

Agenda of Regular Meeting

The Board of Trustees Canutillo ISD

A Regular meeting of the Board of Trustees of Canutillo ISD will be held April 8, 2008, beginning at 6:00 PM in the Canutillo ISD Administration Office, 7965 Artcraft, El Paso, TX 79932.

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. General Functions
 - A. Call to Order
 - B. Roll Call
 - C. "Pledge of Allegiance to the United States Flag" 4
 - D. "Texas Pledge of Allegiance" 6
 - E. "CISD Mission Statement" 7
 - F. Approval of Minutes
 1. Special Board Meeting 3/6/08 8
 2. Regular Board Meeting 3/11/08 10
 3. Special Board Meeting 3/18/08 22
 - G. Communications (Thirty Minute Open Forum)
 1. General Comments Portion
 2. Complaints Portion
 - a. Request to address the Board regarding Purchasing Department Procedures - Mr. Robert Simpson
 - H. Board of Trustee Business
 1. District recognition of CHS Choir - Willie Adame, Instructor 23
 2. Review of April Calendar of Events 24
 - I. Committee Reports
 1. Finance/Audit/Facilities/Planning Committee - Mr. Rodriguez, Chairperson (April 3 and April 5)
 2. Personnel/Policy Committee - Mr. Arellano, Chairperson (April 3)
 - J. Consent Agenda
 1. Budget Amendments 25
 2. Approval of 2008~2009 School Year Calendar 40
 3. Approval of revisions to Board Policies (first reading)
 - a. FM (Local) Student Activities 41
 - b. EEB (Local) Instructional Arrangements - Class Size 42
 - c. DEA (Local) Compensation & Benefits - Salaries & Wages 44
 - d. GKD (Local) Community Relations - Nonschool Use of School Facilities 48
 4. Approval of TASB Localized Update 82 (first reading):

a.	AE (Exhibit): Educational Philosophy	51
b.	BJCF (Local): Superintendent - Nonrenewal	52
c.	DBD (Local): Employment Requirements & Restrictions - Conflict of Interest	
d.	DBF (Local): Employment Requirements & Restrictions - Nonschool Employment	
e.	FN (Local): Student Rights and Responsibilities	
f.	FNA A (Local): Student Expression - Distribution of Nonschool Literature	
g.	GKDA (Local): Nonschool Use of School Facilities - Distribution of Nonschool Literature	
K.	Reports	
1.	Superintendent's Report	
a.	Presentation of Gift from Hunt Family Foundation to CISD Northwest Early College High School	
2.	Attendance, Financial and Warrant List for March 1-31, 2008 in the amount \$1,513,528.96	65
3.	Other Reports	
a.	Informational Presentation on Flex Repurchase Agreement by First Southwest	
b.	Report on activities by Big Brother/Big Sister Program - Beth Singer	
2.	Instruction and Student Affairs	
A.	NONE	
3.	Personnel	
A.	Contract Renewals for Professional Personnel for the 2008~2009 school year	69
B.	Consider Non-Renewal of Probationary Contract Teacher	106
C.	Administrative Personnel Actions (no Board action required - information item only)	107
1.	Superintendent approved employment of personnel (no Board action required)	
2.	Superintendent approved position changes for personnel (no Board action required)	
3.	Superintendent acceptance of resignations from personnel (no Board action required)	
4.	Superintendent acceptance of requests for retirement (no Board action required)	
a.	NONE	
5.	Employment Termination of Support Personnel (no Board action required)	
4.	Business and Finance	
A.	Acceptance of donations to Canutillo ISD	109
B.	Adoption of Resolution in support of sharing services with El Paso County - Veronica Escobar, County Commissioner, Pct. 2	111
C.	Approval of award of RFP #08-10 Student Response System	114
D.	Report on status of acquisition of school sites and facility sites, and in consultation with attorney	
5.	Administration	
A.	NONE	
6.	Adjournment	

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.



Pledge of Allegiance to the United States Flag

***I pledge allegiance to the flag of the United States of America
and to the republic for which it stands:
one nation under God, indivisible,
with liberty and justice for all.***

When reciting the pledge of allegiance, civilians should stand at attention or with the right hand over the heart. Men should remove their hats. Armed services personnel in uniform face the flag and give the military salute.



Pledge of Allegiance to the United States Flag

***I pledge allegiance to the flag of the United States of America
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When reciting the pledge of allegiance, civilians should stand at attention or with the right hand over the heart. Men should remove their hats. Armed services personnel in uniform face the flag and give the military salute.



**"Honor the
Texas flag; I
pledge
allegiance to
thee, Texas, one
state under God,
one and
indivisible."**



MISSION STATEMENT

Canutillo I.S.D. will be a model of quality education to assure all students graduate on time and are prepared for higher education to become productive and responsible citizens.

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees		
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas		
								Item:	Reference:	
Present	X	X	X	X	X	X	X	1. General Functions A. Call to Order at 6:18 p.m. B. Roll Call Mr. Coronado announced that Mr. Lerma called to let them know that he would be a little late. C. "Pledge of Allegiance to the United States Flag" D. "Texas Pledge of Allegiance" Mr. Arellano, Vice-President of the Board led the group in reciting the Pledge of Allegiance to the United States Flag and Texas Pledge of Allegiance. E. "CISD Mission Statement" Mrs. Jordan read the CISD Mission Statement into the record: <i>Canutillo ISD will be a model of quality education to assure all students graduate on time and are prepared for higher education to become productive and responsible citizens.</i> F. Approval of Minutes Minutes for the meetings of: 1. Regular Board Meeting 2/12/08 2. Special Board Meeting 3/5/08	5	6
								7		
								8	22	

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees		
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas		
								MR. ARELLANO		
								MR. CORONADO		
								MR. FRIETZE		
								MRS. JORDAN		
								MR. LERMA		
								MR. RODRIGUEZ		
								MRS. SANCHEZ		
								Item:	Reference:	
Motion		X								
Second							X			
Ayes	X	X	X	X			X	X		
Nays										
Abstain										
								<p style="text-align: center;">G. Communications (Thirty Minute Open Forum)</p> <p style="text-align: center;">1. General Comments Portion</p> <p>Mr. Johnny Gauna questioned the rational for prospective employees to pay for items such as background checks without the guarantee of being employed. He stated that he has recommended individuals apply at CISD for bus drivers, He said that they were discouraged since they had to pay up front the fees before they knew if they got the job. Mr. Gauna stated that it was an expensive expenditure for these individuals. He suggested that the district take the fees out of their paycheck. Mr. Gauna reminded the Board that there is a shortage of bus drivers and this procedure was not helping.</p> <p style="text-align: center;">2. Complaints Portion</p> <p>No one addressed the Board of Trustees under this agenda item.</p> <p style="text-align: center;">H. Board of Trustee Business</p> <p style="text-align: center;">1. Review of March Calendar of Events</p> <p>The Board reviewed the calendar for March. It was suggested by Mr. Rodriguez that a board tour of campuses be scheduled on Saturday, April 5.</p>		
									27	
										Reg. Board Mtg. Minutes Page 2

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees	
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
								Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ	MRS. SANCHEZ		
Motion			X					2. Approval for Mrs. Sanchez and Mrs. Jordan to attend Legislative Advisory Council Meetings in Austin on April 19 and May 3	28
Second	X							Motion to approve attendance by Mrs. Sanchez and Mrs. Jordan to the LAC Meetings in Austin on April 19 and May 3, passed.	
Ayes	X	X	X	X	X	X	X		
Nays									
Abstain									
								I. Committee Reports	
								1. Finance/Audit/Facilities/Planning Committee – Mr. Rodriguez, Chairperson (March 5)	
								Mr. Rodriguez, Finance/Audit/Facilities/Planning Committee Chairperson, reported that at the March 5 meeting, the Committee reviewed and recommended for approval the Warrant List and Financial Statements for February. The Committee also received a Compliance Report Calendar update from the district’s Internal Auditor. Mr. Rodriguez had one correction to the minutes since they did not indicate that Mrs. Jordan was present and she did attend the meeting.	
								2. Personnel Committee - Mr. Arellano, Chairperson (February 11)	32
								Mr. Arellano, Personnel Committee Chairperson, reported that the February 11 meeting was cancelled due to a lack of quorum. There was a considerable amount of discussion on the need to reorganize membership and collapse board committees.	Reg. Board Mtg. Minutes Page 3

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees	
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
								Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ	MRS. SANCHEZ	<p>J. Consent Agenda</p> <p>1. Budget Amendments</p> <p>2. Approval of submission of Statement of Impact to SBOE for Eagle Academies of Texas Charter School</p> <p>3. Request for use of school district facilities by Bethel Christian School with fee waived</p>	<p>33</p> <p>51</p> <p>53</p>
Motion	X							Motion to approve budget amendments as presented, passed.	
Second				X					
Ayes	X	X	X	X	X	X	X		
Nays									
Abstain									
Motion					X			Motion to approve the submission of Statement of Impact to SBOE for Eagle Academies of Texas Charter School, passed.	
Second						X			
Ayes	X	X			X	X	X		
Nays			X	X					
Abstain									
Motion					X			Motion to approve the request for use of school district facilities by Bethel Christian School with fee waived, passed.	
Second						X			
Ayes	X	X			X	X	X		
Nays			X						
Abstain									
									Reg. Board Mtg. Minutes Page 4

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees	
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
								Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ	MRS. SANCHEZ		
Motion	X							3. Personnel	
Second						X		A. Creation/Reclassification of Position - Assistant Cafeteria Manager for Early College High School	58
Ayes	X	X	X	X	X	X	X	Motion for approval of creation/reclassification of position, passed.	
Nays									
Abstain									
								B. Administrative Personnel Actions (no Board action required - information item only)	60
								1. Superintendent approved employment of personnel (no Board action required)	
								Dr. Padilla approved employment of personnel:	
								Adolfo Gomez Custodian, GES, Effective 2/28/08	
								2. Superintendent approved position changes for personnel (no Board action required)	
								<i>Agenda items 3.B.2., 4.C. and 4.D. were taken out of order with the consent of the Board. These items were deliberated prior to the adjournment of the public meeting The Board of Trustees adjourned into closed session from 9:31 p.m. through 10:20 p.m. under the authority of Texas Open Meetings Act, Texas Government Code Sections 551-071, 551-072, and 551-04.</i>	
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MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees	
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
								Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ	MRS. SANCHEZ		
Motion						X		<p>Motion to approve the use of CHS Auditorium for religious services for one year by the Healing Place Church and require payment of all fees consistent with GKD Regulation, passed.</p> <p style="text-align: center;">C. Consider Real Estate Contract for purchase of school site for Arellano Elementary School</p> <p><i>Agenda items 3.B.2., 4.C. and 4.D. were taken out of order with the consent of the Board. These items were deliberated prior to the adjournment of the public meeting The Board of Trustees adjourned into closed session from 9:31 p.m. through 10:20 p.m. under the authority of Texas Open Meetings Act, Texas Government Code Sections 551-071, 551-072, and 551-04.</i></p> <p>Mr. Coronado stated that no formal action would be taken by the Board of Trustees on this agenda item.</p> <p style="text-align: center;">D. Consultation with attorney on real estate matters</p> <p>This item was discussed in closed session. Mr. Coronado announced that the Board of Trustees would not take any formal action on this agenda item.</p>	
Second						X			
Ayes	X	X		X		X	X		
Nays			X						
Abstain									
Reg. Board Mtg. Minutes Page 10									

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees	
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
								Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ	MRS. SANCHEZ	E. Approval of purchase and installation of Tape Back Up System	82
Motion	X							<p><i>Agenda items 4.E. and 4.F. were taken out of order with the consent of the Board and deliberated following agenda item 4.A.</i></p> <p>Motion for approval to purchase the tape back up system, passed.</p>	
Second					X				
Ayes	X	X	X	X	X	X	X		
Nays									
Abstain									
								F. Approval of purchase of Xiotech SAN	83
Motion	X							<p>Motion to approve the purchase of Xiotech SAN, passed.</p>	
Second					X				
Ayes	X	X	X	X	X	X	X		
Nays									
Abstain									
								<p>Mrs. Sanchez questioned why Dr. Martha Veale was not present at the meeting to answer/provide information to the Board if needed. Mrs. Sanchez stated that she hoped that Dr. Veale had not been requested to attend the meeting. Dr. Padilla stated that Christopher Avila was present and could answer any questions pertaining to these items. Dr. Padilla added that Dr. Veale was not told not to be present but rather she had another engagement. Mrs. Sanchez wanted the record to reflect her comments to include those other executive directors were present at the meeting with the exception of Dr. Veale.</p>	Reg. Board Mtg. Minutes Page 11

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

								Regular Meeting Board of Trustees	
								Tuesday, March 11, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
								Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ	MRS. SANCHEZ		
Motion						X		G. Approval of Memorandum of Agreement with El Paso Collaborative for Community & Economic Development	84
Second								<i>With the consent of the Board of Trustees, agenda items 4.B. and 4.G. were taken out of order and deliberated following agenda item 1.F.</i>	
Ayes	X	X	X	X	X	X	X	<i>Mr. Frank Lerma arrived at 6:46 p.m. during the deliberation of this agenda item.</i>	
Nays								Motion to approve the memorandum of agreement with El Paso Collaborative for Community & Economic Development (<i>with no out of pocket costs to the school district with the understanding that the contract will be brought back to the Board</i>), passed.	
Abstain									
								5. Administration	
								A. NONE	
								6. Adjournment	
								Motion for adjournment of the public meeting at 10:20 pm passed by unanimous consent.	
									Reg. Board Mtg. Minutes Page 12

MINUTES
CANUTILLO INDEPENDENT SCHOOL DISTRICT
PUBLIC MEETING OF THE BOARD OF TRUSTEES

MEMBERS

							Special Meeting Board of Trustees	
							Tuesday, March 18, 2008 Canutillo ISD Administration Office 7965 Arcraft – El Paso, Texas	
							Item:	Reference:
	MR. ARELLANO	MR. CORONADO	MR. FRIETZE	MRS. JORDAN	MR. LERMA	MR. RODRIGUEZ		
						MRS. SANCHEZ		
Present	X	X		X		X	X	
							<p>1. General Functions</p> <p>A. Call to Order at 6:10 p.m.</p> <p>B. Roll Call (Mr. Frietze was absent. Mr. Lerma arrived at 6:27 p.m. while the Board was deliberating in closed session.)</p> <p>2. Instruction and Student Affairs</p> <p>A. NONE</p> <p>3. Personnel</p> <p>A. Superintendent presentation on personnel matter</p> <p><i>The Board of Trustees adjourned into closed session from 6:11 p.m. through 7:12 p.m. under the authority of Texas Open Meetings Act, Texas Government Code Section 551-074.</i></p> <p>Mr. Coronado announced that the Board would not take any formal action on this item.</p> <p>4. Business and Finance</p> <p>A. NONE</p> <p>5. Administration</p> <p>A. NONE</p> <p>6. Adjournment</p> <p>Adjournment of the public meeting at 7:12 p.m. was done by unanimous consent.</p>	

Canutillo High School Choir Students Qualify for State

Six Canutillo High School choir students received a First division (Excellent) rating after participating recently in the regional solo and ensemble competition held at Americas High School. The excellent rating qualifies them to compete at the U.I.L. State Solo and Ensemble competition in Austin, Texas in May.

“Each student had to learn and memorize a class one solo and perform it for a judge at the competition,” said Willie Adame, CHS Choir instructor.

First division CHS students who will be competing in Austin are Paolo Sanchez, senior; Arely Sanchez, sophomore; Evelyn Gonzalez, senior; Abigail Monrreal, senior; Juan Vasquez, junior; and Sarah Infante, senior.

Second division (Good) rating went to CHS students Christina Castro, junior; Luke Baker, senior; Paula Monrreal, junior; and Arthur Gomez, senior.



Choir students from Canutillo High School proudly show their awards for First Division rating won during the regional contest. Shown in photo, Bottom row, l. to r.) – Juan Vasquez, Evelyn Gonzalez, Sarah Infante, Abigail Monrreal, Arely Sanchez, and Paolo Sanchez. (Top row, l. to r.) – Luke Baker, Arthur Gomez, Christina Castro, Paula Monrreal.

CANUTILLO ISD
BOARD OF TRUSTEES
ANTICIPATED AGENDA ITEMS
2007-2008

STANDARD AGENDA ITEMS-----

Minutes	Financial Statements
District Recognition/ Appreciation	School Enrollment/Attendance Report
Budget Amendments	Board Committee Reports
Thirty Minute Open Forum	Closed Session
Superintendent's Report	

APRIL-----

Action Items

Approval of School Calendar

Important Dates

Keep America Beautiful Month
International Children's Book Day (Apr. 2)
Former Prisoners of War Recognition Day (Apr. 9)
National Library Week (Apr. 13-19)
School Librarian Day (April 15)
National Student Leadership Week (Apr. 13-19)
Public School Volunteer Week (Apr. 13-20)
Earth Day (Apr. 22)
Administrative Professionals Day/Week (Apr. 23/Apr. 20-26)
Take Our Daughters & Sons to Work Day (Apr. 24)
National Arbor Day (Apr. 25)

Events

NSBA Convention
District Recognition of Clerical Staff
Board Tour of Campuses

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item: _____

Date: April 8, 2008

Subject: Fund 699 Construction Budget

Presented By: Tony Reza

Consent Agenda X

ACTION

1. BACKGROUND INFORMATION:

The enclosed budget amendment is to close out the remaining budgets for the construction of the new Canutillo High School.

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends approval of the requested budget amendment.

3. ACTION REQUESTED:

The Board of Trustees approves the requested budget amendment.

MOTION _____ SECOND _____

AYES _____ NAYS _____



**CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
BOARD AMENDMENT EXECUTIVE SUMMARY SHEET**

FUNDING SOURCE:

The fund source is the fiscal year 2000 bond fund program for the building of Canutillo High School.

IF GRANT, PLEASE PROVIDE THE FOLLOWING: N/A

-GRANT AWARD:

-GRANT PERIOD:

-GRANT OBJECTIVES:

-GRANTING AGENCY:

PURPOSE OF THE AMENDMENT:

This amendment will close out the fiscal year 2000 bond program. The school high has been completed and the administration has closed out all settlements with the construction manager at risk and the architect.

HOW WILL THIS IMPACT EDUCATION:

This item provided for the construction of the high school.

WHAT DISTRICT OR CAMPUS GOALS WILL BE MET WITH THIS AMENDMENT:

This will allow all district and campus goals to be achieved.

TO: Dr. Pam Padilla, Superintendent

THROUGH: Tony Reza, Executive Director Business Services

FROM: Kathy Ellis, Assistant Business Manager

SUBJECT: Fund 699 Construction Budget

DATE: April 2, 2008

BUDGET CODE	CURRENT BUDGET	CHANGE	AMENDED BUDGET
699.81.6397.00.001.8.99	Fixed Assets - Other	6,145	(6,145)
699.81.6629.01.001.8.99	Construction - CHS	8,701	(8,701)
699.81.6629.02.001.8.99	Construction Fees - CHS	53,667	(53,667)
699.81.6629.03.001.8.99	Construction/Changes	100,073	(100,073)
699.00.8911.00.000.8.00	Equity Transfer	-	168,586

REASON FOR AMENDMENT REQUEST - This budget amendment is to close out the remaining budgets for the construction of the new Canutillo High School.



Superintendent



Executive Director - Business Services

4-3-08

Date

4/2/08

Date

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item: _____

Date: April 8, 2008

Subject: Student Support Division – BJE# 4899

Presented By: Tony Reza

Consent Agenda X

ACTION

1. BACKGROUND INFORMATION:

The enclosed budget amendment is to reallocate funds from function 36 to function 61 to cover the negative balance in transportation charges for the Mother/Daughter program.

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends approval of the requested budget amendment.

3. ACTION REQUESTED:

The Board of Trustees approves the requested budget amendment.

MOTION _____ SECOND _____

AYES _____ NAYS _____

MAR BJE 4899 Title: STUDENT SUPPORT DIVISION-COVER NEGATIVE BALANCES

Date: 3/07/08

Reason:
FUNDING SOURCE: COMPENASORY ED FUNDS

PURPOSE OF THE AMENDMENT:

TO CONTINUE TO PROVIDE STUDENTS AND THEIR PARENTS TO UTEP SPONSORED ACTIV
AS WELL AS OTHER EDUCATIONAL EVENTS TO COMPLY WITH THE PARTNERSHIP OF
M/D PROGRAM

HOW WILL THIS IMPACT EDUCATION:

IT WILL PROVIDE CISD STUDENTS WHO WOULD BE CONSIDERED 1ST GENERATION COLLEG
IN THEIR FAMILY TO EXPLORE THE OPPORTUNITIES OF A HIGHER EDUCATION

WHAT DISTRICT/CAMPUS GOALS WILL BE MET:

STUDENTS WILL GRADUATE ON TIME, STUDENTS WILL BE PROVIDED WITH A CARING
SCHOOL CLIMATE, WILL HAVE OPPORTUNITY TO EXPLORE HIGHER EDUCATION

Mode: **Change**

F3=Exit

F5=Reset F12=Cancel

Cancel? N

TO: Dr. Pam Padilla, Superintendent

THROUGH: Tony Reza, Executive Director Business Services


FROM: Kathy Ellis, Assistant Business Manager

SUBJECT: Student Support Division - BJE # 4899

DATE: April 2, 2008

BUDGET CODE	CURRENT BUDGET	CHANGE	AMENDED BUDGET
199.36.6494.28.920.8.30 Transportation Charges	2,000.00	(247.00)	1,753.00
199.61.6494.28.920.8.30 Transportation Charges	3,000.00	247.00	3,247.00

REASON FOR AMENDMENT REQUEST - This budget amendment is to reallocate funds from function 36 to function 61 to cover the negative balance in transportation charges for the Mother/Daughter program



Superintendent

4-3-08
Date



Executive Director Business Services

4/2/08
Date

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item: _____

Date: April 8, 2008

Subject: Advanced Academics – BJE# 4932

Presented By: Tony Reza

Consent Agenda X

ACTION

1. BACKGROUND INFORMATION:

The enclosed budget amendment is to reallocate funds from functions 11 and 61 to function 36 for student and employee travel for the state team quest competition being held in May.

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends approval of the requested budget amendment.

3. ACTION REQUESTED:

The Board of Trustees approves the requested budget amendment.

MOTION _____ SECOND _____

AYES _____ NAYS _____

Date: 3/19/08

Reason:

FUND SOURCE: OPERATING FUND

PURPOSE OF THE AMENDMENT: TO APPROPRIATE FUNDS FOR TEACHER AND STUDENTS TRAVEL WHICH WILL TAKE PLACE BY AA STUDENTS TO STATE TEAM QUEST ACADEMIC EVENT.

HOW WILL THIS IMPACT EDUCATION: THE STUDENTS WILL BE ABLE TO PARTAKE IN A STATE ACADEMIC COMPETITION WHICH THEY PLACED INTO AT THE ORIGINAL LEVEL.

WHAT DISTRICT OR CAMPUS GOALS WILL BE MET WITH THIS AMENDMENT: GOAL 1 - ALL STUDENTS WILL REACH HIGH ACADEMIC STANDARDS, ATTAINING, AT A MINIMUM, PROFICIENCY OR BETTER IN THE FOUNDATION CURRICULUM

Mode: **Lookup**

Cancel? N

TO: Dr. Pam Padilla, Superintendent

THROUGH: Tony Reza, Executive Director Business Services


FROM: Kathy Ellis, Assistant Business Manager

SUBJECT: Advanced Academics Department - BJE# 4932

DATE: April 2, 2008

BUDGET CODE	CURRENT BUDGET	CHANGE	AMENDED BUDGET
199.11.6299.00.999.8.21 Misc Contracted Sves	8,100.00	(2,663.75)	5,436.25
199.61.6499.00.999.8.21 Misc Operating Expense	550.00	(222.25)	327.75
199.36.6412.00.999.8.21 Student Travel	1,000.00	2,840.00	3,840.00
199.36.6411.00.999.8.21 Employee Travel	1,000.00	46.00	1,046.00

REASON FOR AMENDMENT REQUEST - This budget amendment is to reallocate funds from functions 11 and 61 to function 36 for student and employee travel for the state team quest competition being held in May.



Superintendent



Executive Director Business Services

4-3-08

Date

4/2/08

Date

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item: _____

Date: April 8, 2008

Subject: Jose Damian Elementary – BJE# 4938

Presented By: Tony Reza

Consent Agenda X

ACTION

1. BACKGROUND INFORMATION:

The enclosed budget amendment is to reallocate funds from functions 11, 12, 13 and 36 to function 23 to purchase computers for the office staff.

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends approval of the requested budget amendment.

3. ACTION REQUESTED:

The Board of Trustees approves the requested budget amendment.

MOTION _____ SECOND _____

AYES _____ NAYS _____

3/31/08 FY 8
TXCUSTOM

CANUTILLO INDEPENDENT SCHOOL DISTRICT
Budget Transfer Request Entry Approval

11:07:57 QPADEV001B
Ref: XGNL.491.11

MAR BJE 4938 Title: JDE - COMPUTERS

Date: 3/20/08

Reason:

FUNDING SOURCE: LOCAL

PURPOSE OF AMENDMENT: TO PURCHASE OFFICE COMPUTERS

HOW WILL THIS IMPACT EDUCATION: MORE EFFICIENT WORKING ENVIRONMENT AND
AND SAFE KEEPING OF STUDENT AND SCHOOL INFORMATION

WHAT DISTRICT/CAMPUS GOALS WILL BE MET: ALL DISTRICT GOALS WILL BE MET

Mode: **Lookup**

Cancel? N

TO: Dr. Pam Padilla, Superintendent

THROUGH: Tony Reza, Executive Director Business Services

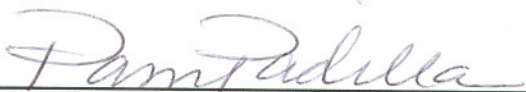
FROM: Kathy Ellis, Assistant Business Manager

SUBJECT: Jose Damian Elementary - BJE # 4938

DATE: April 2, 2008

BUDGET CODE	CURRENT BUDGET	CHANGE	AMENDED BUDGET
199.11.6399.00.103.8.11 General Supplies	24,000.00	(1,433.00)	22,567.00
199.12.6299.00.103.8.11 Misc Contracted Svcs	1,595.00	(188.00)	1,407.00
199.13.6112.00.103.8.11 Substitutes	3,245.00	(1,000.00)	2,245.00
199.36.6399.60.103.8.99 Supplies - U.I.L.	2,000.00	(2,000.00)	-
199.23.6398.00.103.8.99 Fixed Assets - Technology	-	4,621.00	4,621.00

REASON FOR AMENDMENT REQUEST - This budget amendment is to reallocate funds from functions 11, 12, 13 and 36 to function 23 to purchase computers for the office staff at JDE.



Superintendent



Executive Director Business Services

4-3-08

Date

4/2/08

Date

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item: _____

Date: April 8, 2008

Subject: Canutillo Middle School – BJE# 4940

Presented By: Tony Reza

Consent Agenda X

ACTION

1. BACKGROUND INFORMATION:

The enclosed budget amendment is to reallocate funds from function 36 to function 11 to cover the negative balance in transportation charges.

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends approval of the requested budget amendment.

3. ACTION REQUESTED:

The Board of Trustees approves the requested budget amendment.

MOTION _____ SECOND _____

AYES _____ NAYS _____

MAR BJE 4940 Title: CMS REALLOCATION OF FUNDS

Date: 3/26/08

Reason:
FUNDING SOURCE:LOCAL DISTRICT FUNDS

PURPOSE OF THE AMENDMENT: TO REMOVE MONIES FROM THE UIL ACCOUNT THAT WAS NOT USED TO COVER NEGATIVE BALANCES IN THE TRANSPORATION CHARGES ACCOUNT

HOW WILL THIS IMPACT ECUCATION: THE TRANSPORATION ACCOUNT PROVIDES OUR STUDENTS THE CAPABILITIES TO ATTEND FIELD EXPERIENCES AND FIELD TRIPS THAT ENHANCE THE CURRICULUM IN THE CLASSROOM

WHAT DISTRICT/CAMPUS GOALS WILL BE MET: ALL STUDENTS WILL BE EDUCATED IN LEARNING ENVIRONMENTS THAT ARE APPROPRIATE, SAFE, DRUG AND VIOLENCE FREE AND CONDUCTIVE TO LEARNING. ALL STUDENTS WILL REACH HIGH ACADEMIC STANDARDS.

Mode: **Change**

F3=Exit

F5=Reset F12=Cancel

Cancel? N

TO: Dr. Pam Padilla, Superintendent

THROUGH: Tony Reza, Executive Director Business Services


FROM: Kathy Ellis, Assistant Business Manager

SUBJECT: Canutillo Middle School - BJE # 4940

DATE: April 2, 2008

BUDGET CODE	CURRENT BUDGET	CHANGE	AMENDED BUDGET
199.36.6494.00.041.8.99 Transportation Charges	2,500.00	(2,000.00)	500.00
199.11.6494.00.041.8.11 Transportation Charges	5,000.00	2,000.00	7,000.00

REASON FOR AMENDMENT REQUEST - This budget amendment is to reallocate funds from function 36 to function 11 to cover the negative balance in transportation charges.



Superintendent



Executive Director Business Services

4-3-08

Date

4/2/08

Date

CANUTILLO ISD 2008-2009 SCHOOL CALENDAR

*Revised March 20, 2008
Recommended by DAC 3/19/08*

July-2008				
M	T	W	T	F
	1 ²	2 ²	3	4*
7	8	9	10	11
14	15 ²	16 ²	17 ²	18 ²
21	22	23	24	25
28	29	30	31	

August-2008				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
{25	26	27	28	29

September-2008				
M	T	W	T	F
1*	2	3	4	5
8	9	10	11	12
15	(16	17	18	19
22	23	24	25	26
29	30			

October-2008				
M	T	W	T	F
		1	2	3}
{6	7^/	8=/	9~/	10+
13	14	15	16	17
20	21 ²	22 ²	23 ²	24 ²
27	28	29	30	31^=

November-2008				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14}
{17	18	19	20	21
24	25X	26	27*	28

December-2008				
M	T	W	T	F
1X	2	3	4	5
8	9	10	11	12
15	16	17	18	19^=
22	23	24*	25*	26
29	30	31		

Staff Development Waiver 1/2 Days		10/31, 12/19, 2/16, 5/29
Staff Development		8/18, 8/19, 8/20, 8/21
Teacher Workdays		8/22, 01/16, 6/05
Student's First Day of Class		8/25
HOLIDAYS* / NON DUTY		DATES
Independence Day		07/04*
Labor Day		09/01*
Thanksgiving Break		11/26, 11/27*, 11/28
Winter Break		12/22-01/02
Martin Luther King Day		01/19
Spring Break		03/16-3/20
Easter Holiday		4/10 & 4/13
Memorial Day		5/25*
Make up days		01/19, 04/13
Non-working Days-All Employees		7/4, 9/1, 11/27, 12/24, 12/25, 12/26
Non-working Days-All Employees		1/1, 4/10, 5/25

REPORTING PERIODS			
6 Weeks	{ = Start	End = }	Days
1 st	08/25/08	10/03/08	29
2 nd	10/06/08	11/14/08	30
3 rd	11/17/08	01/15/09	31
4 th	01/20/09	02/27/09	29
5 th	03/02/09	04/17/09	28
6 th	04/20/09	06/04/09	33
Fall Parent/Teacher Conferences 10/7-10/9			
Spring Parent/Teacher Conferences 03/10-03/12			
2008-2009 Early Release Times for Students:			
Elementary Students @ 11:30 a.m.			
Middle School/High School Students @ 12:30 p.m.			

Semester	[= Start	End =]	Days
1 st	08/25/08	01/15/09	90
2 nd	01/20/09	06/04/09	90

SYMBOL KEY	
^	Early release for elementary students
=	Early release for middle school students
~	Early release for high school students
/	Parent/Teacher (P/T) conferences
+	Early release (students & P/T Conferences Staff)
0	TAKS Testing
2	TAKS Exit Level Testing/Retests
(Appraisal Observation period begins
)	Appraisal Summative Conference deadline
X	No Appraisal Observations
*	Non- Working/Paid holidays for 260 day employees

Total Student School Days	180
Staff Development/Work Days	7
Total Teacher Contract	187

January-2009				
M	T	W	T	F
			1*	2
5X	6	7	8	9
12	13	14	15}X	16
19	{20X	21	22	23
26	27	28	29	30

February-2009				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16^=	17	18	19	20
23	24	25	26	27}

March-2009				
M	T	W	T	F
{2	3 ² X	4 ² X	5 ² X	6 ² X
9	10^/	11=/	12~/	13+X
16	17	18	19	20
23X	24	25	26	27
30	31			

April-2009				
M	T	W	T	F
		1	2	3
6	7 ² X	8	9X	10*
13	14X	15	16	17}
{20	21	22	23	24
27	28 ² X	29 ² X	30 ² X	

May-2009				
M	T	W	T	F
				1 ² X
4	5	6	7	8
11	12)	13	14	15
18	19 ²	20	21	22
25*	26	27	28	29^=

June-2009				
M	T	W	T	F
1	2	3	4}	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30 ²			

STUDENT ACTIVITIES

FM
(LOCAL)

EXTRACURRICULAR
ACTIVITY ABSENCES

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board. A student shall be allowed in a school year ten extracurricular absences not related to post-district competition, five absences for post-district competition prior to state, and two absences for state competition.

EXCEPTION

A student shall be responsible for tracking his or her own absences according to the following process:

1. At eight school-related absences, the student shall inform the principal and his or her teachers of a plan to maintain grades in each class.
2. If a student does not follow the plan and the student's grades drop by one letter grade, the student may not be absent from school for more than ten days.
3. When any student has accumulated ten school-related absences, the student shall alert the principal to set an appointment to meet with a committee of teachers, parents, students, and administrators and present the student's case for waiving the ten-day rule.
4. The student shall provide proof that he or she has followed the procedure outlined above.
5. The administration shall provide teachers, at least twice each semester, a list of students who have excessive school-related absences so students are aware of their absence standing.

USE OF DISTRICT
FACILITIES

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with policy FNAB.

OFFICIAL SYMBOLS

The District's official symbols are as follows:

- **Colors are orange, white, with a blue trim, preferably columbia blue.**
- **The mascot is the eagle.**
- **These are also the official symbols of Canutillo Elementary, Canutillo Middle, and Canutillo High School.**
- **Each campus may select colors for graduation.**

The District shall strive for a student/teacher ratio that provides for maximized learning and serves as a guide for budgeting state and local funds.

There shall be a recommended minimum of ~~ten~~ 12 students for any program. A class with fewer than 12 students must be approved by the Superintendent.

The District shall schedule students into classes according to the following guidelines:

~~PRE~~KINDERGARTEN-4

Maximum class size shall be 22.

The principal shall notify the Superintendent whenever the total number of students in a grade would cause any one class in that grade to exceed 22 ~~24~~ students. ~~while all other classes in the grade are maintained at 22 students.~~ The Superintendent shall either assign an additional teacher to the grade or request a waiver from the commissioner of education. This provision shall not be in effect during the final 12 weeks of the school year.

~~GRADES 5-6~~

~~Recommended class size shall be 22.~~

~~When membership in a grade level causes any one class within that grade level to exceed the prescribed limit in any one section, the principal shall file written notification with the Superintendent and shall either recommend the addition of a teacher or shall recommend that no action be taken at that time. A recommendation of no action shall be made if the principal is aware of pending student withdrawals or if the recommendation occurs in the last 12 weeks in the semester or school year.~~

GRADES 7-12

~~Recommended class size shall be 22.~~ Maximum class size shall be 30. Exceptions may be made in choral and instrumental music classes, physical education classes, and athletic classes. Specific classes may vary from the range if facilities and/or mandated guidelines limit enrollment.

When membership in a grade level (5-6) causes any one class within that grade level to exceed the prescribed limit in any one section, the principal shall file written notification with the Superintendent and shall either recommend the addition of a teacher or shall recommend that no action be taken at that time. A recommendation of no action shall be made if the principal is aware of pending student withdrawals or if the recommendation occurs in the last 12 weeks in the semester or school year.

~~Students in study halls shall not be included when determining the total number of students assigned to a teacher. Exceptions may be made in choral and instrumental music classes, physical education~~

INSTRUCTIONAL ARRANGEMENTS
CLASS SIZE

EEB
(LOCAL)

	classes, athletic classes, and typing. Laboratory, vocational, and shop classes may vary from the range if facilities and/or mandated guidelines limit enrollment.
ACCELERATED CLASSES— ALL LEVELS	Accelerated classes funded by the state compensatory allocation shall have a recommended class size of 22.
ADVANCED COURSES GRADES 7-12	The class must be Advanced Placement (AP) or Pre-Advanced Placement (PreAP) and have a specified curriculum. Recommended class size shall be 20.
BAND, CHOIR, ATHLETICS, PHYSICAL EDUCATION	Maximum class size shall vary depending on enrollment. Facilities and equipment may dictate a maximum size. In all cases, the maximum class size shall be in direct relation to effective teaching that will maximize student learning.
GIFTED AND TALENTED	Gifted and talented class shall have a differentiated curriculum and a recommended class size of 25.
ENGLISH AS A SECOND LANGUAGE (ESL) CLASSES	ESL classes shall have a recommended maximum class size of 22 24 .
EXCEPTIONS	The Superintendent or designee may make exceptions which shall be reported to the Board.

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

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.

Compensation plans shall be designed and administered for the purpose of attracting and retaining qualified employees to achieve District goals.

PAY SYSTEMS
DESCRIPTION

The Superintendent shall assign positions to pay ranges that define the minimum and maximum base pay for the positions.

All employees shall be paid within the assigned pay ranges unless exceptions are granted by the Board.

The system shall be designed and administered to accomplish the following:

1. Stay competitive with appropriate labor markets for the various categories of personnel.
2. Recognize the levels of skill, effort, and responsibility required of different jobs.
3. Be fiscally controlled and cost effective.

A copy of the District's pay system shall be available in the administrative offices.

PAY RANGES

Pay ranges for each pay grade shall establish minimum and maximum rates of pay within the range. All pay ranges shall be established by monthly, daily, or hourly base rates to promote consistent treatment of employees who have different work periods. Employees shall be paid within the range of rates established for the position assigned.

The Superintendent shall review pay ranges on an annual basis and recommend adjustments consistent with economic and job market indicators.

PAY ADVANCEMENT

Pay ranges shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. The Superintendent shall make recommendations regarding employee increases on an annual basis. Recommendations shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources. No employee with less than a satisfactory performance evaluation will receive a pay increase.

PAY BUDGET
INCREASE

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Pay in-

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

creases beyond the budgeted amount for individuals or positions shall be subject to Board approval.

PAY ADMINISTRATION Employee pay adjustments shall be administered by the Superintendent or designee in accordance with written procedures to promote impartial and consistent treatment of all employees. Administrative procedures shall include hiring guidelines, promotion guidelines, updating pay ranges, method for calculating and applying a general pay increase, and a process for job classification review.

CLASSIFICATION OF POSITIONS Each job in the District shall be assigned to a pay grade based on the level of skill, effort, and responsibility required for the job assignment. The Superintendent shall classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the District.

The Superintendent or designee shall determine the classification of positions or employees as "exempt" or "nonexempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).

EXEMPT The District shall pay employees who are exempt from the overtime pay requirements of the Fair Labor Standards Act on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA.

An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District's attention, through the District's complaint policy [see DGBA]. If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.

NONEXEMPT Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for a 40-hour workweek and do not earn additional pay unless the employee works more than 40 hours.

A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline, up to and including termination, but shall be compensated in accordance with the Fair Labor Standards Act.

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

COMPENSATORY TIME	<p>Compensation for overtime hours shall be awarded at one and a half times the employee's regular rate of pay or by time and a half earned in compensatory time. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay. Compensatory time earned by nonexempt employees may not accumulate beyond a maximum of 40 hours. If an employee has a balance of more than 40 hours of overtime, the employee will be required to take compensatory time or, at the District's option, will receive overtime pay.</p> <p>Unless the District receives prior written notification, all absences shall be charged against compensatory time before being charged against sick leave or personal leave.</p> <p>Compensatory time shall be used by December of the duty year (July–June) in which it is earned. In January of the duty year, the District shall pay an employee overtime for all unused compensatory time remaining at the end of December of the previous duty year. Use of compensatory time may be at the employee's request or as determined by the employee's supervisor to protect the District's schedules and activities.</p>
WORKWEEK DEFINED	<p>For purposes of FLSA compliance, the workweek for District employees shall be 12:00 a.m. Wednesday until 11:59 p.m. Tuesday.</p>
SUPPLEMENTAL DUTIES	<p>The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act, as needed. The employee shall be compensated for these assignments according to the supplemental duty pay schedule established by the Board. These assignments may be discontinued at any time for any reason or no reason, by either party. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty.</p> <p>Under the Fair Labor Standards Act, extra duty pay assignments for noncontractual (nonexempt) employees may be assigned if the duties are occasional and sporadic and are not related to the employee's regular duties. Nonexempt employees performing extra-duty assignments are eligible for paid overtime or compensatory time at a rate of time and a half for all work over 40 hours in a workweek. Therefore, the District shall assign a nonexempt employee as a sponsor for a nonacademic/UIIL activity only if an exempt employee is unavailable for the assignment. The Extra Duty Stipend/Supplemental Pay Increment Schedule published by the District contains additional information.</p>
ADVANCED DEGREE	<p>When a professional employee completes a master's or doctorate degree in his or her teaching field or area of work responsibility prior to September 1, a pay increase based on the degree shall</p>

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

begin at that time; for degrees completed in December, a prorated pay increase for the employee shall begin in January.

CREDITABLE SERVICE Employees who are receiving workers' compensation wage benefits and who have no available paid leave shall not earn creditable years of service while absent from duty.

In order to accrue a creditable year of service, an employee must be employed for at least 90 full-time days or the equivalent.

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

PUBLIC USE	<p>The Board recognizes the capital investment the community has in the District facilities and equipment and believes that facilities and equipment should be available for legitimate community purposes, particularly for those activities that serve the best interests of students. The Board, therefore, permits public use of designated school facilities for educational, recreational, civic, or social activities, when these activities do not conflict with school use or with this policy.</p>
APPROVAL OF USE	<p>All requests for use of District facilities or equipment shall be submitted to the associate superintendent.</p> <p>Requests for use by individuals, groups, or organizations to use facilities or equipment for financial profit, partisan political reasons, religious purposes, or serving the individual or group self interest shall be approved by the Board.</p> <p>All other requests shall be approved by the superintendent or designee.</p> <p>See the following policies for other information regarding facilities use:</p> <ul style="list-style-type: none">• Use by employee professional organizations: DGA• Use of facilities for school-sponsored and school-related activities: FM• Use by noncurriculum-related student groups: FNAB• Use by District-affiliated school-support organizations: GE <p>Approval shall not be granted for any purpose that would damage school property or to groups that are known to have damaged other rented property or when violence or vandalism has been threatened against school property or personnel.</p>
EXCEPTION	<p>No approval shall be required for nonschool-related recreational use of the District's unlocked, outdoor recreational facilities, such as the track, playgrounds, tennis courts, and the like, when the facilities are not in use by the District or for a scheduled nonschool purpose.</p>
AVAILABILITY	<p>Some school facilities may not be available on Saturdays, Sundays, or holidays. Unless special arrangements are made, facilities shall not be used later than 10:00 p.m.</p>
CONTRACTS	<p>The Superintendent or designee is the only District agent authorized to enter into rental contracts for use of District facilities.</p>

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

All requests by individuals, groups, or business organizations desiring to use District facilities or equipment for financial profit shall be approved by the Board.

All contracts shall be reviewed by the associate superintendent and the executive director for business services before being forwarded to the Superintendent, or designee for approval and signature. All negotiations required before final execution of the contract shall be carried out by the Superintendent, or the Superintendent's designee.

The Board shall not be responsible for any debts incurred by individuals, groups, or business organizations using District facilities or equipment that are not directly under the control of the Board, except as expressly authorized by the Board or the administration. Vendors shall be so notified by the administration.

PRIORITIES

Priorities for scheduling the use of school facilities shall be as follows:

1. The requirements of the school program shall receive first consideration in the assignment of school facilities and equipment.
2. Approved youth groups within the community shall be given consideration over adult groups. Participating students who live in the Canutillo attendance zone will be given priority over students who live outside of the attendance zone.
3. School-related functions and organizations such as parent-teacher organizations and others shall be given priority over nonschool-related organizations and functions.
4. Other groups, serving the best interest of students for the betterment of the community, may use facilities or equipment on a fee basis.

FEES

Except for school-sponsored groups and school-support groups, users shall be charged a fee for operation, supervision, and cleanup costs at designated facilities. School-sponsored organizations and approved youth groups may be charged a fee if use of facilities is at a time custodial staff are not normally on duty or if unusual demands are made of the custodial staff.

The Superintendent shall publish a schedule of fees for the use of facilities.

Facility fees shall not apply when school buildings are used as polling places for public elections, for precinct and county conventions,

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

or for public meetings sponsored by state or local governmental agencies.

Facility fees shall not apply to meetings of employee organizations.

EMERGENCIES OR
DISASTERS

The Superintendent may authorize the use of school facilities by civil defense officials in the case of emergencies or disasters.

REQUIRED CONDUCT

Organizations using school facilities shall:

1. Conduct their business in an orderly manner.
2. Abide by all laws and policies, including but not limited to those prohibiting the use, sale, or possession of alcoholic beverages, illegal drugs, and firearms and the use of tobacco products on school property.
3. Make no alteration, temporary or permanent, to school property without prior written consent from the Superintendent.

RELEASE OF LIABILITY

Organizations or individuals using school facilities shall release the District from liability for personal injury and/or damages to personal property. All groups using school facilities shall be responsible for the cost of damages incurred during their use.

PUBLIC EDUCATION MISSION, GOALS, AND OBJECTIVES

The mission of the Texas public education system is to ensure that all Texas children have access to a quality education that enables them to achieve their full potential and fully participate now and in the future in the social, economic, and educational opportunities in our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of Texas and for the preservation of the liberties and rights of Texas citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child. The objectives of public education are:

OBJECTIVE 1: Parents will be full partners with educators in the education of their children.

OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.

OBJECTIVE 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a diploma.

OBJECTIVE 4: A well-balanced and appropriate curriculum will be provided to all students.

OBJECTIVE 5: Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.

OBJECTIVE 6: Qualified and highly effective personnel will be recruited, developed, and retained.

OBJECTIVE 7: Texas students will demonstrate exemplary performance in comparison to national and international standards.

OBJECTIVE 8: School campuses will maintain a safe and disciplined environment conducive to student learning.

OBJECTIVE 9: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

OBJECTIVE 10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

The academic goals of public education are to serve as a foundation for a well-balanced and appropriate education. The students in the public education system will demonstrate exemplary performance in:

GOAL 1: The reading and writing of the English language.

GOAL 2: The understanding of mathematics.

GOAL 3: The understanding of science.

GOAL 4: The understanding of social studies.

Education Code 4.001, 4.002

Each marked-up (LOCAL) policy in this collection reflects an automated comparison of the updated policy with its precursor, as found in TASB Policy Service records.

The comparison is generated by commercially available software with changes shown in red. Additions are underlined and deletions are struck through. While the software competently identifies simple changes, it generally handles major rewrites of policies—including the rearrangement of existing provisions, with or without extensive editing—with less dexterity. For further assistance in parsing changes, please refer to the explanatory notes in your Localized Policy Manual update packet, if applicable, or contact your Policy Consultant/Analyst.

REASONS

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of rights guaranteed by the Constitution, or based unlawfully on race, color, religion, sex, national origin, disability, or age. Reasons for the non-renewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress towards the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on school property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.

~~10. Conviction of a felony or of any crime involving moral turpitude; conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony; or deferred adjudication for a felony or any crime involving moral turpitude. [See DH]~~

~~11. Failure to report to the Board any arrest, conviction, or deferred adjudication for any felony or any crime involving moral turpitude as required by policy. [See DH]~~

~~12.10.~~ Failure to meet the District's standards of professional conduct.

11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]

12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); and conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District ~~professional~~ requirements regarding advanced coursework or professional improvement and growth.
14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job.
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Assault on a person on school property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
19. Use of profanity, in the course of performing any duties of employment, whether on or off school premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
20. Falsification of records or other documents related to the District's activities.
21. Falsification or omission of required information on an employment application.
22. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
23. Failure to fulfill requirements for Superintendent certification.
24. Failure to fulfill the requirements of a deficiency plan under an Emergency Permit or a Special Assignment Permit.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.

26. Any reasons constituting good cause for terminating the contract during its term.

NOTICE

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent by hand or certified mail, return receipt requested, written notice of the proposed nonrenewal. This notice shall contain the hearing procedures and shall be delivered not later than the 30th day before the last day of the contract term.

HEARING

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

HEARING
PROCEDURE

The hearing shall be conducted in closed meeting unless the Superintendent requests that it be open, with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until it is their turn to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

HEARING
PROCEDURE

The conduct of the hearing shall be under the Board President's control and in general shall follow the steps listed below:

1. After consultation with the parties, the Board President shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

BOARD DECISION

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

DISCLOSURE —
GENERAL STANDARD

An employee shall disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or ~~that creates a potential conflict of interest~~ with the best interest of the District.

SPECIFIC
DISCLOSURES
SUBSTANTIAL
INTEREST

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative.

INTEREST IN
PROPERTY

The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

CONFLICTS
DISCLOSURE
STATEMENT

The Superintendent, as required by law, and the associate superintendent and all executive directors, as required by the Board, shall file conflicts disclosure statements as promulgated by the Texas Ethics Commission.

ANNUAL FINANCIAL
MANAGEMENT
REPORT

The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner ~~to the District~~ information necessary for the District's annual financial management report.

~~[See BR]~~

[See BBFA]

GIFTS

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA]

ENDORSEMENTS

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

SALES

An employee shall not use his or her position with the District to attempt to sell products or services.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CONFLICT OF INTEREST

DBD
(LOCAL)

NONSCHOOL
EMPLOYMENT

An employee shall disclose in writing to his or her immediate supervisor any outside employment that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

PRIVATE TUTORING

An employee shall disclose in writing to his or her immediate supervisor any private tutoring of District students for pay.

STUDENT RIGHTS AND RESPONSIBILITIES

FN
(LOCAL)

Each student is expected to respect the rights and privileges of other students, teachers, and District staff. All teachers, administrators, and other District personnel are expected to respect the rights and privileges of students. [See DH series]

STUDENT HANDBOOK

The Superintendent or designee shall develop student handbooks with information on curriculum, grading, extracurricular activities, and other such topics that students and parents are likely to need during the school year. ~~Student handbooks shall be distributed at the beginning of the school year to students and parents, teachers, and administrators and shall be provided also to newly hired professional employees, newly enrolled students, and to any other person on request. Amendments to the handbook shall be communicated promptly to students and parents~~The Superintendent or designee shall ensure that no student handbook information is in conflict with policy or the Student Code of Conduct. In case of conflict between a Board policy or the Student Code of Conduct and provisions of student handbooks, policy and/or the Student Code of Conduct shall prevail.

NO BOARD ACTION

Student handbooks are subject to Board review but shall not be adopted by the Board.

~~REVISIONS~~

~~The Superintendent or designee shall ensure that no student handbook information is in conflict with policy or the Student Code of Conduct. In case of conflict between a Board policy or the Student Code of Conduct and provisions of student handbooks, policy and/or the Student Code of Conduct shall prevail.~~

DISTRIBUTION

Student handbooks shall be made available on the District's Web site at the beginning of the school year; hard copy shall be provided upon request. Amendments to the handbook shall be communicated promptly to students and parents.

[For provisions on the Student Code of Conduct, see ~~FO(LEGAL)~~ and ~~(LOCAL)~~]]

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNAA
(LOCAL)

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District student, except in accordance with this policy.

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed by students.

For purposes of this policy, "distribution" means the circulation of more than ten copies of material from a source other than the District.

Materials distributed under the supervision of instructional personnel as a part of instruction or other authorized classroom activities shall not be considered nonschool literature and shall not be governed by this policy.

[For distribution of nonschool literature by nonstudents, see GKDA]

LIMITATIONS ON
CONTENT

Nonschool literature shall not be distributed by students on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
- ~~3.4.~~ 3.4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
- ~~4.5.~~ 4.5. The materials contain defamatory statements about public figures or others.
- ~~5.6.~~ 5.6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
- ~~6.7.~~ 6.7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.
- ~~7.8.~~ 7.8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

STUDENT EXPRESSION
DISTRIBUTION OF NONSCHOOL LITERATURE

FNAA
(LOCAL)

PRIOR REVIEW	<p>All nonschool literature intended for distribution by students on school campuses or other District premises under this policy shall be submitted to the Superintendent, principal, or designee for prior review in accordance with the following:</p> <ol style="list-style-type: none">1. Materials shall include the name of the person or organization sponsoring the distribution.2. Using the standards found in this policy at LIMITATIONS ON CONTENT, the Superintendent, principal, or designee shall approve or reject submitted materials within two school days of the time the materials were received.
EXCEPTIONS TO PRIOR REVIEW	<p>Prior review shall not be required for distribution of nonschool literature by District students only in the following circumstances:</p> <ol style="list-style-type: none">1. Distribution of materials by a student to other attendees during a meeting of a noncurriculum-related student group authorized to meet at school during noninstructional time in accordance with FNAB(LOCAL); or2. Distribution of nonschool materials in circumstances for which exceptions to prior review are authorized at GKDA(LOCAL). <p>Even when prior review is not required, all other provisions of this policy shall apply.</p>
TIME, PLACE, AND MANNER RESTRICTIONS	<p>Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed by students to students or others at the principal's campus.</p> <p>The Superintendent or designee shall designate times, locations, and means for distribution of nonschool literature by students at District facilities other than school campuses, in accordance with this policy.</p>
VIOLATIONS OF POLICY	<p>Failure to comply with this policy regarding distribution of non-school literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials, suspension of a noncurriculum-related student group's use of District facilities, and/or other disciplinary action in accordance with the Student Code of Conduct.</p>
APPEALS	<p>Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).</p>

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

DISTRIBUTION OF
NONSCHOOL
LITERATURE
PERMITTED

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials ~~over which not sponsored by the District does not exercise control or by a District-affiliated school-support organization~~ shall not be sold, circulated, ~~or distributed, or posted on any District premises by any District employee or~~ by persons or groups not associated with the ~~school or a school support group on any school premises in the~~ District ~~without permission, except~~ in accordance with this policy.

~~The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed on any District premises.~~

[See CPAB regarding use of the District's internal mail system and FNAA regarding distribution of nonschool literature by students]

~~TIME, PLACE, AND
MANNER
RESTRICTIONS~~

~~Except as provided at FNAA(LOCAL), classrooms and hallways shall not be used during the school day for the distribution of any nonschool literature over which the District does not exercise control.~~

~~Each campus principal shall designate a location or means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed to students or others at the principal's campus in accordance with the time, place, and manner restrictions developed and approved by the principal.~~

~~The Superintendent or designee shall designate appropriate locations and determine time, place, and manner restrictions regarding distribution of nonschool literature at District facilities other than school buildings, in accordance with this policy.~~

LIMITATIONS ON
CONTENT

Nonschool literature shall not be distributed on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
- ~~3.4.~~ The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
- ~~4.5.~~ The materials contain defamatory statements about public figures or others.

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

~~5.6.~~ The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.

~~6.7.~~ The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence; and the materials would materially and substantially interfere with school activities or the rights of others.

~~7.8.~~ There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

PRIOR REVIEW

All nonschool literature intended for distribution ~~to multiple recipients~~ on school campuses or other District premises under this policy shall be submitted to the Superintendent or designee for prior review in accordance with the following:

1. Materials shall include the name of the person or organization ~~or person~~ sponsoring the distribution.
2. Using the standards found in this policy at LIMITATIONS ON CONTENT, the Superintendent or designee shall approve or reject submitted materials within two school days of the time the materials were received.
- ~~3. The requestor may appeal a rejection in accordance with the appropriate District complaint policy, [See DGBA, FNG, or GF]~~

EXCEPTIONS TO
PRIOR REVIEW

Prior review shall not be required for distribution of nonschool literature in the following circumstances:

1. Distribution of materials by an attendee to other attendees at a school-sponsored meeting intended for adults and held after school hours;
2. Distribution of materials by an attendee to other attendees at a community group meeting held ~~after school hours~~ in accordance with GKDA(LOCAL) ~~or a noncurriculum-related student group meeting held in accordance with FNAB(LOCAL); or~~
3. Distribution for electioneering purposes during the time a school facility is being used as a polling place in accordance with state law ~~[See [see BBB].~~

All nonschool literature distributed under these exceptions shall be removed from District property immediately following the event at which the materials were distributed.

NONSCHOOL USE OF SCHOOL FACILITIES
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA
(LOCAL)

Even when prior review is not required, all other provisions of this policy shall apply.

TIME, PLACE,
AND MANNER
RESTRICTIONS

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed to students or others at the principal's campus.

The Superintendent or designee shall designate times, locations, and means for distribution of nonschool literature at District facilities other than school campuses, in accordance with this policy.

VIOLATIONS OF
POLICY

Failure to comply with this policy regarding distribution of non-school literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials and/or suspension of use of District facilities. Appropriate law enforcement officials may be called if a person refuses to comply with this policy or fails to leave the premises when asked. [See GKA]

APPEALS

Decisions made by the administration in accordance with this policy may be appealed in accordance with the appropriate District complaint policy. [See DGBA or GF]



Canutillo Independent School District

7965 Artcraft Rd.
El Paso, TX 79932

Mailing Address P.O. Box 100
Canutillo, Texas 79835

BUSINESS SERVICES

(915) 877-7425

Fax (915) 877-7415

TO: Board of Trustees

April 1, 2008

THROUGH: Tony Reza *TR*
Executive Director

FROM: Kathy Ellis *Kathy Ellis*

SUBJECT: Approval of Warrant List for March 1, 2008 through March 31, 2008

Enclosed in your packet is the warrant list for March 1, 2008 through March 31, 2008. I recommend its approval in the amount of: **\$ 1,513,528.96.**

CANUTILLO INDEPENDENT SCHOOL DISTRICT

Monthly ADA and Last Day Enrollment
As of March 31, 2008

<u>Campus</u>	<u>March ADA</u>	<u>Enrollment 3/31/08</u>
Canutillo Elementary School	651.010	706
Deanna Davenport Elementary School	467.300	508
Jose H. Damian Elementary School	435.140	476
Bill Childress Elementary School	479.640	517
Gonzalo and Sofia Garcia Elementary School	501.940	537
Canutillo Middle School	627.740	660
Jose J. Alderete Middle School	550.200	572
Canutillo High School	1461.470	1592
<hr/>		<hr/>
DISTRICT TOTALS	5174.440	5568
Ineligible students (Children of employees-out of state and ineligible PK students-not LEP or economically disadvantaged. Tuition is not collected.)		49
		<hr/>
GRAND TOTAL ENROLLMENT		5617

CANUTILLO INDEPENDENT SCHOOL DISTRICT

Year-to-Date Average Daily Membership and ADA
August 27, 2007 through March 31, 2008

<u>Campus</u>	<u>ADM</u>	<u>ADA</u>	<u>ATT %</u>
Canutillo Elementary School	659.350	635.240	96.3%
Deanna Davenport Elementary School	492.110	475.690	96.7%
Jose H. Damian Elementary School	441.970	424.630	96.1%
Bill Childress Elementary School	502.830	485.210	96.5%
Gonzalo and Sofia Garcia Elementary School	508.640	491.810	96.7%
Canutillo Middle School	657.350	632.280	96.2%
Jose J. Alderete Middle School	583.270	562.670	96.5%
Canutillo High School	1596.280	1500.070	94.0%
<hr/>			
*DISTRICT TOTALS	5441.800	5207.600	95.7%

*Does not include ineligible students

CANUTILLO INDEPENDENT SCHOOL DISTRICT

Monthly ADA Comparison March 2008

<u>Campus</u>	Previous month February 2008 <u>ADA</u>	Current month March 2008 <u>ADA</u>	Previous year March 2007 <u>ADA</u>
Canutillo Elementary School	632.440	651.010	630.265
Deanna Davenport Elementary School	465.570	467.300	476.118
Jose H. Damian Elementary School	428.150	435.140	731.353
Bill Childress Elementary School	483.370	479.640	629.558
Gonzalo and Sofia Garcia Elementary School	497.050	501.940	
Canutillo Middle School	629.430	627.740	624.824
Jose J. Alderete Middle School	551.900	550.200	603.941
Canutillo High School	1466.810	1461.470	1340.471
*DISTRICT TOTALS	5154.720	5174.440	5036.530

*Does not include ineligible students⁶⁸

**CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS**

Subject: Contract Renewals for Professional Personnel for the 2008~2009 School Year
Date: April 8, 2008

Presented by: Renée O'Donnell Consent Agenda: _____

ACTION

1. **BACKGROUND INFORMATION**

The professional personnel recommended for contract renewal for the 2008~2009 have been included in this exhibit.

2. **SUPERINTENDENT RECOMMENDATION:**

Recommend approval of contract renewal for professional personnel.

3. **BOARD ACTION REQUESTED**

Motion to approve contract renewals for the professional personnel for the 2008~2009 school year as recommended by the Superintendent.

MOTION: _____ SECOND: _____

FOR _____ AGAINST: _____

Employee Contract Listing

Organization: Associate Superintendent - 730

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Multi-Year Term							
2008	2008	Dow, Pauline A.	1221903	Y	Y	Multi-Year Term	Multi-Year Term
Multi-Year Term Total:			1				
Total Contracts at Associate Superintendent - 730:			1				

Organization: Bill Childress Elementary School - 104

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Borsch, Laura S.	1502738	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Coppenbarger, Deborah R.	1293051	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Hernandez, Angel A.	1578411	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Holguin, Kathryn R	1228920	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Kaplan, Reesa S.	1676075	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Martin, Patricia P.	1192333	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Mendoza, Irene T.	1896986	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Rios, Consuelo S	1653586	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Seifers, Shawn	1148694	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Skipworth, Mary Ann	1332604	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Smartt, Jack Daniel	1701740	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Voeks, Frieda Jean	1508911	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Warhurst, Marilyn Deborah	1946772	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Bill Childress Elementary School - 104 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Certified Administrator One Year Term							
2008	2008	Moreno, Elvia Q.	2047784	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
Certified Administrator One Year Term Total:			1				
Multi-Year Term with Incentive							
2008	2008	Althoff, Christine A	2000006	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
Multi-Year Term with Incentive Total:			1				
Probationary 1 10 month with Incentive							
2008	2008	Pena, Joel	2052047	Y	Y	Probationary 1 10 month with Incentive	Probationary 1 10 month with Incentive
Probationary 1 10 month with Incentive Total:			1				
Probationary 2 10 month with Incentive							
2008	2008	Aguilar, Priscilla	2048667	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
Probationary 2 10 month with Incentive Total:			1				
Probationary 3 10 month with Incentive							
2008	2008	Loya, Francisco	1688420	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Martinez, Daniel	2000040	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Miranda, Susana	1770411	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Rizo, Guadalupe	1364959	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Rojas, Marisela	1638654	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
Probationary 3 10 month with Incentive Total:			5				
Term 10 month with Incentive							
2008	2008	Aleman, Luis	1146564	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Arzola, Maria	1492722	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Frias, Dora Sofia	1192314	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Galan, Janet L.	1206474	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gomez, Maria Elena	1825885	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Guerrero, Roberto	1730093	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hale, Belinda Ann	1178512	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Juarez, Sofia	1118896	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Kirker, Rosa H	2000035	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Bill Childress Elementary School - 104 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Macias, Noemy	1828785	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Medel, Jose	1167188	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Montgomery, Shirley Spencer	1947960	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Parisi, Dora N.	1964009	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Perez, Anabel	1445364	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Pinon, Patricia	1454315	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Salas Carrasco, Karen	1811316	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Salas, Lorena	1983069	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Serrano, Viviana A.	1377032	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Telles, Linda B	1296598	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Valdez, Maria D.	1760296	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Vasquez, Rita Irene	1343214	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Villanueva, Raul	1275071	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Williams, Joseph	1396024	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Wilson, Jerrie Lee	1237540	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
Term 10 month with Incentive Total:			24				
Term 11 month with Incentive							
2008	2008	Borunda, Dennise E.	2047780	Y	Y	Probationary 1 (5 of 8) 11 month with Incentive	Term 11 month with Incentive
2008	2008	Escobedo, Michelle J.	1576813	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			2				
Total Contracts at Bill Childress Elementary School - 104:			48				

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Business Services Division - 700

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Multi-Year Non-Certified Term							
2008	2008	Reza, Juan A	1731563	Y	Y	Multi-Year Non-Certified Term	Multi-Year Non-Certified Term
Multi-Year Non-Certified Term Total:			1				
Non-Certified Professional One Year Term							
2008	2008	Ellis, Kathryn L.	1716696	Y	Y	Non-Certified Professional One Year Term	Non-Certified Professional One Year Term
Non-Certified Professional One Year Term Total:			1				
Total Contracts at Business Services Division - 700:			2				

Employee Contract Listing

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Organization: Canutillo Elementary School - 101

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Aceves, Carlos	1904450	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Alvarado, Sandra Lee	1722516	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Armstrong, Rick D	1875957	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Arroyos, Maria Del Carmen	1113586	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Coats, Jamie K.	1121235	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Davidson-Garcia, Judith L	1711079	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Dorsett, Ethel Joyce	1464251	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Hurtado, Marta	1963905	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Kreps, Sandra J	1133159	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Perez, Elizabeth	1170488	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Rivera, Leticia	1859502	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Schmitz, Avis Cecilia	1925755	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Sherman, Bobbie Lynn	1961920	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Tellez, Rachel K.	1514910	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Valle, Judith	1185393	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Vargas, Bertha Flores	1878787	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Wood, Carolyn C.	1188142	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

Employee Contract Listing

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Organization: Canutillo Elementary School - 101 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Certified Administrator One Year Term							
2008	2008	Gonzalez, Juan J.	1276706	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
Certified Administrator One Year Term Total:			1				
Certified Professional Term 11 month with Incentive							
2008	2008	Zelenak, Stephanie Leigh	2047777	Y	Y	Probationary 1 11 month with Incentive	Certified Professional Term 11 month with Incentive
Certified Professional Term 11 month with Incentive Total:			1				
Multi-Year Term with Incentive							
2008	2008	Garcia, Monica Madrid	1401450	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
Multi-Year Term with Incentive Total:			1				
Probationary 2 10 month with Incentive							
2008	2008	Campos, Cecilia A.	2050431	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Castanos, Enrique	2048658	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Juarez, Jose Gregory	2050562	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
Probationary 2 10 month with Incentive Total:			3				
Term 10 month with Incentive							
2008	2008	Acosta, Yara Margarita	2000128	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Arteaga, Cynthia	1582591	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Avila, Nora	1831237	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Brooks, Karen	2000022	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Carrillo, Martin H.	1223521	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Castillo, Martha I.	1102969	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Chacon-Carrillo, Gloria	1865104	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Cooper, Kenneth	1319692	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Delgado, Maria	1759634	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Flecha, Gloria Iris	1920954	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Flores, Argelia P.	1215568	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gonzalez, Deborah	1410380	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gonzalez, Francisco Javier	1561963	Y	75	Term 10 month with Incentive	Term 10 month with Incentive

Employee Contract Listing

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Organization: Canutillo Elementary School - 101 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Hincapie, Gretchen	1397951	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Holt, Laura Lee	1190213	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Jaloma, Monica	1800762	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Juarez, Nadia Yadira	1369904	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Luckie, Mary M	1194585	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Maldonado, Lilia P.	1629354	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Melendez-Carrillo, Jessica	1385323	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Mendias, Norma T.	1608444	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Moreno, Elizabeth Janice	1984587	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Nunez, Sylvia	1674578	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Perez, Guadalupe M.	1101637	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Priego, Veronica	1376786	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Reza, Irma Yvonne	1648146	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Romero, Elizabeth	1733098	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ruiz, Cathia Yadira	1812224	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ruiz, Isabel	1405397	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Sanchez-Contreras, Lourdes	1556217	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
Term 10 month with Incentive Total:			30				
Term 11 month with Incentive							
2008	2008	Britton, Betzabe	1193831	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
2008	2008	Cavazos-Ramirez, Cynthia	1971004	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			2				
Total Contracts at Canutillo Elementary School - 101:			55				

Employee Contract Listing

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Organization: Canutillo High School - 001

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Arreola, Ana M.	1603650	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Babenco, Mary Ann	1203065	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ballard, Teresita F	1270967	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Banister, Barbara A.	1254349	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Barno, Timothy	1138117	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Bencomo, Angelina	1694477	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Britton, Julian A.	1175185	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Castelo, Hector	1881681	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Corral, Rosa Yvonne	1331854	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Estrada, Eduardo	1438637	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Estrada, Gloria	1497351	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Forti, Roberta Jean	1683040	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Hawkins, Larry L.	1751780	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Jeffery, Richard	1247620	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Paton, Rita M	1602303	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Powell, Kathlyn Marie	1226503	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Rivera, Yvonne D.	1231563	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Schetgen, Florence G.	1500191	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

Employee Contract Listing

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Organization: Canutillo High School - 001 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Scott, Stella G.	1929858	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Valenzuela, Saul	1406293	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Vinikoff, Julie	1441216	Y	Y	Continuing (Letter of Intent) 11 month with Incentive	
2008	2008	Zimmerman, Maria Carmen	1774795	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Zweber, Laura J.	1451777	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

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Certified Administrator One Year Term

2008	2008	Bailey, Kenneth J	1288963	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
2008	2008	Fry, James	2000013	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
2008	2008	Hurd, Fred D.	1733341	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term

Certified Administrator One Year Term Total: 3

Certified Professional One Year Term 12 month

2008	2008	Araujo, Patricia Graciela	2000067	Y	Y	Certified Professional One Year Term 12 month	Certified Professional One Year Term 12 month
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Certified Professional One Year Term 12 month Total: 1

Certified Professional Term 11 month with Incentive

2008	2008	Archuleta, Steve A.	1693727	Y	Y	Certified Professional Term 11 month with Incentive	Certified Professional Term 11 month with Incentive
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Certified Professional Term 11 month with Incentive Total: 1

Certified Professional Term 12 month with Incentive

2008	2008	Massie, Janice Sue	1839328	Y	Y	Certified Professional Term 12 month with Incentive	Certified Professional Term 12 month with Incentive
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Certified Professional Term 12 month with Incentive Total: 1

Dual Assignment Term 10 month with Incentive

2008	2008	De La Cruz, Alejandro	1475400	Y	Y	Dual Assignment Term 10 month with Incentive	Dual Assignment Term 10 month with Incentive
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Organization: Canutillo High School - 001 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Dual Assignment Term 10 month with Incentive							
2008	2008	Herrera, Roberto	1149408	Y	Y	Dual Assignment Term 10 month with Incentive	Dual Assignment Term 10 month with Incentive
2008	2008	Ramirez Jr., Fiacro	1314616	Y	Y	Dual Assignment Term 10 month with Incentive	Dual Assignment Term 10 month with Incentive
Dual Assignment Term 10 month with Incentive Total:			3				
Dual Assignment Term 11 month with Incentive							
2008	2008	Brooks, Scott R.	1910617	Y	Y	Dual Assignment Term 11 month with Incentive	Dual Assignment Term 11 month with Incentive
Dual Assignment Term 11 month with Incentive Total:			1				
Multi-Year Term with Incentive							
2008	2008	Padilla, Max	1825132	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
Multi-Year Term with Incentive Total:			1				
Non-Certified Teacher with Incentive							
2008	2008	Mangrum, Gerald Glynn	1275558	Y	Y	Non-Certified Teacher with Incentive	Non-Certified Teacher with Incentive
2008	2008	Soto, Pedro	1777309	Y	Y	Non-Certified Teacher with Incentive	Non-Certified Teacher with Incentive
Non-Certified Teacher with Incentive Total:			2				
Probationary 2 10 month with Incentive							
2008	2008	Arellano, Heidi	2049554	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Delvalle, Arturo	2047785	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Falu, Antonio Job	2047926	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Ladrondeguevara, Alejandro	2000110	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Morales, Larry Michael	2047771	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
Probationary 2 10 month with Incentive Total:			5				
Probationary 3 10 month with Incentive							
2008	2008	Bean, Reanna M	2000044	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Halpern, Michael Peter	2000057	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Marquez, Maria Delacruz	1685859	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Rodriguez, Eduardo	2000081	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Weiss, Robyn Denise	2000112	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive

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Organization: Canutillo High School - 001 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Probationary 3 10 month with Incentive Total:			5				
Probationary 4 10 month with Incentive							
2008	2008	Chavez, Edith	1260251	Y	Y	Probationary 3 10 month with Incentive	Probationary 4 10 month with Incentive
Probationary 4 10 month with Incentive Total:			1				
Term 10 month with Incentive							
2008	2008	Adame Jr., Guillermo	1143732	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Alarcon, Yesenia	2000123	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Arellano, Jesica	1986061	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Balderrama, Guillermo	1370595	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ballinger, Ronald N.	1822767	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Berumen, Loretta	1453718	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Carrillo, Henry Munoz	2000056	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Carrillo, Nancy	2047778	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Cawley, Heather	1385769	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Conner, Erin Kathleene	1308234	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Cruz, Marcos	1720063	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	De Leon, Gary Wayne	1670018	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Dennis, Edith Arlene	1445248	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Dooley, Daniel F	2000069	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Favela, Raquel	1400928	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Favors, Gary Wayne	1402911	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Figuroa, Alejandro	1621905	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Florez, Rebecca	1662941	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Galaviz, Ruben	1932593	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gonzales, James	1505381	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gruver, James Patrick	1878084	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gutierrez, Elena R.	1643971	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Guzman, Carmen M.	1195716	Y	80	Term 10 month with Incentive	Term 10 month with Incentive

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Organization: Canutillo High School - 001 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Hawkins, Charles K.	1514121	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hendrix, David M.	1130006	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hernandez, Vilma	1773717	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hoang, Bruce Khoa Bach	1611340	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Imana, Ekal Charles	2047770	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Jaramillo, Gregorio Urbano	1474412	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Jimison, Thomas	2000023	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Longoria, David I.	1773911	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Lucero Jr, Mario Alberto	2047774	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Lugo, Yvonne	1542654	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Mark, Gary	1326496	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Martinez, Damaris	2047772	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Medina, Ernest	1251150	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Medina, Rudy C	2000124	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Mendoza, Michael E.	1812356	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Messinger, Joe	2047803	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Moffett, Mary	2047786	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Muncrief, Keeley L.	1259565	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Oropeza, Lorena	1643430	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ortega, David	2000133	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Pineda Hernandez, Lucy	1208616	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ramos, Hevila	1246066	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ramos, Raul G.	1666500	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Reddy, Boyapati Chinnapa	2047773	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive

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Organization: Canutillo High School - 001 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Saenz, Charissa Concepcion	1651261	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Saucedo li, Carlos Guadalupe	2047779	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Seeburg, Micha Larae	1809690	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Seeburg, Robert	1688554	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Sherman, Nancy Carol	1712692	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Spalding, Emma Catherine	1750289	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Tracy, Gregg	2000055	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Treharne, Terri S.	1723241	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Trevino Jr., Leandro Garza	1601476	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Valles, Zacarias	1774136	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Villalobos, Claudia	1916666	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Vinson, Mika Sharp	1955116	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Vinson, Stephen A	2000058	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Wells, Mary D.	1241666	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Wilson, Thomas H.	1293676	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Zimmerman, Marlana	1625854	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
Term 10 month with Incentive Total:			63				
Term 11 month with Incentive							
2008	2008	Elton, Christopher R	2048256	Y	Y	Probationary 1 (5 of 8) 11 month with Incentive	Term 11 month with Incentive
2008	2008	Solorzano, Rosa Maria	2048390	Y	Y	Probationary 1 (5 of 8) 11 month with Incentive	Term 11 month with Incentive
2008	2008	Tate, Richard	1936028	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
2008	2008	Ugues Sr, Heraclio	2048823	Y	Y	Probationary 1 (5 of 8) 11 month with Incentive	Term 11 month with Incentive
2008	2008	Werge, Denise Siqueiros	1112909	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			5				
Term 12 month with Incentive							
2008	2008	Gil, Ronald Patrick	1399507	Y	Y	Term 12 month with Incentive	Term 12 month with Incentive

Employee Contract Listing

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Organization: Canutillo High School - 001 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 12 month with Incentive Total:			1				
Total Contracts at Canutillo High School - 001:			116				

Employee Contract Listing

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Organization: Canutillo Middle School - 041

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Billingsley, Diane J	1351477	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Bueno, Joe Victor	1593008	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ericson, Timothy L	1427027	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Gallegos, Bridget	1426266	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Gonzales, Margaret Ann	1226173	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Kihara, Armida Arrieta	1405168	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Leyva, Bobby J	1877319	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Marshall, Milton R.	1259501	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Miller, Carole A.	1640514	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Norris, Sharon Speegle	1526597	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ochoa, Louisa Linda	1614135	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ortega, Pablo Z.	1236290	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Reyes, Maria Dolores	1243286	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Sheppard, Debbie L.	1242275	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Wagoner, Isela Franco	1307333	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

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Certified Administrator One Year Term

2008	2008	Dillard, Michael L	1880955	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
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Certified Administrator One Year Term Total:

1

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Certified Professional Term 11 month with Incentive

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Organization: Canutillo Middle School - 041 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Certified Professional Term 11 month with Incentive							
2008	2008	Maldonado, Bibiano	1753334	Y	Y	Certified Professional Term 11 month with Incentive	Certified Professional Term 11 month with Incentive
Certified Professional Term 11 month with Incentive Total:			1				
Multi-Year Term with Incentive							
2008	2008	Reyes-Garcia, Monica	1200830	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
Multi-Year Term with Incentive Total:			1				
Probationary 2 10 month with Incentive							
2008	2008	Athens, Darren	2048822	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Ennis, James	2048610	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Hansen, Torri Jennifer	2049788	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
Probationary 2 10 month with Incentive Total:			3				
Probationary 2 11 month with Incentive							
2008	2008	Cruz, Carolina	2051558	Y	Y	Probationary 1 11 month with Incentive	Probationary 2 11 month with Incentive
Probationary 2 11 month with Incentive Total:			1				
Probationary 3 10 month with Incentive							
2008	2008	Arenas, Nora Alejandra	2000050	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Crocker, Monica Ontiveros	2000019	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Hees Ii, Joachim Rudy	2000070	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Lucero, Anna Marie	1528368	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Mendoza, Vanessa	1414081	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Provencio, Lydia A	1572624	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
Probationary 3 10 month with Incentive Total:			6				
Term 10 month with Incentive							
2008	2008	Abeyta, Marc Finian	1536595	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Carrasco, Elsa	1646430	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Conde, Aurelio	1435487	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Frescas, Jordan Elizabeth	1578465	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gailey, Karen Lynette	1705972	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Galindo, Christina	1717894	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive

Employee Contract Listing

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Organization: Canutillo Middle School - 041 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Gallardo, Patricia	1705849	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gomez, Rita	1492314	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Guterl-Biernacki, Laura L.	1369464	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hadrous, Grace	1703157	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Jaramillo, Sarah Louise	1594905	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Keithly, Howard R.	1953969	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Levario, Veronica Teresa	2047804	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Luna, Blanca Alicia	1757889	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Martin, Robert Todd	1937406	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Mewhorter, Lorraine	2000122	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Moreno, Michelle Cynthia	1227513	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Olivas, Angel	1934640	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Owens, Debbie Elisa	1914081	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Perea, Victoria	1250174	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Pichardo, Cecilia	1342193	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Plotner, Susan Dixon	1378831	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Rissling, Karen Alice	1974671	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Rivera, Marc Edmund	1456443	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Royse, Irene M.	1680845	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Salgado, Claudia	1341209	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Saucedo, Patricia Ann	1233453	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Smith, Brenda Hall	2048831	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Urtaza, Katana	1577311	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Villanueva, Lilia Yvonne	1697160	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive

Term 10 month with Incentive Total: 30

Term 11 month with Incentive

2008	2008	Main, Peter J.	1883429	Y	86	Term 11 month with Incentive	Term 11 month with Incentive
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Employee Contract Listing

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Organization: Canutillo Middle School - 041 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 11 month with Incentive							
2008	2008	Prieto, Monica G.	1202829	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			2				
Total Contracts at Canutillo Middle School - 041:			60				

Employee Contract Listing

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Organization: Deanna Davenport Elementary Scho - 102

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Alvarez, Margarita	1448392	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Armijo, Guadalupe R	1805983	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Barren, Barbara Howard	1377398	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Brockett, Mary B.	1370506	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Enriquez, Cynthia	1197434	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Fiske, Virginia	1191340	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Garcia, Christine	1269298	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Garcia, Susana S.	1783765	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Gonzalez, Isabel	1193056	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Hernandez, Jesus G.	1192875	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Lopez, Carmela	1460934	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Madril, Albert	1344304	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Martinez, Evangelina G	1696265	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Mendoza, M. Bernadette	1416995	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Merritt, Ana Aun	1860288	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Najera, Jose A	1486312	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ostos, Guadalupe	1265925	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ramirez, Patricia Z.	1613910	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

Employee Contract Listing

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Organization: Deanna Davenport Elementary Scho - 102 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Sanchez, Celia Yvonne	1300691	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Villalobos, Raymundo	1335542	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Villalobos, Rosa M.	1384155	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ward, Janiece I	1410324	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
			22				
Certified Administrator One Year Term							
2008	2008	Valdez, Sandra Ochoa	2047783	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
			Certified Administrator One Year Term Total:	1			
Multi-Year Term with Incentive							
2008	2008	Strobach, Marta C.	1798946	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
			Multi-Year Term with Incentive Total:	1			
Probationary 2 10 month with Incentive							
2008	2008	Clary, Brisa	2000132	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Knauerhase, Torsten	1868294	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Vondran, Piper Ann	1600985	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
			Probationary 2 10 month with Incentive Total:	3			
Term 10 month with Incentive							
2008	2008	Amero, Dolores T.	1366920	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Barraza, Martha O.	1766966	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Bean, Micaela Claire	2047769	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Dallo, Minerva	1578902	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gonzalez, Maria Teresa	1314848	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hajir, Gabriela	1186364	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hermosillo, Patricia Simon	1151120	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hoy, Julia Bird	1888904	Y	89	Term 10 month with Incentive	Term 10 month with Incentive

Employee Contract Listing

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Organization: Deanna Davenport Elementary Scho - 102 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Meraz, Dora	1140437	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Reza, Margarita I.	1948323	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Scofield, Amanda	1631750	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Seymour-Weatherly, Jane	1281836	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
Term 10 month with Incentive Total:			12				
Term 11 month with Incentive							
2008	2008	Castanon M, Claudia	1971752	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
2008	2008	Valenzuela, Veronica	1376580	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			2				
Total Contracts at Deanna Davenport Elementary Scho - 102:			41				

Organization: District Alternative Education - 001

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month without Incentive							
2008	2008	Lydon, Colleen Anne	2000109	Y	Y	Term 10 month without Incentive	Term 10 month without Incentive
Term 10 month without Incentive Total:			1				
Total Contracts at District Alternative Education - 001:			1				

Organization: Early College High School - 003

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Probationary 1 12 month with Incentive							
2008	2008	Gustafson, Peggy Mae	2051745	Y	Y	Probationary 1 12 month with Incentive	Probationary 1 12 month with Incentive
Probationary 1 12 month with Incentive Total:			1				
Total Contracts at Early College High School - 003:			1				

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Organization: Facilities and Transportation Di - 740

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Multi-Year Non-Certified Term							
2008	2008	Farran, Yusuf E.	1351439	Y	Y	Multi-Year Non-Certified Term	Multi-Year Non-Certified Term
Multi-Year Non-Certified Term Total:			1				
Total Contracts at Facilities and Transportation Di - 740:			1				

Organization: Food Service - 700

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Multi-Year Term							
2008	2008	Balesh, Adele R.	1263975	Y	Y	Multi-Year Term	Multi-Year Term
Multi-Year Term Total:			1				
Total Contracts at Food Service - 700:			1				

Employee Contract Listing

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Organization: Gonzalo and Sofia Garcia Elem - 105

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Atherton, Daniel C.	1669917	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Chaires, Corina M.	1159286	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Fleming, Alma Chavez	1436799	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Gonzalez, Yvonne Z.	1123180	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Madrid, Maria Celsa	1558425	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Mallory, Randi Marcelle	1576543	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Nolan, Francis S.	1457332	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Ramos, Kathleen	1556097	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Sanger, Margaret S.	1117984	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

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Certified Administrator One Year Term

2008	2008	Maxsom, Sheryl C.	2000134	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
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Certified Administrator One Year Term Total: 1

Multi-Year Term with Incentive

2008	2008	Gonzalez, Sylvia	1831276	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
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Multi-Year Term with Incentive Total: 1

Probationary 2 10 month with Incentive

2008	2008	Carmona, Gabriela	2048664	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	De Alba, Jhael	1392958	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Del Val, Elizabeth	1659549	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Denny, Emily Erin	2047782	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Escobar, Laura Renata	2047781	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Flores, Adrian	2000127	Y	Y ⁹²	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive

Employee Contract Listing

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Organization: Gonzalo and Sofia Garcia Elem - 105 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Probationary 2 10 month with Incentive							
2008	2008	Sanchez, Veronica	1888108	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
Probationary 2 10 month with Incentive Total:			7				
Probationary 2 11 month with Incentive							
2008	2008	Baeza, Irene	2000129	Y	Y	Probationary 1 11 month with Incentive	Probationary 2 11 month with Incentive
Probationary 2 11 month with Incentive Total:			1				
Probationary 3 10 month with Incentive							
2008	2008	Bain, Jaclyn	2000079	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Garcia, Sandra O	1116983	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Mendez, Sofia	1657500	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
Probationary 3 10 month with Incentive Total:			3				
Term 10 month with Incentive							
2008	2008	Acevedo, Carla I.	1661438	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Alarcon, Maria Teresa	1300996	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Alderete-Mendez, Irene	1890904	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Cruz, Elizabeth N.	1936627	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Grado, Marisela	2000138	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
2008	2008	Jallad, Manuela Bueno	1321493	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Lopez, Claudia	1387262	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Lujan, Alice L.	1248013	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Morales, Ramona G.	1306893	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Morgan, Audrie Jayne	1128932	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Morgan, Leticia Irene	1450135	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Parra Munoz, Sylvia	1659402	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Rodriguez, Ana Elva	1708427	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Salcedo, Susana	1147101	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Schenk, Laura	1786406	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Sepulveda, Helga Ericka	1807616	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive

Employee Contract Listing

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Organization: Gonzalo and Sofia Garcia Elem - 105 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Vidaurri, Griselda	1871811	Y	Y	Probationary 1 (5 of 8) 10 month with Incentive	Term 10 month with Incentive
Term 10 month with Incentive Total:			17				
Term 11 month with Incentive							
2008	2008	Kerney, Debra Yvonne	2000126	Y	Y	Probationary 1 (5 of 8) 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			1				
Total Contracts at Gonzalo and Sofia Garcia Elem - 105:			40				

Organization: Human Resources Division - 720

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Certified Professional One Year Term 12 month							
2008	2008	Ludwig, Vicky B.	1854344	Y	Y	Certified Professional One Year Term 12 month	Certified Professional One Year Term 12 month
Certified Professional One Year Term 12 month Total:			1				
Multi-Year Term							
2008	2008	O'Donnell, Renee Quiroz	1106358	Y	Y	Multi-Year Term	Multi-Year Term
Multi-Year Term Total:			1				
Total Contracts at Human Resources Division - 720:			2				

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Organization: Jose Alderete Middle School - 042

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Britton, Sheila	1454971	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Gallagher, Melanie A.	1878102	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Garcia, Michael	1124589	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Haneman, Lisa Marianne	1637474	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Hayes, Francis P.	1620343	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Hoover, Patricia L.	1968136	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Lopez, Ramon M.	1324019	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	McMahon, Michelle K.	1842743	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Saenz, Ralph M	1648161	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Trujillo, Constancia	1356129	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Weston-Honts, Sandra Mae	1389295	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
			11				
Certified Administrator One Year Term							
2008	2008	Parker, Consuelo Maria	1872899	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
			1				
Certified Professional Term 11 month with Incentive							
2008	2008	Sanchez, Manuela R.	1581042	Y	Y	Certified Professional Term 11 month with Incentive	Certified Professional Term 11 month with Incentive
			1				
Multi-Year Term with Incentive							
2008	2008	Brigham, Annette R	1998517	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
			1				
				95			

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Organization: Jose Alderete Middle School - 042 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Probationary 2 10 month with Incentive							
2008	2008	Moreno, Mario	2047775	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
2008	2008	Parshall, Megan Charysse	2049500	Y	Y	Probationary 1 10 month with Incentive	Probationary 2 10 month with Incentive
Probationary 2 10 month with Incentive Total:			2				
Probationary 3 10 month with Incentive							
2008	2008	Avila, Nidia	2000018	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Baida, Maria Elida	1412481	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Castanon, Nicolas	1565443	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Gonzales, Raquel	2000043	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Hernandez, Valente	2000047	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Kirby, Timothy P	2000012	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Landeros-Vasquez, Rachel	1249258	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Martinez, Claudia Ivette	2000060	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Miranda, Elizabeth	1957455	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Padilla, Patricia	2000096	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Ramos, Regino Jr	1418079	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Rangel, Jorge Luis	1347849	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Salgado, Rosamaria	1119567	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Sweetnam, Sean	1470257	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Uranga, Carolina Elena	1511931	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Vargas, Myriam G	2000015	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Zeller, Damon L	2000017	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
Probationary 3 10 month with Incentive Total:			17				
Term 10 month with Incentive							
2008	2008	Arriola, Andres	1908334	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Burnett, April Lynn	1828179	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Cereceres, Rose Mary	1154823	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Cicchetti, Michele	1730690	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Davis Delacruz, Aurora	1985979	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	De La O, Carroll	1964654	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Jose Alderete Middle School - 042 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 10 month with Incentive							
2008	2008	Fintell, David	1242726	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Forbes, Hermes Delano	1586366	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Fronce, Deyanira Matus	1411748	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Givens, Michael	2000016	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Gomez, Daniel	1490935	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hudson, John	1209559	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Mares, Jennifer Dawn	1743982	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Nava, Amy P.	1953757	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Orozco, Angela Flores	1498880	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ramos, Camila	1750923	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Rowe, Rosalee	1741142	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Sapien, Sandra Christine	1358227	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Scott, Christopher Patrick	1539027	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Terrell, Michelle Lind	1563318	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Villarreal, Elida	1904325	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Walker, Sharon	1693769	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
Term 10 month with Incentive Total:			22				
Term 11 month with Incentive							
2008	2008	Mercado, Jaime	2000135	Y	Y	Probationary 1 (5 of 8) 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			1				
Total Contracts at Jose Alderete Middle School - 042:			56				

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Jose Damian Elementary School - 103

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Atherton, Heather T.	1936848	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Edwards, Anne	1326769	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Garcia, Daniel	1283267	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Gomez, Rebeca Y.	1716946	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Herod, Barbara A.	1805166	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Keithly, Melissa	1627269	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Melendez, Julia R.	1117456	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Melendez, Julieta Hernandez	1245242	Y	Y	Continuing (Letter of Intent) 11 month with Incentive	
2008	2008	Menacker, Monie	1771187	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Mendoza, Pamela	1648710	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Nolan, Joyce A.	1605162	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Rood, Becky A.	1652449	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	
2008	2008	Smartt, Julie	1799923	Y	Y	Continuing (Letter of Intent) 10 month with Incentive	

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Certified Administrator One Year Term

2008	2008	Fintell, Marsha Marie	1194703	Y	Y	Certified Administrator One Year Term	Certified Administrator One Year Term
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Certified Administrator One Year Term Total: 1

Multi-Year Term with Incentive

2008	2008	Porras-Grant, Margarita	1250486	Y	Y	Multi-Year Term with Incentive	Multi-Year Term with Incentive
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Multi-Year Term with Incentive Total: 1

98

Probationary 3 10 month with Incentive

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Jose Damian Elementary School - 103 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Probationary 3 10 month with Incentive							
2008	2008	Carbajal, Graciela	2000036	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive
2008	2008	Leyba, Beatriz	1258172	Y	Y	Probationary 2 10 month with Incentive	Probationary 3 10 month with Incentive

Probationary 3 10 month with Incentive Total: 2

Term 10 month with Incentive							
2008	2008	Abbott, Mayte	1791567	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Chavez, Patricia Irene	1250042	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Felix, Susana Elvira	1128066	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Fronce, Todd	1977337	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Fuentes, Brenda Oriana	1423155	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Grado, Diane	1410980	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Guzman, Angela R.	1378928	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hatfield, Page	1863972	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Hernandez, Laura P.	1351034	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Juarez, Hector Noe	1281215	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Lopez, Socorro	1647856	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Lucero, Maria Rebecca	1628238	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Morgan, Sylvia	1281281	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Plaza, Janeth Fabiola	1587411	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Ramirez, Laura Veronica	1482953	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Rodriguez, Dora	1455984	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Romo, Sonia	1244119	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Rulli, Pamela L.	1634927	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Santariaga Ramirez, Emma	1293066	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Tolentino, Valerie	1656522	Y	Y	Probationary 3 10 month with Incentive	Term 10 month with Incentive
2008	2008	Torres, Maria Elena	2000034	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Varela, Maria Isabel	1961045	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive
2008	2008	Vielledent, Cristina	1267675	Y	Y	Term 10 month with Incentive	Term 10 month with Incentive

Term 10 month with Incentive Total: 23

Term 11 month with Incentive

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Jose Damian Elementary School - 103 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Term 11 month with Incentive							
2008	2008	Gomez, Maria Edelia	1258376	Y	Y	Term 11 month with Incentive	Term 11 month with Incentive
Term 11 month with Incentive Total:			1				
Total Contracts at Jose Damian Elementary School - 103:			41				

Employee Contract Listing

04/03/2008

2:52 pm

Organization: School Improvement Division - 760

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
2008	2008	Harmeson, Margarita	1512195	Y	Y	Continuing (Letter of Intent) 12 month without Incentive	
			1				
Certified Professional One Year Term 11 month							
2008	2008	Hoover, Nancy J.	1400036	Y	Y	Certified Professional One Year Term 11 month	Certified Professional One Year Term 11 month
			1				
Certified Professional One Year Term 12 month							
2008	2008	Judd, Karen O.	1980640	Y	Y	Certified Professional One Year Term 12 month	Certified Professional One Year Term 12 month
			1				
Certified Professional Term 11 month without Incentive							
2008	2008	Castaneda, Luz D.	1178603	Y	Y	Certified Professional Term 11 month without Incentive	Certified Professional Term 11 month without Incentive
2008	2008	Crowley, Julia	1131810	Y	Y	Certified Professional Term 11 month without Incentive	Certified Professional Term 11 month without Incentive
2008	2008	Hidalgo, Maria De La Luz	1105906	Y	Y	Certified Professional Term 11 month without Incentive	Certified Professional Term 11 month without Incentive
2008	2008	Morgan, Stacie	2000020	Y	Y	Certified Professional Term 11 month without Incentive	Certified Professional Term 11 month without Incentive
2008	2008	Nunez, Alicia Ibanez	1260054	Y	Y	Certified Professional Term 11 month without Incentive	Certified Professional Term 11 month without Incentive
			5				
Multi-Year Term							
2008	2008	Hammock, Janine	2000002	Y	Y	Multi-Year Term	Multi-Year Term
2008	2008	Martinez, Lilia M.	1968124	Y	Y	Multi-Year Term	Multi-Year Term
2008	2008	Steinhauser, James B.	1513088	Y	Y	Multi-Year Term	Multi-Year Term
			3				
Non-Certified Professional 11 month without Incentive							
2008	2008	Aguilar, Rachel Marie	1209877	Y	Y	Non-Certified Professional 11 month without Incentive	Non-Certified Professional 11 month without Incentive

Employee Contract Listing

04/03/2008

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Organization: School Improvement Division - 760 (Continued)

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Non-Certified Professional 11 month without Incentive							
2008	2008	Springer, Karen Elaine	2000116	Y	Y	Probationary 1 11 month without Incentive	Non-Certified Professional 11 month without Incentive
Non-Certified Professional 11 month without Incentive Total:			2				
Term 10 month without Incentive							
2008	2008	Clevenger, Denise Jo	1966163	Y	Y	Term 10 month without Incentive	Term 10 month without Incentive
2008	2008	Flores, Cary Jo	1509547	Y	Y	Term 10 month without Incentive	Term 10 month without Incentive
Term 10 month without Incentive Total:			2				
Term 11 month without Incentive							
2008	2008	Valdez, Magdalena	1808615	Y	Y	Term 11 month without Incentive	Term 11 month without Incentive
Term 11 month without Incentive Total:			1				
Total Contracts at School Improvement Division - 760:			16				

Organization: School Resources Division - 750

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Non-Certified Professional One Year Term							
2008	2008	Lopez, Jose A.	1746195	Y	Y	Non-Certified Professional One Year Term	Non-Certified Professional One Year Term
Non-Certified Professional One Year Term Total:			1				
Term 10 month without Incentive							
2008	2008	Harkins, Lynn Ann	1706752	Y	Y	Term 10 month without Incentive	Term 10 month without Incentive
Term 10 month without Incentive Total:			1				
Total Contracts at School Resources Division - 750:			2				

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Student Support Division - 777

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Certified Professional One Year Term 12 month							
2008	2008	Hecker, Rita Carol	1857334	Y	Y	Certified Professional One Year Term 12 month	Certified Professional One Year Term 12 month
Certified Professional One Year Term 12 month Total:			1				
Multi-Year Term							
2008	2008	Armendariz, Margarita	1427270	Y	Y	Multi-Year Term	Multi-Year Term
Multi-Year Term Total:			1				
Total Contracts at Student Support Division - 777:			2				

Employee Contract Listing

04/03/2008

2:52 pm

Organization: Superintendent Office - 730

Issuance Yr	Assign Yr	Name	Emp ID	Renew	Adv	Current Contract	Next Contract
Certified Professional One Year Term 12 month							
2008	2008	Vasquez, Alfredo	1918319	Y	Y	Certified Professional One Year Term 12 month	Certified Professional One Year Term 12 month
Certified Professional One Year Term 12 month Total:			1				
Total Contracts at Superintendent Office - 730:			1				

Employee Contract Listing

Total Contracts for Organizations Selected	
Certified Administrator One Year Term	10
Certified Professional One Year Term 11 month	1
Certified Professional One Year Term 12 month	5
Certified Professional Term 11 month with Incentive	4
Certified Professional Term 11 month without Incentive	5
Certified Professional Term 12 month with Incentive	1
Dual Assignment Term 10 month with Incentive	3
Dual Assignment Term 11 month with Incentive	1
Multi-Year Non-Certified Term	2
Multi-Year Term	7
Multi-Year Term with Incentive	8
Non-Certified Professional 11 month without Incentive	2
Non-Certified Professional One Year Term	2
Non-Certified Teacher with Incentive	2
Probationary 1 10 month with Incentive	1
Probationary 1 12 month with Incentive	1
Probationary 2 10 month with Incentive	24
Probationary 2 11 month with Incentive	2
Probationary 3 10 month with Incentive	38
Probationary 4 10 month with Incentive	1
Term 10 month with Incentive	221
Term 10 month without Incentive	4
Term 11 month with Incentive	16
Term 11 month without Incentive	1
Term 12 month with Incentive	1
	124
Totals	487

**CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS**

Subject: Consider Non-Renewal of Probationary Contract Teacher

Date: April 8, 2008

Presented by: Renée O'Donnell

Consent Agenda: _____

ACTION

1. **BACKGROUND INFORMATION**

This information will be provided to the Board under a separate cover.

2. **SUPERINTENDENT RECOMMENDATION:**

3. **BOARD ACTION REQUESTED**

MOTION: _____ SECOND: _____

FOR _____ AGAINST: _____

**CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS**

Subject: Administrative Personnel Actions for Date: April 8, 2008
Board of Trustee Information Only

Presented by: Renée O'Donnell Consent Agenda: _____

ACTION

1. **BACKGROUND INFORMATION**

Superintendent approved employment of personnel:

Eric García	Custodian, GES, Effective 2/25/08
María Concepción Núñez	FS Helper, AMS, Effective 3/19/08
Ernesto L. Ortiz	Resource Services Coordinator, Effective 3/24/08
Margel Torres	Custodian, GES, Effective 3/3/08
Juana Ulloa	Sub Nurse, Effective 3/4/08
Lupe Villanueva	Asst. Lead Custodian, GES, Effective 3/3/08

Superintendent approved position changes for personnel:

María Arrieta	Custodian, CHS, to Custodian, GES, Effective 2/25/08
Carmen Castro	FS Helper, CES, to Interim Baker, CES, Effective 3/19/08
Hilario De La Rosa	Lead Custodian, CMS, to Custodian, GES, Effective 3/7/08
María Marmolejo	FS Assistant Manager, CES, to FS Assistant Manager, CMS, Effective 3/19/08

Superintendent approved position changes for personnel (cont.):

Esmeralda Marquez	PT FS Helper, to FS Cook, GES, Effective 3/19/08
Luis Ramirez	Maintenance Worker to PT FS Helper, AMS, Effective 3/31/08
Teresa Roberts	Payroll Specialist to Interim Payroll Supervisor, Effective 4/3/08
Guadalupe Sanchez	Cook, BCE, to Assistant Manager, CES, Effective 3/19/08

Superintendent approved resignations:

María Teresa Arroyo	Adult Education Instructor, Effective 6/5/08
Kirsten Coons	Special Education Teacher, DDE, Effective 6/5/08
Ebrahim Hubail	IT Systems Engineer, Effective 3/17/08
Jose A. Ruiz	FS Cook, Test Kitchen, Effective 3/20/08
Diego Sohle	Lead Custodian, JDE, Effective 3/14/08
JoAnn Townsend	Payroll Supervisor, BS, Effective 4/3/08

Superintendent approved retirements:

None

Termination of Support Personnel

See under separate cover

2. **BOARD ACTION REQUESTED**

No action required.

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item: _____

Date: April 8, 2008

Subject: Acceptance of Donations to Canutillo ISD

Presented By: Tony Reza

Consent Agenda _____

ACTION

1. BACKGROUND INFORMATION:

The following individuals/businesses have made a donation to Canutillo Independent School District as follows:

See Attached List

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends acceptance of the donations to Canutillo ISD

3. ACTION REQUESTED:

The Board of Trustees accepts the donations to Canutillo ISD.

MOTION _____ SECOND _____

AYES _____ NAYS _____

Donations To Canutillo ISD

SW Bench	\$150.00	Plaque for Baseball Field
Carlos Carrasco	\$100.00	GES Rose Garden
Mike Garcia	\$250.00	GES Rose Garden
Alfredo Chavez	\$250.00	GES Rose Garden
Elliott Shapleigh	\$50.00	GES Rose Garden
Mike Dipp	\$200.00	GES Rose Garden
Lilia Martinez	\$35.00	GES Rose Garden
Pauline Dow	\$100.00	GES Rose Garden
Academy West	\$2,375.00	25 Bicycles & Helmets to Canutillo Elementary
Tweedie Enterprises, Inc	\$100.00	2008 Beems Conference - ALS Department
Home Educational Learning	\$100.00	2008 Beems Conference - ALS Department
Diaz Educational Group	\$1,180.00	64 Diccionario Escolar Enfocado
Juan & Zeldia Rocha	\$200.00	CHS Key Club
Larry Hawkins Agency	\$500.00	CHS TAFE Club
Casa Ford	\$500.00	GES Activity Account
Valley By-Products	\$200.00	For Taks Incentives for Davenport

* Donation forms on file in Business Services Office



VERONICA ESCOBAR
County Commissioner, Pct. 2
commissioner#2@epcounty.com

COUNTY OF EL PASO

RUBEN VOGT
Policy and Programs
Coordinator
rvogt@epcounty.com

CELESTE A. VARELA
Administrative Assistant
cvarela@epcounty.com

March 18, 2008

Dr. Pam Padilla
Superintendent
Canutillo ISD
P.O. Box 100
Canutillo, TX 79835

RE: Shared Services

Dear Dr. Padilla,

As you well know, our community is experiencing unprecedented growth at a rate that will only accelerate in the foreseeable future. As local elected officials, leaders and community activists we face the prospect of gradually increasing demand for vital services and amenities during a time when taxpayers are expecting us to keep taxes from rising. To think that we can continually increase the tax burden on an overburdened base is an unworkable strategy.

While we cannot control increasing property values and the rising costs of goods and services, such as gasoline and groceries, we do have control over the amount of taxes we levy. Our challenge is very clear. We must meet the escalating demand for infrastructure, schools, parks and law enforcement while keeping taxes flat. To accomplish this, we need to be innovative in organizing and managing government support services and intergovernmental relations.

One option under which we can meet citizen expectations and achieve better value for our money is sharing services among all local taxing entities. From shared purchasing power of gasoline, technology and paper, to collaborative approaches to the use of government buildings, we can work together to lower the costs of government.

Each taxing/government entity has embraced this philosophy, and I salute the work you have already done to that end. However, we can all do better. It is not enough to have certain entities partially working together; this must be a community effort. As we begin planning for our next fiscal year, I'd like to fast-track a fully collaborative effort to evaluate every option that exists for us to share services.

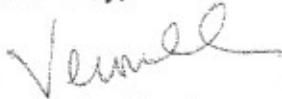
I'm asking that you allow me to place a discussion and action item on your agenda in April for a resolution of support that will include short-term and long-term commitments from all stakeholders. In addition, I respectfully ask that you

Shared Services Letter
March 18, 2008
Page 2

- Instruct budget, purchasing and other directors to evaluate areas for immediate and future areas of collaboration and shared purchasing power;
- Direct your staff members to come up with additional opportunities to collaborate and share opportunities that can be capitalized on during the Fiscal Year 2009 budget as well as future opportunities beyond this budget cycle;
- Participate in a Shared Services Summit later this year that will bring together elected officials and staff members from each entity, as well as experts to guide us through the process.

Ruben Vogt from my office will follow up with you to ensure we get the appropriate items to you for backup on the agenda item. Please let me know if you have questions. I look forward to your feedback during your meeting as well as our future collaboration!

Sincerely,



Veronica Escobar
County Commissioner, Precinct 2



THE CANUTILLO INDEPENDENT SCHOOL DISTRICT

Board Resolution No. 20080

WHEREAS the unprecedented growth the County of El Paso is experiencing is expected to accelerate in the foreseeable future. With this growth comes an increased demand to improve services with the expectation that leaders will keep taxes from rising; and

WHEREAS these demands will require innovative organization and management of government support services and intergovernmental relations in order to achieve improved services and service delivery, organizational credibility and a more effective use of resources; and

WHEREAS continually increasing the tax burden on an already overburdened base is an unsuitable strategy; and

WHEREAS the municipalities, school districts, institutions of higher education and other taxing entities within El Paso County seek to provide cost effective and efficient delivery of government services to their citizens; and

WHEREAS it is their shared belief that sharing services will be cost effective and efficient; and

WHEREAS the Canutillo Independent School District actively supports discussing and researching possible new and enhanced shared services between one or more stakeholders; and

WHEREAS the Canutillo Independent School District will participate in all meetings of the Shared Services Summit and or its subcommittees for the purpose of reaching a consensus on the best opportunities for shared services among the various stakeholders; and

RESOLVED that the Canutillo Independent School District supports and approve working toward facilitating shared services within the County of El Paso.

Coronado

President, Board of Trustees

I hereby certify that the above
Resolution was adopted _____.

Secretary, Board of Trustees

CANUTILLO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT
POST OFFICE BOX 100
CANUTILLO, TEXAS

Agenda Item:

Date: 4/8/08

Subject: Approval of RFP #08-10 Purchase of Student Response Systems

Presented By: Dr. James Steinhauser/Tony Reza

Consent Agenda: _____

ACTION

1. BACKGROUND INFORMATION:

As stated in Board Policy CH(Local), any single budgeted purchase of goods or services that has an aggregate cost of \$25,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place. This request is to approve the purchase of student response systems from Turning Technologies, Inc. in the total amount of \$26,675.00 with the option of purchasing more units at the same price over the next 3 years. Board approval will be requested for any additional units required in the future through this bid.

All pertinent information will be included in the Friday Packets.

2. SUPERINTENDENT RECOMMENDATION:

The Superintendent recommends the purchase of student response systems from Turning Technologies, Inc. in the total amount of \$26,675.00.

3. BOARD ACTION REQUESTED:

The Board of Trustees approves the Superintendent's recommendation.

MOTION _____ SECOND _____

AYES _____ NAYS _____