

Regular Meeting
Tuesday, July 18, 2023 7:00 PM

Administration Building
400 East Loop 340
Waco, TX 76705

Agenda

- I. Roll Call, Establishment of Quorum, and Call to Order
Presenter: Board President
- II. Opening Ceremony
Presenter: Board President
- III. Consider Listing of Agenda Items
Presenter: Board President
- IV. Recognition Items
Presenter: Board President and Dr. Sharon M. Shields
- V. Public Participation
Presenter: Board President
- VI. Special Reports
Presenter: Board President
 - VI.A. Superintendent's Report
Presenter: Dr. Sharon M. Shields
 - VI.A.1. Student Enrollment Update
Presenter: Dr. Sharon M. Shields
 - VI.A.2. Calendar of Events
Presenter: Dr. Sharon M. Shields
 - VI.B. La Vega Pirates Education Foundation Annual Report
Presenter: Mrs. Allison Vrana
- VII. Consider Consent Agenda Items
Presenter: Board President
 - VII.A. Minutes for Meetings Held
Presenter: Ms. Lori Mynarcik
 - VII.B. Monthly Tax Collection Recap and Report
Presenter: Mr. James Garrett
 - VII.C. Budget Amendments
Presenter: Mr. James Garrett
 - VII.D. Quarterly Investment Report
Presenter: Mr. James Garrett
 - VII.E. Personnel Items
Presenter: Mr. Todd Gooden
 - VII.E.1. Stipend List for 2023-2024
Presenter: Mr. Todd Gooden
 - VII.F. Approval of changes to the Employee Handbook
Presenter: Mr. Todd Gooden
 - VII.G. Consideration of changes to local policy DEC Local X - Retiree Payout Benefit
Presenter: Mr. James Garrett

- VII.H. Student Handbook 2023-2024 and Student Code of Conduct
Presenter: Mrs. Sandra Gibson
- VIII. Action and Discussion Items
Presenter: Board President
 - VIII.A. Preliminary Discussion of Budget and Tax Rate for 2023-2024
Presenter: Mr. James Garrett
 - VIII.B. Consider Monthly Budget Analysis Report
Presenter: Mr. James Garrett
 - VIII.C. Consider Teacher and Professional Employee Contract Recommendations
Presenter: Mr. Todd Gooden
 - VIII.D. Consideration of Salary Increase for District Employees
Presenter: Mr. James Garrett
 - VIII.E. Consideration of Increase to Employer Portion of Employee Insurance Premiums
Presenter: Mr. James Garrett
 - VIII.F. Optional Flexible School Day Program
Presenter: Mrs. Sandra Gibson
- IX. Closed Meeting
Presenter: Board President
- X. Adjournment
Presenter: Board President

ROLL CALL, ESTABLISHMENT OF QUORUM, AND CALL TO ORDER

The meeting was called to order at _____ m.

Board of Trustees Members Present: _____

Board of Trustees Members Absent: _____

School Personnel Present: _____

Others Present: _____

BOARD PRESIDENT:

THE OPENING CEREMONY CONSISTING OF THE PLEDGE OF ALLEGIANCE

TO THE AMERICAN FLAG AND TO THE TEXAS FLAG WILL BE PROVIDED BY:

(NAME, TITLE, POSITION, LVISD CAMPUS/DEPT.)



PLEDGE TO 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.



PLEDGE TO TEXAS FLAG: "Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."

APPROVE LISTING OF AGENDA ITEMS

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields and Board President

Background Information:

Board Members are asked to review the listing of agenda items.

Fiscal Implication:

N/A

Administrative Recommendation:

N/A

Motion:

Second:

For:

Against

Abstain:

CONSENT AGENDA ITEMS

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

N/A

Background Information:

The consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Fiscal Implication:

N/A

Administrative Recommendation:

N/A

Motion:

Second:

For:

Against

Abstain:

Approve Minutes for Meeting(s) Held

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields or Ms. Lori Mynarcik

Background Information:

The Board shall prepare and retain minutes or make a tape recording of each of its open meetings. The minutes shall state the subject matter of each deliberation and shall indicate each vote, order, decision, or other action taken by the Board. The minutes or tapes are public records and shall be made available for public inspection and copying on request to the Superintendent or designee.

Fiscal Implication:

None.

Administrative Recommendation:

Board review and approval.

Motion:

Second:

For:

Against:

Abstain:



**La Vega I.S.D. Board of Trustees
Minutes of the Regular Meeting
June 20, 2023**

BOARD MEMBERS PRESENT – Mildred Watkins, Henry C. Jennings, Raymond Koon, Rev. Larry Carpenter, Randy Devorsky, and Brenda Rocha

BOARD MEMBERS ABSENT – Myron Ridge

SCHOOL PERSONNEL PRESENT – Dr. Sharon M. Shields, Dr. Charla Rudd, Todd Gooden, James D. Garrett, Sandra Gibson, Chief Kerry Blakemore, and Lori Mynarcik, Sage Gonzalez, Sal Acosta

OTHERS PRESENT – Karen Coleman (Bellmead City Council)

CALLED TO ORDER – Board President Henry C Jennings established a quorum and brought the board meeting to order at 7:00 p.m.

OPENING CEREMONY – Mr. Todd Gooden, Deputy Superintendent for Personnel & Administration led the Pledges of Allegiance to the United States Flag and the Texas Flag.

APPROVED LISTING OF AGENDA ITEMS – Motioned by Mr. Devorsky and seconded by Mrs. Watkins, the Board unanimously approved the listing of agenda items.

RECOGNITION ITEMS – The Board Members recognized the following individuals and groups for exemplary accomplishments beyond the District level:

- La Vega High School Counselor Sal Acosta for receiving HOTCA Award

PUBLIC PARTICIPATION – None

SPECIAL REPORTS – Board Members received the following special report(s).

Superintendent's Information to the Board - Dr. Sharon M. Shields, Superintendent, updated the Board Members on upcoming calendar items and other miscellaneous information.

Review of the La Vega ISD Gifted and Talented Program – Board Members received a review of La Vega ISD Gifted and Talented Program.

APPROVED CONSENT AGENDA ITEMS - Motioned by Mrs. Rocha and seconded by Mrs. Watkins, the Board unanimously approved the following consent agenda items:

- the minutes for the May 16, 2023 regular board meeting
- the budget amendments as presented
- the selection of the Audit Firm of Jaynes, Reitmeier, Boyd & Therell, Pc for Fiscal Year 2022- 2023
- the Quarterly Investment Report
- the Policy Manual Update 121

ACTION AND DISCUSSION ITEMS - The following items were considered, discussed, and/or approved by the Board of Trustees.

Approved the Monthly Budget Analysis Report – On a motion by Mr. Koon and seconded by Rev. Carpenter, the Board Members unanimously approved the monthly budget analysis report as presented.

Teacher and Professional Employee Contract Recommendations – Motioned by Mr. Devorsky and seconded by Mr. Koon, the Board Members unanimously approved the contract recommendations for Lauren Ardion, Kayla Garner, Adrian Hernandez, Kristan Johnson, Victoria Kuykendall, Amber Lewis, Kaylie Searight, Ashley Syphrett and Iliana Torres Quintero

CLOSED MEETING – None

ADJOURNMENT - On a motion by Mrs. Watkins and seconded by Mr. Devorsky, the Board of Trustees unanimously agreed to adjourn the meeting at 7:21 p.m. on June 20, 2023.

Date of Board Approval

President, La Vega I.S.D. Board of Trustees

Secretary, La Vega I.S.D. Board of Trustees

La Vega ISD
Tax Collection Report

Current Year M&O Taxes	For Month of	Year to Date
	June 2023	June 2023
Original Current Roll		\$ 14,493,380.00
Adjustments	(\$13,512.00)	(\$199,968.00)
Total Adjusted Roll		\$ 14,293,412.00
Current M&O Taxes Collected	\$ 66,495.00	\$ 11,050,993.00
Current P & I Collected	\$ 10,934.00	\$ 86,011.00
Current Taxes Collected Adjustments		\$ -
Total Current Taxes Collected	\$ 77,429.00	\$ 11,137,004.00
% of Current Taxes Collected		77.9170%
Current Year I&S Taxes	For Month of	Year to Date
Current I&S Taxes Collected	\$ 17,295.00	\$ 2,874,394.00
Current P & I Collected	\$ 2,844.00	\$ 21,873.00
Current Taxes Collected Adjustments	\$ -	\$ -
Total Current Taxes Collected	\$ 20,139.00	\$ 2,896,267.00
% of Current Taxes Collected		20.2630%
Total Collections Current	\$ 97,568.00	\$ 14,033,271.00
		98.18%
Delinquent M&O Taxes	This Month	Year to Date
Delinquent Taxes Outstanding		\$ 744,297.00
Adjustments	(\$4,698.00)	(\$77,332.00)
Total Adjusted Delinquent Roll		\$ 666,965.00
Delinquent M&O Taxes Collected	\$ 13,251.00	\$ 111,569.00
Delinquent P & I Collected	\$ 13,172.00	\$ 69,327.00
Attorney Fees Collected		\$ -
Delinquent Taxes Collected Adjustment		\$ -
Total Delinquent Balance Collected	\$ 26,423.00	\$ 180,896.00
% of of Delinquents Collected		27.1223%
Delinquent I&S Taxes	This Month	Year to Date
Delinquent I&S Taxes Collected	\$ 2,734.00	\$ 25,469.00
Delinquent P & I Collected	\$ 2,558.00	\$ 14,421.00
Attorney Fees Collected	\$ -	\$ -
Delinquent Taxes Collected Adjustment	\$ -	\$ -
Total Delinquent Balance Collected	\$ 5,292.00	\$ 39,890.00
% of of Delinquents Collected		5.9808%
Total Collections Delinquent	\$ 31,715.00	\$ 220,786.00
Grand Total Collections	\$ 129,283.00	\$ 14,254,057.00
Paid YTD		\$ 14,062,425.00
Balance Remaining		\$ 897,952.00

6.00%

Budget Amendment(s)

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Please note there were no Budget Amendments at the time board agendas were finalized.

Contact Person:

Mr. James D. Garrett

Background Information:

After adoption of the official budget each year, there are requests to change appropriations that arise for several reasons:

The PTO, booster club or some other similar organization desires to purchase some items for the school. According to regulation, these gifts must be reflected in the accounting records of the District and thus require a budget change request.

At each school, the principal maintains a "club" fund of which part is derived from the sale of soft drinks and school supplies. Traditionally, the principals have been allowed to use such funds at the campus at which they are generated. To use these funds, the principal must make a budget change request.

During the course of the fiscal year, most of the organization heads realize a need to transfer appropriations from account to account due to changing needs. Due to unforeseen circumstances, additional appropriations are occasionally required. Such an instance might be emergency repairs to a roof. The budget is a flexible document. Budget change requests are the way that accountability for that flexibility is maintained.

Fiscal Implication:

The fiscal implications of the budget amendment(s) are noted in the attached document.

Administrative Recommendation

The administration recommends approval of the budget amendment(s) as presented.

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Quarterly Investment Report

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Mr. James D. Garrett

Background Information:

N/A

Fiscal Implication:

N/A

Administrative Recommendation:

Board approval of the Quarterly Investment Report.

Motion:

Second:

For:

Against:

Abstain:

**LA VEGA INDEPENDENT SCHOOL DISTRICT
INVESTMENT REPORT
JUNE 30, 2023**

The District's cash and temporary investment balances and transactions for the quarter ended June 30, 2023 reflect the investment objectives and guidelines expressed in the District's Investment Policy.

The following is a summary of the district's cash and temporary investment position by fund group on June 30, 2023. These funds are liquid and available immediately, subject to outstanding obligations.

	<u>American Bank</u>	<u>Texas Range</u>	<u>Texas Class</u>	<u>Total</u>
General Fund	\$ (293,392)	\$14,001,616	\$ 730,886	\$ 14,439,110
Interest & Sinking	130,361	-0-	2,153,693	2,283,854
Food Service	<u>1,670,864</u>	<u>45,333</u>	<u>-0-</u>	<u>1,716,197</u>
Total	\$ 1,507,833	\$14,046,949	\$ 2,884,579	\$ 18,439,361

Cash

The District's funds are required to be deposited and invested under the terms of a depository contract pursuant to the School Depository Act and under the guidelines of the Public Funds Investment Act. American Bank of Waco deposits for safekeeping and trust with the District's agent, bank-approved pledged securities in an amount sufficient to protect District funds on a day-to-day basis during the period of the contract.

On June 30, 2023, the balance of the district's bank deposits were \$2,816,632 and \$127,474 for the Maintenance and Operations and Interest and Sinking funds, respectively. These balances were covered by FDIC insurance and by collateral held by the District's agent in the District's name. The District's cash balances were properly collateralized or insured at all times during the quarter.

Temporary Investment Earnings

Cash balances are held by American Bank, Texas Range and Texas Class. The following is a summary of each pooled fund group's interest earnings for the first ten-months of the fiscal year, as well as the budgetary comparison:

	<u>As of 06/30/2023</u>	<u>Annual Budget</u>	<u>Over/(Under)</u>
General Fund	\$ 260,733	\$ 202,500	\$ 162,528
Interest & Sinking	65,869	-0-	65,869
Food Service	<u>1,546</u>	<u>-0-</u>	<u>1,546</u>
	\$ 328,148	\$ 202,500	\$ 125,648

Interest Earnings & Rates

The table represents the interest earned by each investment category. The District's total earnings from investments were **\$328,148** for the fiscal YTD through June 30, 2023.

	<u>American Bank</u>	<u>Texas Range Daily</u>	<u>Texas Daily Select</u>	<u>Texas Class</u>
Average Monthly Yield	0.20%	5.14%	5.27%	5.2674%

We're experiencing strong rates in this current financial environment.

We, the approved Investment Officers of La Vega ISD, hereby certify that the following Investment Report represents the investment position of the district as of June 30, 2023 in compliance with the Board approved Investment Policy, the Public Funds Investment Act (Texas Government Code 2256), and, Generally Accepted Accounting Principles (GAAP).


Dr. Sharon M. Shields, Superintendent of Schools


James D. Garrett, Asst. Superintendent for Finance



P.O. Box 154068
Waco, Texas 76715-4068

Statement Ending 06/30/2023

LA VEGA ISD GENERAL

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Account Number: XXXXX6097

RETURN SERVICE REQUESTED

LA VEGA ISD GENERAL
OPERATING FUND
400 E LOOP 340
WACO TX 76705-3420

Managing Your Accounts

	Bank Name	American Bank, N.A.
	Bank Number	254-412-2000
	Mailing Address	P.O. Box 154068 Waco, TX 76715-4068
	Website	www.ambankwaco.com

Summary of Accounts

Account Type	Account Number	Ending Balance
PUBLIC FUNDS SCHOOLS	XXXXX6097	\$2,816,632.14

PUBLIC FUNDS SCHOOLS-XXXXX6097

Account Summary

Date	Description	Amount
06/01/2023	Beginning Balance	\$581,007.41
	46 Credit(s) This Period	\$5,755,488.62
	286 Debit(s) This Period	\$3,519,863.89
06/30/2023	Ending Balance	\$2,816,632.14

Account Activity

Post Date	Description	Debits	Credits	Balance
06/01/2023	Beginning Balance			\$581,007.41
06/01/2023	MOBILE/RDC DEPOSIT		\$180.00	\$581,187.41
06/01/2023	STRIPE TRANSFER ST-W7U0A7T4O8P4		\$159.30	\$581,346.71
06/01/2023	MCLENNAN COUNTY DISBURSMNT ACH89501 400809		\$348.12	\$581,694.83
06/01/2023	CHECK # 83737	\$10,925.00		\$570,769.83
06/01/2023	CHECK # 83767	\$888.31		\$569,881.52
06/01/2023	CHECK # 83768	\$3,414.95		\$566,466.57
06/01/2023	CHECK # 83783	\$10,501.66		\$555,964.91
06/01/2023	CHECK # 83794	\$2,920.28		\$553,044.63
06/01/2023	CHECK # 83822	\$1,112.72		\$551,931.91
06/01/2023	CHECK # 83848	\$11,728.63		\$540,203.28
06/01/2023	CHECK # 83850	\$560.00		\$539,643.28
06/01/2023	CHECK # 83855	\$1,794.00		\$537,849.28
06/01/2023	CHECK # 83863	\$9,085.00		\$528,764.28
06/01/2023	CHECK # 83868	\$174.59		\$528,589.69
06/01/2023	CHECK # 83877	\$1,823.30		\$526,766.39
06/01/2023	CHECK # 83890	\$2,828.09		\$523,938.30
06/01/2023	CHECK # 83899	\$140.00		\$523,798.30
06/01/2023	CHECK # 83901	\$700.00		\$523,098.30
06/01/2023	CHECK # 83906	\$374.00		\$522,724.30





P.O. Box 154068
Waco, Texas 76715-4068

Statement Ending 06/30/2023

LAVEGA ISD INTEREST & SINKING

Page 1 of 4

Account Number: XXXXX6063

RETURN SERVICE REQUESTED

LAVEGA ISD INTEREST & SINKING
400 E LOOP 340
WACO TX 76705-3420

Managing Your Accounts

	Bank Name	American Bank, N.A.
	Bank Number	254-412-2000
	Mailing Address	P.O. Box 154068 Waco, TX 76715-4068
	Website	www.ambankwaco.com

Summary of Accounts

Account Type	Account Number	Ending Balance
PUBLIC FUNDS SCHOOLS	XXXXX6063	\$127,473.82

PUBLIC FUNDS SCHOOLS-XXXXX6063

Account Summary

Date	Description	Amount
06/01/2023	Beginning Balance	\$104,790.41
	14 Credit(s) This Period	\$22,683.41
	0 Debit(s) This Period	\$0.00
06/30/2023	Ending Balance	\$127,473.82

Account Activity

Post Date	Description	Debits	Credits	Balance
06/01/2023	Beginning Balance			\$104,790.41
06/01/2023	MCLENNAN COUNTY DISBURSMNT ACH89502 400809		\$113.94	\$104,904.35
06/02/2023	MCLENNAN COUNTY DISBURSMNT ACH89560 400858		\$1,163.18	\$106,067.53
06/05/2023	MCLENNAN COUNTY DISBURSMNT ACH89613 400920		\$699.44	\$106,766.97
06/06/2023	MCLENNAN COUNTY DISBURSMNT ACH89669 400966		\$381.62	\$107,148.59
06/07/2023	MCLENNAN COUNTY DISBURSMNT ACH89720 401080		\$607.40	\$107,755.99
06/08/2023	MCLENNAN COUNTY DISBURSMNT ACH89772 401169		\$1,169.00	\$108,924.99
06/20/2023	MCLENNAN COUNTY DISBURSMNT ACH89983 401596		\$158.01	\$109,083.00
06/21/2023	MCLENNAN COUNTY DISBURSMNT ACH90026 401647		\$131.04	\$109,214.04
06/23/2023	MCLENNAN COUNTY DISBURSMNT ACH90089 401703		\$170.92	\$109,384.96
06/23/2023	MCLENNAN COUNTY DISBURSMNT ACH90052 401675		\$15,101.14	\$124,486.10
06/27/2023	MCLENNAN COUNTY DISBURSMNT ACH90134 401770		\$727.78	\$125,213.88
06/28/2023	MCLENNAN COUNTY DISBURSMNT ACH90165 401863		\$1,822.09	\$127,035.97
06/29/2023	MCLENNAN COUNTY DISBURSMNT ACH90208 401969		\$413.74	\$127,449.71
06/30/2023	INTEREST		\$24.11	\$127,473.82
06/30/2023	Ending Balance			\$127,473.82

Daily Balances

Date	Amount	Date	Amount	Date	Amount
06/01/2023	\$104,904.35	06/02/2023	\$106,067.53	06/05/2023	\$106,766.97





Summary Statement

June 30, 2023

Page 1 of 4

Investor ID: TX-01-0316

0000231-0001527 PDF 546123

La Vega ISD
400 E Loop 340
Waco, TX 76705

Texas CLASS

Texas CLASS

Average Monthly Yield: 5.2674%

		Beginning Balance	Contributions	Withdrawals	Income Earned	Income Earned YTD	Average Daily Balance	Month End Balance
TX-01-0316-0001	CAPITAL PROJECTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TX-01-0316-0002	INTEREST & SINKING	2,144,390.49	0.00	0.00	9,302.55	53,311.85	2,149,341.95	2,153,693.04
TX-01-0316-0003	GENERAL FUND	3,714,816.98	0.00	2,995,000.00	11,068.80	109,831.20	2,483,540.29	730,885.78
TOTAL		5,859,207.47	0.00	2,995,000.00	20,371.35	163,143.05	4,632,882.24	2,884,578.82



Account Statement

For the Month Ending **June 30, 2023**

Consolidated Summary Statement

La Vega Independent School District

Portfolio Summary			
Portfolio Holdings	Cash Dividends and Income	Closing Market Value	Current Yield
TexasDAILY	189.37	45,333.04	5.14 %
Texas TERM	0.00	14,000,000.00	* N/A
TexasDAILY Select	6.94	1,616.16	5.27 %
Total	\$196.31	\$14,046,949.20	

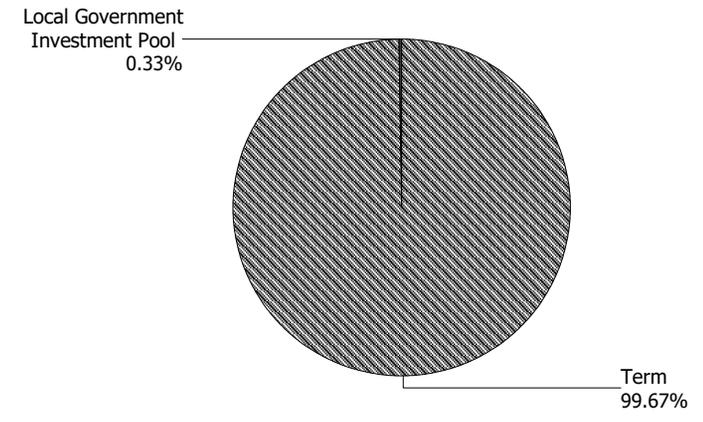
Investment Allocation		
Investment Type	Closing Market Value	Percent
Term Investment	14,000,000.00	99.67
Local Government Investment Pool	46,949.20	0.33
Total	\$14,046,949.20	100.00%

Maturity Distribution (Fixed Income Holdings)

Portfolio Holdings	Closing Market Value	Percent
Under 30 days	46,949.20	0.33
31 to 60 days	0.00	0.00
61 to 90 days	0.00	0.00
91 to 180 days	14,000,000.00	99.67
181 days to 1 year	0.00	0.00
1 to 2 years	0.00	0.00
2 to 3 years	0.00	0.00
3 to 4 years	0.00	0.00
4 to 5 years	0.00	0.00
Over 5 years	0.00	0.00
Total	\$14,046,949.20	100.00%

Weighted Average Days to Maturity 158

Sector Allocation



District-Wide Stipend List

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Mr. Todd Gooden

Background Information:

None

Fiscal Implication:

Stipends are included in campus/department budgets

Administrative Recommendation:

It is recommended that the board approve these stipends as presented.

Motion:

Second:

For:

Against:

Abstain:

Employee Handbook for 2023-2024

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Mr. Todd Gooden

Background Information:

Submitted for review and approval are the revisions to the updated 2023-2024 Employee Handbook. For comparison and review of the changes, the 22-23 Handbook is on our District website.

Fiscal Implication:

N/A

Administrative Recommendation:

It is the Administration's recommendation to approve the 2023-2024 Employee Handbook.

Motion:

Second:

For:

Against:

Abstain:

Summary of Employee Handbook Changes for 2023-2024

Topic	Page Number	Description of Change
Table of Contents	2-4	Changed page numbers and added new information.
Administrative Staff	8	Updated names and positions of employees.
Support Services	9	Updated names and positions of employees.
Campus Directory	10	Updated positions of employees.
Equal Employment Opportunity	11	Edited to more clearly state prohibited discrimination.
Recertification of Employment Authorization	13	Edited to describe consequences for failure to verify employment authorization.
Searches and Alcohol and Drug Testing	13	Added to first paragraph to include termination as a disciplinary consequence.
Breaks for Expression of Breast Milk	15	Added paragraph requiring employees to notify the district if they have concerns about the district's compliance with the PUMP Act.
Pregnancy Workers Fairness Act	16	Added new topic and explanation of the law.
T-TESS Appraisers & Calendar	17-19	Updated appraisers and changed dates
Paychecks	22	Edited to eliminate the possibility of confusion about the frequency of pay.
Payroll Deductions	23	Added paragraph explaining repayment of overpayments to an employee.
Overtime Compensation	23	Added to last paragraph to include termination as a possible disciplinary action.
Leaves and Absences	28	Added paragraph explaining the definition of no call/no show and possible consequences.
Family & Medical Leave General Provisions	35	Updated text of the Notice of Employee to reflect the revisions posted by the Dept. of Labor in April 2023.
Standards of Conduct	51	Edited to explain disciplinary action may include termination.
Discrimination, Harassment, and Retaliation on the Basis Of Sex	59	Edited to explain disciplinary action may include termination.
Employee Arrests and Convictions	68	Added references to Policies DHB and DHC. Added paragraphs detailing reporting misconduct requirements for certified and uncertified employees.
Safety and Security	71-72	Added Security to the topic title. Added paragraph describing how employees are expected to respond to emergencies.

Board Agenda Item
Consideration Related to Increasing Retiree Payout Benefit

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields
Mr. James D. Garrett
Mr. Todd Gooden

Background Information:

In reviewing district policies, it was determined that the amount paid out upon retirement has not been adjusted in many years. The current amount of \$25 per day for unused leave has become an incentive for employees to take off, thereby costing the district excess costs for substitutes, plus the loss of instruction when a teacher is out.

We're proposing an increase as outlined in the attachment to discourage staff from using their days just for the sake of using them.

Fiscal Implication:

The estimated overall cost to the district is expected to be minimal as it will be offset by the decreased costs of substitutes.

Administrative Recommendation:

N/A

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

La Vega ISD

Items for Consideration in Changing Retiree Payout Benefit – Board Policy DEC(LOCAL)-X

The one-time maximum benefit to an employee shall be administered as follows:

- \$100 for each unused day of local and state¹ leave, not to exceed a maximum of eighty (80) days in total

The following guidelines shall apply:

1. An eligible employee is defined as one who is eligible to retire and receive a standard annuity that is not reduced for early retirement under the TRS Program. If an employee meets the criteria to retire under TRS and another state system, and elects the other retirement system, the employee is eligible for reimbursement of earned accumulated leave upon retirement.
2. The employee's separation from employment is voluntary, *i.e.*, the employee is retiring and is not being discharged, terminated, or non-renewed.
3. The employee retires at the end of the school year (for instructional related staff), unless required to retire due to medical necessity as detailed below.
4. Employees must provide written notification of retirement to human resources by the last Friday in April of the given year, and use 2 or fewer leave days between that date and the end of their contract, unless otherwise approved by their supervisor and the Deputy Superintendent.
5. Maximum benefits shall only be paid to employees who have been employed by the District for ten (10) years prior to retirement. Employees who have been employed five to nine years may draw 50 percent to 90 percent of the maximum benefit, respectively.
6. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee
7. If an employee dies after he or she becomes eligible for payment for leave upon retirement, the District shall provide the payment to the beneficiary listed on the employee's life insurance policy provided by the District. If no beneficiary is named, payment shall be made to the designated representative of the employee's estate.
8. Those employed by La Vega ISD prior to July 1, 2023 are grandfathered into a hybrid model that will pay \$25 for all days above eighty (80) with no limit.

An eligible employee who has not completed a full academic year as identified by the current school calendar or completed his or her annual work calendar because of medical conditions certified in writing by a physician shall be paid for his or her accumulated leave balance.

¹ Only state days earned while employed consecutively with La Vega ISD are eligible for retirement payout benefit.

Summary of Student Handbook and Code of Conduct Changes for 2023-2024

Topic	Page Number	Description of Change
Table of Contents	2-8	Changed page numbers and added new information
Administrative Staff	9	Updated names and positions of employees.
Support Staff	10	Updated names and positions of employees.
Campus Directory	11	Updated positions of employees.
Dress Code	57	Updated dress code for shirts. T-shirts with any design were acceptable as long as they did not have anything inappropriate such as alcohol, sexual content or drugs, or anything that the campus would deem inappropriate.
Report of hazing or planned hazing	89	Remove the requirement for a report of hazing or planned hazing to be submitted in writing. The bill allows a report to be made to a peace officer or law enforcement agency, in addition to a dean of students or other institutional official. The bill also provides immunity from liability for any person, including an entity organized to support an organization, who reports a specific hazing incident to certain people, including a peace officer or law enforcement agency, if the person makes the report before being contacted by the educational institution or law enforcement agency and cooperates in good faith with the investigation conducted by the institution or law enforcement agency.
Tardies at Phil Bancale Primary Campus	119	Four or more tardies per six weeks may be grounds for dismissal from the PK3 and PK4 Programs.
Harassment	126	Added the offense of harassment under Penal Code 42.07 to include making obscene, intimidating, or threatening telephone calls or other electronic communications from a temporary or disposable telephone number provided by an internet application or other technological means.
Disciplinary Alternative Education Program Placement	144	Added student to be placed in the DAEP if the student possesses, uses, or is under the influence of, or sells, gives, or delivers marijuana, THC, or an e-cigarette to another person within 300 feet of school property or at a school-related event. The requirement for mandatory expulsion for felony marijuana, THC, and alcohol-related conduct has been removed.
Disciplinary Alternative Education Program Placement	145	Added a student who commits an offense related to marijuana, THC, e-cigarettes, alcohol, or abusable volatile chemicals shall

Summary of Student Handbook and Code of Conduct Changes for 2023-2024

		<p>be placed in in-school suspension (ISS) until a place in a DAEP becomes available or the period of the student's placement ends. If a DAEP is at capacity when a student who engaged in violent conduct needs to be placed, a district may move a student placed in DAEP for conduct related to marijuana, THC, an e-cigarette, alcohol, or an abusable volatile chemical to ISS to make room for the student who engaged in violent conduct. If a district removes a student from a DAEP to ISS, the student must be returned to a DAEP if a place becomes available before the end of the period of placement.</p>
<p>DAEP evaluation of special education services</p>	<p>146</p>	<p>Added House Bill (HB) 3928 amends Chapter 37 to require the district to provide information to a student's parent or person standing in parental relation to the student about the process for requesting a full individual and initial evaluation of the student for purposes of special education services both when a student is placed in the DAEP under Section 37.006 and as part of the student's personalized transition plan developed by the campus administrator.</p>

Discussion of the Preliminary 2023-2024 Budget

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Mr. James D. Garrett

Background Information:

This time will be used to initiate some preliminary discussions regarding the 2023-2024 budget.

Fiscal Implication:

To be presented.

Administrative Recommendation:

The administration recommends that the Board of Trustees and Administration discuss the 2023-2024 budget.

Motion:

Second:

For:

Against:

Abstain:

Monthly Budget Analysis Report

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Mr. James Garrett

Background Information:

The District compiles and reports revenue and expenditure data for all funds on a monthly basis. The attached monthly budget analysis reports compare year-to-date revenue and expenditures to the same period from last fiscal year. Monthly budget analysis reports are presented for the General Operating Fund; Child Nutrition Fund; and, Debt Service Fund. The August reports are unaudited and preliminary. There are entries that will need to be made that will adjust these numbers, ie. receivables, payables.

Fiscal Implication:

N/A

Administrative Recommendation:

It is recommended that the Board approve the Monthly Budget Analysis Reports as submitted.

Motion:

Second:

For:

Against:

Abstain:

La Vega Independent School District
Statement of Unaudited Revenues and Expenditures - Budget vs. Actual

For the Period Ended 06/30/2023

		GENERAL FUND - 199									
		(1)	(2)	(3)		(4)		(5)	(6)	(7)	(8)
DATA CONTROL CODES	REVENUES	2022-2023 ORIGINAL BUD	2022-2023 AMEND BUD	MONTHLY		YEAR-TO-DATE		DIFFERENCE AMEND BUD TO YTD CURR	CY YTD AS % OF BUDGET	PY YTD AS % OF BUDGET	% OF YEAR ELAPSED AS OF 06/30/2023
				CURRENT 06/30/2023	PRIOR YR 6/30/2022	CURRENT 06/30/2023	PRIOR YR 6/30/2022				
5700	LOCAL	11,749,191	11,932,577	116,648	153,724	11,798,780	11,254,191	133,797	98.88%	96.90%	83.33%
5800	STATE	19,988,196	19,988,196	2,156,419	1,590,449	16,067,578	13,538,233	3,920,618	80.39%	67.42%	83.33%
5900	FEDERAL	250,000	250,000	87	30,846	197,500	-	52,500	79.00%	#DIV/0!	83.33%
7900	OTHER	-	-	-	-	-	990,000	-	#DIV/0!	100.00%	83.33%
5020 TOTAL REVENUES		\$ 31,987,387	\$ 32,170,773	\$ 2,273,154	\$ 1,775,019	\$ 28,063,858	\$ 25,782,424	\$ 4,106,915	87.23%	93.12%	83.33%
EXPENDITURES											
0011	Instruction	17,517,303	17,677,113	1,191,562	871,038	11,823,998	12,115,620	5,853,115	66.89%	80.82%	83.33%
0012	Instr Resources/Media Services	305,194	298,449	19,150	17,687	197,857	249,982	100,592	66.30%	82.63%	83.33%
0013	Curriculum & Staff Development	512,993	502,538	26,011	54,488	278,479	224,878	224,059	55.41%	55.97%	83.33%
0021	Instructional Leadership	824,850	820,850	64,816	57,197	683,348	441,650	137,502	83.25%	76.32%	83.33%
0023	School Leadership	2,524,065	2,534,577	230,474	203,756	2,257,477	1,713,113	277,100	89.07%	78.07%	83.33%
0031	Guidance, Counseling & Evaluation	839,423	830,298	55,148	75,599	568,367	743,525	261,931	68.45%	83.10%	83.33%
0032	Attendance & Social Services	98,960	129,413	578	-	160,139	58,477	(30,726)	123.74%	55.43%	83.33%
0033	Health Services	307,157	306,382	22,700	21,379	228,343	225,548	78,039	74.53%	83.22%	83.33%
0034	Student Transportation	2,098,978	2,098,978	178,758	159,218	1,544,351	1,319,985	554,627	73.58%	74.79%	83.33%
0035	Food Services	30,975	30,975	-	4,786	5,615	20,567	25,360	18.13%	78.50%	83.33%
0036	Extracurricular Activities	1,808,523	1,782,759	265,935	133,891	1,532,696	1,004,450	250,063	85.97%	58.57%	83.33%
0041	General Administration	1,659,454	1,708,454	115,641	111,385	1,268,322	1,064,428	440,132	74.24%	71.75%	83.33%
0051	Plant Maintenance & Operations	3,768,921	3,768,921	253,705	279,402	3,525,681	2,591,505	243,240	93.55%	47.78%	83.33%
0052	Security & Monitoring Services	568,002	568,002	65,181	65,800	715,207	225,997	(147,205)	125.92%	61.28%	83.33%
0053	Data Processing Services	1,248,883	1,248,883	68,015	194,127	1,230,589	922,590	18,294	98.54%	70.35%	83.33%
0061	Community Services	5,084	3,559	-	-	2,072	3,504	1,487	58.22%	565.19%	83.33%
0071	Debt Service	281,000	281,000	-	-	257,636	247,851	23,364	91.69%	147.09%	83.33%
0081	Facility Acquisition & Construction	-	99,562	-	-	99,562	-	-	100.00%	0.00%	83.33%
0095	Payment to JJAEP	27,500	49,500	-	10,382	31,669	13,500	17,831	63.98%	51.92%	83.33%
0099	Other Intergovernmental Charges	229,000	199,000	15,000	-	130,125	130,962	68,875	65.39%	93.54%	83.33%
6030 TOTAL EXPENDITURES		\$ 34,656,265	\$ 34,939,213	\$ 2,572,674	\$ 2,260,135	\$ 26,541,533	\$ 23,318,133	\$8,397,680	75.96%	70.22%	83.33%
1100	Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (2,668,878)	\$ (2,768,440)	\$ (299,520)	\$ (485,116)	\$ 1,522,325	\$ 2,464,291				
OTHER FINANCING SOURCES (USES)		(9)	(9)			(9)					
7910	Transfers In										
8910	Transfers Out	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
TOTAL OTHER FINANCING SOURCES (USES)											
1200	Net Change in Fund Balance	\$ (2,668,878)	\$ (2,768,440)		(11)	\$ 1,522,325					
100	Fund Balance - Sept. 1		\$ 14,458,423		(12)	\$ 14,458,423					
3000	Fund Balance - Aug 31 (projected and unadited)		\$ 11,689,983		(14)	\$ 15,980,748					

- (1) **2022-2013 Approved Budget** - The original budget approved by the Board for the 2022-2023 Fiscal Year
- (2) **2022-2023 Amended Budget** - The original budget approved by the Board plus or minus any Budget Change Requests posted to the budget as of the date of the report
- (3) **Monthly Current Year vs. Prior Year Revenues and Expenditures** - Cash received(revenues)/disbursed(expenditures) for the current month compared with the same period last year
- (4) **Year To Date Current Year vs. Prior Year Revenues and Expenditures** - Cash received(revenues)/disbursed(expenditures) for the current year compared with the same period last year
- (5) **Difference Between Amended Budget and Current Year To Date** - Figures in Column 2 less figures in Column 4 (Current Column) equals balance left to receive(revenues)/disburse(expenditures) for the remainder of the Fiscal Year
- (6) **Current Year To Date as A Percent of The 2022-2023 Amended Budget** - The percent of Current Year To Date revenues/expenditures to the 2022-2023 Amended Budget
- (7) **Prior Year To Date as A Percent of The 2022-2023 Budget** - Ther percent of Prior Year To Date revenues/expenditures from the 2022-2023 Budget
- (8) **Percent of Fiscal Year Elapsed as of The Date of The Report** - The percent of the Fiscal Year which has elapsed for the as of date of the report
- (9) **Excess of Revenues Over Expenditures** - The excess (deficiency) of Revenues over (under) expenditures for the Original Budget, Amended Budget and Current Year To Date columns
- (10) **Transfers In/Out** - The amount of any transfers made to the Approved Budget, Amended Budget or Current Year To Date Columns
- (11) **Net Change In Fund Balance** - The excess or deficiency of revenues over expenditures which would add to or take away from the beginning fund balance
- (12) **Fund Balance - September 1** - The District's audited General Fund Balance as of September 1 of the current fiscal year.
- (13) **Fund Balance - August 31** - The projected and unaudited General Fund Balance the District would have if revenue and expenditures are equal to the 2022-2023 Approved Budget or Amended Budget
- (14) **Fund Balance - August 31** - The projected and unaudited General Fund Balance the District would have if the fiscal year ended on the last day of the month of the report.

La Vega Independent School District
Statement of Unaudited Revenues and Expenditures - Budget vs. Actual

For the Period Ended 06/30/2023

		CHILD NUTRITION FUND - 240									
		(1)	(2)	(3)		(4)		(5)	(6)	(7)	(8)
DATA CONTROL CODES	REVENUES	2022-2023 APP BUD	2022-2023 AMEND BUD	MONTHLY		YEAR-TO-DATE		DIFFERENCE AMEND BUD TO YTD CURR	CY YTD AS % OF BUDGET	PY YTD AS % OF BUDGET	% OF YEAR ELAPSED AS OF 06/30/2023
				CURRENT 06/30/2023	PRIOR YR 6/30/2022	CURRENT 06/30/2023	PRIOR YR 6/30/2022				
5700	LOCAL	84,616	84,616	11,863	2,992	123,152	125,496	(38,536)	145.54%	96.39%	83.33%
5800	STATE	12,500	12,500	5,330	-	66,615	50,561	(54,115)	532.92%	89.40%	83.33%
5900	FEDERAL	2,556,347	2,556,347	225,399	234,738	2,210,916	1,753,224	345,431	86.49%	80.39%	83.33%
7900	OTHER			-	-	-	-				83.33%
5020 TOTAL REVENUES		\$ 2,653,463	\$ 2,653,463	\$ 242,592	\$ 237,730	\$ 2,400,683	\$ 1,929,281	\$ 252,780	90.47%	84.80%	83.33%
EXPENDITURES											
0011	Instruction			-	-	-	-	-	#DIV/0!		83.33%
0012	Instr Resources/Media Services			-	-	-	-	-	#DIV/0!		83.33%
0013	Curriculum & Staff Development			-	-	-	-	-	#DIV/0!		83.33%
0021	Instructional Leadership			-	-	-	-	-	#DIV/0!		83.33%
0023	School Leadership			-	-	-	-	-	#DIV/0!		83.33%
0031	Guidance, Counseling & Evaluation			-	-	-	-	-	#DIV/0!		83.33%
0032	Attendance & Social Services			-	-	-	-	-	#DIV/0!		83.33%
0033	Health Services			-	-	-	-	-	#DIV/0!		83.33%
0034	Student Transportation			-	-	-	-	-	#DIV/0!		83.33%
0035	Food Services	2,629,463	3,077,033	267,345	321,694	1,936,264	1,869,129	1,140,769	62.93%	76.44%	83.33%
0036	Extracurricular Activities			-	-	-	-	-	#DIV/0!		83.33%
0041	General Administration			-	-	-	-	-	#DIV/0!		83.33%
0051	Plant Maintenance & Operations	24,000	27,000	389	570	19,745	13,735	7,255	73.13%	61.04%	83.33%
0052	Security & Monitoring Services			-	-	-	-	-	#DIV/0!		83.33%
0053	Data Processing Services			-	-	-	-	-	#DIV/0!		83.33%
0061	Community Services			-	-	-	-	-	#DIV/0!		83.33%
0071	Debt Service			-	-	-	-	-	#DIV/0!		83.33%
0081	Facility Acquisition & Construction			-	-	-	-	-	#DIV/0!		83.33%
0095	Payment to JJAEP			-	-	-	-	-	#DIV/0!		83.33%
0099	Other Intergovernmental Charges			-	-	-	-	-	#DIV/0!		83.33%
6030 TOTAL EXPENDITURES		\$ 2,653,463	\$ 3,104,033	\$ 267,734	\$ 322,264	\$ 1,956,009	\$ 1,882,864	\$ 1,148,024	63.02%	82.13%	83.33%
1100	Excess (Deficiency) of Revenues Over (Under) Expenditures	-	(450,570)	(25,142)	(84,534)	444,674	46,417				
OTHER FINANCING SOURCES (USES)		(9)	(9)			(9)					
7910	Transfers In										
8910	Transfers Out			-	-	-	-				
TOTAL OTHER FINANCING SOURCES (USES)											
1200	Net Change in Fund Balance	-	(450,570)		(11)	444,674					
100	EST. Fund Balance - Sept. 1		1,218,004		(12)	1,218,004					
3000	Fund Balance - Aug 31 (projected and unaudited)		767,434		(14)	1,662,678					

La Vega Independent School District
Statement of Unaudited Revenues and Expenditures - Budget vs. Actual

For the Period Ended

06/30/2023

DEBT SERVICE FUND - 511

DATA CONTROL CODES	REVENUES	(1)	(2)	(3)		(4)		(5)	(6)	(7)	(8)
		2022-2023 APP BUD	2022-2023 AMEND BUD	CURRENT MONTHLY 06/30/2023	PRIOR YR 6/30/2022	CURRENT YEAR-TO-DATE 06/30/2023	PRIOR YR 6/30/2022	DIFFERENCE AMEND BUD TO YTD CURR	CY YTD AS % OF BUDGET	PY YTD AS % OF BUDGET	% OF YEAR ELAPSED AS OF 06/30/2023
5700	LOCAL	2,599,303	2,599,303	34,759	7,266	2,950,557	1,965,222	(351,254)	113.51%	102.01%	83.33%
5800	STATE	-	-	-	-	62,600	891,592	(62,600)	#DIV/0!	126.15%	83.33%
5900	FEDERAL	-	-	-	-	-	-	-	#DIV/0!	0.00%	83.33%
7900	OTHER	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
5020	TOTAL REVENUES	\$ 2,599,303	\$ 2,599,303	\$ 34,759	\$ 7,266	\$ 3,013,157	\$ 2,856,814	\$ (413,854)	115.92%	97.08%	83.33%
	EXPENDITURES										
0011	Instruction	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0012	Instr Resources/Media Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0013	Curriculum & Staff Development	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0021	Instructional Leadership	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0023	School Leadership	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0031	Guidance, Counseling & Evaluation	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0032	Attendance & Social Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0033	Health Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0034	Student Transportation	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0035	Food Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0036	Extracurricular Activities	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0041	General Administration	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0051	Plant Maintenance & Operations	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0052	Security & Monitoring Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0053	Data Processing Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0061	Community Services	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0071	Debt Service	2,284,689	2,284,689	-	1,989	1,622,201	1,670,077	662,488	71.00%	0.648645	83.33%
0081	Facility Acquisition & Construction	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0095	Payment to JJAEP	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
0099	Other Intergovernmental Charges	-	-	-	-	-	-	-	#DIV/0!	#DIV/0!	83.33%
6030	TOTAL EXPENDITURES	\$ 2,284,689	\$ 2,284,689	\$ -	\$ 1,989	\$ 1,622,201	\$ 1,670,077	\$662,488.00	71.00%	61.68%	83.33%
1100	Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ 314,614	\$ 314,614	\$ 34,759	\$ 5,277	\$ 1,390,956	\$ 1,186,738				
	OTHER FINANCING SOURCES (USES)	(9)	(9)			(9)					
7910	Transfers In		\$ -	\$ -	\$ -	\$ -	\$ -				
8910	Transfers Out		\$ -	\$ -	\$ -	\$ -	\$ -				
	TOTAL OTHER FINANCING SOURCES (USES)										
1200	Net Change in Fund Balance	\$ 314,614	\$ 314,614		(11)	\$ 1,390,956					
100	Fund Balance - Sept. 1	\$ 4,520,586	\$ 4,520,586		(12)	\$ 4,520,586					
100	Less: Committed Fund Balance - Sept. 1	\$ (3,367,124)	\$ (3,367,124)			\$ (3,367,124)					
3000	Fund Balance - Aug 31 (projected and unaudited)	\$ 1,468,076	\$ 1,468,076		(14)	\$ 2,544,418					
3000	Less: Committed Fund Balance-Aug 31										
	Available Fund Balance (projected and unaudited)	(14) \$ 1,468,076	\$ 1,468,076			\$ 2,544,418					

Consider Teacher and Professional Employee Contract Recommendations

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Mr. Todd Gooden

Background Information:

The Board of Trustees of any independent school district may employ by contract a superintendent, a principal or principals, teachers, or other executive officers for a term not to exceed the maximum specified in this section. In those independent school districts with a scholastic population of fewer than 5,000, the term of such contracts shall not exceed three years. The personnel department, campus principals, and management teams interview and check references on each applicant who makes application to become a member of the staff of the La Vega Independent School District.

Fiscal Implication:

Personnel salaries are a budgeted item.

Administrative Recommendation:

Board approval of the contract recommendations as presented.

Motion:

Second:

For:

Against:

Abstain:

LV Personnel Recommendations for employees

The following employees are recommended for employment for the 2023- 2024 school years.

Name	Assignment
Melissa Bandy	Registered Nurse/LVIS Replacing: Heather McClintock
Jimmy Grmela	Counselor/LVHS Replacing Ingrid Colbath;s position
DeAijha Lane	AVID Teacher/Coach/LVJH Replacing: Michael Mitchell
Dalton Zander	8 th Grade Math Teacher/Coach/LVJH Replacing: Johnny Neal's position

I hereby authorize the administration to utilize my signature stamp to issue contracts to personnel and approve resignations as recommended herein.

President, La Vega ISD Board of Trustees
June 18, 2023

Board Agenda Item
Consideration Related to Compensation Increases for La Vega ISD Faculty & Staff

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields
Mr. James D. Garrett
Mr. Todd Gooden

Background Information:

Each year, it is the desire of the administration to provide the Board of Trustees with the necessary information to be proactive as we examine salary and benefit enhancements for employees. In legislative years, that can be more difficult as there are some many moving parts until the session ends in late May. As was the case with this year, we saw lots of positive discussion that ended up going nowhere and we're left to plan on 2019 funding levels with no new revenue to speak of.

Using estimates of investments resources and some new state funding, we feel we are in a position to provide a 3% increase to the midpoint for salary increases.

Fiscal Implication:

The estimated overall cost to the district is expected to be \$945,696.

Administrative Recommendation:

N/A

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

La Vega ISD

2023-2024 Compensation Plan



From salaries to stipends, from healthcare and other supplemental benefits, we are making an investment in our educators and staff. We're ensuring that when you call La Vega ISD your home, you're well taken care of in and out of the classroom.

The District's greatest resource is its human capital. La Vega ISD strives to prepare every student with the knowledge and skills to thrive in college, career, and life. To accomplish the La Vega ISD mission, the strategic framework of La Vega ISD points specifically to employee well-being, the human capital that prepares our students.

Compensation for district positions is based on market competitiveness and pay equity for the position. Market competitiveness is valued separately for operational positions and career pathways positions. Compensation management at La Vega ISD is a multi-faceted process focused on furthering the organization's compensation philosophy. The major aspects include defining and evaluating jobs, establishing pay rates and ranges for jobs, determining the proper compensation level for employees, and administering various aspects of the program.

Enclosed you will find the teacher salary scale and the pay scales for positions outside of the teacher scale. Scales are adopted annually and should not be used to predict salaries beyond the fiscal year for which the scale has been adopted for.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to ensure compliance with any requirements from the 88th Texas Legislature; and the associated funding levels which were not known at the time this plan was initially adopted. The amounts reflected in this adopted compensation guide may be incorporated as part of satisfying new statutory requirements.

LA VEGA ISD

THE LEADERS OF TOMORROW ARE LEARNING HERE TODAY!

State Step	2023-2024 Salary Scale PROPOSED
0	\$ 48,940
1	\$ 49,540
2	\$ 50,140
3	\$ 50,740
4	\$ 51,340
5	\$ 51,940
6	\$ 53,628
7	\$ 54,228
8	\$ 54,828
9	\$ 55,428
10	\$ 56,028
11	\$ 56,628
12	\$ 57,228
13	\$ 57,828
14	\$ 58,428
15	\$ 59,028
16	\$ 59,628
17	\$ 60,228
18	\$ 60,828
19	\$ 61,428
20	\$ 62,028
21	\$ 62,628
22	\$ 63,228
23	\$ 63,828
24	\$ 64,428
25	\$ 65,028
26	\$ 65,628
27	\$ 66,228
28	\$ 66,828
29	\$ 67,428
30	\$ 68,028

2023-2024 **DRAFT*** Pay Grades**

		Current 2022-2023			COLA ADJ	PROPOSED 2023-2024		
PAYGRADE: P-0 (Salaries are represented by annual rates.)								
		\$ 28,532	\$ 34,426	\$ 40,319	3.00%	\$ 29,388	\$ 35,459	\$ 41,529
TX ACE Family Engagement Specialist	P-002							
Instructional Assistant/Athletics	P-003							
PAYGRADE: P-1 (Salaries are represented by annual rates.)								
		\$ 45,656	\$ 53,148	\$ 60,302	3.00%	\$ 47,025	\$ 54,743	\$ 62,111
Case Worker/Social Worker	P-101							
Speech Pathologist (non-ASHA certified)	P-104							
Student Services Liaison/SEL Liaison	P-108							
Student Services Liaison	P-109							
Speech Therapy Assistant (\$1,500 stipend)	P-110							
Migrant/LEP Specialist (<i>Moved to P-207</i>)	P-112							
Athletic Trainer	P-113							
Educational Diagnostician (plus \$10,000 stipend)	P-118							
Parent Liaison	P-120							
CATE Campus Coordinator – (<i>Moved to P-211</i>)	P-122							
Naval Science Instructor (+\$6,000 stipend)	P-123							
Senior Naval Science Instructor (+\$6,000 stipend)	P-124							
College, Career, & Military Advisor	P-126							
District PEIMS/Student Services Coordinator	P-128							
Behavior Interventionist	P-128							
PK Family Engagement Specialist	P-129							
PAYGRADE: P-2 (Salaries are represented by annual rates.)								
Head Athletic Trainer	P-200	\$ 50,567	\$ 60,966	\$ 71,575	3.00%	\$ 52,084	\$ 62,795	\$ 73,722
Education Foundation Ex. Director	P-201							
Credit Recovery Specialist	P-203							
Student Services Specialist	P-204							
Instructional Facilitator	P-205							
Speech Pathologist (ASHA certified)	P-206							
Literacy Specialist	P-207							

2023-2024 ****DRAFT*** Pay Grades

		Current			COLA	PROPOSED		
Licensed Specialist/School Psychology (LSSP)	P-208							
TX ACE Site Coordinator	P-209							
EL Specialist	P-210							
CATE Campus Coordinator	P-211							
Afterschool Program Coordinator	P-212							
PAYGRADE: P-3								
(Salaries are represented by annual rates.)								
Cohort Asst. Principal (7-12)	P-300	\$ 56,896	\$ 68,804	\$ 80,711	3.00%	\$ 58,603	\$ 70,868	\$ 83,132
Asst. Principal –Instruction (PK-6)	P-301							
Asst. Principal – Instruction (7-12)	P-302							
Asst. Principal – Student Services	P-303							
Director of Athletics	P-304							
Director of Music/Head Band Director	P-305							
Director of Technology	P-306							
Literacy Coordinator (<i>Moved to P-207</i>)	P-307							
Director of Special Education (<i>moved to P-5</i>)	P-308							
Instructional Technology Specialist	P-309							
TX ACE Project Director	P-310							
Asst. Director - Special Ed	P-311							
Asst. Athletic Director/Head Football Coach	P-312							
Asst. Principal for ECHS	P-313							
Associate Principal for Instruction - LVHS	P-314							
Director of Opportunity Culture	P-315							
District Attendance & Behavior Coordinator	P-316							
PAYGRADE: P-4								
(Salaries are represented by annual rates.)								
		\$ 68,110	\$ 82,542	\$ 96,972	3.00%	\$ 70,154	\$ 85,018	\$ 99,881
Principal (Grades PK-6)	P-403							
Principal (Grades 7-8)	P-404							
Director of Early College High School	P-405							
Dean of Advanced Studies (<i>Inactive</i>)	P-406							
Principal of Curriculum/Instruction	P-407							

2023-2024 **DRAFT*** Pay Grades**

PAYGRADE: P-5

(Salaries are represented by annual rates.)

Principal (Grades 9-12)	P-501
Director of Bilingual Education & Sp. Programs	P-504
Director of Secondary Education (<i>Inactive</i>)	P-505
Director of Special Education, Assessment, & St. Support	P-506

PAYGRADE: P-6

(Salaries are represented by annual rates.)

Asst. Superintendent for Personnel & Administration	P-602
Asst. Superintendent for Finance	P-603
Asst. Superintendent for Curr., Instruction, & Assessment	P-604
Chief Academic Officer for Acceleration	P-605

PAYGRADE: P-8

(Salaries are represented by annual rates.)

Superintendent	P-801
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PAYGRADE: S-0

(Wages are represented by hourly rates.)

Temporary Clerical Aide	S-001
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PAYGRADE: S-1

(Wages are represented by hourly rates.)

Current		
\$ 75,158	\$ 91,176	\$ 107,191
\$ 82,985	\$ 100,820	\$ 118,655
\$ 96,227	\$ 117,031	\$ 137,835

COLA
3.00%
3.00%
3.00%

PROPOSED		
\$ 77,413	\$ 93,911	\$ 110,407
\$ 85,475	\$ 103,845	\$ 122,214
\$ 99,113	\$ 120,542	\$ 141,970

2022-2023

2023-2024

\$ 8.65	\$ 10.27	\$ 11.89
\$ 12.74	\$ 15.04	\$ 17.33

\$ 8.91	\$ 10.58	\$ 12.25
\$ 13.12	\$ 15.49	\$ 17.85

2023-2024 ****DRAFT*** Pay Grades

		Current			COLA	PROPOSED		
Receptionist/Clerical Aide	S-101							
Instructional Aide (Regular/Resource Room)	S-103							
Technology Assistant	S-106							
Receptionist	S-107							
Business Services Clerk (PT)	S-108							
PAYGRADE: S-2		\$ 13.76	\$ 16.56	\$ 18.92	3.00%	\$ 14.17	\$ 17.06	\$ 19.48
(Wages are represented by hourly rates.)								
Health Aide	S-202							
Special Assignment Aide (Computer Lab)	S-203							
Special Assignment Aide (ISS/DAEP)	S-205							
Special Education Aide	S-206							
Special Assignment Aide	S-207							
Pirate Math Fellows	S-208							
Clerical Aide (Library)	S-209							
Bilingual Instructional Aide	S-210							
Asst. Principal Clerk	S-211							
PAYGRADE: S-3		\$ 14.53	\$ 17.34	\$ 20.15	3.00%	\$ 14.96	\$ 17.86	\$ 20.75
(Wages are represented by hourly rates.)								
Receptionist/Support Services Clerk	S-301							
Behavior Support Aide	S-302							
TX ACE Support Services Clerk	S-303							
School Safety Aide	S-304							
PAYGRADE: S-4		\$ 15.49	\$ 18.56	\$ 21.62	3.00%	\$ 15.95	\$ 19.11	\$ 22.27
(Wages are represented by hourly rates.)								
Administrative Secretary	S-401							
Student Services/PEIMS Clerk	S-402							
Administrative Secretary (Food Service)	S-403							
Administrative Secretary (Police Dept./Athletic Dept.)	S-404							
Accounting/Personnel Clerk	S-405							
Admin. Secretary (Special Education)	S-406							
Administrative Secretary – Technology Help Desk	S-407							
Administrative Secretary – Maintenance	S-408							

2023-2024 **DRAFT*** Pay Grades**

		Current			COLA	PROPOSED		
Admin. Secretary - Success Academy	S-409							
Admin. Secretary - ECHS/CTE	S-410							
PAYGRADE: S-5		\$ 17.36	\$ 20.80	\$ 24.26	3.00%	\$ 17.88	\$ 21.43	\$ 24.99
(Wages are represented by hourly rates.)								
District Trauncy Officer	S-501							
Licensed Vocational Nurse (LVN)	S-502							
PAYGRADE: S-6		\$ 19.07	\$ 22.88	\$ 26.72	3.00%	\$ 19.64	\$ 23.57	\$ 27.52
(Wages are represented by hourly rates.)								
Accounts Payable/Purchasing Clerk	S-601							
District PEIMS/Student Services Clerk (Inactive)	S-602							
Employee Benefits/Payroll Clerk	S-604							
PAYGRADE: S-7		\$ 21.61	\$ 25.93	\$ 30.28	3.00%	\$ 22.26	\$ 26.71	\$ 31.18
(Wages are represented by hourly rates.)								
Admin. Asst. to the Supt/Public Info. Officer	S-701							
Admin. Asst. for Personnel & Admin. Services	S-702							
Admin. Asst. for Business Services	S-703							
Technology – Systems Engineer	S-704							
Admin. Asst. for Instructional Services	S-705							
PAYGRADE: S-8		\$ 25.19	\$ 30.41	\$ 35.66	3.00%	\$ 25.95	\$ 31.32	\$ 36.73
(Wages are based on 8 hour days.)								
Technology Systems Administrator	S-801							
Asst. Director of Technology/Systems Administrator								
		2022-2023				2023-2024		
PAYGRADE: A-1		\$ 10.80	\$ 12.47	\$ 14.13	3.00%	\$ 11.13	\$ 12.84	\$ 14.55
(Wages are represented by hourly rates.)								

2023-2024 ****DRAFT*** Pay Grades

		Current			COLA	PROPOSED		
Cafeteria Worker	A-101							
Security/Patrol Clerk	A-103							
Cafeteria Monitor	A-104							
Temporary Auxiliary	A-105							
PAYGRADE: A-2 (Wages are represented by hourly rates.)		\$ 11.24	\$ 13.16	\$ 15.04	3.00%	\$ 11.58	\$ 13.55	\$ 15.49
Cook I (Inactive)	A-201							
Custodian	A-202							
Relief Custodian	A-203							
Cook	A-204							
		2022-2023				2023-2024		
PAYGRADE: A-3 (Wages are represented by hourly rates.) Inactive		\$ 12.09	\$ 14.38	\$ 16.68	3.00%	\$ 12.45	\$ 14.81	\$ 17.19
PAYGRADE: A-4 (Wages are represented by hourly rates.)		\$ 13.19	\$ 15.60	\$ 18.05	3.00%	\$ 13.58	\$ 16.06	\$ 18.59
General Maintenance I	A-401							
Assistant Cafeteria Manager	A-402							
Child Nutrition Supervisor	A-403							
PAYGRADE: A-5 (Wages are represented by hourly rates.)		\$ 14.44	\$ 17.25	\$ 20.06	3.00%	\$ 14.87	\$ 17.77	\$ 20.66
General Maintenance - Appliance Tech	A-500							
Cafeteria Manager	A-501							
Head Custodian	A-502							

2023-2024 ****DRAFT*** Pay Grades

		Current			COLA	PROPOSED		
General Maintenance II	A-503							
Child Nutrition Services Specialist	A-505							
Key Technician	A-506							
PAYGRADE: A-6 (Wages are represented by hourly rates.)		\$ 15.79	\$ 18.84	\$ 21.91	3.00%	\$ 16.27	\$ 19.41	\$ 22.57
Lead man - General Maintenance	A-601							
Lead man - Grounds Maintenance	A-603							
PAYGRADE: A-7 (Wages are represented by hourly rates.)		\$ 18.71	\$ 22.41	\$ 26.13	3.00%	\$ 19.27	\$ 23.09	\$ 26.91
Maintenance/HVAC & Refrigeration Technician	A-702							
PAYGRADE: A-8 (Wages are represented by hourly rates.)		\$ 19.61	\$ 23.69	\$ 27.77	3.00%	\$ 20.20	\$ 24.40	\$ 28.60
Assistant Maintenance Director/Lead Technician	A-801							
Custodial Supervisor	A-802							
Lead HVAC Technician	A-803							
PAYGRADE: A-9 (Wages are represented by hourly rates.)		\$ 25.06	\$ 30.18	\$ 35.29	3.00%	\$ 25.81	\$ 31.08	\$ 36.34
Director of Maintenance	A-901							
Chief of Police	A-902							
Police Officer	A-903							
Director of Custodial Services	A-904							
Police Sergeant	A-905							

Board Agenda Item
Consider Increases in Employer Portion of Employee Health Insurance Premiums

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Dr. Sharon M. Shields
Mr. James D. Garrett
Mr. Todd Gooden

Background Information:

Throughout the last school year, we have heard from our employees and researched neighboring districts related to the portion of health insurance premiums they pay on behalf of their employees.

Based on the research, we found La Vega ISD is one of only a few districts in the area that is currently paying the state minimum, \$225, for health insurance contributions. We are proposing that the district increase the contribution to the lowest cost "employee only" premium, which will be \$399 for the coming school year. This rate will vary from year to year and will be adjusted accordingly.

Fiscal Implication:

The increase cost to the district will be minimal and can be absorbed through current year anticipated revenue increases. Additionally, this qualifies within statute for any required increases of compensation and/or benefits directed by the Texas Legislature.

Administrative Recommendation:

N/A

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Optional Flexible School Day Program Application – La Vega High School Success Academy

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Sandra Gibson, Assistant Superintendent of Curriculum and Instruction

Background Information:

The goal of the program is to improve graduation rates for students who are in danger of dropping out of school, have dropped out, or who are behind in core subject courses

The OFSDP is a program, authorized under the Texas Education Code (TEC), §29.0822 and 19 Texas Administrative Code (TAC), §129.1027 that La Vega ISD may offer to provide flexible hours and days of attendance for students in any grade who meet one of the following criteria:

- the student is at risk of dropping out of school, as defined by the TEC, §29.081;
- the student, as a result of attendance requirements under the TEC, §25.092, will be denied credit for one or more classes in which the student has been enrolled;
- the student is attending a campus with an approved early college high school program designation;
- the student is attending a campus implementing an approved innovative campus plan; or
- the student is attending a community-based dropout recovery education program, as defined by TEC, §29.081 (e-1) or (e-2).

Annually the Board of Trustees reviews the progress of the Success Academy and flexible attendance program and procedures to determine if continuation of the program is warranted. At the April meeting the board heard about the 2021-22 program progress and progress of students to date for the 2021-22 school year. The board agreed the progress was significant to continue to offer the program.

Fiscal Implication:

None

Administrative Recommendation:

Approve LVISD application to TEA for OFSDP for the 2023-2024 school year.

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Texas Education Agency



APPLICATION

Updated April 2022

Optional Flexible School Day Program (OFSDP)

2023-2023 School Year

ELIGIBLE APPLICANTS: The Texas Education Agency (TEA) will make available to eligible school districts and open-enrollment charter schools an application form that must be completed and submitted annually to the TEA for approval.

Definition of Program Provisions

Eligible Students

A student in any grade level is eligible to participate in an OFSDP authorized under the [TEC, §29.0822](#), if the student is:

- at risk of dropping out of school, as defined by the [TEC, §29.081](#),
- attending a campus implementing an approved innovative campus plan,
- attending a TEA-designated ECHS as defined by the [TEC, §29.908](#), P-TECH, or ICIA,
- attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#), or
- not meeting attendance requirements under the [TEC, §25.092](#), resulting in denied credit for one or more classes in which the student has been enrolled.

AND

There must be an agreement in writing to the student's participation:

- by the student, if the student is over 18 years of age; or
- by the student and the student's parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

Assessment

The student must take the required state assessments specified under the [TEC, §39.023](#), during the regularly scheduled assessment calendar.

Participation in University Interscholastic League (UIL)

A student enrolled in an OFSDP under the [TEC, §29.0822](#), may participate in a competition or other activity sanctioned or conducted under the authority of the University Interscholastic League (UIL) only if he or she meets all UIL eligibility criteria.

Attendance Credit

A student attending an OFSDP under the TEC, §29.0822, may be counted in average daily attendance (ADA) for purposes of funding under the TEC, Chapters 46, 48, and 49, only for the actual number of contact hours the student receives, not to exceed 720 hours or 43,200 minutes per 12-month period. **Students enrolled in the traditional program for part of the year and the OFSDP program for part of the year may not earn more than one ADA.**

Board Approval

The board of trustees of a school district must include the OFSDP as an item on a regular agenda for a board meeting. Board of trustees of a school district must discuss the progress of the program before approving the program and applying to operate an OFSDP (see Appendix Two).

Continuation or Revocation of Program Authorization

Applications are approved for a period of one (1) school year. Continuation of the approval for the OFSDP will be contingent on the demonstrated success of the program. Determination of success will include a review and analysis of data provided in the mandatory final progress report(s). The commissioner of education may revoke authorization for participation in the OFSDP after consideration of relevant factors, including performance of students participating in the program on assessment instruments required under the TEC, Chapter 39; the percentage of students participating in the program who graduate from high school; and other criteria agreed to in the application and adopted by the commissioner of education. A decision to revoke approval of the program by the commissioner of education is final and may not be appealed.

Reporting Requirements

Following approval of the application, the applicant may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. When requested, reports will require applicants to disclose the overall progress of the students in the program, the number of students enrolled in the program (disaggregated by ethnicity, age, gender, and socioeconomic status), the number of students graduating from high school (disaggregated by ethnicity, age, gender, and socioeconomic status), and additional criteria selected by the applicant and agreed to by the commissioner. The TEA will provide notice to applicants and additional instructions for completion of reports at least 45 days before the date a report is due, or as soon as possible, in order to give school districts and charter schools adequate time to prepare and submit the reports to the TEA. The TEA may request additional reports as necessary to monitor and assess progress of students participating in the program.

Provisions of Agreement

Article I – Parties to Agreement

This agreement is entered into by and between the Texas Education Agency, an agency of the State of Texas, hereinafter referred to as the “TEA,” and

La Vega ISD

400 East Loop 340, Waco TX 76705
(Physical Address)

hereinafter referred to as “district.”

Article II – Period of Agreement

The period of the agreement, as detailed by participating campus in **Appendix 5**, is for a maximum of one (1) school year plus an additional thirty (30) school days if the district is applying for credit recovery. **Note that the agreement term is subject to annual renewal.**

Article III – Purpose of Agreement

The district must perform all the functions and duties set out in the agreement, the authorizing program statute, and applicable regulations.

Article IV – Reporting Requirements

The district may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. The TEA may request additional reports as necessary to monitor and assess progress of students participating in the program.

Article V – General and Special Provisions to the Agreement

Attached hereto and made a part hereof by reference is each of the provisions indicated below with an “X” beside it:

- Appendix One, Assurances
- Appendix Two, Board Approval
- Appendix Three, Attendance and Compliance Procedures of Proposed Program (Attach PDF File)
- Appendix Four, Contact Sheet
- Appendix Five, Participating Campuses, Student Eligibility, and Period of Agreement (Attach Excel File)

Appendix One Assurances

The definition of terms of the application applies to this Appendix One, Assurances. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix One. All information requested must be included with this form.

The district agrees to enroll only eligible students to participate in an OFSDP authorized under this application. A student is eligible to participate in an OFSDP authorized under the TEC, §29.0822, if:

1. the student meets one of the following conditions:
 - the student is at risk of dropping out of school, as defined by the [TEC, §29.081](#); or
 - the student is attending a campus implementing an approved innovative campus plan; or
 - the student is attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#); or
 - the student is attending a campus with an approved early college high school program designation as defined by the [TEC, §29.908](#); or
 - the student, as a result of attendance requirements under the [TEC, §25.092](#), will be denied credit for one or more classes in which the student has been enrolled.

and

2. there is an agreement in writing to the student’s participation
 - by the student, if the student is over 18 years of age; or
 - by the student and the student’s parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

The district agrees:

1. to administer mandatory assessment instruments during the regular assessment cycle to students enrolled in OFSDPs;
2. to ensure all instructional materials and facilities are comparable or exceed the required standards for students in similar programs;
3. that the students participating in an OFSDP will not be isolated from other academic and vocational programs of the school district and that all students will have access to school counselors for pre- and post-entry counseling, academic or personal counseling, and career counseling;
4. to provide faculty and administrators with baccalaureate or advanced degrees, highly qualified staff, and certified teachers as required by 19 Texas Administrative Code §129.1027 for the program;
5. to adopt a policy that does not penalize students participating in an OFSDP in accordance with the 90% rule (TEC, §25.092[a]) or the 75% to 90% rule for class credit (TEC, §25.092[a-1]);
6. to adopt a policy to require students to attend regularly scheduled instruction for the OFSDP with penalties for nonattendance including filing truancy charges, if appropriate;
7. to track the number of minutes the student receives instruction each day and to comply with applicable sections of the [Student Attendance Accounting Handbook](#).

8. to comply with all reporting requirements established by the TEA;
9. not to discriminate based on disability, race, color, national origin, religion, or sex; and
10. to prohibit a student participating in an OFSDP from participating in a competition or other activity sanctioned or conducted under the authority of the UIL unless the student meets all UIL eligibility requirements.

AGREED and accepted terms and conditions of Appendix One on behalf of the school district or open-enrollment charter school by persons authorized to bind the district.

Henry Jennings, School Board President, 254-799-3300

Name, Title, and Telephone Number of School Board President

Signature of SchoolBoard President

Date

Dr. Sharon Shields, Superintendent-La Vega ISD, 254-299-6700

Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

Signature of Person Authorized to Bind the District or Charter School

Date

Appendix Two
Board Approval

The definition of terms of the application applies to this Appendix Two, Board Approval. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix Two. All information requested must be included with this form.

1. The board of trustees of the school district or the governing board of the open-enrollment charter school **agrees to include the OFSDP as an item on the agenda** concerning the proposed application.

2. The board of trustees of the school district or the governing board of the open-enrollment charter school must discuss the progress of the program before applying to operate an OFSDP.

The proposed OFSDP application was on the agenda and discussed at the board meeting conducted on:

Month: July
Day: 20
Year: 2023
Time: 7:00pm
Location: La Vega Independent School District, Central Office Building Boardroom

Agreed and accepted on behalf of the school district or open-enrollment charter school by persons authorized to bind the district.

Henry Jennings, School Board President, 254-799-3300
Name, Title, and Telephone Number of School Board President

Signature of SchoolBoard President Date

Dr. Sharon Shields, Superintendent La Vega ISD, 254-299-6700
Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

Signature of Person Authorized to Bind the District or Charter School Date

Appendix Three Attendance and Compliance Procedures of Proposed Program

The definition of terms of the application applies to this Appendix Three, Attendance and Compliance Procedures of Proposed Program. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit a separate PDF document to concisely provide the information below, labeled with the corresponding number, for Appendix Three. All information requested must be included with this form and should be reviewed by the District PEIMS Coordinator prior to submission.

1. Describe the program goals and objectives.
2. Indicate the proposed schedule offered to students participating in the OFSDP, including days of the week and times.
3. Provide an outline of staff positions and resource personnel (teachers, administrators, counselors, support staff, etc.) associated with the program. Include contact hours each staff position will be obligated to the program.
4. Describe the procedures for identifying students, including how the school confirms and documents student eligibility and obtaining student and parental consent for OFSDP participation.
5. Indicate the estimated number of OFSDP students that will be served per teacher.
6. **If** the OFSDP program will offer special education, career and technology education, pregnancy related services or bilingual education, indicate how services will be provided, the teacher certification standards in each program area, and how services will comply with the [Student Attendance Accounting Handbook](#).
7. OFSDP requires a teacher of record to record the actual number of students’ instructional minutes on any given day. Explain the following:
 - a. How the classroom teacher will verify the number of instructional minutes a student receives each day.
 - b. How the district will make sure that minutes for students who did not attend a minimum of 45 minutes on a particular day are not reported for funding.
 - c. How the district will ensure that students transferring from the traditional program (ADA Codes 0-6) to OFSDP (ADA Codes 7-8) will not generate more than one ADA in total for the school year and that students will not receive more than 10,800 minutes per course. It is recommended that the district apply the following formula to determine the maximum OFSDP minutes a student is eligible = (Calendar School Days - Traditional Days Present) x 240.
 - d. How the district will ensure that students are not coded in a traditional program on the same day that the student is accumulating OFSDP instructional minutes.
 - e. How the district will ensure that attendance practices and records comply with Sections 2.2.3 and 11.6 of the [Student Attendance Accounting Handbook](#).
 - f. How Student Detail Audit reports for the OFSDP track will be reviewed and certified each six-week attendance reporting period.

NOTE: absences and days present do not exist in the OFSDP

8. If eligible OFSDP students participate in a credit recovery program offered in the summer, funding is limited to the attendance necessary for the student to recover class credit. Please describe how attendance will be monitored to ensure additional minutes are not reported for funding.
9. **If** students are attending a community-based dropout recovery education program offered online as defined by TEC, §29.081 (e-2), must include the following:
 - a. Describe the curriculum credentials, certifications, or other course offerings that relate directly to employment opportunities in the state.
 - b. Describe the individual learning plan or process used to monitor each student's progress.
 - c. Indicate how students will be served by an academic coach and local advocate.
 - d. Indicate the date of the month that monthly student progress reports will be provided to the student's school district.
 - e. Describe the educational software utilized and explain how the software will track and certify the number of instructional minutes each student receives each day.

Appendix Four Contact(s) Sheet

The definition of terms of the application applies to this Appendix Four, Contact(s) Sheet. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix Four. All information requested must be included with this form.

District Contact(s) for the Application

District/Charter School Superintendent:	Dr. Sharon Shields
Mailing Address:	400 East Loop 340
City, State, Zip Code:	Waco TX 76705
Telephone Number:	254-299-6700
Email Address:	sharon.shields@lavegaisd.org

District PEIMS Coordinator:	Kara Mackey
Email Address:	kara.mackey@lavegaisd.org

OFSDP Contact Name:	Sandra Gibson
Email Address:	sandra.gibson@lavegaisd.org

OFSDP Contact Name:	
Email Address:	

NOTE: Most of the contact for the approved OFSDP is done via email. A valid email address(es) must be submitted on this form. Provide the full name(s) of the person(s) who is (are) the email contact(s) to ensure that the TEA has accurate information.

Appendix Five Participating Campuses, Student Eligibility, and Period of Agreement

The definition of terms of the application applies to this Appendix Five, Participating Campuses, Student Eligibility, and Period of Agreement. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

Page limit: Submit no additional pages for Appendix Five. All information requested must be included with this template and submitted in a separate Excel file.

Download and complete Appendix 5, which can be found on the [OFSDP webpage](#) under the *Applications and Templates* section.

Once completed, email the following to OPFLEX@tea.texas.gov:

1. The application (in PDF file format)
2. Appendix Three (in PDF file format)
3. Appendix Five (in MS Excel file format)

***All file names should include the district/charter school’s name**

1. Describe the program goals and objectives:

Success Academy (SA) is a program offered by La Vega Independent School District through La Vega High School. The program offers students who are behind in credits, overage, or otherwise at-risk to earn credits toward graduation through a non-traditional school setting.

The Goals and Objectives of the Success Academy of La Vega High School are:

- i. Provide a supportive, flexible learning environment for students at risk of dropping out or have previously dropped out, that meets individual academic needs in a non-traditional school setting.
- ii. Recover high school credits and attain necessary credits for high school graduation with full-time supervised highly qualified educator support.
- iii. Develop social and employability skills to prepare for entrance in the workforce or college/training school.
- iv. Provide specific, targeted programs of remediation for success on the state assessment end-of-course exams.
- v. Provide career investigation, access to resources and services and career counseling.
- vi. Assist with transition services to college, training, apprentices, and/or institutions of higher education, or the workforce.

2. Proposed schedule offered to student participating in the OFSDP, including days of the week and times.

Success Academy offers several schedules to meet student needs. The doors open and breakfast and instruction begins as early as 7:15 AM Monday through Friday and ends at 5:30 PM Monday through Friday. Students will be scheduled to attend a minimum of 45 minutes for a total of four (4) instructional hours per school day. A student could be scheduled for up to 6 hours depending on the following:

- a. If students need STAAR preparation, an additional hour will be added to the daily schedule
- b. If a student is not meeting credit expectations (.5 credit every eight (8) school days) an additional hour will be added.

Students enrolled in the Optional Flexible School Day Program (OFSDP) will have a schedule that meets his or her needs. This specific schedule for each OFSDP student is detailed in the LV Success Academy contract. OFSDP students will have a weekly total of in-person instruction with LVHS staff that that totals 20 hours per week. Students that do not follow the detailed schedule will be counseled and eventual could be removed from the program and returned to a regular daily four hour schedule. Students may request the OFSDP at any time, however, it will begin or end on the start of a new grading period. Requests to be enrolled in the OFSDP can be initiated by an administrator, teacher, parent and/or truancy officer.

3. Outline of staff positions and resource personnel associated with the program. Include contact hours each staff position will be obligated to the program.
 - a. Success Academy Lead Teacher
 - i. Physical Education (6-12)
 - ii. Secondary Biology (6-12)
 - iii. 500 minutes daily
 - b. Classroom teacher 1 –
 - i. Physical Education (PK-12)
 - ii. Restorative Discipline / Behavior Specialist
 - iii. 380 minutes daily
 - c. Classroom teacher 2 -
 - i. Transportation, Distribution, & Logistics, (CTE - 7-12)
 - ii. 380 minutes daily
 - d. Paraprofessional / Student Assistant
 - i. 500 minutes daily
 - e. Assistant Principal for Alternative Instruction
 - i. 120 minutes weekly
 - f. Academic Counselor
 - i. 60 minutes weekly
 - g. College / Career / Military Advisor
 - i. 60 – 240 minutes weekly depending on testing / advising
 - h. Student Success Social Worker
 - i. 60 minutes weekly
 - i. High School Principal
 - i. 90 minutes weekly
 - j. Assistant Superintendent of Curriculum and Instruction
 - i. 120 minutes weekly
4. Procedures for identifying students, confirmation and documentation of eligibility and parental consent for OFSDP participation.
 - A. *Student Admission to Program*

Students are referred to Success Academy by the high school counselor, high school administrator or truancy officer. Students or parents wishing to have their child enrolled must go through one of these channels.
 - B. Student Referral and Admission to the program contains the following documents:
 - Referral – typically completed by a team consisting of high school cohort counselor, Assistant Principal for Cohort, Success Academy Lead Teacher, Adult Student or Parent if child is a minor.

- Application and Enrollment - filled out by the adult student or parent (of minor) upon initial acceptance to Success Academy. The parent and student must agree to the stipulations or they are not able to attend Success Academy.
 - An “introductory” email is sent out once a student starts at Success Academy. This is sent to campus / district personnel and parents and student. This helps make sure all parties are aware of the change.
 - OFSDP Plan Application (If applicable). Stipulations that the student must complete attendance of regular Success Academy prior to being approved for flexible attendance. The application outlines to daily attendance and weekly total for the student to be successful and remain in OFSDP. Parental consent is obtained for all minor students.
 - PEIMS clerk adds the student to the OFSDP minute documentation form and makes change in track identification for student in PEIMS records.
 - Graduation Checklist Template
 - This form is used to assign courses. Counselors create the overall courses needed to graduate. This form aids in breaking this to the referral courses into small bite size “doable” courses for the student to track progress toward graduation.
 - The counselor check off the credits as the student completes the course and highlights what is needed to make sure the student is enrolled in the correct courses. The counselor make sure to indicate courses where A and B sections have the potential to be averaged together.
 - Transcript
 - Opt-Out Agreement (when and if signed) electronic version released by TEA.
 - The counselor complete prior to sending the student to Success Academy. However, we are wanting more students to graduate with an endorsement. If the parent and student sign in-person, the form is scanned and sent to high school to be placed in the student's permanent record.
 - Other pertinent information (CPR certificate, SB 30 Interaction with Police, Speech requirement, etc....)
5. The estimated number of OFSDP students served per teacher ranges from 3-5 students per semester for a yearly maximum of 30 students
6. The OFSDP program will offer career and technology education and bilingual education services. Pregnancy related services are provided through district supports and personnel housed on the same campus. The program has three teachers and one support staff. Between the three teachers, two have the required certifications for CTE and ESL.
- The LEAD Teacher has the ESL Supplemental certification. Students identified as English Language Learner at the beginning or intermediate level will be placed in this classroom teacher’s classroom since the teacher is bilingual. For all other ELL students, students are placed equally in the two teacher’s classrooms and receive the accommodations and services recommended through the LPAC.
 - Any student who requires an ESOL I or ESOL II will be taught by the Lead Classroom teacher because of the two certifications (ELAR and ESL 7-12).
 - Students investigate careers in transportation, distribution, and logistics are provided support through Classroom Teacher 2. Students are supported with investigating careers in other programs of study by the

teacher and provided experiences and connections with partnering universities (Tarleton State University, Texas Tech University, and Texas State Technical College) and MOUs.

- The OFSDP is located at the facility that also houses the Student Support Specialists and the Special Education Department. Professionals that support students in need of pregnancy related services are notified and provide services and counseling support. Certified personnel from the La Vega High School (i.e., guidance counselors, instructional specialists, interventionists, and elective teachers) provide support and accelerated instruction when needed and requested.

7. Required recording of instructional minutes daily by teacher of record.

- Teachers track, record, and verify the actual number of minutes of instruction each day. Actual attendance begins when the student arrives in the classroom and begins work on coursework. Teachers note individual instructional time (hour: minute) on a daily contact register. When students depart for the day or transition to another classroom, the end time is noted by the classroom teacher on the teacher's daily contact register. (Hour: minute). The form is based on the TEA recommended attendance form.
- Daily attendance sheets for every classroom teacher are collected and converted from hour: minute format to instructional minutes per student per teacher. The Success Academy Lead Teacher and the PEIMS Clerk generate a weekly student detail instructional minute report. Students with less than 45 minutes on any day are left blank on the official Daily Contact Register. At the end of day, teachers will certify the number of minutes each student was in attendance. The teacher will sign the log sheet at the conclusion of the week. Each teacher signs and dates the completed instructional minutes log for their classroom.
 - i. Each 3-week reporting period, the PEIMS Clerk and Lead Teacher along with the High School PEIMS clerk review for reasonableness, counseling needs, parent conferences needed, etc. The minutes are compared to IEP, ARD or LEP plans to ensure they align.
 - ii. Detailed student daily minute reports are stored electronically and shared with District PEIMS coordinator. The District PEIMS Coordinator, Chief Academic Officer for Acceleration, High School Principal, and Lead Teacher for Success Academy review individual student progress and attendance from multiple perspectives.
- The High School and Success Academy Credit Recovery Program tries to minimize the possibility of students generating more than one ADA but transferring students from a traditional program to the OFSDP at the beginning of a 6-week period. Parent – student conferences, ARD meetings, LPAC, 504 and Student Intervention Team meetings are conducted to review program eligibility, instructional needs, and program requirements. Attendance is reviewed and verification that students do not receive more than 10,800 minutes per course.
- Students transferring to the Success Academy from the La Vega High School as well as outside the district are placed on an alternative track in the Student Information System to further identify the program and time of attendance.

- The Student Attendance is tracked through exemplar forms provided by TEA for recording attendance. Success Academy staff must log on using their usernames and passwords. The teachers log on and record the time as indicated on the computer clock for each individual student on the class roster. The system records the date and time of each log in and type of entry (i.e., attendance, grades,). The system automatically times out after 5 minutes of inactivity. Teachers may make changes to attendance up to 24 hrs. after initial attendance has been entered. After that, the daily attendance sheet is removed from the teacher access and the teacher is required to submit documentation and request forms for correction to the Success Academy Lead Teacher. Any changes to attendance that are made are documented with date, time, individual log in, and specificity of changes to the attendance data made.
- f. Every 6-week period, data is reviewed by the Success Academy team, high school PEIMS and administration, and District PEIMS and administrators. Both 42400 and 42401 records are reviewed to identify any student reported simultaneously. The District and HS PEIMS staff ensure student minutes are accurate (180 – Traditional Days Present x 240).
 - iii. Data reviewed include:
 1. Beginning and ending dates of reporting period, including the year
 2. Total number of days of instruction in the reporting period
 3. Instructional track
 4. Student’s original entry date and any subsequent withdrawal and reentry dates. (Both 42400 and 42401 series records are created – this ensures if status of enrollment changed from traditional to OFSDP)
 5. Student grade level code
 6. Average daily attendance
 7. Special education instructional setting code
 8. Career and technical education code
 9. ESL program type code
 10. Gifted/talented indicator code
 11. Pregnancy-related services code
 12. Absences by date and total for reporting period
 13. Total eligible days present and total eligible minutes present for OFSDP by 6-week reporting period.
 14. Total ineligible days present (less than 45 minutes of instruction) and total ineligible minutes present for the OFSDP.
 15. Attendance data total for all students, by grade
 16. Signature page signed by persons recording data (Success Academy PEIMS clerk) and approving data (Success Academy Lead Teacher).

8. Eligible OFSDP students can participate in credit recovery programs offered during the summer months.



400 East Loop 340
Waco, Texas 76705

Phone 254 299-6700 • Fax 254 799-8642
www.lavegaisd.org

- Summer school operates for 3 weeks from June 1 – June 24. Students are assigned coursework necessary to prepare for EOC testing and/or course completion for graduation in August. Each OFSDP student participating in Summer Credit Recovery course will have the sum of earned ADA and traditional AA earned calculated. The formula used OFSDP minutes eligible = (calendar days – traditional ays present) x 240 will determine the number of days and minutes the student may attend.
- Summer school is operated by two teachers. Each teach is assigned no more than 20 students. Both teachers track, record, and verify the actual number of minutes of instruction each day for each student. Each OFSDP student with maximum minutes eligible will be provided to each teacher.
- Teachers note individual instructional time (hour: minute) on a daily contact register.
- The High School and Success Academy Credit Recovery Program reviews weekly logs and course completion to check that attendance and maximum number of minutes each student is eligible to generate turning in only those eligible minutes per student so not to exceed the 10,800 maximum. .

Optional Flexible School Day Program (OFSDP) - Appendix 5

161906

LA VEGA ISD

School Year 2023-2024

Mini Digit District and Campus	Campus Name	Eligibility Designation							School Year Period of Agreement				Summer Period of Agreement			
		1	2	3	4	5	6	7	Estimated Students Participating	Program Start Date	Program End Date	Proposed Days: SUMTWTWTF	Minutes Offered Per Day	Summer Program Start Date	Summer Program End Date	Proposed Days: SUMTWTWTF
161906002	LA VEGA HS	1	2	3	5	5	7	10	8/21/2023	5/17/2024	MTWTFH	500	6/3/2024	7/15/2024	MTWTFH	250
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Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4

1 = TEC §29.081 At-Risk Students
 2 = TEC §25.092 Minimum Attendance
 3 = TEC §29.908 Early College High School
 4 = TEC §39A.107 Campus Turnaround Plan
 5 = Credit Recovery**
 6 = TEC §29.081(e-1) Campus Dropout Recovery
 7 = TEC §29.081(e-2) Online Dropout Recovery

Reported in TSDS PEIMS Summer Collection 3
 Program start date must be 30 days after application submission.
 Program end date must not exceed the last day of the regular school calendar.

Reported in TSDS PEIMS Extended Collection 4
****Credit Recovery - Designation 5**
 Summer period of agreement should not exceed 30 days or extend past July 31st.

CLOSED MEETING

Presented for:

Board action Report/Review Only

Supporting documents:

None Attached Provided Later

Contact Person:

Board President

Background Information:

The Board may enter into a closed meeting after the following requirements have been met:

1. A quorum of the Board has first been convened in open meeting for which notice has been given.
2. The presiding officer has publicly announced in open meeting that a closed meeting will be held.
3. The presiding officer has identified the section or sections of the Open Meetings Act or other applicable statutes that authorize the holding of such closed meeting.

Fiscal Implication:

N/A

Administrative Recommendation:

N/A

A closed meeting was declared:

_____ Beginning Time

_____ Date

_____ Sections of the Texas Government Code

_____ Ending Time

ADJOURNMENT

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Date and Time: _____