							
Clerk: Receptionist - Middle School	187							
Clerk: Attendance - Middle School	196							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 4		Hourly Rate	12.78	15.98	19.17	12.91	16.14	19.36
		Daily Rate	102.23	129.73	153.39	103.25	131.03	154.92
Clerk: Attendance - High School	196							
Secretary: Assistant Principal - HS	202							
Clerk: PEIMS/Scheduling - Middle School	207							
Clerk: Special Ed Data	207							
Secretary: Counselor - HS	217							
Clerk: Accounting/WComp - Business Office	226							
Clerk: Receptionist - HS	226							
Clerk: Curriculum	226							
Clerk: Transportation	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 5		Hourly Rate	13.37	17.09	20.51	13.50	17.26	20.72
		Daily Rate	109.38	136.74	164.11	110.47	138.11	165.75
Accelerated Instructional Aide	187							
Bilingual Interpreter	187							
Communications Asst: Deaf Ed - Special Education	187							
Language Interpreter	187							
Site Leader: Extended School Day	187							
Clerk: PEIMS - Special Education	207							
Clerk: PEIMS/Scheduling - HS	217							
Quality Control/Compliance Technician - CN	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 6		Hourly Rate	14.64	18.29	21.94	14.79	18.47	22.16
		Daily Rate	117.09	146.32	175.55	118.26	147.78	177.31
Lead Site Leader: ESD	187							
Clerk: Bookkeeper/GHS Activity Fund - HS	191							
Secretary: Elementary School	217							
Secretary: Intermediate School	217							
Secretary: STARS/BTC	217							
Clerk: Catering/CN - Child Nutrition	226							
Clerk: Systems - Curriculum	226							
Clerk: Purchasing - Technology	226							
Clerk: Route Clerk - Transportation	226							
District Trainer - Child Nutrition	226							
FAR/Payroll Specialist: Support Services	226							
Secretary: Middle School	226							
Secretary: Central Admin, CTE, Maintenance,	226							

Technology & Transportation

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 7		**Hourly Rate**	**15.65**	**19.57**	**23.49**	**15.81**	**19.77**	**23.72**
		Daily Rate	**125.21**	**156.55**	**187.90**	**126.46**	**158.12**	**189.78**
School Nurse (LVN)	**187**							
Accounts Payable Specialist: Business Office	**226**							
Benefits Specialist: Human Resources	**226**							
Coordinator-Substitutes / Leave - Human Resources	**226**							
Payroll Assistant - Business Office	**226**							
Secretary - CN, Curriculum, HR, Special Education,	**226**							
Secretary: Principal - CNGC & High School	**226**							
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE C/P 8		**Hourly Rate**	**16.75**	**20.94**	**25.13**	**16.92**	**21.15**	**25.38**
		Daily Rate	**133.98**	**167.52**	**201.05**	**135.32**	**169.20**	**203.06**
Deaf Ed Interpreter: Basic Certification	**187**							
Secretary: Athletic Director	**226**							
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE C/P 9		**Hourly Rate**	**17.92**	**22.40**	**26.88**	**18.10**	**22.62**	**27.15**
		Daily Rate	**143.40**	**179.21**	**215.02**	**144.83**	**181.00**	**217.17**
Secretary: Asst Superintendent -BO Finance & Ops	**226**							
Secretary: Asst Superintendent -CA Adm Services								
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE C/P 10		**Hourly Rate**	**22.05**	**27.56**	**33.07**	**22.27**	**27.84**	**33.40**
		Daily Rate	**176.37**	**220.46**	**264.55**	**178.13**	**222.66**	**267.20**
Administrative Assistant - Superintendent//Board	**226**							
Certification Officer - Human Resources	**226**							
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE C/P 11		**Hourly Rate**	**31.22**	**39.03**	**46.83**	**31.53**	**39.42**	**47.30**
		Daily Rate	**249.77**	**312.21**	**374.66**	**252.27**	**315.33**	**378.41**
Orientation & Mobility Specialist Part-Time Non-Exempt (FLSA): Special Education	**188**							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

AUXILIARY - NON EXEMPT

DRAFT

2018 - 2019 Pay Ranges with 1% to Mid Min & Max

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 1		Hourly Rate	9.34	11.67	14.01	9.43	11.79	14.15
		Daily Rate	74.70	93.38	112.06	75.45	94.31	113.18
Transportation: Bus Attendant	175							
Custodial: Custodian - 190	190							
Custodial: Custodian - 240	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 2		Hourly Rate	9.80	12.26	14.72	9.90	12.38	14.87
		Daily Rate	78.44	98.09	117.74	79.22	99.07	118.92
Child Nutrition: Food Service Worker/Cook	177							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 3		Hourly Rate	10.29	12.87	15.45	10.39	13.00	15.60
		Daily Rate	82.34	102.96	123.59	83.16	103.99	124.83
Transportation: Bus Driver Trainee	175							
Custodial: Custodian - Asst Night Lead (sf -300k)	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 4		Hourly Rate	11.02	13.77	16.52	11.13	13.91	16.69
		Daily Rate	88.18	110.19	132.19	89.06	111.29	133.51
HS: Security Guard	175							
Child Nutrition: Cafeteria Mgr <700 Students	183							
Maintenance: Groundskeeper	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 5		Hourly Rate	12.34	15.43	18.51	12.46	15.58	18.70
		Daily Rate	98.74	123.42	148.11	99.73	124.65	149.59
Transportation: Bus Driver & Utility Bus Driver	175							
Child Nutrition: Cafeteria Mgr >700 students	183							
Maintenance: General Worker	240							
Maintenance: HVAC Assistant	240							
Maintenance: Irrigation Specialist	240							
Transportation: Mechanic Assistant	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 6		Hourly Rate	13.21	16.50	19.80	13.34	16.67	20.00
		Daily Rate	105.64	132.03	158.42	106.70	133.35	160.00
Transportation: Bus Driver - Lead	185							
Child Nutrition: Cafeteria Manager - HS	183							
Maintenance: Supervisor Athletic Grounds	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 7		**Hourly Rate**	**14.52**	**18.16**	**21.79**	**14.67**	**18.34**	**22.01**
		Daily Rate	**116.20**	**145.27**	**174.34**	**117.36**	**146.72**	**176.08**
Maintenance: Lead Grounds/Athletics Grounds	**240**							
Maintenance: Carpenter	**240**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 8		**Hourly Rate**	**15.98**	**19.98**	**23.97**	**16.14**	**20.18**	**24.21**
		Daily Rate	**127.81**	**159.80**	**191.79**	**129.09**	**161.40**	**193.71**
Maintenance: Lead - General Workers	**240**							
Transportation: Mechanic	**240**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 9		**Hourly Rate**	**17.42**	**21.77**	**26.13**	**17.59**	**21.99**	**26.39**
		Daily Rate	**139.34**	**174.17**	**209.01**	**140.73**	**175.91**	**211.10**
Maintenance: Electrician	**240**							
Maintenance: HVAC/Refrigeration Technician	**240**							
Maintenance: Licensed Plumber	**240**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 10		**Hourly Rate**	**21.25**	**26.96**	**32.35**	**21.46**	**27.23**	**32.67**
		Daily Rate	**170.03**	**212.50**	**254.97**	**171.73**	**214.63**	**257.52**
Maintenance: Supervisor - Lead HVAC	**240**							
Maintenance: Supervisor - General	**240**							
Transportation: Supervisor - Vehicle Maintenance	**240**							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

TECHNOLOGY - NON EXEMPT

2018 - 2019 Pay Ranges with 1% to Mid Min & Max

DRAFT

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 1		**Hourly Rate**	**16.24**	**20.30**	**24.30**	**16.40**	**20.50**	**24.54**
		Daily Rate	**129.92**	**162.40**	**194.88**	**131.22**	**164.02**	**196.83**
Technology: Computer Technician	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 2		**Hourly Rate**	**18.19**	**22.74**	**27.28**	**18.37**	**22.97**	**27.55**
		Daily Rate	**145.51**	**181.89**	**218.27**	**146.97**	**183.71**	**220.45**
Technology: Computer Support Specialist	**226**							
Facilities & Safety: Technician	**226**							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 3		**Hourly Rate**	**20.92**	**26.15**	**31.37**	**21.13**	**26.41**	**31.68**
		Daily Rate	**167.35**	**209.17**	**250.99**	**169.02**	**211.26**	**253.50**
Technology: SR Computer Support Specialist	**226**							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

PROFESSIONAL SUPPORT & ADMINISTRATION - EXEMPT

2018 - 2019 Pay Ranges with 1% to Mid Min & Max

DRAFT

			Minimum	Midpoint	Maximum			
PAY GRADE A1	**# of Days**	**Daily Rate**	**150.22**	**187.78**	**225.33**	**151.72**	**189.66**	**227.58**
Business Office: Purchasing Facilitator	226							
			Minimum	Midpoint	Maximum			
PAY GRADE A2	**# of Days**	**Daily Rate**	**180.26**	**225.33**	**270.40**	**182.06**	**227.58**	**273.10**
			Minimum	Midpoint	Maximum			
PAY GRADE A3	**# of Days**	**Daily Rate**	**212.71**	**265.89**	**319.07**	**214.84**	**268.55**	**322.26**
Supervisor, Extended School Day Program	187							
Business Office: Payroll Supervisor	226							
HR Office: Human Resources Specialist	226							
Technology: Network Engineer	226							
Technology: Network Services Manager	226							
Technology: PEIMS Coordinator	226							
Technology: Software Support Specialist	226							
Transportation Manager	240							
			Minimum	Midpoint	Maximum			
PAY GRADE A4	**# of Days**	**Daily Rate**	**244.62**	**305.77**	**366.92**	**247.07**	**308.83**	**370.59**
Counselor: Elementary	191							
Counselor: Intermediate	191							
Counselor: STARS/BTC	192							
Counselor: Middle School	198							
Counselor: Ninth Grade Center	207							
Counselor: High School	207							
Counselor: High School	226							
Assistant Principal: Elementary	207							
Assistant Principal: Intermediate	207							
Business Office: Purchasing Manager	226							
Technology: Instructional Technology Specialist	226							
			Minimum	Midpoint	Maximum			
PAY GRADE A5	**# of Days**	**Daily Rate**	**262.96**	**328.70**	**394.44**	**265.59**	**331.99**	**398.38**
Special Education: Occupational Therapist	187							
Special Education: Orientation & Mobility Specialist	188							
Special Education: Speech Language Pathologist	188							
Special Education: Visual Impairment Specialist	188							
Special Education: Visual Impairment Specialist and O&M	188							
Special Educaiton: Occupational Therapist/AT	198							
Special Education: School Psychologist - LSSP	198							
Assistant Principal: Middle School	207							
Special Education: Diagnostician	207							
District Comptroller: Business Office	226							
Support Services: Director	226							
Technology: Network Administrator	226							

PAY GRADE A6	# of Days	Daily Rate	Minimum 282.68	Midpoint 353.35	Maximum 424.03	285.51	356.88	428.27
Assistant Principal: Ninth Grade Center	207							
Assistant Principal: High School	207							
GMS Coordinator - Title I Campus Intervention	207							
High School Coordinator - Title I Campus Intervention	207							
Special Education: Coordinator	217							
Assistant Principal: High School	226							
Curriculum: Coordinator - Dyslexia/Section 504	226							
Curriculum: Coordinator - Data Specialist	226							
Curriculum: Coordinator - Elem/Federal Programs	226							
Curriculum: Coordinator - Secondary ELA/Science	226							
Curriculum: Coordinator-Secondary Math/SS/GT/At-Risk	226							
Dean of Instruction	226							
Technology: Instructional Coordinator	226							

PAY GRADE A7	# of Days	Daily Rate	Minimum 303.88	Midpoint 379.85	Maximum 455.83	306.92	383.65	460.39
Principal: Elementary	217							
Principal: Intermediate	217							
Principal: STARS/BTC	217							

PAY GRADE A8	# of Days	Daily Rate	Minimum 326.68	Midpoint 408.34	Maximum 490.01	329.95	412.42	494.91
Director of Athletics	226							
Director of Communications	226							
Director of Facilities & Maintenance	226							
Director of Transportation	226							
Director of Technology	226							
Principal: Middle School	226							
Principal: Ninth Grade Center	226							

PAY GRADE A9	# of Days	Daily Rate	Minimum 351.17	Midpoint 438.97	Maximum 526.76	354.68	443.36	532.03
Principal: High School	226							
Director of Special Education	226							
Director of C.T.E.	226							
Director of Human Resources	226							
Director of Curriculum & Instruction	226							

PAY GRADE A10	# of Days	Daily Rate	Minimum 377.52	Midpoint 471.89	Maximum 566.27	381.30	476.61	571.93

PAY GRADE A11	# of Days	Daily Rate	Minimum 453.01	Midpoint 566.27	Maximum 679.52	457.54	571.93	686.32
Assistant Superintendent - Administrative Services	226							
Assistant Superintendent - Finance & Operations	226							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY ISD

2018 - 2019 Salary Range

DRAFT

Teacher / Librarian / RN and SLP Assistant and SLP Bachelor*

Base Salary Range

10-Month Salary Range Minimum: $47,000.00

10-Month Salary Range Maximum: $66,090.00

Master's Degree Stipend $2,160.00

Doctorate Degree Stipend $1,000 Above Master's Pay Rate

Continuing Teachers, Librarians, Nurses, SLP Assistants and SLP Bachelors will receive a $1,500 Pay Increase for 2018/2019

The salaries listed above are based on 10-month employment for the 2018-2019 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.

Salaries are determined individually with consideration for job-related experience and credentials.

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

Substitute Teacher / Substitute Paraprofessional /

2018 - 2019 Pay Schedule

DRAFT

Position	Daily Rate
Daily Rate Indicated is Paid Regardless of the Substitute Position	
Teacher/Paraprofessional/LVN: Non-Degreed Substitute	**$70.00**
Teacher/Paraprofessional/LVN: Degreed Substitute	**$75.00**
Teacher/Paraprofessional/LVN: TEA Certified	**$80.00**
Teacher: Long Term Position More than 10 Consecutive Days Certified Teacher Substitute Only	**After 10th Day, Rate Increases to $125.00 Per Day**

The Daily rate/hourly rate of pay for each substitue position is set by the board of trustees or delegated to the superintendenet or other administrator by board policy

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved _____

GRANBURY ISD

ATHLETIC STIPEND SCHEDULE

DRAFT

2018-2019

GRANBURY HIGH SCHOOL	TEAM	STIPEND		
Campus Coordinator of Mens' Athletics		NEGOTIATED		
Campus Coordinator of Womens' Athletics		NEGOTIATED	**1.00%**	**1.50%**
ATHLETIC TRAINERS				
Athletic Trainer		13,390	13,524	13,591
Athletic Trainer		13,390	13,524	13,591
FOOTBALL				
Head Coach	Varsity / JV / 9th	NEGOTIATED		
Offensive Coordinator	Varsity / JV	9,270	9,363	9,409
Defensive Coordinator	Varsity / JV	9,270	9,363	9,409
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / JV	8,240	8,322	8,364
Assistant Coach	Varsity / 9th	6,695	6,762	6,795
Assistant Coach	Varsity / 9th	6,695	6,762	6,795
Assistant Coach	Varsity / 9th	6,695	6,762	6,795
Assistant Coach	Varsity / 9th	6,695	6,762	6,795
VOLLEYBALL				
Head Coach	Varsity / JV / 9th	8,755	8,843	8,886
Assistant Coach	Varsity/JV	5,047	5,097	5,123
Assistant Coach	Varsity/JV	4,635	4,681	4,705
Assistant Coach	9th	4,635	4,681	4,705
Assistant Coach	9th	4,635	4,681	4,705
BASKETBALL - MEN				
Head Coach	Varsity / JV / 9th	8,755	8,843	8,886
Assistant Coach 1	Varsity / JV	5,047	5,097	5,123
Assistant Coach	JV	4,738	4,785	4,809
Assistant Coach	9th	4,738	4,785	4,809
Assistant Coach	9th	4,738	4,785	4,809
BASKETBALL - WOMEN				
Head Coach	Varsity / JV /9th	8,755	8,843	8,886
Assistant Coach 1	Varsity / JV	5,047	5,097	5,123
Assistant Coach	JV	4,738	4,785	4,809
Assistant Coach	9th	4,738	4,785	4,809

GRANBURY HIGH SCHOOL	TEAM	STIPEND	2018-2019		
				1.00%	1.50%
SOCCER - MEN					
Head Coach	Varsity / JV/ 9th	8,240		8,322	8,364
Assistant Coach 1	JV	4,944		4,993	5,018
Assistant Coach	9th	4,120		4,161	4,182
SOCCER - WOMEN					
Head Coach	Varsity / JV/ 9th	8,240		8,322	8,364
Assistant Coach	JV	4,944		4,993	5,018
Assistant Coach	9th	4,120		4,161	4,182
TRACK - WOMEN					
Head Coach	Varsity/JV	7,828		7,906	7,945
Assistant Coach	Varsity/JV	4,635		4,681	4,705
Assistant Coach	Varsity/JV	4,635		4,681	4,705
Assistant Coach	Varsity/JV	4,635		4,681	4,705
TRACK - MEN					
Head Coach	Varsity/JV	7,828		7,906	7,945
Assistant Coach	Varsity/JV	4,635		4,681	4,705
Assistant Coach	Varsity/JV	4,635		4,681	4,705
Assistant Coach	Varsity/JV	4,635		4,681	4,705
CROSS COUNTRY					
Head Coach	Varsity/JV	6,695		6,762	6,795
Assistant Coach	Varsity/JV	3,605		3,641	3,659
GOLF - WOMEN					
Head Coach	Varsity/JV	7,828		7,906	7,945
Varsity / JV	Varsity/JV	2,472		2,497	2,509
GOLF - MEN					
Head Coach	Varsity/JV	7,828		7,906	7,945
Varsity / JV	Varsity/JV	2,472		2,497	2,509

GRANBURY HIGH SCHOOL		TEAM	2018-2019 STIPEND		
				1.00%	1.50%
BASEBALL					
	Head Coach	Varsity	8,755	8,843	8,886
	Assistant Coach	Varsity/ JV	5,047	5,097	5,123
	Assistant Coach	JV / 9th	4,738	4,785	4,809
	Assistant Coach	JV / 9th	4,738	4,785	4,809
SOFTBALL					
	Head Coach	Varsity	8,755	8,843	8,886
	Assistant Coach	Varsity/JV	5,047	5,097	5,123
	Assistant Coach	JV	4,738	4,785	4,809
TENNIS					
	Head Coach	Varsity/JV	8,240	8,322	8,364
	Assistant Coach	Varsity/JV	5,150	5,202	5,227
SWIMMING					
	Head Coach	Varsity/JV	7,828	7,906	7,945
	Assistant Coach	Varsity/JV	4,532	4,577	4,600
POWER LIFTING					
	Head Coach	Varsity / JV	5,768	5,826	5,855
	Assistant Coach	Varsity / JV	3,605	3,641	3,659
	Assistant Coach	Varsity / JV	3,605	3,641	3,659

ACTON MIDDLE SCHOOL		TEAM	2018-2019 STIPEND	1.00%	1.50%
Campus Coordinator of Boy's Athletics			1,545	1,560	1,568
Campus Coordinator of Girl's Athletics			1,545	1,560	1,568
FOOTBALL					
	Coach	8th	3,811	3,849	3,868
	Coach	8th	3,811	3,849	3,868
	Coach	8th	3,811	3,849	3,868
	Coach	7th	3,811	3,849	3,868
	Coach	7th	3,811	3,849	3,868
	Coach	7th	3,811	3,849	3,868
VOLLEYBALL					
	Coach	8th	2,781	2,809	2,823
	Coach	8th	2,781	2,809	2,823
	Coach	7th	2,781	2,809	2,823
	Coach	7th	2,781	2,809	2,823
BASKETBALL - BOYS					
	Coach	8th	2,060	2,081	2,091
	Coach	8th	2,060	2,081	2,091
	Coach	7th	2,060	2,081	2,091
	Coach	7th	2,060	2,081	2,091
BASKETBALL - GIRLS					
	Coach	8th	2,060	2,081	2,091
	Coach	8th	2,060	2,081	2,091
	Coach	7th	2,060	2,081	2,091
	Coach	7th	2,060	2,081	2,091
TRACK - BOYS					
	Coach	8th	1,854	1,873	1,882
	Coach	8th	1,854	1,873	1,882
	Coach	7th	1,854	1,873	1,882
	Coach	7th	1,854	1,873	1,882
TRACK - GIRLS					
	Coach	8th	1,854	1,873	1,882
	Coach	8th	1,854	1,873	1,882
	Coach	7th	1,854	1,873	1,882
	Coach	7th	1,854	1,873	1,882

GRANBURY MIDDLE SCHOOL		TEAM	2018-2019 STIPEND		1.00%	1.50%
Campus Coordinator of Boy's Athletics			1,545		1,560	1,568
Campus Coordinator of Girl's Athletics			1,545		1,560	1,568
FOOTBALL						
	Coach	8th	3,811		3,849	3,868
	Coach	8th	3,811		3,849	3,868
	Coach	8th	3,811		3,849	3,868
	Coach	7th	3,811		3,849	3,868
	Coach	7th	3,811		3,849	3,868
	Coach	7th	3,811		3,849	3,868
VOLLEYBALL						
	Coach	8th	2,781		2,809	2,823
	Coach	8th	2,781		2,809	2,823
	Coach	7th	2,781		2,809	2,823
	Coach	7th	2,781		2,809	2,823
BASKETBALL - BOYS						
	Coach	8th	2,060		2,081	2,091
	Coach	8th	2,060		2,081	2,091
	Coach	7th	2,060		2,081	2,091
	Coach	7th	2,060		2,081	2,091
BASKETBALL - GIRLS						
	Coach	8th	2,060		2,081	2,091
	Coach	8th	2,060		2,081	2,091
	Coach	7th	2,060		2,081	2,091
	Coach	7th	2,060		2,081	2,091
TRACK - BOYS						
	Coach	8th	1,854		1,873	1,882
	Coach	8th	1,854		1,873	1,882
	Coach	7th	1,854		1,873	1,882
	Coach	7th	1,854		1,873	1,882
TRACK - GIRLS						
	Coach	8th	1,854		1,873	1,882
	Coach	8th	1,854		1,873	1,882
	Coach	7th	1,854		1,873	1,882
	Coach	7th	1,854		1,873	1,882
			535,085		540,436	543,111
				Increase	**$5,351**	**$8,026**

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved _____

GRANBURY ISD

EXTRA DUTY
PAY SCHEDULES
2018/2019

DRAFT

DEPARTMENT HEADS:

GRANBURY HIGH SCHOOL	**$2,500 Plus $100 per Teacher Over 10**		
	English	1	2,500
	Foreign Language	1	2,500
	Mathematics	1	2,500
	Science	1	2,500
	Social Studies	1	2,500
	CTE	1	2,500
	Fine Arts	1	2,500
	Special Education - ALL	1	3,000
	Special Education - Life Skills	1	1,500
GRANBURY MIDDLE SCHOOL	**$1,000 Plus $100 per Teacher Over 10**		
	English/LA	1	1,000
	Mathematics	1	1,000
	Science / PE	1	1,000
	Social Studies	1	1,000
	CTE/Technology/Foreign Language	1	1,000
	Fine Arts	1	1,000
	Special Education	1	1,500
ACTON MIDDLE SCHOOL	**$1,000 Plus $100 per Teacher Over 10**		
	English/LA	1	1,000
	Mathematics	1	1,000
	Science	1	1,000
	Social Studies	1	1,000
	CTE/Technology/Foreign Language/PE	1	1,000
	Fine Arts	1	1,000
	Special Education	1	1,500

GRANBURY ISD

2018/2019

DRAFT

GRADE LEVEL CHAIRS

ACTON ELEMENTARY		**$1,000 Plus $100 per Teacher Over 10**		
	Pre-K & Kindergarten	1	1,000	
	1st Grade	1	1,000	
	2nd Grade	1	1,000	
	3rd Grade	1	1,000	
	4th Grade	1	1,000	
	5th Grade	1	1,000	
	Special Programs:	1	1,000	
	(SPED, Music, PE, 504 & Library)			
	Science Fair Building Coordinator	1	400	PAY AFTER EVENT
BACCUS ELEMENTARY		**$1,000 Plus $100 per Teacher Over 10**		
	Pre-K & Kindergarten	1	1,000	
	1st Grade	1	1,000	
	2nd Grade	1	1,000	
	3rd Grade	1	1,000	
	4th Grade	1	1,000	
	5th Grade	1	1,000	
	Special Programs	1	1,000	
	(SPED, Music,PE,Hosts & Library)			
	Science Fair Building Coordinator	1	400	PAY AFTER EVENT
BRAWNER INTERMEDIATE		**$1,000 Plus $100 per Teacher Over 10**		
	3rd Grade	1	1,000	
	4th Grade	1	1,000	
	5th Grade	1	1,000	
	Special Programs:	1	1,000	
	(Art,Music,PE,G/T,SPED,Library, Bilingual)			
	Science Fair Building Coordinator	1	400	PAY AFTER EVENT

MAMBRINO SCHOOL		**$1,000 Plus $100 per Teacher Over 10**		
	Pre-K & Kindergarten	1	1,000	
	1st Grade	1	1,000	
	2nd Grade	1	1,000	
	3rd Grade	1	1,000	
	4th Grade	1	1,000	
	5th Grade	1	1,000	
	Special Programs:	1	1,000	
	(Music, PE, G/T, 504, Library, SPED)			
	Science Fair Building Coordinator	1	400	PAY AFTER EVENT
OAK WOODS SCHOOL		**$1,000 Plus $100 per Teacher Over 10**		
	Kindergarten	1	1,000	
	1st Grade	1	1,000	
	2nd Grade	1	1,000	
	3rd Grade	1	1,000	
	4th Grade	1	1,000	
	5th Grade	1	1,000	
	Special Programs: Art,Music,PE,504,Library, SPED)	1	1,000	
	Science Fair Building Coordinator	1	400	PAY AFTER EVENT
ROBERSON ELEMENTARY		**$1,000 Plus $100 per Teacher Over 10**		
	Pre-K & Kindergarten	1	1,000	
	1st Grade	1	1,000	
	2nd Grade	1	1,000	
	Special Programs:	1	1,000	
	(SPED, Math Specialist, Music, PE, Library)			
	Science Fair Building Coordinator	1	400	PAY AFTER EVENT

GRANBURY ISD

UIL - EXTRA DUTY
PAY SCHEDULE
2018/2019

DRAFT

GRANBURY HIGH SCHOOL

All stipends are based upon full district representation in all contests and in any District meet where a complete entry is not fielded, the stipend will be subject to reduction accordingly.

Event		Extra Pay	
UIL Campus Coordinator	1	1,500	
Host District Meet Coordinator	1	825	PAY AFTER EVENT
Accounting	1	825	PAY AFTER EVENT
Calculator Applications	1	825	PAY AFTER EVENT
Computer Science	1	825	PAY AFTER EVENT
Current Issues and Events	1	825	PAY AFTER EVENT
Editorial Writing	1	825	PAY AFTER EVENT
Feature Writing	1	825	PAY AFTER EVENT
Headline Writing	1	825	PAY AFTER EVENT
Literary Criticism	1	825	PAY AFTER EVENT
Mathematics	1	825	PAY AFTER EVENT
News Writing	1	825	PAY AFTER EVENT
Number Sense	1	825	PAY AFTER EVENT
Poetry Interpretation	1	825	PAY AFTER EVENT
Prose Interpretation	1	825	PAY AFTER EVENT
Ready Writing	1	825	PAY AFTER EVENT
Robotics (not CTE)	1	825	PAY AFTER EVENT
Science	1	825	PAY AFTER EVENT
Social Studies	1	825	PAY AFTER EVENT
Spelling and Vocabulary	1	825	PAY AFTER EVENT
One-Act Play	1	1,575	

$75.00 Paid Per Weekend Day for Attendance at Meet ABOVE District UIL Level (effective 15/16)

GRANBURY ISD

DRAFT

UIL - EXTRA DUTY
PAY SCHEDULE
2018/2019

Competing in Quad County Middle School District

Event		Extra Pay	
District Meet Director	1	400	PAY AFTER EVENT
Campus Coordinator	1	200	PAY AFTER EVENT
Art	1	450	PAY AFTER EVENT
Calculator Applications	1	450	PAY AFTER EVENT
Chess Puzzle	1	450	PAY AFTER EVENT
Dictionary Skills	1	450	PAY AFTER EVENT
Earth & Life Science	1	450	PAY AFTER EVENT
Impromptu Speaking	1	450	PAY AFTER EVENT
Listening	1	450	PAY AFTER EVENT
Maps, Graphs & Charts	1	450	PAY AFTER EVENT
Mathematics	1	450	PAY AFTER EVENT
Modern Oratory	1	450	PAY AFTER EVENT
Number Sense	1	450	PAY AFTER EVENT
One-Act Play (+100)	1	550	PAY AFTER EVENT
Oral Reading	1	450	PAY AFTER EVENT
Ready Writing	1	450	PAY AFTER EVENT
Social Studies	1	450	PAY AFTER EVENT
Spelling	1	450	PAY AFTER EVENT
(Available)	1	450	PAY AFTER EVENT
(Available)	1	450	PAY AFTER EVENT

* Quad County Meet Events not in UIL C&CR

GRANBURY ISD

OTHER EXTRA DUTY
PAY SCHEDULE
2018/2019

DRAFT

GRANBURY HIGH SCHOOL				1.00%	1.50%
Band Director/District Coordinator	1	15,965	15,965	16,125	16,204
1st Assistant Band Director	1	11,845	11,845	11,963	12,023
2nd Asst Band Director (MS/HS Ensemble)	1	2,060	2,060	2,081	2,091
Auditorium Manager	1	2,060	2,060	2,081	2,091
PAY AFTER EVENT - BPA Sponsor	1	up to 1,000			
Cheerleader Sponsor - Varsity	1	5,665	5,665	5,722	5,750
Cheerleader Sponsor - 9th	1	3,090	3,090	3,121	3,136
Cheerleader Sponsor - Jr.Varsity	1	4,120	4,120	4,161	4,182
Choral Director/District Coordinator	1	8,240	8,240	8,322	8,364
Culinary	1	2,500			
1st Assistant Choral Director	1	7,210	7,210	7,282	7,318
PAY AFTER EVENT - DECA Sponsor	2	up to 1,000			
Drama/Theater Arts Sponsor	1	2,060	2,060	2,081	2,091
Asst. Drama/Theater Arts Sponsor	1	1,545	1,545	1,560	1,568
Drill Team Sponsor	1	6,695	6,695	6,762	6,795
PAY AFTER EVENT - FBLA Sponsor	1	up to 1,000			
PAY AFTER EVENT - FCCLA Sponsor	4	up to 1,000			
PAY AFTER EVENT - Educators Rising (formerly FEA) Sponsor	1	up to 1,000			
F1 Sponsor	1	2,000			
PAY AFTER EVENT - F1 Assistant Sponsor	1	750			
PAY AFTER EVENT - 4x4 F1 Assistant Sponsor	1	750			
PAY AFTER EVENT - HOSA Sponsor	4	up to 1,000			
PAY AFTER EVENT - ROBOTICS (CTE) Sponsor	1	up to 1,000			
Speech/Debate Sponsor	1	3,500			
Student Council Sponsor	1	2,250			
Assistant Student Council Sponsor	1	1750			
Yearbook Sponsor	1	2,750			
PAY AFTER EVENT - History Fair Coordinator	1	400			
PAY AFTER EVENT - Science Fair Coordinator	1	400			
PAY AFTER EVENT - Skills USA	1	up to 1,000			
PAY AFTER EVENT - TSA Sponsor	1	up to 1,000			
			70,555	71,261	71,613
			GHS Increase	**706**	**1,058**

GRANBURY ISD

DRAFT

OTHER EXTRA DUTY
PAY SCHEDULE
2018/2019

ACTON MIDDLE SCHOOL

				1.00%	1.50%
Middle School Band Director	1	7,983	7,983	8,062	8,102
Middle School Assistant Band Director	1	7,210	7,210	7,282	7,318
Cheerleader Sponsor	1	2,575	2,575	2,601	2,614
Middle School Choir Director	1	3,605	3,605	3,641	3,659
Middle School Choir Director	1	3,605	3,605	3,641	3,659
Yearbook Sponsor	1	1,000			
PAY AFTER EVENT - Geography Bee Sponsor	1	400			
PAY AFTER EVENT - Spelling Bee Sponsor	1	400			
PAY AFTER EVENT - Math Counts Sponsor	1	400			
PAY AFTER EVENT - Science Fair Coordinator	1	400			
PAY AFTER EVENT - History Fair Coordinator	1	400			
			24,978	25,227	25,352
			AMS Increase	**250**	**375**

GRANBURY MIDDLE SCHOOL

				1.00%	1.50%
Middle School Band Director	1	7,983	7,983	8,062	8,102
Middle School Assistant Band Director	1	7,210	7,210	7,282	7,318
Cheerleader Sponsor	1	2,575	2,575	2,601	2,614
Assistant Choir Director	1	3,605	3,605	3,641	3,659
Assistant Choir Director	1	3,605	3,605	3,641	3,659
Yearbook Sponsor	1	1,000			
PAY AFTER EVENT - Geography Bee Sponsor	1	400			
PAY AFTER EVENT - Spelling Bee Sponsor	1	400			
PAY AFTER EVENT - Math Counts Sponsor	1	400			
PAY AFTER EVENT - Science Fair Coordinator	1	400			
PAY AFTER EVENT - History Fair Coordinator	1	400			
			24,978	25,227	25,352
			GMS Increase	**250**	**375**

GRANBURY ISD

OTHER EXTRA DUTY
PAY SCHEDULE
2018/2019

DRAFT

SPECIAL ASSIGNMENTS

Automotive Tech Teacher - GHS	2	3,500
IPM Coordinator - Maintenance	1	1,500
Bilingual Teachers - Brawner/Roberson	13	3,500
Health Coordinator	1	2,000
Project Lead the Way Leader	1	1,500
Project Lead the Way Instructor Training*	6	1,500
*Payment After Required Training is Completed		
Signing Bonus: Bilingual Teacher	2	1,000
Signing Bonus: Foreign Language Teacher	2	2,000
Signing Bonus: Secondary Math Teacher	6	2,000
Signing Bonus: Secondary Science Teacher	6	2,000
Speech Language Pathologists - SPED	8.5	6,000
Visual Impairment Specialist - SPED	1	6,000
Visual Impairment Specialist and O & M	1	6,000

TOTALS:		**1.00%**	**1.50%**
GHS	Increase	706	1,058
AMS	Increase	250	375
GMS	Increase	250	375
		$1,205	**$1,808**

Board Approved _____

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

GRANBURY ISD

CELL PHONE STIPENDS

2018-2019

DRAFT

CAMPUS/ DEPARTMENT	POSITION	MONTHLY	ANNUAL
AES	ASST PRINCIPAL	$35.00	$420.00
AES	ASST PRINCIPAL	$35.00	$420.00
AES	PRINCIPAL	$35.00	$420.00
AMS	ASST PRINCIPAL	$35.00	$420.00
AMS	ASST PRINCIPAL	$35.00	$420.00
AMS	PRINCIPAL	$35.00	$420.00
ASST. SUPERINTENDENT	ASST SUPERINTENDENT	$60.00	$720.00
ASST. SUPERINTENDENT	ASST SUPERINTENDENT	$60.00	$720.00
ATHLETICS	DIRECTOR	$60.00	$720.00
BRAWNER	ASST PRINCIPAL	$35.00	$420.00
BRAWNER	PRINCIPAL	$35.00	$420.00
CTE	DIRECTOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	DIRECTOR	$35.00	$420.00
ERE	ASST PRINCIPAL	$35.00	$420.00
ERE	PRINCIPAL	$35.00	$420.00
FACILITIES/MAINTENANCE	DIRECTOR	$60.00	$720.00
FACILITIES/SAFETY	FACILITIES TECH	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	ATHLETIC TRAINER	$35.00	$420.00
GHS	ATHLETIC TRAINER	$35.00	$420.00
GHS	PRINCIPAL	$35.00	$420.00
GHS 207	ASST PRINCIPAL	$35.00	$420.00
GHS 207	ASST PRINCIPAL	$35.00	$420.00
GHS 226	ASST PRINCIPAL	$35.00	$420.00
GHS 226	ASST PRINCIPAL	$35.00	$420.00
GMS	ASST PRINCIPAL	$35.00	$420.00
GMS	ASST PRINCIPAL	$35.00	$420.00
GMS	PRINCIPAL	$35.00	$420.00
HUMAN RESOURCES	DIRECTOR	$35.00	$420.00
MAINTENANCE	HVAC/ELECTRICAL	$60.00	$720.00
MAINTENANCE	SUPERVISOR	$60.00	$720.00
MAINTENANCE	SUPERVISOR	$60.00	$720.00
MAMBRINO	ASST PRINCIPAL	$35.00	$420.00
MAMBRINO	PRINCIPAL	$35.00	$420.00
NETTIE BACCUS	ASST PRINCIPAL	$35.00	$420.00
NETTIE BACCUS	PRINCIPAL	$35.00	$420.00
OWS	ASST PRINCIPAL	$35.00	$420.00
OWS	PRINCIPAL	$35.00	$420.00
SPECIAL EDUCATION	DIRECTOR	$35.00	$420.00
STARS/BTC	PRINCIPAL	$35.00	$420.00
SUPERINTENDENT OFFICE	DIRECTOR OF COMMUNICATIONS	$75.00	$900.00
SUPERINTENDENT	SUPERINTENDENT	$125.00	$1,500.00
SUPPORT SERVICES	DIRECTOR	$60.00	$720.00
TECHNOLOGY	COORDINATOR-INSTRUCT. TECH.	$35.00	$420.00
TECHNOLOGY	DIRECTOR	$60.00	$720.00
TECHNOLOGY	NETWORK ADMINISTRATOR	$35.00	$420.00
TRANSPORTATION	DIRECTOR	$60.00	$720.00
TRANSPORTATION	MANAGER	$60.00	$720.00

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18, 2018
For: Information

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: May 31, 2018
Financial Statements

SUMMARY:

Attached are the financial statements for the period ended May 31, 2018 for the general operating fund.

The statements includes only those transactions that occurred between the period of September 1, 2017, and May 31, 2018. Revenue collected to date equals 95.25% of the budgeted amount compared to 93.33% last year. Expenditures to date represent 72.37% of the budget compared to 73.65% last year.

Respectfully submitted,

Assistant Superintendent for Finance and Operations

Staff Persons Responsible: Dobie Williams
Emmett Whitefield

Date Submitted: June 12, 2018

GRANBURY INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND - SORTED BY FUNCTION CODE
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED MAY 31, 2018

		ANNUAL BUDGET	YTD ACTUAL	REMAINING BALANCE	YTD PERCENT	PRIOR YTD PERCENT
REVENUES						
5700	LOCAL					
	PROPERTY TAXES	56,783,907	55,627,273	1,156,634	97.96%	97.51%
	INVESTMENT INCOME	180,000	335,721	-155,721	186.51%	200.35%
	OTHER LOCAL INCOME	484,284	385,398	98,886	79.58%	69.80%
5800	STATE					
	STATE FUNDING	6,656,433	5,006,235	1,650,198	75.21%	74.32%
5900	FEDERAL					
	FEDERAL PROJECTS	860,000	526,041	333,959	61.17%	45.98%
	TOTAL REVENUES	**64,964,624**	**61,880,668**	**3,083,956**	**95.25%**	**93.33%**
EXPENDITURES						
11	INSTRUCTION	34,279,207	25,118,782	9,160,425	73.28%	74.60%
12	INSTRUCTIONAL RESOURCES & MEDIA	751,127	565,834	185,293	75.33%	75.34%
13	CURRICULUM & STAFF DEVELOPMENT	901,311	631,627	269,684	70.08%	69.42%
21	INSTRUCTIONAL LEADERSHIP	664,743	483,852	180,891	72.79%	71.38%
23	SCHOOL LEADERSHIP	3,541,518	2,593,487	948,031	73.23%	72.75%
31	GUIDANCE/COUNSELING	2,685,550	1,991,641	693,909	74.16%	72.75%
32	SOCIAL WORK SERVICES	65,000	64,648	352	99.46%	99.46%
33	HEALTH SERVICES	373,172	278,260	94,912	74.57%	61.05%
34	TRANSPORTATION	3,356,742	2,626,083	730,659	78.23%	69.94%
35	FOOD SERVICE	0	0	0	0.00%	0.00%
36	CO-CURRICULAR/EXTRACURRICULAR	2,024,046	1,493,385	530,661	73.78%	75.81%
41	GENERAL ADMINISTRATION	2,305,692	1,643,624	662,068	71.29%	70.24%
51	PLANT MAINTENANCE	6,130,342	4,708,864	1,421,478	76.81%	77.79%
52	SECURITY & MONITORING SERVICES	309,707	235,908	73,799	76.17%	92.32%
53	DATA PROCESSING	1,299,222	1,053,081	246,141	81.05%	76.80%
61	COMMUNITY EDUCATION	107,881	29,590	78,291	27.43%	27.83%
71	DEBT SERVICE	0	0	0	0.00%	0.00%
81	FACILITIES CONSTRUCTION & ACQUISITION	604,455	515,425	89,030	85.27%	98.35%
91	CONTR INSTRUCTIONAL SERVICES	5,050,081	2,847,968	2,202,113	56.39%	59.28%
93	PAYMENTS TO FISCAL AGENT	0	0	0	0.00%	0.00%
99	OTHER INTER GOV CHARGES	1,119,283	567,461	551,822	50.70%	75.35%
	TOTAL EXPENDITURES	**65,569,079**	**47,449,521**	**18,119,558**	**72.37%**	**73.65%**
		0				
	OTHER SOURCES (USES)	0	0	0	0.00%	0.00%
	EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	**(604,455)**	**14,431,147**	**(15,035,602)**		

GRANBURY INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED MAY 31, 2018

	ANNUAL BUDGET	YTD ACTUAL	REMAINING BALANCE	YTD PERCENT
REVENUES				
5700 LOCAL SOURCES	57,448,191	56,348,392	1,099,799	98.09%
5800 STATE SOURCES	6,656,433	5,006,235	1,650,198	75.21%
5900 FEDERAL SOURCES	860,000	526,041	333,959	61.17%
TOTAL REVENUES	**64,964,624**	**61,880,668**	**3,083,956**	**95.25%**
EXPENDITURES				
6100 PAYROLL COSTS	47,323,466	34,536,642	12,786,823	72.98%
6200 PROFESSIONAL & CONTRACTED SERVICES	11,894,121	7,821,543	4,072,578	65.76%
6300 SUPPLIES/MATERIALS	3,082,853	2,587,640	495,213	83.94%
6400 OTHER OPERATING	1,432,829	910,501	522,328	63.55%
6500 DEBT SERVICE	0	0	0	0.00%
6600 CAPITAL OUTLAY	1,835,810	1,593,195	242,615	86.78%
TOTAL EXPENDITURES	**65,569,079**	**47,449,521**	**18,119,558**	**72.37%**
OTHER SOURCES AND USES				
7900 OTHER RESOURCES	0	0	0	0.00%
8900 OTHER USES	0	0	0	0.00%
OTHER SOURCES(USES)	**0**	**0**	**0**	**0.00%**
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	**(604,455)**	**14,431,147**	**(15,035,602)**	

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18, 2018
For: Information

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: Cash Flow and Investment Report as of May 31, 2018

SUMMARY:

Attached is the Cash Flow and Investment Report for the period ending May 31, 2018.

Respectfully submitted,

D Williams

Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams
Emmett Whitefield

Date Submitted: June 12, 2018

GRANBURY INDEPENDENT SCHOOL DISTRICT

CASH AND INVESTMENT REPORT

FROM MAY 1, 2018 TO MAY 31, 2018

FOR BOARD MEETING JUNE 18, 2018

	PLAINS CAPITAL BANK								INVESTMENTS				MAPP	
	GENERAL FUND	DEBT	CAPITAL PROJ	PAYROLL	A/P	WC FUND	EZDENT	CHILD NUTRITION	LOGIC	LONE STAR	TEXPOOL	TEXAS TERM	PROGRAM	TOTAL
BEGINNING BALANCE-MAY 1, 2018	$ 682,380	$ 23,405	$ 2,532	$ 1,548,756	$ 584,485	$ 425,790	$ 21,850	$ 336,146	$ 4,061,998	$ 39,387,052	$ 2,311	$ 1,066,960	$ 10,063,582	$ 58,207,246
LOCAL REVENUE-RENT, CAFÉ MEALS,ATH	$ 143,504.89		$ -	$ -				$ 83,941						$ 227,446
														$ -
TAX COLLECTIONS	$ -	$ -								$ 450,526				$ 450,526
														$ -
TEA COLLECTIONS:														$ -
CHILD NUTRITION	$ 237,289							$ 194,229						$ 431,518
FOUNDATION	$ 21,400													$ 21,400
TITLE FUNDS	$ -													$ -
AVAILABLE SCHOOL FUND	$ 154,089													$ 154,089
IDEA-B FUNDS	$ -													$ -
IMA	$ 207,312													$ 207,312
PERKINS	$ -													$ -
MAC/SHARS	$ 50,669													$ 50,669
TRANSFERS IN	$ 4,700,000	$ -	$ 332,500	$ 1,463,415	$ 1,238,423	$ 34,090	$ 15,475		$ -	$ -	$ -			$ 7,783,903
														$ -
BOND PAYMENT		$ -												$ -
OPERATING EXPENSES	$ (946,255)	0.00	$ (333,919)		$ (1,508,028)	$ (53,509)	$ (10,416)	$ (154,104)	$ -	$ -			$ (851)	$ (3,007,082)
PAYROLL	$ (3,849,822)		$ -	$ (1,443,891)				$ (99,422)						$ (5,393,135)
TEA RECAPTURE	$ (711,992)				$ -									$ (711,992)
TRANSFERS OUT	$ -		$ -			$ -			$ -	$ (5,032,500)	$ -	$ -		$ (5,032,500)
MARKET APPRECIATION / (DEPRECIATION)													$ (2,683)	$ (2,683)
MONTHLY DIVIDENDS & INTEREST EARNED AND PAID	$ 995	$ 32	$ 4	$ 1,423	$ 452	$ 571	$ 39	$ 606	$ 6,994	$ 66,424	$ 3	$ 1,588	$ 25,555	$ 104,686
ACCRUED INTEREST PAID														$ -
ENDING BALANCE - MAY 31, 2018	$ 689,570	$ 23,437	$ 1,117	$ 1,569,702	$ 315,331	$ 406,942	$ 26,949	$ 361,397	$ 4,068,992	$ 34,871,501	$ 2,314	$ 1,068,548	$ 10,085,602	$ 53,491,403
INTEREST ACCRUED, NOT PAID AT MONTHS END														$ -
WEIGHTED AVERAGE MATURITY	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	29 Days	41 Days	27 Days	1 Days	0.91 yrs	
CURRENT MONTH AVERAGE MONTHLY INTEREST RATE:	1.600%	1.600%	1.600%	1.600%	1.600%	1.600%	1.600%	1.600%	2.068%	2.064%	1.716%	1.760%	2.385%	
PRIOR MONTH AVERAGE MONTHLY INTEREST RATE:	1.520%	1.520%	1.520%	1.520%	1.520%	1.520%	1.520%	1.520%	1.929%	1.946%	1.670%	1.720%	2.321%	
												CDs Various	2.265% Coupon	

We, the approved Investment Officers of Granbury ISD, hereby certify that the above Investment Report represents the investment position of the District (as of the end of the month indicated at the top of this investment form) in accordance with the Board approved Investment Funds Policy, the Public Funds Investment Act (Texas Government Code 2256), and Generally Accepted Accounting Principals (GAAP).

L..O. "Dobie" Williams
Assistant Superintendent for Finance and Operations

Emmett J. Whitefield

2017-18 INTEREST			
ACCRUED (as of 3/31/18)			
Sep-17	$ 32,933.79	Mar-18	$ 79,202.06
Oct-17	$ 21,412.21	Apr-18	$ 112,968.93
Nov-17	$ 36,378.50	May-18	$ 104,685.68
Dec-17	$ 54,328.31	Jun-18	
Jan-18	$ 68,746.24	Jul-18	
Feb-18	$ 71,032.03	Aug-18	
		TOTAL	$ 581,687.75

MAY INTEREST ACCRUED	$ -
MAY INTEREST EARNED & PD	$ 104,685.68

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 18, 2018
For: Information

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: June 12, 2018
RE: Report of Categorical Purchases Between $50,000 and $100,000 as Per Board Policy CH (LOCAL)

SUMMARY:

The attached categorical purchases between $50,000 and $100,000 for the period of May 1, 2018 through May 31, 2018 are being reported as per the requirements of Board Policy CH (LOCAL), which 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, except as otherwise provided in this policy.

The Superintendent is not required to obtain Board approval for the following types of budgeted purchases costing less than $100,000, but shall subsequently report them to the Board:

1. *A purchase made pursuant to a Board-approved interlocal contract, in accordance with law;*
2. *A purchase made through a cooperative purchasing program or state purchasing program that satisfies the District's obligation for competitive purchasing [see CH(LEGAL)]; or*
3. *A continuing or periodic purchase under a Board-approved bid or contract.*

Respectfully submitted,

D Williams

Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dobie Williams
Darla Powell

Date Submitted: June 12, 2018

GRANBURY ISD

REPORT ON PURCHASES THROUGH A COOPERATIVE OR INTERLOCAL

Single Purchase Between $50,000 and $100,000 in accordance with CH(LOCAL)

Board Meeting – June , 2018

Purchases 5/1/18 to 5/31/18

Vendor	Cooperative/Inter local	Description	Amount
Unified Sunergy Systems, LLC	Buy Board	LED Parking Lot Lots	$73,285.72
Gomez Floor Covering, Inc.	Buy Board	Summer Flooring Projects	$56,185.86
DELCOM GROUP LP	TIPS	AV for GHS Hall, Cafeteria & CTE	$138,896.44

School Safety
Communities in Schools
Proactive Approach

June 18, 2018

Communities In Schools
Greater Tarrant County

What is it?


TEEN PREGNANCY
ALCOHOL AND DRUGS
ABUSE AND NEGLECT
NEGATIVE PEER PRESSURE
GANGS
FAMILY CONFLICT
POVERTY/ HUNGER
GRADES/ TRUANCY
LOW SELF-ESTEEM
PARENT RELATIONSHIP
CRIMINAL ACTIVITY
POOR HEALTH

How does it work?



It's OK to get help

Why Social Workers?



Funding



Questions and Other

www.cistarrant.org



Communities in Schools

Snapshot

The purpose of this one-page document is to give districts who are considering a CIS program some insight into what CIS brings to schools. CIS is the nation's largest stay-in-school program and locally, is the only program allowed to office full-time staff inside public schools and the only such program partially funded and administered by TEA. Research commissioned by TEA documents CIS as the only program in America which can prove that it both reduces dropout rates *and* improves graduation rates. Research also indicates that schools with CIS retain teachers at higher rates than schools without CIS.

What CIS Provides:

- One full-time Licensed Social Worker who is officed in your school.

- A Licensed Master Social Worker who supervises the school-based social worker and who spends approximately 20% of her time on your campus – assisting, brokering resources and working with students and/or parents.

- Intensive case management for up to 90 students who are identified by school staff as those most in need of special assistance in order to succeed in school.

- CIS staff will work *with* your Counselor, Assistant Principal, School Nurse and others to provide services which may not be currently available or not available in sufficient quantities. We do not duplicate the efforts of your current staff – we add to the total school's capacity to serve students.

- CIS staff will work with you and your staff to assess the needs of your school and its students and families. Based on this assessment, a written campus plan will be developed and then coordinated and approved by you. This becomes our work plan for the school year.

- CIS staff will broker into your school help from community service providers (80+) to meet the specific needs of your students. We supervise these providers and assure quality services.

- CIS staff will build relationships with case managed students and their families. This builds the trust needed to do the often sensitive work that is needed to help students succeed.

- CIS staff will do home visits. This helps us assess the needs of individual families.

- Staff will assist families with basic needs such as food, clothing, shelter, safety & transportation.

- CIS staff (when necessary) can transport students and families to needed community services which otherwise might not be accessed (dentists, medical appointments, public assistance appointments, etc.)

- CIS staff will specifically work to increase parental engagement in student success in school.

- TEA collects CIS data on all case managed students and provides us with documented outcomes in areas of grades, attendance, behavior, dropout, promotion and graduation.

Districts Currently Served: Azle, Crowley, Everman, Fort Worth, H.E.B., Keller, Lake Worth, Weatherford & White Settlement

2017 ANNUAL REPORT

Communities In Schools
Greater Tarrant County



Our Mission

To surround students with a community of support empowering them to stay in school and acheive in life.

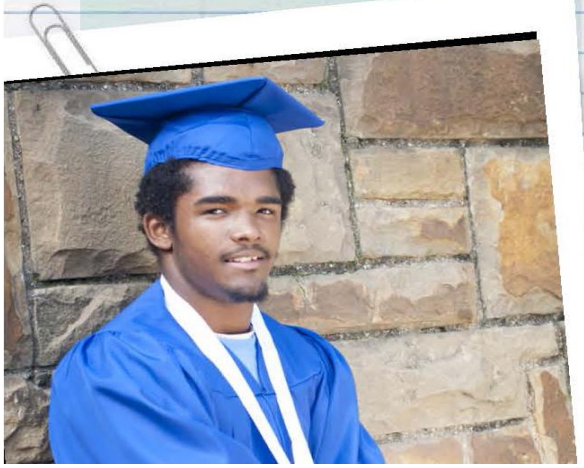
Our Stats

41,108
total students served in 55 schools

5,061
case managed students

138,207
total service hours

55
schools served in Greater Tarrant County



Our Accomplishments



Of those students receiving intensive case management:



97% improved / maintained grades



98% improved / maintained behavior

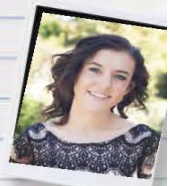


93% improved / maintained attendance



95% promoted to next grade

95% graduated



99% stay-in-school rate

This report provides statistical results and outcomes for the 2016-17 school year. All outcomes are documented by school records and derived from Texas Education Agency records.

TEA Texas Education Agency

www.cistarrant.org