

# Agenda of Regular

## The Board of Trustees El Campo Independent School District

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A Regular of the Board of Trustees of El Campo Independent School District will be held March 23, 2010, beginning at 7:00 PM in the Boardroom, 700 W. Norris, El Campo, TX 77437.

The subjects to be discussed are as listed below.

1. Consent Agenda
  - A. Business and Support Services
    1. Review List of Checks Written for the Month of February, 2010
  - B. Curriculum and Instruction
    1. Consider Approval of Annual Special Education Program Evaluation 3
  - C. Students
2. Personnel
3. Call to Order/Opening Prayer/Pledge of Allegiance
4. Adjournment
5. Public Comment
6. Recognition
7. Governance
  - A. Consider Approval of TASB Localized Policy Update 87 11
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10. February 23, 2010 - Regular Monthly Meeting 15
11. Review Proposed Changes to the Following Policies due to Change to Nine-Week Grading Period 19
12. EIA (LOCAL), ACADEMIC ACHIEVEMENT:GRADING/PROGRESS REPORTS TO PARENTS 21
13. EIC (LOCAL), ACADEMIC ACHIEVEMENT: CLASS RANKING 22
14. Report on Myatt Construction Project 26
15. Consider Approval of Application for Payment to Polasek Construction for Myatt Elementary Restroom Addition 36
16. Review Invoice from RWS Architects 40
17. Review of Monthly Financial Reports 44
18. Review of Quarterly Investment Report 53
19. Personnel
20. Review of Administrators' Annual Compensation Plan Market Study 66
21. Consider Approval of Local Textbook Committee's Recommendations 101
22. Review of Instructional Technology Program Improvement Plan 105
23. Business and Operations
24. Curriculum and Instruction
  - A. Second Semester Report and Discussion with Elementary Curriculum Facilitators 109

25. Governance	
26. Closed Session	
A. Texas Government Code § 551.074 (1) (a) PERSONNEL MATTERS, to Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee	
27. The Board Will Meet in a Closed Meeting to Discuss the Employment of Professional Non-Administrative Professional Personnel	
28. Consider Action on Recommendations on Contracts for Non-Administrator Professional Personnel	111
29. Consider Action on Recommendation for Probationary Contract for Personnel to Fill Vacancies	114
30. Review Professional Personnel Changes Status Report	116
31. Superintendent's Report	
A. Business and Support Services	
32. Governance	
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33. Monthly Calendar of Activities and Events	
34. Foundation School Program State Funding Status at End of the First Semester	121
35. Personnel	
36. Curriculum and Instruction	
37. Students	
A. Monthly DAEP Report	
38. Student Enrollment and Attendance at the End of First Semester	
39. Report on District Compliance and Analysis of Student Transfers at the End of First Semester	
40. Monthly SRO Report	
41. Community and Governmental Relations	
42. Legislative Update	

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

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on February 19, 2010 at 2:00 p.m.

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For the Board of Trustees

**Agenda Item Summary Sheet (4 D.2)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda</b>	Evaluation of Special Education Program
<b>Summary</b>	<p>The 78<sup>th</sup> Legislature enacted House Bill 3459 that added § 7.027 to the Texas Education Code. Paragraph (b) of this statute states:</p> <p><i>The board of trustees of a school district or the governing body of an open-enrollment charter school has primary responsibility for ensuring that the district or school complies with all applicable requirements of state educational programs.</i></p> <p>To comply with these requirements we have evaluated our Special Education Program and will present the results of that evaluation for your consideration.</p>
<b>ECISD Board Policy</b>	EHBA, SPECIAL PROGRAMS: SPECIAL EDUCATION STUDENTS
<b>Effective Date</b>	March 23, 2010
<b>Previous Board Action</b>	The Board annually evaluates the Special Education Program.
<b>Future Action Expected</b>	<p>Next month the Board will be presented with an <i>Improvement Plan</i> for the district's Special Education Program.</p> <p>The Board will next evaluate the Special Education Program in March 2011.</p>
<b>Background Information and Significant Issues</b>	<p>According to board policy, eligible students with disabilities shall enjoy the right to a free appropriate public education (FAPE), which may include instruction in regular classroom, instruction through special teaching, or instruction through approved contracts. Instruction shall be supplemented by the provision of related services when appropriate.</p> <p>The District shall ensure that to the maximum extent appropriate, children with disabilities shall be educated with children who are nondisabled. Special classes, separate schooling, or other removal of children with disabilities from the regular education environment shall occur only when the nature or severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.</p>

<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	Program evaluation and improvement planning will provide an environment of continuous improvement of all programs for all students.
<b>Procedural and Reporting Implications</b>	None.
<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	None.
<b>Attachments</b>	<ul style="list-style-type: none"> <li>• Evaluation of 2009-2010 Program Improvement Plan Goals and Objectives</li> <li>• PowerPoint handout with Special Education Program information.</li> </ul>
<b>Contact Person(s)</b>	<p>Carolyn Gordon, Assistant Superintendent of Curriculum and Instruction</p> <p>Dan Hammock, Director of Special Education</p>
<b>Action Required</b>	Motion, second and majority vote to Approve the evaluation of the district's Special Education Program as a part of the Consent Agenda.
<b>Superintendent's Recommendation</b>	<p>I recommend that you approve the 2009-2010 evaluation of the ECISD Special Education Program as a part of the Consent Agenda.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

ECISD Special Education Program Board Evaluation  
February 2010

The following information is a report on progress toward the accomplishment of activities and strategies identified in the ECISD Special Education Improvement Plan for 2009-2010 presented to the Board in February 2009:

**Goal:** Each Special Education student will be provided the opportunity to attain their full academic potential.

The following data represents the number of special education students in each grade level who met the State passing standards for TAKS and TAKS-M in 2009.

	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>Total Students</b>	<b>% Passing each content</b>
<b>English Language Arts / Reading</b>	8/9	13/15	12/25	8/11	11/23	20/21	12/29	10/26	5/19	<b>99/178</b>	<b>56%</b>
<b>Writing</b>		6/9			10/13					<b>16/22</b>	<b>73%</b>
<b>Mathematics</b>	9/9	13/15	18/26	7/11	10/23	13/21	1/27	1/25	1/17	<b>73/174</b>	<b>42%</b>
<b>Science</b>			11/27			10/21		3/25	5/16	<b>29/89</b>	<b>33%</b>
<b>Social Studies</b>						8/11		10/21	11/16	<b>29/48</b>	<b>60%</b>
<b>% Passing All Test at each grade level</b>	<b>94%</b>	<b>82%</b>	<b>53%</b>	<b>68%</b>	<b>53%</b>	<b>69%</b>	<b>19%</b>	<b>25%</b>	<b>32%</b>		

Objective: By the Spring of 2010, all Special Education students will show an improvement on the TAKS, TAKS M or TAKS Alt assessments.

<b><i>Activity / Strategy</i></b>	<b><i>Person Responsible</i></b>	<b><i>Formative Evaluation</i></b>	<b><i>Status</i></b>	<b><i>Summative Evaluation</i></b>	<b><i>Yes or No</i></b>
1. Provide updated training for all staff at each campus on the ARD Decision Making Process and Standards Based IEP's.	Dan Hammock, Director of Special Education  All Campus Principals	Sign in sheets for Staff Development  Staff meeting agendas	Adm. & MLRC staff were trained in October 2009  Campus staff trained during December faculty meetings	Staff trained. Students taking appropriate state assessment with accommodations as determined by ARD.	Yes
2. All Special Education staff will disaggregate and interpret test scores so that the analysis can be utilized to make sound instructional decisions.	Dan Hammock, Dir. of Special Education  Tana Martin, District Assessment Coordinator  All Principals	Benchmark Results  Disaggregated Data	Disaggregated data was used to determine performance levels and appropriate assessments at annual ARD meetings.	Increased performance on appropriate state assessment and/or met ARD expectation.	Yes
3. Continue to provide training for all staff in the use of appropriate accommodations necessary for State assessments	Dan Hammock, Dir. of Sp. Education  Tana Martin, District Assessment Coordinator  All Principals	ARD Decision/Minutes	Appropriate TAKS modifications and accommodations were determined by ARD committee as a result of training.	All special education students were given the appropriate state assessment with appropriate accommodations and/or modifications on grade level.	Yes

<p>4. Continue to offer a Speech (Language Development) class for grades K-1 during the summer of 2009.</p>	<p>Dan Hammock, Director of Special Education  Myatt Principal</p>	<p>Teacher Referrals Registration Forms List of Participants</p>	<p>Nine speech students attend the 2009 speech (language development) class.</p>	<p>Decrease in Speech referrals for the 2008-2009 school year.</p>	<p>Yes</p>
<p>5. Each campus will have additional training on the Response to Intervention Model.</p>	<p>Campus Principals  Cheryl Roitsch</p>	<p>Agendas  Sign In sheets</p>	<p>SA2 training which is the organizational component of Special Ed Manager was provided for all campuses. With this training student assistance teams are able to track and provide interventions for at-risk students in an electronic format.</p>	<p>Student assistance teams meet monthly and provide a resource to the classroom teacher in terms of providing research based interventions for at-risk students.</p>	<p>Yes</p>

Special Education Program  
El Campo Independent School District

Dan Hammock,  
Director of Special Education  
Cheryl Roitsch,  
Special Education Coordinator  
2009-2010

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Student/Program  
Demographic Overview  
2009-2010

- Students in District – 3,200
- Students in Special Education Program – 314
- Percent of Students served – 10%

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District Support

- District Adopted policies for the Special Education Program
  - Legal Frameworks - Go to: [www.ecisd.org](http://www.ecisd.org). Click on Administrative Departments. Click on Office of Special Education. Click on Legal Framework. Click on Child Centered Legal Framework. When prompted, enter 241-903 (district number). Then enter ECISD for user name and password.
  - Special Education brochure.

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### Financial Information

- ⚡ Current entitlement (EI Campo IDEA-B Formula and Preschool)  
IDEA-B=\$578,796  
ARRA=\$714,282
- ⚡ Current local budget (199)=\$1,761,431
- ⚡ Current Co-op budget (437)=\$921,327
- ⚡ Expenditures:
  - Professional and Paraprofessional Salaries
  - Inventory Items
  - Materials and Supplies
  - Staff Development
  - Related Services

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### Staff Information

<ul style="list-style-type: none"> <li>⚡ ECHS           <ul style="list-style-type: none"> <li>• 1 Life Skills</li> <li>• 1 School-wide Success Program (Behavior Unit)</li> <li>• 3 Resource/Inclusion</li> <li>• 1 Content Mastery</li> <li>• 1 18+ (Second Step)</li> </ul> </li> <li>⚡ ECMS           <ul style="list-style-type: none"> <li>• 1 Life Skills</li> <li>• 1 Behavior Unit</li> <li>• 3 Inclusion</li> <li>• 1 Academics for Life</li> </ul> </li> <li>⚡ Northside           <ul style="list-style-type: none"> <li>• 1 Inclusion</li> <li>• 1 Regional Day School for the Deaf</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>⚡ Hutchins           <ul style="list-style-type: none"> <li>• 1 Life Skills</li> <li>• 1 Resource</li> <li>• 1 Behavior Unit</li> </ul> </li> <li>⚡ Myatt           <ul style="list-style-type: none"> <li>• 1 Resource/Inclusion</li> <li>• 2 PPCD</li> <li>• 1 Pre-K</li> </ul> </li> <li>⚡ Meadow Lane           <ul style="list-style-type: none"> <li>• 5 Diagnosticians</li> <li>• 1 LSSP Intern</li> <li>• 1 LSSP</li> <li>• 1.5 Special Education Counselor</li> <li>• 3 Speech Therapists</li> <li>• 1 Director</li> <li>• 1 Coordinator</li> </ul> </li> </ul> <p>Total = 35.5 Professional Staff          ⚡ Plus 32 teacher aides/clerical          ⚡ Staff development activities are provided to staff based on District needs and State and Federal regulations.</p>
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### Curriculum/Instruction

- ⚡ Students are provided special education and related services based on their IEP's. The instruction is TEKS based. Students that are severely disabled are provided functional and community based instruction. All students participate in the TAKS testing program using the appropriate TAKS assessment.

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**Parental Information**

✦ Parents are encouraged to participate in the ARD process and other school-sponsored activities:

- Family Literacy Program
- PTO
- Parent Conference days
- College Night
- Career Day

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**Performance Based  
Monitoring Analysis System**

✦ Last year El Campo was at the 0 (Zero) Stage of Intervention and therefore was not subject to data review or submittal.

✦ This year, based on the PBMAS indicators, El Campo is at the IA Stage of Intervention. A Focused Data Analysis was conducted and a Compliance Action Plan was submitted to TEA to correct non-compliance issues.

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**Agenda Item Summary Sheet (4 A.2)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda</b>	Approval of Localized Policy Update 87
<b>Summary</b>	<p>Last month you received a copy of the Explanatory Notes, <i>Vantage Points</i>, and a copy of actual policy changes for Localized Update 87.</p> <p>According to guidelines established by TASB Policy Service, Board action on Localized Update 87 must occur within a properly posted, open meeting of the Board.</p> <p>The Board's action on Localized Update 87 must be reflected in Board minutes. The Instruction Sheet —annotated to reflect any changes made by the Board—and the Explanatory Notes for the update should be filed with the Board minutes where they comprise the authoritative historical record of the District's policy manual. A copy of the replaced or rescinded (LOCAL) policies should also be retained in the historical record.</p>
<b>ECISD Board Policy</b>	BF (LOCAL), BOARD POLICES
<b>Effective Date</b>	March 23, 2010
<b>Previous Board Action</b>	Localized Policy Update 87 was presented at the regular meeting on February 23, 2010 for the Board's review.
<b>Future Action Expected</b>	None.
<b>Background Information and Significant Issues</b>	None.
<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	Board policies are designed to promote fair and equitable treatment for all district patrons.
<b>Procedural and Reporting Implications</b>	Following Board approval, TASB Policy Service will be notified so this action may be reflected in our Localized Policy Manual as it appears on TASB's Web server for <i>Policy On-Line</i> .

<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	None.
<b>Attachments</b>	None.
<b>Contact Person(s)</b>	Mark Pool, Superintendent of School
<b>Action Required</b>	Motion, second and majority vote to add, revise, or delete (LOCAL) policies as recommended by TASB Policy Service and according to the Instruction Sheet for TASB Localized Policy Manual Update 87.
<b>Superintendent's Recommendation</b>	<p>I recommend that you approve the (LOCAL) policies as recommended by the TASB Policy Service according to the Instruction Sheet for Localized Policy Manual Update 87 as a part of the Consent Agenda.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

**Agenda Item Summary Sheet (4.A.1)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda: Governance</b>	Minutes of Previous Meetings 1. February 23, 2010 – Regular Meeting
<b>Summary</b>	According to policy BE (LOCAL), BOARD MEETINGS, MINUTES, board action shall be carefully recorded by the secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the President and the Secretary of the Board.
<b>ECISD Board Policy</b>	BE (LOCAL), BOARD MEETINGS
<b>Effective Date</b>	March 23, 2010.
<b>Previous Board Action</b>	The Board approves minutes at each regular monthly meeting.
<b>Future Action Expected</b>	The Board approves minutes at each regular monthly meeting.
<b>Background Information and Significant Issues</b>	None.
<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	An accurate record of all discussions and actions by the Board of Trustees is maintained.
<b>Procedural and Reporting Implications</b>	After approval minutes are filed with the official records of the District.
<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	None

**Attachments**

Minutes of regular and special meetings held on the following dates:

1. Regular Meeting – February 23, 2010

**Contact Person(s)**

Dianne Cerny, Executive Secretary

**Action Required**

Motion, second and majority vote to approve the minutes.

**Superintendent's  
Recommendation**

I recommend you approve the minutes of previous meetings as part of the consent agenda.

**Mark Pool, Superintendent of Schools**

**MINUTES OF THE BOARD OF TRUSTEES  
EL CAMPO INDEPENDENT SCHOOL DISTRICT  
February 23, 2010**

The Board of Trustees of the El Campo Independent School District met in a regular session February 23, 2010 at 7:00 p.m. in the Board Room, 700 West Norris, El Campo, Texas.

**MEMBERS PRESENT:** James Russell, Tommy Turner, Ralph Novosad, J. J. Croix, Melissa Erwin, Cecil Davis, and David Hodges.

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Mark Pool, Carolyn Gordon, David Bright, David Rice, Alice Barnes, Keith Sparks, Stephanie Jensen, Kimberly Couvillion, Rodney Montello, Gloria Harris, Marietta Combs, Michael Van Gorp, Jennifer Bullard, NaShay Little, Maria Delgado, Gilbert Delgado, Becky Popp, Ane Marie Farthing, Joyce Supak, Rebecca Lisa Hernandez, Liz Graves.

Tommy Turner called the meeting to order. Melissa Erwin gave the opening prayer followed by the Pledge of Allegiance. There was a quorum present.

**PUBLIC COMMENT:** There was no public comment.

**RECOGNITION:**

Rich DuBroc and Marietta Combs introduced two high school choir members, Kaylyn Rice and Charles Solomon, who were selected to participate in the All-State Choir at the Texas Educators' Association meeting.

Rodney Montello and Kathy Simmons introduced students Joel Hernandez, Blake Krpec, Natalya Yanis and Tayton Priesmeyer as first place individual winners at the District UIL Tournament.

Mr. Pool recognized Business Office personnel David Bright, Joyce Supak, Ane Marie Farthing and Becky Popp for their accomplished work.

Mr. Pool recognized Process Improvement members Stephanie Jensen, Kimberly Couvillion, NaShay Little, Cindy Mathews, LaShelle Hlavaty, Jennifer Haas, Jennifer Bullard and Manuela Sanchez.

**CONSENT AGENDA:** A motion was made by Ralph Novosad and seconded by James Russell to approve the Consent Agenda with corrections:

A. Governance

1. Consider Approval of the Minutes
  - a. January 27, 2010 - Regular Monthly Meeting

2. Approve All Actions Necessary to Order a Trustee Election for May 8, 2010
3. Consider Approval of Annual Renewal of Legal Services Retainer with Walsh, Anderson, Brown, Gallegos and Green, P.C.

B. Business and Support Services

1. Report on Myatt Construction Project
2. Consider Approval of Application for Payment to Polasek Construction for Myatt Elementary Restroom Addition
3. Review Invoice from RWS Architects
4. Consider Approval of Budget Amendment to Allocate Pre-Award Costs for Qualified Expenditures Incurred in Prior School Year Funded with Title XIV SFSF ARRA Stimulus Grant Monies
5. Report on Transportation Discipline Referrals
6. Review of Budget Assumptions and Priorities for 2010-2011
7. Review of Monthly Financial Reports
8. Review List of Checks Written for the Month of January, 2010

C. Personnel

D. Curriculum and Instruction

1. Consider Approval of Annual Evaluation of Instructional Technology Program
2. Review of State Compensatory Education Program Improvement Plan

E. Students

Motion carried unanimously.

***BUSINESS AND OPERATIONS***

**CONSIDER APPROVAL OF REPLACING CURTAINS IN THE HIGH SCHOOL AUDITORIUM:** A motion was made by Ralph Novosad and seconded by David Hodges to approve the replacement of curtains in the high school auditorium. Motion carried unanimously.

**CONSIDER AUTHORIZING ADMINISTRATION TO SEEK COMPETITIVE SEALED PROPOSALS TO REPLACE ROOF ON HIGH SCHOOL AUDITORIUM:** A motion was made by Cecil Davis and seconded by Melissa Erwin to authorize Administration to seek competitive sealed proposals to replace roof on high school auditorium. Motion carried unanimously.

**CONSIDER AUTHORIZING ADMINISTRATION TO SEEK COMPETITIVE SEALED PROPOSALS FOR REPLACEMENT OF HARDWOOD FLOOR IN RICEBIRD GYMNASIUM:** A motion was made by James Russell and seconded by David Hodges to authorize Administration to seek competitive sealed proposals for replacement of hardwood floor in Ricebird Gymnasium. Motion carried unanimously.

### ***CURRICULUM AND INSTRUCTION***

**REVIEW TASB LOCALIZED POLICY UPDATE 87:** The Board and Mr. Pool reviewed TASB Localized Policy Update 87.

**ACTION ON LEVEL III COMPLAINT HEARING REQUESTED BY ALICE BARNES:** A motion was made by James Russell and seconded by Cecil Davis to uphold the decision made at Level Two. Motion carried unanimously.

### ***CLOSED SESSION***

**EXECUTIVE SESSION:** The president of the Board called for an Executive Session as authorized by Section Texas Government Pursuant to Section § 551.071 PERSONNEL MATTERS, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; to discuss the employment of the Professional administrative personnel. The Board entered executive session at 9:00 p.m. and reconvened in open session at 10:31 p.m. to take the following action:

### ***PERSONNEL***

**CONSIDER APPROVAL OF ADMINISTRATOR CONTRACTS:** A motion was made by David Hodges and seconded by Ralph Novosad to approve administrator contracts. Motion carried by a 6 – 1 vote with Trustees Tommy Turner, Cecil Davis, James Russell, J. J. Croix, David Hodges and Ralph Novosad in favor and Trustee Melissa abstained.

**REPORT ON PROFESSIONAL PERSONNEL CHANGES:** Board members reviewed professional personnel changes.

### ***SUPERINTENDENT'S REPORT***

There were no reports for the following items:

- A. Governance
  - 1. Preliminary Agenda for Regular Meeting on March 23, 2010
  - 2. Monthly Calendar of Activities and Events

- B. Business and Support Services
  - 1. Report on Foundation School Program State Funding at the End of the First Semester
- C. Personnel
- D. Curriculum and Instruction
- E. Students
  - 1. Report on Enrollment and Attendance at the End of First Semester
  - 2. Report on District Compliance and Analysis of Student Transfers at the End of First Semester
  - 3. Monthly DAEP Report
  - 4. Monthly SRO Report
- F. Community and Governmental Relations
  - 1. Legislative Update

There being no further discussion, the meeting adjourned at 10:33 p.m.

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PRESIDENT

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SECRETARY

**Agenda Item Summary Sheet (4 A.3)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda</b>	Approval of Proposed Changes to LOCAL Policies EIA and EIC
<b>Summary</b>	<p>Following the adoption of next year's school calendar and the change from a six-week to a nine-week grading period I contacted our TASB Policy Consultant and asked her to identify any policies that may need to be addressed. She notified me that we probably need to take a look at the following policies:</p> <ul style="list-style-type: none"><li>• EIA (LOCAL), ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS</li><li>• EIC (LOCAL), ACADEMIC ACHIEVEMENT: CLASS RANKING</li></ul>
<b>ECISD Board Policy</b>	BF (LOCAL), BOARD POLICES
<b>Effective Date</b>	2010 – 2011 School Year and Thereafter
<b>Previous Board Action</b>	At the regular meeting in January the Board approved the 2010-2011 School Calendar and changing to a nine-week grading period.
<b>Future Action Expected</b>	None.
<b>Background Information and Significant Issues</b>	<p>I have made the proposed changes from six-week to nine-week grading periods.</p> <p>In the policy on class ranking I also deleted references to honor courses since this is no longer applicable.</p>
<b>Fiscal Impact</b>	Cost of making the local changes and posting on <i>Policy Online</i> .
<b>Student and Public Benefit</b>	Board policies are designed to promote fair and equitable treatment for all district patrons.
<b>Procedural and Reporting Implications</b>	Following Board approval, TASB Policy Service will be notified so this action may be reflected in our Localized Policy Manual as it appears on TASB's Web server for <i>Policy On-Line</i> .
<b>Public Comments</b>	None.

<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	<p>Our policy consultant also identified FNF (LOCAL), STUDENT RIGHTS AND RESPONSIBILITIES: INTERROGATIONS AND SEARCHES as one of the policies that needed to be looked at. This particular policy deals with our student drug testing program and has some references in the policy to six-weeks, 12 weeks, and 18 weeks time periods.</p> <p>There is no direct correlation between the time lines in this policy and our grading period, therefore in reviewing this policy we see no need to propose any changes. All of the time lines still fall on three-week intervals.</p>
<b>Attachments</b>	<ul style="list-style-type: none"> <li>• Proposed changes to EIA (LOCAL), ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS</li> <li>• Proposed changes to EIC (LOCAL), ACADEMIC ACHIEVEMENT: CLASS RANKING</li> </ul>
<b>Contact Person(s)</b>	Mark Pool, Superintendent of School
<b>Action Required</b>	Motion, second and majority vote to revise (LOCAL) policies EIA and EIC to reflect next year's change to a nine-week grading period.
<b>Superintendent's Recommendation</b>	<p>I recommend that you approve revisions to (LOCAL) policies EIA and EIC to reflect next year's change to a nine-week grading period.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

ACADEMIC ACHIEVEMENT  
GRADING/PROGRESS REPORTS TO PARENTS

EIA  
(LOCAL)

RELATION TO  
ESSENTIAL  
KNOWLEDGE AND  
SKILLS

The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives shall address the skills needed for successful performance in the next grade or next course in a sequence of courses.

Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that the student's performance indicates the level of mastery of the designated District objectives. The student's mastery level shall be a major factor in determining the grade for a subject or course.

GUIDELINES FOR  
GRADING

The Superintendent or designee shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.

In accordance with grading guidelines, a student shall be permitted a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.

PROGRESS  
REPORTING

Grade reports shall be issued every ~~six~~ nine weeks on a form approved by the Superintendent or designee. Performance shall be measured in accordance with this policy and the standards established in EIE.

INTERIM REPORTS

Interim progress reports shall be issued for all students after the ~~third week and the sixth week~~ of each grading period. Supplemental progress reports may be issued at the teacher's discretion.

CONFERENCES

In addition to conferences scheduled on the campus calendar, conferences may be requested by a teacher or parent as needed. Parents shall be notified each ~~six~~ nine weeks of the opportunity for a parent/teacher conference.

ACADEMIC  
DISHONESTY

Students found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests and disciplinary penalties in accordance with the Student Code of Conduct. Academic dishonesty includes cheating or copying the work of another student, plagiarism, and unauthorized communication between students during an examination. The determination that a student has engaged in academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation, or information from students.

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

VALEDICTORIAN AND  
SALUTATORIAN

The valedictorian and salutatorian shall be the eligible students with the highest and second highest ranking as determined by the District's class-ranking procedure. To be eligible to be valedictorian or salutatorian, a student must be a four-year graduate and must have been enrolled in the District high school on or before the **first day of the second ~~six~~ nine-week period** of his or her junior year.

HONOR GRADUATES  
FOUR-YEAR  
GRADUATES

At the **end of the ~~fifth-six~~ third nine-week period** of their fourth year in high school, **the ~~15 highest ranked~~ the top ten percent of students** in the four-year graduating class shall be named. From that group, the two highest ranked students shall be named to the top two positions and shall deliver the "welcome" and "farewell" speeches at the commencement exercises. Speeches shall be reviewed by the principal no later than three days before commencement. No speech shall be delivered without the principal's approval.

**Student entering the ninth grade in 2003-04, and successive years thereafter, shall not be named as the "Top 15 Honor Graduates."**

The two highest ranked students shall be named valedictorian or salutatorian and top ten percent of the senior class shall be named the Honor Graduates. Included in the top ten percent the following shall apply:

1. The valedictorian and salutatorian shall be named Summa Cum Laude.
2. Students with a 5.0 and above grade point average shall be named Magna Cum Laude.
3. The remainder of the top ten percent shall be named Cum Laude.

THREE-YEAR  
GRADUATES

At the **end of the ~~fifth-six~~ third nine-week period** of the third year of high school, students who have declared their intent to graduate and have met all of the requirements for graduation in three years shall have their grade point averages (GPA) calculated. If a three-year student's GPA is the same or higher than **a the fifteenth highest ranked four-year graduate in the top ten percent**, that student shall be included with the list of honor graduates and designated as a three-year graduate. No four-year honor graduate shall be displaced.

ELIGIBILITY

To be eligible to be an honor graduate, a student must have:

1. Completed the two semesters immediately preceding his or her graduation at the District high school.
2. Enrolled for at least five credits during the final two semesters (exclusive of summer school).

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

3. Completed the minimum required credits for graduation as specified by the District prior to the date of the graduation ceremony.
4. Completed all correspondence courses, including final examinations, on or before March 1 of the graduation year.

RANKING OF  
STUDENTS

All students shall be ranked according to GPA. The following method shall be used:

1. For basic courses, a semester grade of 70 shall be awarded a grade point of 1.0. Every point above 70 shall receive an extra 0.1 grade point. For instance, a grade of 89 would receive 1.0 plus 1.9 for a total of 2.9 grade points.
2. For regular courses, a semester grade of 70 shall be awarded a grade point of 2.0. Every point above 70 shall receive an extra 0.1 grade point. For instance, a grade of 89 would receive 2.0 plus 1.9 for a total of 3.9 grade points.
3. ~~For gifted and talented, honors, pre-advanced placement, advanced placement, and concurrent enrollment dual credit college courses~~ (not including tech prep courses), a semester grade of 70 shall be awarded a grade point of 3.0. Every point above 70 shall receive an extra 0.1 grade point. For instance, a grade of 89 would receive 3.0 plus 1.9 for a total of 4.9 grade points. ~~Students entering the ninth grade in 2003-2004 and successive years thereafter shall have their honors classes awarded in the following manner: For honors, a semester grade of 70 shall be awarded a grade point of 2.5. Every point above 70 shall receive an extra 0.1 grade point. For instance, a grade of 89 would receive 2.5 plus 1.9 for a total of 4.4.~~

COMPUTING GPA

A list of how each course is classified for grade point purposes shall be maintained and available at the high school. All grades earned from grades 9-12 shall be so adjusted for the purposes of class ranking. A student's GPA shall be determined by adding all grade points and dividing the total by the number of courses taken. No grades earned in any course shall be changed. This procedure is used only to determine GPA for class-ranking purposes. All courses taken in grades 9-12 shall be used in computing a student's GPA.

GPA TIES

GPA ties shall not be broken. If two students have identical GPAs, the students shall share the same class rank, and the next class-rank number shall not be used. For example, if two students tied as the twenty-second highest-ranked senior, they would both be

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

listed as number 22 and the next highest-ranked person would be listed as number 24, skipping number 23.

TRANSFER CREDITS

Academic records of transfer students shall be reviewed, and students shall receive grade points for courses and grades as listed on the student's previous academic record. Grade points shall be assigned according to the District's class-ranking procedure. A student who transfers into the District is entitled to receive weighted credit for courses he or she has taken in another district, pending administration approval; however, no weighted credit shall be issued for courses taken at another district that are not offered to District students.

A student transferring into the District shall receive the numerical grade that was earned in courses at his or her previous high school. Letter grades shall be recorded as follows:

A+ = 98	B+ = 88	C+ = 78	D+ = 73
A = 95	B = 85	C = 77	D = 72
A- = 90	B- = 80	C- = 75	D- = 70
			F = 69

**RETAKEING A COURSE**

~~A student shall have the option of retaking a course. The only stipulation shall be that the course must be retaken the semester/year after the course was originally taken. A senior who wishes to raise his or her GPA may not do so by taking a freshman or sophomore level course. The original course grade and the retaken course grade shall both be part of GPA computation; however, under state regulations, a course may only be counted once for graduation credit.~~

AUDITING A COURSE

Juniors and seniors may audit courses under the following provisions:

1. The audit must be approved by the instructor of the course, the chair of the department, and the principal.
2. There must be space available as determined by the principal.
3. Students shall be expected to participate in class activities and assignments; grade or credit for the course shall not be granted.

TOP TEN PERCENT

All eligible students whose GPAs comprise the top ten percent of the graduating class as determined by the District's class-ranking

procedures shall be notified of their eligibility for automatic admission, in accordance with the Education Code. [See EIC(LEGAL)]  
There is no residency requirement for the top ten percent.

**Consent Agenda  
Business and Support  
Services**

Report on Construction Projects

**Summary**

**Myatt Elementary School Restroom Addition.** Our last monthly construction meeting was held on March 1, 2010. The following is a list of projected work from that meeting and an update on the progress:

1. Texture of drywall - completed
2. Installation of ceiling grid – completed
3. Installation of ceramic tile – in progress
4. Installation of exterior doors – completed except hardware
5. MEP tie-ins to existing building
6. A/C start-up
7. Complete painting – in progress
8. Install light fixtures
9. Install plumbing fixtures
10. Install A/C Grilles
11. Install doors, hardware, partitions
12. Install ceiling tile
13. Install VCT and cove base
14. Final grade of exterior / re-install fence – in progress

**ECISD Board Policy**

None.

**Effective Date**

March 9, 2010

**Previous Board Action**

During the construction phase of this project we will designate a section of the consent agenda each month to review and/or discuss construction issues.

**Future Action Expected**

During the construction phase of this project we will designate a section of the consent agenda each month to review and/or discuss construction issues.

**Background Information and  
Significant Issues**

It is anticipated that much of the projected work will be done during the district's spring break, so I would expect that many of the projected work

items outlined in the summary above will be completed or near completion by the time of the board meeting.

Greg Polasek has indicated to Malcolm Gaus that PCI will be ready for a punch list at our next construction meeting, which is scheduled for Monday, April 5, 2010.

Change Proposal Requests No. 1 for the sidewalk, and Change Proposal Request No. 2 for the temporary wood frame canopy have been approved and a formal Change Order has been signed. The cost of the sidewalk was \$4,606.50; and the cost of the temporary wood frame canopy was \$5,252.47 less a \$2,000.00 owner contingency. This increases the contract amount by a net of \$7,858.97; i.e., \$4,606.50 + \$5,252.47 - \$2,000.00

There is one Change Proposal Request which will be a credit issued back to the district for deletion of two exterior light fixtures.

**Fiscal Impact**

The Guaranteed Maximum Price for this project is \$308,768, which includes the following allowances:

- Owner Contingency Allowance .....\$2,000.00  
(Contingency Used for Change Proposal No. 2)
- Landscape Allowance .....\$2,000.00
- Ceramic Tile in Corridor (Lavatories/Drinking).....\$1,560.00
- Conduit and Wiring.....\$4,200.00
- TOTAL** **\$9,760.00**

The Board also approved the following Alternates:

Alternate No. 1 – Aluminum Canopy at Entrance Doors .....\$5,775.00

Alternate No. 2 – Hollow Metal Windows for Future Add .....\$6,320.00

The following Change Order has been approved:

Change Order No. 1 .....\$7,858.97

**Student and Public Benefit**

The Board and the general public are appropriately informed about the progress on the capital improvement projects.

**Procedural and Reporting Implications**

None.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

None.

**Attachments**

- Construction Project Meeting Agenda – March 1 2010, Schedule and Progress Report
- Change Proposal Request Log
- Change Proposals No. 1 and No. 2
- Change Orders No. 1

**Contact Person(s)**

Mark Pool, Superintendent of School

**Action Required**

No action required.

**Superintendent's Recommendation**

Information only.

**Mark Pool, Superintendent of Schools**



# **POLASEK CONSTRUCTION, INC.**

**GENERAL CONTRACTORS • COMMERCIAL • RESIDENTIAL • INSTITUTIONAL**

## **El Campo Independent School District Myatt Restroom Addition Project Overview**

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**Meeting Location:** ECISD Admin Bldg.

**Date:** 3/1/2010  
**Time:** 2:00 p.m.

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### **1. SCHEDULE AND PROGRESS:**

#### **A. WORK COMPLETED:**

1. Interior partitions complete
2. Electrical rough complete
3. Plumbing water and vent complete
4. Roof system complete including edge metal
5. Glazing at window frames complete
6. Drywall and thermal insulation complete
7. Tape and float of drywall complete
8. Exterior dampproofing complete
9. EIFS complete
10. Aluminum canopies complete
11. Painting 15%
12. Low voltage rough 75%
13. Toilet partitions delivered

#### **B. PROJECTED WORK:**

1. Texture of drywall – 3/1
2. Install ceiling grid – 3/2
3. Install ceramic tile – 3/3
4. Install exterior doors – 3/2
5. MEP tie –ins at existing
6. A/C start-up
7. Complete painting
8. Install light fixtures
9. Install plumbing fixtures
10. Install A/C Grilles
11. Install doors, hardware, partitions
12. Install ceiling tile
13. Install VCT and cove base
14. Final grade of exterior / re-install fence

### **2. FIELD ISSUES**

**1. Outstanding:**

**2. Current:** 1.

# CHANGE PROPOSAL REQUEST LOG

Project: Myatt Elementary Restroom Addition  
 Architect: RWS Architects  
 Contractor: Polasek Construction, Inc.

El Campo ISD  
 Project No. 0772  
 3/1/10



CPR NO.	DATE ISSUED	DESCRIPTION OF CHANGE	DWGS	FUNDING SOURCE ALLOWANCE	DATE PRICING SUBMITTED	DATE PRICING APPROVED	ESTIMATED/ PENDING CPR AMOUNT	APPROVED CPR AMOUNT	CO#	AEA ISSUE DATE	COMMENTS
1	09/17/09	1. Provide concrete sidewalk as requested by Owner.	N	CO	12/27/09	01/04/10		\$4,606.50			
2	09/17/09	1. Provide temporary wood frame canopy and removal at completion.	N	CO	12/27/09			\$5,252.47			
3	02/01/10	1. Provide credit for deleting the two exterior light fixtures at entrances.	N								
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
		<b>TOTALS FOR CPR'S</b>					\$0.00	\$9,858.97			

# RWS ARCHITECTS

# Change Proposal CP#0772-01

**PROJECT:** MYATT ELEMENTARY SCHOOL  
RESTROOM ADDITIONS

**OWNER:** El Campo Independent School District

**TO CONTRACTOR:** Polasek Construction Company  
P.O. Box 64  
El Campo, Texas 77437

**TITLE OF CP:** Concrete Access Walks

**DATE OF ISSUANCE:** December 29, 2009

**OWNER PROJECT NUMBER:**

**RWS PROJECT NUMBER:** 0772

**CONTRACTOR PROJECT NUMBER:**

**ATTENTION:** Mr. Greg Polasek

**PROPOSED CHANGE IN WORK:** Please submit an itemized quotation for all costs for the proposed changes to the Contract Documents described herein. This is not a Change Order nor Authorization to Proceed with the proposed changes. The Work is generally described below and should be priced as marked:

- If charged to the Contingency Allowance, (increase)(decrease) by ..... \$ \_\_\_\_\_
- If charged to the Contract Sum the GMP will be, (increased)(decreased) by ..... \$ \_\_\_\_\_

Provide material and labor for installation of a concrete sidewalk to provide access to Temporary Classrooms located on the southeast corner of the school. This is required to allow for construction of the new restroom addition at the east side of the school. Include in the pricing the provision for allowing storm water runoff from the roof drains to pass through the sidewalk at a minimum of three locations.

**Attachments:**

Architect: RWS Architects Incorporated By \_\_\_\_\_ Date \_\_\_\_\_

**CONTRACTOR'S CHANGE PROPOSAL QUOTATION**

- The Owner Contingency Allowance will be (increased)(decreased) by ..... \$ -0-
- The Contract Sum will be (increased)(decreased)(unchanged) by ..... \$ 4606.50
- The Contract Time will be (increased)(decreased)(unchanged) by (Regular Work Days)..... 17 Days
- Other: \_\_\_\_\_

Attachments: \_\_\_\_\_

Contractor: Polasek Construction, Inc. By Greg Polasek Date 1/8/2010

**ARCHITECT RECOMMENDATION**

- The Architect recommends (acceptance, ~~rejection~~) of this Change Proposal.
- The \_\_\_\_\_ Allowance will be (increased)(decreased) by ..... \$ \_\_\_\_\_
- The Contract Sum will be (increased)(decreased)(unchanged) by ..... \$ 4,606.50
- The Contract Time will be (~~increased~~)(decreased)(unchanged) by (Regular Work Days)..... 17 Days
- Other: \_\_\_\_\_

Attachments: \_\_\_\_\_

Architect: RWS Architects Incorporated By Malcolm C. Gaus Date 02/02/2010

**OWNER ACTION**

- The Architect's and ~~LAN~~ ~~Walton's~~ recommendation as stated herein is accepted.
- Other: \_\_\_\_\_

Owner: El Campo Independent School District Mr. Mark Pool By Robert Mark Pool Date 02/05/2010

**DISTRIBUTION**

- File 5.2,  Owner-  Architect  Contractor  Consultant  Field  Other

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# POLASEK CONSTRUCTION, INC.

GENERAL CONTRACTORS • COMMERCIAL • RESIDENTIAL • INSTITUTIONAL

December 27, 2009

RWS Architects Inc.  
3100 Timmons  
Houston, Texas 77027

Re: CP #0772-01  
El Campo ISD Myatt Elementary

Provide installation of concrete sidewalk at south side of existing facility.

Polasek Construction:

Concrete Walks:

Materials (975 s.f)	
Concrete -----	\$ 1297.00
Reinforcing #3's -----	\$ 341.00
Ties, chairs, forms -----	\$ 166.00
Labor -----	\$ 896.00
Sidewalk drains (HDG) ----	\$ 1425.00

Note: An additional 14 days will be required in order to obtain necessary materials.

An additional 3 days will be requested due to stoppage of work by ECISD personnel in order to provide revised layout.

Contractor Fee----- \$ 412.50

Bond Fee ----- \$ 69.00

**Total Amount----- \$4,606.50**

# RWS ARCHITECTS

# Change Proposal CP#0772-02

**PROJECT:** MYATT ELEMENTARY SCHOOL  
RESTROOM ADDITIONS  
**OWNER:** El Campo Independent School District  
**TO CONTRACTOR:** Polasek Construction Company  
P.O. Box 64  
El Campo, Texas 77437

**TITLE OF CP:** Temporary Canopy at Access Walk  
**DATE OF ISSUANCE:** December 29, 2009  
**OWNER PROJECT NUMBER:**  
**RWS PROJECT NUMBER:** 0772  
**CONTRACTOR PROJECT NUMBER:**

**ATTENTION:** Mr. Greg Polasek

**PROPOSED CHANGE IN WORK:** Please submit an itemized quotation for all costs for the proposed changes to the Contract Documents described herein. This is not a Change Order nor Authorization to Proceed with the proposed changes. The Work is generally described below and should be priced as marked:

- If charged to the Contingency Allowance, (increase)(decrease) by ..... \$ \_\_\_\_\_
- If charged to the Contract Sum the GMP will be, (increased)(decreased) by ..... \$ \_\_\_\_\_

Provide material and labor for installation of a temporary canopy structure at the concrete sidewalk access to Temporary Classrooms located on the southeast corner of the school. This is required to allow for weather related protection of students and staff during the construction of the new restroom addition at the east side of the school. Contractor shall remove these temporary structures at the end of the project and make available for the District Maintenance Department to salvage the material.

**Attachments:**

Architect: RWS Architects Incorporated

By Malcolm C. Haus Date Dec. 29, 2009

**CONTRACTOR'S CHANGE PROPOSAL QUOTATION**

- The OWNER CONTINGENCY Allowance will be (increased)(decreased) by ..... \$ 2,000<sup>00</sup>
- The Contract Sum will be (increased)(decreased)(unchanged) by ..... \$ 3,252.47
- The Contract Time will be (increased)(decreased)(unchanged) by (Regular Work Days)..... 0 Days
- Other: \_\_\_\_\_

**Attachments:**

Contractor: Polasek Construction, Inc.

By Greg Polasek Date 1/8/2010

**ARCHITECT RECOMMENDATION**

- The Architect recommends (acceptance, rejection) of this Change Proposal.
- The OWNER CONTINGENCY Allowance will be (increased)(decreased) by ..... \$ 2,000<sup>00</sup>
- The Contract Sum will be (increased)(decreased)(unchanged) by ..... \$ 3,252.47
- The Contract Time will be (increased)(decreased)(unchanged) by (Regular Work Days)..... 0 Days
- Other: \_\_\_\_\_

**Attachments:**

Architect: RWS Architects Incorporated

By Malcolm C. Haus Date 2/2/2010

**OWNER ACTION**

- The Architect's ~~and LAN Walton's~~ recommendation as stated herein is accepted.
- Other: \_\_\_\_\_

Owner: El Campo Independent School District Mr. Mark Pool

By Robert Mark Pool Date 02/05/2010

**DISTRIBUTION**

- File 5.2,  Owner-  Architect  Contractor  Consultant  Field  Other

HE:\0772\WORD\CACV\CP-0772-02.doc



# POLASEK CONSTRUCTION, INC.

GENERAL CONTRACTORS • COMMERCIAL • RESIDENTIAL • INSTITUTIONAL

December 27, 2009

RWS Architects Inc.  
3100 Timmons  
Houston, Texas 77027

Re: CP #0772-02  
El Campo ISD Myatt Elementary

Provide installation of temporary canopy and removal after completion.

Polasek Construction:

Wood Frame Canopy:

Materials:

Wood frame -----	\$ 1335.81
Metal roofing -----	\$ 1512.80
Equipment -----	\$ 83.86
Installation labor-----	\$ 1896.00
Removal -----	\$ 500.00

Credit original proposal ---- \$ (625.00)

Contractor Fee----- \$ 471.00

Bond Fee ----- \$ 78.00

**Total Amount----- \$5,252.47**



# AIA<sup>®</sup> Document G701<sup>™</sup> – 2001

## Change Order

<b>PROJECT</b> <i>(Name and address):</i> Myatt Elementary School Restroom Addition 501 W Weiss Street El Campo, Texas 77437	<b>CHANGE ORDER NUMBER:</b> 001 <b>DATE:</b> February 2, 2010	<b>OWNER:</b> <input type="checkbox"/> <b>ARCHITECT:</b> <input type="checkbox"/> <b>CONTRACTOR:</b> <input type="checkbox"/> <b>FIELD:</b> <input type="checkbox"/> <b>OTHER:</b> <input type="checkbox"/>
<b>TO CONTRACTOR</b> <i>(Name and address):</i> Polasek Construction, Inc. PO Box 64 El Campo, Texas 77437	<b>ARCHITECT'S PROJECT NUMBER:</b> 0772 <b>CONTRACT DATE:</b> April 27, 2009 <b>CONTRACT FOR:</b> General Construction	

### THE CONTRACT IS CHANGED AS FOLLOWS:

*(Include, where applicable, any undisputed amount attributable to previously executed Construction Change Directives)*

Change Proposal #0772-01 Concrete Access Walks: Install concrete sidewalk to provide access to temporary classrooms in accordance with CP#0772-01 dated 12/29/09. Charge the amount of \$4,606.50 to the Contract Sum. The Contract Time will be increased by 17 calendar days. ADD \$4,606.50

Change Proposal #0772-02 Temporary Canopy at Access Walk: Install temporary canopy at concrete sidewalk access to temporary classrooms in accordance with CP#0772-02 dated 12/29/09. Charge the amount of \$2,000.00 to the Owner's Contingency Allowance. Charge to amount of \$3,252.47 to the Contract Sum. The Contract Time will remain the same. ADD \$3,252.47

The original Contract Sum was	\$ 323,129.00
The net change by previously authorized Change Orders	\$ 0.00
The Contract Sum prior to this Change Order was	\$ 323,129.00
The Contract Sum will be increased by this Change Order in the amount of	\$ 7,858.97
The new Contract Sum including this Change Order will be	\$ 330,987.97

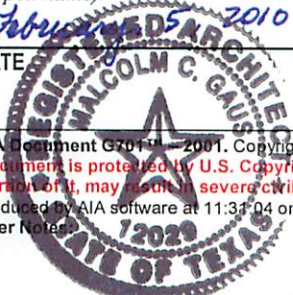
The Contract Time will be increased by Seventeen (17) days.

The date of Substantial Completion as of the date of this Change Order therefore is March 4, 2010

**NOTE:** This Change Order does not include changes in the Contract Sum, Contract Time or Guaranteed Maximum Price which have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

### NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

<u>RWS Architects Incorporated</u> <b>ARCHITECT</b> <i>(Firm name)</i>	<u>Polasek Construction, Inc.</u> <b>CONTRACTOR</b> <i>(Firm name)</i>	<u>El Campo Independent School District</u> <b>OWNER</b> <i>(Firm name)</i>
<u>3100 Timmons Lane, Suite 410</u> <u>Houston, Texas 77027</u> <b>ADDRESS</b>	<u>PO Box 64</u> <u>El Campo, Texas 77437</u> <b>ADDRESS</b>	<u>700 West Norris Street</u> <u>El Campo, Texas 77437</u> <b>ADDRESS</b>
<u><i>Malcolm C. Gaus</i></u> <b>BY</b> <i>(Signature)</i>	<u><i>Greg Polasek</i></u> <b>BY</b> <i>(Signature)</i>	<u><i>Robert Mark Pool</i></u> <b>BY</b> <i>(Signature)</i>
<u>Malcolm C. Gaus, AIA</u> <i>(Typed name)</i>	<u>Greg Polasek</u> <i>(Typed name)</i>	<u>Mark Pool</u> <i>(Typed name)</i>
<u>February 25, 2010</u> <b>DATE</b>	<u>2/4/2010</u> <b>DATE</b>	<u>03/01/2010</u> <b>DATE</b>



**Agenda Item Summary Sheet (4.B.2)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda: Business and Support Services</b>	Approval of Application and Certification for Payment from Polasek Construction, Inc.
<b>Summary</b>	We have received Application for Payment No. 3 in the amount of \$66,155.15. The application has been reviewed and payment recommended by RWS Architects.
<b>ECISD Board Policy</b>	CH (LOCAL), PURCHASING AND ACQUISITION, PURCHASING AUTHORITY CV (LOCAL), FACILITIES CONSTRUCTION
<b>Effective Date</b>	March 23, 2010
<b>Previous Board Action</b>	<p>The Board authorized the Superintendent to negotiate a contract with Polasek Construction, Inc. as the Construction Manager At-Risk for the Hutchins Elementary School Office Renovations and Myatt Elementary School Restroom Addition on April 28, 2009. Contract negotiations between ECISD and Polasek Construction began, and after review and approval by the district's legal counsel the superintendent signed the contract on May 29, 2009.</p> <p>Amendment No. 2 to this contract authorizing the work at Myatt Elementary School was signed on September 21, 2009.</p> <p>Applications for Payments are in accordance with Article 5.1 of this contract between the owner and the general contractor.</p>
<b>Future Action Expected</b>	As a part of the Consent Agenda the Board will periodically consider approval of certifications and applications for payment until this project is completed.
<b>Background Information and Significant Issues</b>	None.

**Fiscal Impact**

**Payment Recap for Myatt Elementary School Restroom Addition**

Date Approved	Application for Payment No.	Total Completed and Stored	Retainage at 5.0%	Total Earned Less Retainage	Current Payment	Total Paid To Date	Balance to Finish
		<b>Original Contract</b>					<b>\$323,129.00</b>
01/27/10	1	\$37,840.00	\$1,892.00	\$35,948.00	\$35,948.00	\$0.00	\$287,181.00
02/23/10	2	\$150,635.00	\$7,531.75	\$143,103.25	\$107,155.25	\$35,948.00	\$180,025.75
03/23/10	3	\$220,272.00	\$11,013.60	\$209,258.40	\$66,155.15	\$143,103.25	\$113,870.60

**Student and Public Benefit**

Monthly approval of the Applications for Payment from the contractor insures accounting transparency for the public on this project.

**Procedural and Reporting Implications**

Following approval by the Board a check for the current payment due will be issued to Polasek Construction, Inc.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

The amounts shown on this Application for Payment do not include any increase in the contract amount resulting from Change Order No.1.

**Attachments**

- Copy of Certification and Application for Payment No. 3

**Contact Person(s)**

David Bright, Assistance Superintendent of Finance and Operations

**Action Required**

Motion, second and majority vote to approve and authorize payment of Application and Certification for Payment No. 3 to Polasek Construction, Inc. for the Myatt Elementary School Restroom Addition.

**Superintendent's Recommendation**

I recommend that you approve and authorize payment of Application and Certification for Payment No. 3 to Polasek Construction, Inc. for the Myatt Elementary School Restroom Addition as a part of the Consent Agenda.

**Mark Pool, Superintendent of Schools**

February 25, 2010

El Campo Independent School District  
Attn: Mr. Mark Pool, Superintendent  
700 West Norris Street  
El Campo, Texas 77437

Re: Myatt Elementary School Restroom Addition  
El Campo Independent School District  
RWS Project No. 0772  
Contractor's Application and  
Certificate for Payment No. 3

Gentlemen:

Transmitted herewith are your copies of the current Contractor's Application for Payment on the subject project:

<u>Application No.</u>	<u>Period</u>	<u>Amount to be Paid</u>
3	02/25/10	\$66,155.15 ✓

We recommend payment of the amount shown and suggest you send payment directly to the contractor at the following address: Polasek Construction, Inc., P.O. Box 64, El Campo, Texas 77437.

If there are any questions, please call.

Sincerely,



Malcolm C. Gaus, AIA  
Vice President

Enclosures

cc: Contractor  
File 5.1

MCG/dd

**APPLICATION AND CERTIFICATION FOR PAYMENT**

AIA DOCUMENT G702

PAGE ONE OF

4 PAGES

TO OWNER: EL CAMPO ISD  
700 WEST NORRIS  
EL CAMPO, TEXAS

PROJECT: Myatt Elementary  
Restroom Addition

FROM CONTRACTOR: POLASEK CONSTRUCTION INC.  
P.O. BX 64  
EL CAMPO, TEXAS 77437

VIA ARCHITECT: RWS ARCHITECTS INC.  
3100 TIMMONS  
HOUSTON, TEXAS 77041

CONTRACT FOR: GENERAL CONSTRUCTION

APPLICATION NO: #3

PERIOD TO: 2/25/10

PROJECT NOS: #0772

CONTRACT DATE: 4/27/2009

Distribution to:

OWNER

ARCHITECT

CONTRACTOR

RECEIVED  
FEB 25 2010  
RWS ARCHITECTS

**CONTRACTOR'S APPLICATION FOR PAYMENT**

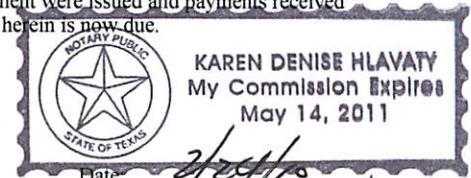
Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet, AIA Document G703, is attached.

1. ORIGINAL CONTRACT SUM .....	\$	323129.00
2. Net change by Change Orders .....	\$	0.00
3. CONTRACT SUM TO DATE (Line 1 ± 2) .....	\$	323129.00
4. TOTAL COMPLETED & STORED TO DATE .....	\$	220272.00 ✓
(Column G on G703)		
5. RETAINAGE:		
a. 5 % of Completed Work .....	\$	10705.50
(Column D + E on G703)		
b. 5 % of Stored Material .....	\$	308.10
(Column F on G703)		
Total Retainage (Lines 5a + 5b or		
Total in Column I of G703) .....		
	\$	11013.60 ✓
6. TOTAL EARNED LESS RETAINAGE .....	\$	209258.40 ✓
(Line 4 Less Line 5 Total)		
7. LESS PREVIOUS CERTIFICATES FOR		
PAYMENT (Line 6 from prior Certificate) .....	\$	143103.25 ✓
8. CURRENT PAYMENT DUE .....	\$	66155.15 ✓
9. BALANCE TO FINISH, INCLUDING RETAINAGE .....	\$	113870.60 ✓
(Line 3 less Line 6)		

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTS
Total changes approved in previous months by Owner	\$0.00	
Total approved this Month	\$0.00	
TOTALS	\$0.00	\$0.00
NET CHANGES by Change Order		\$0.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR: POLASEK CONSTRUCTION INC.



By: *[Signature]* Date: 2/24/10

State of: Texas County of: Wharton  
Subscribed and sworn to before me this 24th day of Feb. 2010  
Notary Public: Denise Hlavaty  
My Commission expires: 5-14-2011

**ARCHITECT'S CERTIFICATE FOR PAYMENT**

In accordance with the Contract Documents, based on on-site observations and the data comprising the application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED ..... \$ 66,155.15

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform to the amount certified.)

ARCHITECT:

By: *[Signature]* Date: 02/25/2010

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

REVIEWED  
Mark Poop  
03/09/2010

**Agenda Item Summary Sheet (4 B.3)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

**Consent Agenda  
Business and Support  
Services**

Review of Invoice from RWS Architects, Inc.

**Summary**

Although payments to RWS Architects, Inc. are in accordance with their contract with the district, applications for payment are presented for review each month as a part of the Consent Agenda.

**Applications for Payment No. 6 – Myatt Elementary School Restroom Addition**

Invoice No. 7741 dated February 25, 2010, is for \$1,066.32. This amount is for basic professional services through 100% completion of schematic design, design and development, construction documents, bidding, and 68% of construction administration.

**ECISD Board Policy**

CH (LOCAL) PURCHASING AND ACQUISITION, PURCHASING AUTHORITY

**Effective Date**

January 5, 2010.

**Previous Board Action**

On November 20, 2007, the Board approved RWS Architects, Inc. as the design firm for the El Campo High School Addition and Renovations to Existing Science Building. Contract negotiations between ECISD and RWS Architects began, and the district's attorney authorized the superintendent to sign the contract on November 30, 2007.

Language in this contract provides for RWS to do miscellaneous projects for the district. The Myatt Elementary Restroom Addition is being done under that contract provision.

Applications for Payment are in accordance with Article 11.2 of this contract between the owner and the architect.

**Future Action Expected**

The Board will review Applications for Payment from RWS Architects as a part of the Consent Agenda each month throughout the duration of the construction projects.

**Background Information and  
Significant Issues**

**Myatt Elementary School Restroom Addition.** The Myatt Restroom Addition is 100% complete through the bidding phase of the project and 68% of the construction administration phase.

RWS has earned 93.6% of their fee for this project, which is \$24,234.67 (7.5% of the Construction Cost).

## Myatt Elementary School Restroom Addition

### Payment Recap for Myatt Elementary School Restroom Addition

Date Submitted	Application for Payment No.	Invoice No.	Amount	Earned to Date	Balance to Finish
<b>Fee at 7.5% of Construction Costs</b>					<b>\$24,234.67</b>
9/1/09	3	7673	\$18,176.01	\$18,176.01	\$6,058.66
1/5/10	4	7715	\$1,744.89	\$19,920.90	\$4,313.77
2/1/10	5	7730	\$1,696.43	\$21,617.33	\$2,617.34
2/25/10	6	7741	\$1,066.32	\$22,683.65	\$1,551.02

### Recap of Reimbursable Expenses Paid for Myatt Elementary School Restroom Addition

Date	Application for Payment No.	Invoice No.	Amount	Paid to Date
9/1/09	1	7670	\$1,250.00	\$1,250.00
9/1/09	2	7671	\$1,022.17	\$2,272.17

<b>Student and Public Benefit</b>	Monthly review of the Applications for Payment from the district's architect insures accounting transparency for the public on these projects.
<b>Procedural and Reporting Implications</b>	None.
<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	The amounts shown on this invoice do not include any increase in the contract amount resulting from Change Order No.1.
<b>Attachments</b>	<ul style="list-style-type: none"> <li>• Application for Payment No. 6 for Myatt Elementary School Restroom Addition</li> </ul>
<b>Contact Person(s)</b>	David Bright, Assistance Superintendent of Finance and Operations
<b>Action Required</b>	None.
<b>Superintendent's Recommendation</b>	No action required. <b>Mark Pool, Superintendent of Schools</b>



# RWS Architects Invoice

To: **El Campo ISD**  
 700 West Norris Street  
 El Campo, Texas 77437  
 Attention: **Mr. Mark Pool, Superintendent**  
 Project: **Myatt Elementary School  
 Restroom Addition**  
 Project No.: 0772

Date: February 25, 2010  
 Invoice No.: 7741  
 RWS Application for Payment No.: 6  
 Fee Basis: 7.5% of Guaranteed Maximum  
 Price  
 Your Purchase Order:

There is due at this time for professional services and/or reimbursable items on the above Project, the sum of:

**One Thousand Sixty Six & 32/100 Dollars** **\$1,066.32**

The amount of the invoice is calculated as follows:

**For Professional Services through 68% Completion of Construction Administration Phase**

- Construction Cost .....\$323,129.00
- Fee % ..... 7.5%
- Fee .....\$ 24,234.67 ✓

Phase	% Fee	Part of Fee	% Comp	Fee Earned	Less Prev Invoiced	Amount Due This Invoice	Balance To Finish
Sch. Design	15	\$ 3,635.20	100	\$ 3,635.20	\$3,635.20	\$ 0.00	\$ 0.00
Design Development	20	4,846.93	100	4,846.93	4,846.93	0.00	0.00
Const. Doc.	40	9,693.88	100	9,693.88	9,693.88	0.00	0.00
Bidding	5	1,211.73	100	1,211.73	1,211.73	0.00	0.00
Const. Admin.	20	4,846.93	68	3,295.91	2,229.59	1,066.32	1,551.02
<b>Total</b>	<b>100</b>	<b>\$24,234.67</b>	<b>93.6</b>	<b>\$22,683.65</b> ✓	<b>\$21,617.33</b>	<b>\$1,066.32</b>	<b>\$1,551.02</b> ✓

**TOTAL AMOUNT DUE THIS INVOICE** ..... **\$1,066.32** ✓

THANK YOU

*REVIEWED*  
*Mark Pool*  
*03/09/2010*

Payable at the offices of:

**Agenda Item Summary Sheet (4 B.4)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

***Information Only***

**Consent Agenda:  
Business and Support  
Services**

Review of Monthly Financial Reports for Month of February

**Summary**

Although there is no statutory or policy requirement for the Board to do so, reviewing the Monthly Financial Report is a good practice for the Board to follow in overseeing the management of the District.

The report provides the Board with a current comparison of actual revenue and expenditures to the budget adopted for the General Fund.

The Tax Collections Report provides the Board with the District's current tax collections for the fiscal year.

The Cash Flow Report provides the Board with both a historical and current perspective of the District's monthly cash flow.

**ECISD Board Policy**

None.

**Effective Date**

February 28, 2010

**Previous Board Action**

Approval of 2009-2010 General Operating Budget on August 25, 2009.

**Future Action Expected**

The Board will review the monthly financial statements at each regular monthly board meeting.

**Background Information and  
Significant Issues**

The audited fund balance in the General Fund (Fund 199 only) on August 31, 2009 was \$5,951,953, which is 21.25% of the approved General Fund operating expenditures (as defined in the AEIS Report) of \$28,005,136.

Fund balance designated for replacement of artificial turf at Ricebird Stadium is \$100,000, leaving an undesignated fund balance of \$5,851,953; or 20.89% of the approved General Fund operating expenditures (as defined in the AEIS Report).

The undesignated fund balance currently exceeds the 20% goal by \$250,925.80.

**Fiscal Impact**

None.

**Student and Public Benefit**

Closely monitoring actual revenue and expenditures as compared to the adopted budget each month helps to ensure the efficient use of public funds.

**Procedural and Reporting Implications** None.

**Public Comments** None.

**Alternatives** None.

**Other Comments and Related Issues**

**Financial Report.** In the General Operating Fund, we have received 68.68% of our amended revenue projections; and expended 50.45% of our amended expenditure estimates.

Compared to the same time last year, our revenue decreased by (\$3,701,031) and our expenditures increased by \$578,117.

	2005-2006		2006-2007		2007-2008		2008-2009		2009-2010	
	Rev	Exp	Rev	Exp	Rev	Exp	Rev	Exp	Rev	Exp
<b>Sep</b>	8.44%	7.99%	8.49%	8.16%	19.97%	10.32%	20.59%	11.53%	10.41%	10.59%
<b>Oct</b>	17.30%	15.60%	16.45%	15.08%	36.50%	17.60%	36.88%	17.18%	19.64%	17.92%
<b>Nov</b>	25.28%	23.16%	25.79%	22.03%	40.10%	24.60%	39.46%	24.10%	26.01%	25.17%
<b>Dec</b>	43.50%	30.11%	39.14%	28.13%	55.32%	32.30%	52.68%	31.52%	38.96%	32.11%
<b>Jan</b>	66.11%	37.91%	71.88%	35.58%	75.42%	42.30%	73.77%	38.60%	57.38%	39.07%
<b>Feb</b>	79.68%	46.35%	77.49%	46.72%	83.18%	51.98%	79.39%	48.85%	68.68%	50.45%
<b>Mar</b>	83.48%	53.54%	79.75%	53.89%	85.20%	58.88%	81.29%	55.83%		
<b>Apr</b>	85.72%	60.43%	84.35%	61.00%	86.78%	66.91%	82.79%	62.87%		
<b>May</b>	95.97%	69.63%	87.88%	68.32%	89.07%	76.81%	84.31%	69.96%		
<b>Jun</b>	97.50%	76.64%	92.93%	75.96%	90.38%	82.81%	86.04%	77.28%		
<b>Jul</b>	98.80%	83.10%	98.46%	84.97%	91.72%	88.08%	87.23%	85.52%		
<b>Aug</b>	100.16%	97.42%	100.20%	98.95%	100.03%	99.34%	99.94%	98.05%		

**NOTE:** Percentage of revenue received is down because our payment class changed. For the past two years we have been in Payment Class 3 and received 45% of our annual entitlement in September. We have been reclassified to Payment Class 2 and now receive 22% of our annual entitlement in September.

**Tax Collection Report.** Our beginning tax levy of \$13,314,729 has been adjusted by -\$102,542 giving us a new adjusted levy of \$13,212,187; and we have currently collected \$12,261,222 which amounts to 92.80% of the adjusted levy. This leaves an uncollected balance of \$950,965.

Delinquent collections YTD are \$149,028 plus \$84,550 in penalty and interest.

	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
<b>Oct</b>	1.82%	0.06%	0.048%	0.01%	0.00%	0.00%
<b>Nov</b>	9.09%	6.81%	6.67%	5.07%	2.58%	0.44%
<b>Dec</b>	37.75%	40.15%	29.49%	38.76%	32.28%	30.01%
<b>Jan</b>	86.24%	82.47%	86.80%	85.29%	81.82%	73.71%
<b>Feb</b>	93.92%	92.59%	94.40%	93.58%	93.04%	92.80%
<b>Mar</b>	94.82%	95.44%	95.38%	94.44%	94.06%	
<b>Apr</b>	95.31%	95.68%	96.11%	95.13%	94.97%	
<b>May</b>	95.89%	96.54%	96.69%	95.78%	95.61%	
<b>Jun</b>	97.30%	97.04%	97.40%	96.55%	96.69%	
<b>Jul</b>	97.30%	97.19%	97.64%	96.87%		
<b>Aug</b>	97.48%	97.59%	97.81%	97.15%	97.48%	
<b>Sep</b>	97.51%	97.69%	97.97%	97.31%	97.60%	

**Cash Flow Report.** The following spreadsheet shows the actual cash flow compared to the projected (historical) cash flow for the month.

Fiscal Year	Month			Year-to-Date		
	2008-2009	2009-2010	Difference	2008-2009	2009-2010	Difference
<b>Revenue</b>	\$1,804,625	\$2,995,154	\$1,190,529	\$25,469,276	\$21,768,246	(\$3,701,030)
<b>Expenditures</b>	\$3,505,273	\$3,616,687	\$111,414	\$14,438,570	\$15,163,655	\$725,085
<b>Summary</b>	(\$1,700,648)	(\$621,533)	\$1,079,115	\$11,030,706	\$6,604,591	(\$4,426,115)

- Attachments**
- Monthly Financial Report – February 28, 2010
  - Tax Collection Recap 2009-2010
  - Cash Flow Report 2009-2010

**Contact Person(s)** David Bright, Assistant Superintendent of Finance and Operations

**Action Required** No Action Required.

**Superintendent's Recommendation** This is an information report only.

**Mark Pool, Superintendent of Schools**

**EL CAMPO INDEPENDENT SCHOOL DISTRICT**  
**MONTHLY FINANCIAL REPORT**  
 March 23, 2010

**Comparison of Revenue and Expenditures  
 to the Budget for the General Operating Fund  
 9-1-09 to 2-28-10**

**ESTIMATED REVENUE:**

	<i>Original Budget</i>	<i>Amended Budget</i>	<i>Revenue Realized</i>	<i>Revenue Balance</i>
<i>Local:</i>	\$14,121,607	\$14,187,107	\$13,069,097	(\$1,052,510)
<i>State:</i>	\$17,427,522	\$16,400,975	\$7,930,935	(\$9,496,587)
<i>Federal:</i>	\$1,104,861	\$1,104,861	\$768,215	(\$336,646)
<i>Other Resources:</i>	\$0	\$0	\$0	\$0
<i>Total:</i>	\$32,653,990	\$31,692,943	\$21,768,246	(\$9,924,697)

**ESTIMATE EXPENDITURES:**

<i>Original Budget</i>	<i>Amended Budget</i>	<i>Expended</i>	<i>Outstanding Encumbrances</i>	<i>Expenditures Year to Date</i>	<i>Balance for Year</i>
\$32,307,585	\$32,144,955	\$15,163,654	\$1,053,790	\$16,217,444	\$15,927,511

**COMPARISONS TO FEBRUARY 28 OF PRIOR YEAR:**

	<i>2008-2009</i>	<i>2009-2010</i>	<i>Increase/ Decrease</i>
<i>Revenues:</i>	\$25,469,277	\$21,768,246	(\$3,701,031)
<i>Expenditures:</i>	\$15,639,327	\$16,217,444	\$578,117
<i>Cash Position:</i>	\$17,114,270	\$12,883,389	(\$4,230,881)

**PRIOR MONTH CASH POSITION as of 1/31/10:** \$12,570,142

<b>GENERAL FUND - FUND BALANCE</b>	<b>GENERAL OPERATING</b>	<b>FUND BALANCE</b>	<b>% of OPERATING</b>
GENERAL FUND - FUND BALANCE as of 8-31-05:	\$20,330,010	\$6,825,620	33.57%
GENERAL FUND - FUND BALANCE as of 8-31-06:	\$21,109,405	\$7,050,993	33.40%
GENERAL FUND - FUND BALANCE as of 8-31-07:	\$23,517,713	\$9,759,144	41.50%
GENERAL FUND - FUND BALANCE as of 8-31-08:	\$25,318,724	\$4,676,422	18.47%
GENERAL FUND - FUND BALANCE as of 8-31-09:	\$28,005,136	\$5,951,953	21.25%

**BUDGET AMENDMENTS:**

Roll forward and appropriate prior year (2008-09) High School Allotment fund balance	\$203,766
Appropriate funds from Food Service Fund Fund Balance to purchase dishwashers	\$51,000
Appropriate Technology - E-rate reimbursements to purchase technology licenses	\$65,000
Transfer to Fund 266 - Stimulus Funds	47
	-\$482,896

NOTE: Cash Position includes Local, State, and Federal Funds. Does not include Capital Projects.

**EL CAMPO INDEPENDENT SCHOOL DISTRICT  
TAX COLLECTION RECAP  
2009 - 2010**

<b>Reporting Period</b>	<b>Beginning Levy</b>	<b>Adjustments</b>	<b>Adjusted Levy</b>	<b>Current Tax Year Collections</b>	<b>% Collected</b>	<b>% Collected Prior Year</b>	<b>Delinquent Collections</b>	<b>Penalty &amp; Interest</b>	<b>Total Collections</b>	<b>Current Tax Year Uncollected</b>
<b>Monthly Recap</b>										
October-09			\$0	0	0.00%	0.00%	\$42,130	\$16,087	\$58,217	
November-09	\$13,314,729	-\$22,709	\$13,292,020	58,799	0.44%	2.58%	\$21,388	\$9,495	\$89,682	
December-09	\$13,314,729	-\$22,725	\$13,292,004	3,929,623	29.56%	29.69%	\$32,377	\$17,002	\$3,979,002	
January-10	\$13,314,729	-\$102,880	\$13,211,849	5,679,235	42.99%	49.52%	\$19,447	\$15,153	\$5,713,835	
February-10	\$13,314,729	-\$102,542	\$13,212,187	2,593,565	19.63%	11.21%	\$33,687	\$26,814	\$2,654,065	
<b>Year To Date</b>				<b>12,261,222</b>	<b>92.80%</b>	<b>93.04%</b>	<b>\$149,028</b>	<b>\$84,550</b>	<b>\$12,494,800</b>	<b>\$950,965</b>

**EL CAMPO INDEPENDENT SCHOOL DISTRICT**  
**Cash Flow**  
**2009-2010**

199	GENERAL FUND	Actual Sep-09	Actual Oct-09	Actual Nov-09	Actual Dec-09	Actual Jan-10	Actual Feb-09	Actual Feb-10	Actual Mar-09	Actual Apr-09	Actual May-09	Actual Jun-09	Actual Jul-09	Actual Aug-09	2008-09 Totals
<b>REVENUE:</b>															
<b>5700</b>	<b>Local Revenue:</b>														
5711	Taxes Current Year	14,181	0	51,429	3,437,085	4,967,402	1,270,004	2,268,489	111,440	103,476	72,324	121,528	56,576	23,876	11,050,425
5712	Taxes Prior Years	15,950	37,817	19,398	29,097	17,543	21,217	29,999	17,367	23,102	11,722	26,049	16,582	15,471	269,554
5719	Pen, Int, & Other	11,564	14,803	8,759	15,941	15,319	24,951	23,983	18,889	23,280	15,386	29,390	20,295	13,457	218,054
5720	Service to Other LEAs	0	0	0	0	0	0	0	0	0	0	0	3,090	0	3,090
5730	Tuition and Fees	0	0	0	0	0	0	0	0	0	0	0	0	4,100	4,100
5740	Other Local Sources	7,704	9,801	96,814	12,934	32,322	31,799	24,300	31,630	24,695	17,060	13,895	44,259	628,133	908,268
5750	Co/Curr Activities	25,437	12,631	76,155	-35,667	1,715	2,139	2,837	2,648	3,255	943	0	8,180	6,869	76,484
	<b>Total Local Rev:</b>	<b>74,836</b>	<b>75,053</b>	<b>252,555</b>	<b>3,459,390</b>	<b>5,034,301</b>	<b>1,350,111</b>	<b>2,349,608</b>	<b>181,973</b>	<b>177,808</b>	<b>117,434</b>	<b>190,862</b>	<b>148,982</b>	<b>691,906</b>	<b>12,529,975</b>
<b>5800</b>	<b>State Revenue:</b>														
5811	Available School Fund	0	63,207	3,712	18,562	29,347	0	29,347	135,234	101,986	84,593	126,137	78,347	148,301	826,392
5812	Foundation Entitlement	3,164,525	2,475,854	1,333,393	23,737	0	0	0	0	-69,289	0	-2,500	0	3,198,143	14,232,949
5812	Founda Ent-Prior Yr	0	0	0	0	0	0	0	0	0	0	0	0	0	118,073
5819	LEP Student Success Init	0	0	0	0	0	0	0	0	0	0	0	0	11,996	11,996
5820	Misc State Program Rev	0	0	3,599	0	0	0	0	0	0	0	0	0	4,298	8,004
5831	TRS On-Behalf	103,972	105,809	106,303	106,641	109,679	102,657	109,481	103,027	102,376	103,314	104,123	102,579	162,259	1,287,875
	<b>Total State Rev:</b>	<b>3,268,497</b>	<b>2,644,870</b>	<b>1,447,007</b>	<b>148,940</b>	<b>139,026</b>	<b>102,657</b>	<b>138,828</b>	<b>238,261</b>	<b>135,073</b>	<b>187,907</b>	<b>227,760</b>	<b>180,926</b>	<b>3,524,996</b>	<b>16,485,289</b>
<b>5900</b>	<b>Federal Revenue:</b>														
5930	Federal	0	0	151,085	4,896	0	0	0	4,757	0	0	0	0	5,600	17,123
	<b>Total Federal Rev:</b>	<b>0</b>	<b>0</b>	<b>151,085</b>	<b>4,896</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,757</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,600</b>	<b>17,123</b>
<b>7900</b>	<b>Other Res/Non-Oper</b>														
	Other Res/Non-Oper	0	0	0	0	0	0	0	0	0	0	17	0	81,771	81,788
	<b>Total Other Res:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>81,771</b>	<b>81,788</b>
	<b>Total Revenue:</b>	<b>3,343,333</b>	<b>2,719,922</b>	<b>1,850,646</b>	<b>3,613,225</b>	<b>5,173,327</b>	<b>1,452,768</b>	<b>2,488,437</b>	<b>424,991</b>	<b>312,880</b>	<b>305,342</b>	<b>418,638</b>	<b>329,908</b>	<b>4,304,273</b>	<b>29,114,175</b>
<b>EXPENDITURES:</b>															
<b>6000</b>	<b>Expenditures:</b>														
6100	Payroll Costs	1,248,063	1,880,754	1,911,417	1,866,025	1,856,130	1,811,905	1,875,525	1,828,545	1,776,876	1,850,579	1,850,452	1,791,375	2,383,121	21,695,532
6200	Contracted Services	93,596	205,034	198,172	265,248	217,419	220,517	229,022	237,625	205,432	222,021	258,427	211,956	362,249	2,762,933
6300	Supplies & Materials	107,259	187,257	134,109	86,296	113,956	140,218	109,979	111,923	72,683	264,713	66,448	106,468	148,232	1,566,045
6400	Other Operating	41,807	40,519	33,642	29,700	35,494	45,541	72,627	33,360	27,315	61,490	72,156	657,539	64,857	1,158,292
6500	Debt Services	0	0	500	0	0	277,813	272,625	0	0	500	0	0	57,625	336,335
6600	Capital Outlay	75,435	125,670	0	0	28,549	64,740	3,441	170,936	0	17,014	30,498	24,345	-33,015	337,828
8900	Other Uses/Non Operating	0	0	0	0	0	0	0	0	13,960	61,582	0	0	0	75,542
	<b>Total Expenditures:</b>	<b>1,566,160</b>	<b>2,439,234</b>	<b>2,277,840</b>	<b>2,247,269</b>	<b>2,251,547</b>	<b>2,560,733</b>	<b>2,563,220</b>	<b>2,382,389</b>	<b>2,096,266</b>	<b>2,477,900</b>	<b>2,277,982</b>	<b>2,791,684</b>	<b>2,983,069</b>	<b>27,932,508</b>
	<b>ENDING BALANCE</b>	<b>1,777,172</b>	<b>280,688</b>	<b>-427,194</b>	<b>1,365,957</b>	<b>2,921,780</b>	<b>-1,107,965</b>	<b>-74,783</b>	<b>-1,957,398</b>	<b>-1,783,386</b>	<b>-2,172,558</b>	<b>-1,859,343</b>	<b>-2,461,776</b>	<b>1,321,204</b>	<b>1,181,667</b>
	<b>GF FB as of 8/31/09</b>	<b>5,748,187</b>													
		<b>7,525,359</b>	<b>7,806,046</b>	<b>7,378,852</b>	<b>8,744,809</b>	<b>11,666,589</b>	<b>14,750,526</b>	<b>11,591,806</b>	<b>9,634,408</b>	<b>7,851,022</b>	<b>5,678,464</b>	<b>3,819,121</b>	<b>1,357,345</b>	<b>2,678,549</b>	

197 HS ALLOTMENT		Actual Sep-09	Actual Oct-09	Actual Nov-09	Actual Dec-09	Actual Jan-10	Actual Feb-09	Actual Feb-10	Actual Mar-09	Actual Apr-09	Actual May-09	Actual Jun-09	Actual Jul-09	Actual Aug-09	2008-09 Totals
<b>REVENUE:</b>															
5800	State Revenue:														
5812	HS Allotment	0	107,521	25,418	0	0	0	0	0	0	0	0	0	0	0
	<b>Total State Rev:</b>	<u>0</u>	<u>107,521</u>	<u>25,418</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>EXPENDITURES:</b>															
6000	Expenditures:														
6100	Payroll Costs	7,348	7,087	8,654	7,657	7,750	0	8,513	0	0	0	0	0	0	0
6200	Contracted Services	0	2,500	0	25,318	0	0	16,637	0	0	0	0	0	0	0
6300	Supplies & Materials	0	59,727	11,685	0	0	0	6,250	0	0	0	0	0	0	0
6400	Other Operating	0	0	190	0	0	0	0	0	0	0	0	0	0	0
	<b>Total Expenditures:</b>	<u>7,348</u>	<u>69,314</u>	<u>20,528</u>	<u>32,975</u>	<u>7,750</u>	<u>0</u>	<u>31,400</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>ENDING BALANCE</b>		-7,348	30,859	35,750	2,774	-4,976	0	-36,376	-36,376	-36,376	-36,376	-36,376	-36,376	-36,376	

240	FOOD SERVICE	Actual Sep-09	Actual Oct-09	Actual Nov-09	Actual Dec-09	Actual Jan-10	Actual Feb-09	Actual Feb-10	Actual Mar-09	Actual Apr-09	Actual May-09	Actual Jun-09	Actual Jul-09	Actual Aug-09	2008-09 Totals
<b>REVENUE:</b>															
5700	<b>Local Revenue:</b>														
	Earnings from Temp Dep			2,288	0	0	2,648	2,200	0	0	3,447	0	0	2,916	11,415
	Foundation Revenue														
	Breakfast	9,317	9,105	9,159	6,368	11,525	12,052	10,365	10,116	11,012	8,232	441	0	6,766	93,864
	Lunch	21,413	23,918	19,762	13,634	20,784	21,488	21,363	17,736	21,373	16,205	882	0	16,279	195,290
	A La Carte	15,007	13,545	10,801	8,682	12,324	15,248	13,454	11,279	13,150	11,946	1,061	0	4,759	120,965
	Adult Lunches	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Catering/Vending	106	0	160	310	545	76	517	866	0	1,229	508	173	670	3,822
	Summer Food Service	0	0	0	0	0	0	0	0	0	0	403	0	0	403
	<b>Total Local Rev:</b>	<b>45,843</b>	<b>46,569</b>	<b>42,170</b>	<b>28,994</b>	<b>45,179</b>	<b>51,512</b>	<b>47,899</b>	<b>39,998</b>	<b>45,535</b>	<b>41,059</b>	<b>3,295</b>	<b>173</b>	<b>31,390</b>	<b>425,759</b>
5800	<b>State Revenue</b>														
5829	Misc St Program Rev.	0	0	0	0	0	0	0	9,732	0	0	0	0	0	10,105
5831	TRS On-Behalf Benefit	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total State Rev:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9,732</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10,105</b>
5900	<b>Federal Revenue</b>														
5921	School Breakfast	0	30,215	32,999	27,756	21,454	23,954	29,212	26,487	22,703	29,017	26,376	3,652	6,819	235,861
5922	National School Lunch	0	96,247	102,412	80,679	64,888	77,528	91,047	82,214	69,835	87,750	77,022	11,062	25,093	726,080
5923	USDA Donated Com	5,799	5,799	6,332	5,799	5,799	6,077	5,799	6,077	6,077	8,951	6,077	6,077	23,299	93,019
5929	Fed Rev TEA-Sum Feed	0	0	0	0	0	0	0	0	0	0	0	15,702	3,365	19,067
	<b>Total Federal Rev:</b>	<b>5,799</b>	<b>132,261</b>	<b>141,743</b>	<b>114,234</b>	<b>92,141</b>	<b>107,559</b>	<b>126,058</b>	<b>114,778</b>	<b>98,615</b>	<b>125,718</b>	<b>109,475</b>	<b>36,493</b>	<b>58,576</b>	<b>1,074,027</b>
7900	<b>Other Res/Non-Oper:</b>														
7940	Other Res/Non-Oper	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total Other Res:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Total Revenue:</b>	<b>51,641</b>	<b>178,829</b>	<b>183,912</b>	<b>143,228</b>	<b>137,320</b>	<b>159,071</b>	<b>173,957</b>	<b>164,508</b>	<b>144,150</b>	<b>166,776</b>	<b>112,770</b>	<b>36,666</b>	<b>89,965</b>	<b>1,509,892</b>
<b>EXPENDITURES:</b>															
6000	<b>Expenditures:</b>														
6100	Payroll & Benefits	33,976	47,704	50,672	47,049	46,454	45,176	48,305	44,257	43,913	43,859	44,428	43,441	54,108	523,711
6200	Contracted Services	380	380	126,502	99,509	93,554	76,735	149,600	85,550	0	89,248	156,050	35,455	32,289	809,554
6300	Supplies & Materials	5,799	5,826	5,889	5,831	6,015	6,220	5,865	6,155	6,205	6,463	6,116	6,107	24,142	92,719
6400	Other Operating	18	50	42	63	10	0	14	59	82	28	46	227	0	687
6600	Capital Outlay	0	0	0	0	50,781	0	0	0	0	0	0	16,800	0	16,800
	<b>Total Expenditures:</b>	<b>40,172</b>	<b>53,959</b>	<b>183,104</b>	<b>152,452</b>	<b>196,815</b>	<b>128,131</b>	<b>203,783</b>	<b>136,021</b>	<b>50,200</b>	<b>139,598</b>	<b>206,640</b>	<b>102,030</b>	<b>110,539</b>	<b>1,443,471</b>
	<b>ENDING BALANCE</b>	<b>11,469</b>	<b>136,340</b>	<b>137,148</b>	<b>127,924</b>	<b>68,429</b>	<b>96,614</b>	<b>38,604</b>	<b>67,091</b>	<b>161,040</b>	<b>188,218</b>	<b>94,348</b>	<b>28,984</b>	<b>8,410</b>	

511	DEBT SERVICE	Actual Sep-09	Actual Oct-09	Actual Nov-09	Actual Dec-09	Actual Jan-10	Actual Feb-09	Actual Feb-10	Actual Mar-09	Actual Apr-09	Actual May-09	Actual Jun-09	Actual Jul-09	Actual Aug-09	2008-09 Totals
<b>REVENUE:</b>															
5700	<b>Local Revenue:</b>														
5711	Taxes Current Year	2,074	0	7,370	492,538	711,833	185,755	325,076	16,300	15,135	10,578	17,775	8,275	3,492	1,615,679
5712	Taxes Prior Years	1,414	4,313	1,990	3,281	1,904	2,001	3,688	1,347	2,206	827	2,518	1,121	1,191	23,522
5719	Pen, Int, & Other	1,017	1,284	736	1,061	665	2,810	2,830	1,886	2,469	1,594	3,526	1,926	1,183	19,999
5742	Earnings Fm Temp Dep	292	311	308	416	1,136	2,219	1,166	1,944	1,917	2,012	1,991	2,095	1,065	16,360
	<b>Total Local Rev:</b>	4,798	5,908	10,403	497,295	715,538	192,785	332,760	21,476	21,728	15,012	25,810	13,417	6,931	1,675,560
5800	<b>State Revenue:</b>														
5829	St Rev Dist By TEA	0	0	10,827	0	0	0	0	0	0	0	0	0	58,275	143,165
	<b>Total State Rev:</b>	0	0	10,827	0	0	0	0	0	0	0	0	0	58,275	143,165
7900	<b>Other Res/Non-Oper:</b>														
7940	Other Res/Non-Oper Rev	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total Other Res:</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total Revenue:</b>	4,798	5,908	21,230	497,295	715,538	192,785	332,760	21,476	21,728	15,012	25,810	13,417	65,206	1,818,725
<b>EXPENDITURES:</b>															
6000	<b>Expenditures:</b>														
6500	Debt Service														
6511	Bond Principal	0	0	0	0	0	280,000	295,000	0	0	0	0	0	420,000	700,000
6521	Interest on Bonds	0	0	0	0	0	536,409	523,284	0	0	0	0	0	531,159	1,067,569
6599	Other Debt Fees	0	0	500	0	0	0	0	400	0	0	0	0	0	900
	<b>Total Expenditures:</b>	0	0	500	0	0	816,409	818,284	400	0	0	0	0	951,159	1,768,469
	<b>ENDING BALANCE</b>	4,798	10,705	31,436	528,731	1,244,269	839,668	758,745	779,821	801,549	816,560	842,370	855,787	-30,166	
<b>Total Approved Budget</b>															
<b>199, 197, 240, 511</b>															
	<b>TOTAL REVENUE</b>	3,399,772	3,012,180	2,081,207	4,253,749	6,026,184	1,804,625	2,995,154	610,975	478,758	487,130	557,218	379,990	4,459,444	32,442,792
	<b>TOTAL EXP</b>	1,613,680	2,562,507	2,481,972	2,432,696	2,456,112	3,505,273	3,616,687	2,518,810	2,146,466	2,617,498	2,484,622	2,893,714	4,044,768	31,144,447
	<b>ENDING BALANCE</b>	1,786,091	2,235,764	1,834,999	3,656,052	7,226,125	11,010,387	6,604,592	4,696,756	3,029,048	898,680	-1,028,723	-3,542,447	-3,127,770	

**Agenda Item Summary Sheet (04 B.6)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

**Consent Agenda: Business  
and Support Services**

Quarterly Investment Report

**Summary**

According to the *Texas Government Code § 2256.023(a)*, *Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of investment transactions for all funds covered by this chapter for the preceding reporting period.*

This information is taken from the Public Funds Investment Act.

**ECISD Board Policy**

CDA (LEGAL), OTHER REVENUES: INVESTMENTS,  
QUARTERLY REPORTS

**Effective Date**

February 28, 2009

**Previous Board Action**

Board reviews *Quarterly Investment Reports* in September, December, March, and June.

**Future Action Expected**

Next review, June 2010

**Background Information and  
Significant Issues**

None.

**Fiscal Impact**

None.

**Student and Public Benefit**

Closely monitoring district investments ensures the efficient use of public funds.


**Procedural and Reporting  
Implications**

None.

**Public Comments**

None.

<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	None.
<b>Attachments</b>	<ul style="list-style-type: none"><li>• <i>ECISD Quarterly Financial Report for Quarter Ending February 28, 2010</i></li></ul>
<b>Contact Person(s)</b>	David Bright, Assistant Superintendent of Finance and Operations
<b>Action Required</b>	No Action Required. This is an information report only.
<b>Superintendent's Recommendation</b>	Information only. <b>Mark Pool, Superintendent of Schools</b>



# ***ECISD QUARTERLY INVESTMENT REPORT***

For Quarter Ending  
February 28, 2010

Submitted March 23, 2010  
ECISD Board Meeting

Prepared by David Bright,  
Assistant Superintendent for Finance

**El Campo Independent School District**  
**Quarterly Report of Investment Activity**  
**Quarter Ending February 28, 2010**

**Introduction**

House Bill 2459, which was passed during the 1995 legislative session, amended a section of the Education Code dealing with investments. Code Section 2256.023 as amended requires that the Investment Officer of the District prepare a report of investment activity and position on a quarterly basis. The report that follows covers the period **December 1, 2009 to February 28, 2010.**

**Investment Strategy for all Funds**

The goal of the investment program is to maximize financial returns within current market conditions in accordance with Board Policy CDA (LEGAL) and CDA (LOCAL). All legal, authorized investments shall have sufficient liquidity to meet anticipated cash flow requirements, projected on a weekly, monthly, and annual basis. Investments should not exceed one (1) year in final, stated maturity. Only investments authorized by Board Policy CDA (LEGAL) and CDA (LOCAL) will be purchased. Investments should be purchased with the intent of holding until maturity.

**Investment Activity for the Quarter Ending February 28, 2010**

Interest from checking accounts at Prosperity Bank totaled:	\$ 41,426.15
Interest earned at TexSTAR for the quarter totaled:	1.87
Interest earned at TexPool for the quarter totaled:	<u>16.38</u>
<b>Total interest earned for the Quarter Ending February 28, 2010, was:</b>	<b>\$ 41,444.40</b>

**Diversification of Funds**

As a part of the investment policy adopted by the Board, a written investment strategy is required which must describe the investment objective for each fund. One of the priorities listed in Board policy concerns diversification of the investment portfolio. As of February 28, 2010, the District's portfolio held \$12,840,743.09 or 99.67% of available funds with Prosperity Bank, \$4,577.83 or 0.03% with TexSTAR, and \$38,067.81 or .30% with TexPool. The portfolio balance as of February 28, 2010, was \$12,883,388.73.

**Collateral**

In order to protect the District from risk of loss related to uninsured cash balances, the District's depository bank pledges collateral to the District in the form of government securities. On February 28, 2010, securities pledged by the Prosperity State Bank to El Campo ISD had an estimated market value of \$18,233,639.85. With FDIC insurance the District has adequate collateral.

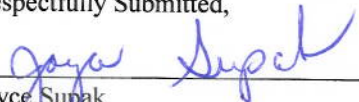
**Investment Position at February 28, 2010**

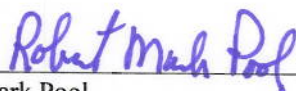
The attached report details the ending cash and investment balances for each of the past three months. Interest earned is posted to the General Ledger on a monthly basis.

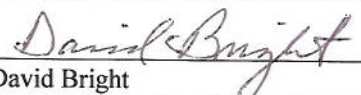
**Investment Officers' Certification**

I hereby certify that the following information to the best of my knowledge is a true and accurate description of the investment portfolio of the El Campo Independent School District for the period ending February 28, 2010. All investments are in compliance with the Public Funds Investment Act (HB2459) and local investment policies.

Respectfully Submitted,

  
\_\_\_\_\_  
Joyce Supak  
Investment Officer  
El Campo Independent School District

  
\_\_\_\_\_  
Mark Pool  
Superintendent  
El Campo Independent School District

  
\_\_\_\_\_  
David Bright  
Assistant Superintendent for Finance  
El Campo Independent School District

**EL CAMPO INDEPENDENT SCHOOL DISTRICT  
 QUARTERLY CASH & INVESTMENT REPORT  
 December 1, 2009 to February 28, 2010**

**Prosperity Bank**

**Bank Account Balances - Month End**

	<b>Dec 09</b>	<b>Jan 10</b>	<b>Feb 10</b>
Money Market Account	\$4,216,775.69	\$7,226,012.73	\$10,138,669.31
General Fund	\$4,208,254.63	\$3,831,397.15	\$1,689,557.62
General Fund - Investment Account	\$2,952.31	\$2,956.32	\$2,959.95
Payroll	\$437,690.86	\$415,340.71	\$43,616.07
Interest & Sinking	\$353,867.50	\$1,051,794.35	\$965,940.14
<b>Total</b>	<b>\$9,219,540.99</b>	<b>\$12,527,501.26</b>	<b>\$12,840,743.09</b>

**Prosperity Bank**

**Interest Earned**

	<b>Dec 09</b>	<b>Jan 10</b>	<b>Feb 10</b>
Money Market Account	\$6,971.07	\$9,237.04	\$12,656.58
General Fund	\$2,748.17	\$3,509.45	\$2,341.39
General Fund - Investment Account	\$4.01	\$4.01	\$3.63
Payroll	\$420.03	\$457.63	\$355.32
Interest & Sinking	\$416.24	\$1,135.76	\$1,165.82
<b>Total</b>	<b>\$10,559.52</b>	<b>\$14,343.89</b>	<b>\$16,522.74</b>

**Investment Pools**

**Investment Balances - Month End**

	<b>Dec 09</b>	<b>Jan 10</b>	<b>Feb 10</b>
TexPool General Fund Investment Account	\$3,031.45	\$3,031.84	\$3,032.16
TexPool Family Crisis Fund	\$35,026.77	\$35,031.61	\$35,035.65
TexSTAR	\$3,479.51	\$3,479.98	\$3,480.37
TexSTAR	\$1,097.19	\$1,097.34	\$1,097.46
<b>Total</b>	<b>\$42,634.92</b>	<b>\$42,640.77</b>	<b>\$42,645.64</b>

**Investment Pools**

**Investment Interest Earned**

	<b>Dec 09</b>	<b>Jan 10</b>	<b>Feb 10</b>
TexPool General Fund Investment Account	\$0.57	\$0.39	\$0.32
TexPool Family Crisis Fund	\$6.22	\$4.84	\$4.04
TexSTAR	\$0.56	\$0.47	\$0.39
TexSTAR	\$0.18	\$0.15	\$0.12
<b>Total</b>	<b>\$7.53</b>	<b>\$5.85</b>	<b>\$4.87</b>

**Comparison of Interest Rates**

Average Monthly Rate:		Prosperity All Accounts	TexPool	TexStar	T-Bill
Sep-09	1.61%	0.2822	0.2629	0.1180	
Oct-09	1.61%	0.2095	0.2095	0.0690	
Nov-09	1.61%	0.2112	0.1986	0.0440	
Dec-09	1.61%	0.2090	0.1888	0.0460	
Jan-09	1.61%	0.1630	0.1604	0.0560	
Feb-09	1.61%	0.1512	0.1453	0.1010	



## Monthly Newsletter - February 2010

### Performance

#### As of February 28, 2010

Current Invested Balance	\$6,054,214,913.66
Weighted Average Maturity (1)	51 Days
Weighted Average Maturity (2)	73 Days
Net Asset Value	1.000106
Total Number of Participants	704
Management Fee on Invested Balance	0.05%*
Interest Distributed	\$935,123.29
Management Fee Collected	\$240,437.85
% of Portfolio Invested Beyond 1 Year	2.64%
Standard & Poor's Current Rating	AAAm

Rates reflect historical information and are not an indication of future performance.

#### February Averages

Average Invested Balance	\$6,236,560,732.16
Average Monthly Yield, on a simple basis	0.1453%
Average Weighted Average Maturity (1)*	46 Days
Average Weighted Average Maturity (2)*	68 Days

#### Definition of Weighted Average Maturity (1) & (2)

(1) This weighted average maturity calculation uses the SEC Rule 2a-7 definition for stated maturity for any floating rate instrument held in the portfolio to determine the weighted average maturity for the pool. This Rule specifies that a variable rate instrument to be paid in 397 calendar days or less shall be deemed to have a maturity equal to the period remaining until the next readjustment of the interest rate.

(2) This weighted average maturity calculation uses the final maturity of any floating rate instruments held in the portfolio to calculate the weighted average maturity for the pool.

\* The maximum management fee authorized for the TexSTAR Cash Reserve Fund is 12 basis points. This fee may be waived in full or in part in the discretion of the TexSTAR co-administrators at any time as provided for in the TexSTAR Information Statement.

### New Participants

We would like to welcome the following entities who joined the TexSTAR program in February:

★ Coldspring Oakhurst CISD

★ Carrollton Farmers Branch ISD

### News

**Holiday Reminder** - In observance of **Good Friday, TexSTAR will be closed Friday, April 2, 2010**. All ACH transactions initiated on Thursday, April 1st will settle on Monday, April 5th.

**Conference** - TexSTAR Representatives look forward to visiting with those of you attending the following event.

★ Arbitrage Rebate Conference (presented by FirstSouthwest), April 29-30, Grapevine

### Economic Commentary

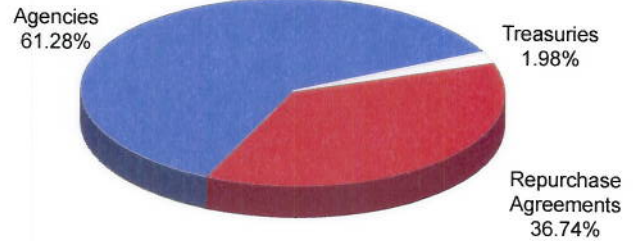
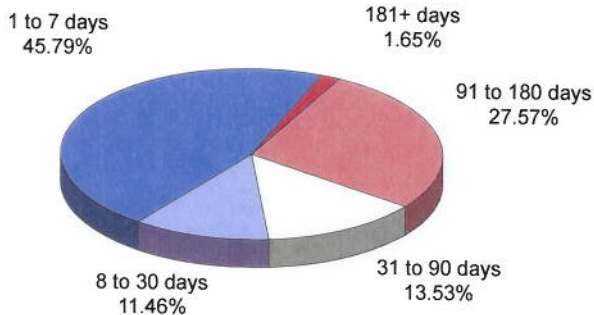
The trajectory of the recovery is roughly in line with themes from the previous several months: inventories are boosting GDP, hiring remains tepid although firing has abated, prices continue to decline in an environment of low resource utilization, and both supply and demand for credit remain low. Household balance sheets continue to make small improvements. However, the stabilization of the labor market is a necessary step to re-establish consumer confidence and ultimately generate sustainable final demand. The unemployment rate remains high at 9.7%, and non-farm payrolls have yet to report the 100,000-200,000 monthly job gains necessary to draw down the unemployment rate. Moreover the duration of unemployment continues to extend and now exceeds 30 weeks on average. However, the increase in weekly hours worked per employee – which has risen to 33.3 hours from 30 hours in October – is tracing a path reminiscent of a “V-shaped” recovery. Moreover, temporary hiring and temporary hiring surveys continued to firm in January. Temporary jobs creation portends the beginning of general net hiring in the months ahead. Unemployment is likely to ease to 9.4% in the fourth quarter, following the recent improvements in temporary hiring and increased hours worked. Credit supply and demand are likely to remain weak as firms and households remain unwilling and unable to repeat the leverage and consumption seen in the previous decade. The Federal Reserve has made considerable effort in its recent minutes and testimonies to highlight that although many of its liquidity facilities are no longer needed to support the recovery, higher resource utilization, stronger inflation data and continued stable inflation expectations are needed before significant monetary tightening can occur. Although the Fed Funds target rate is the most well-known central bank policy instrument, it is likely that in 2010 the Fed will control the relative looseness of monetary policy via balance sheet management. The magnitude of current economic uncertainty is not lost on the Fed, and they continue to vigorously debate the implications of labor market slack and consumer price movements. Moreover they continue to closely monitor inflation expectations and the ways in which money is multiplied and credit is extended in the economy.

This information is an excerpt from an economic report dated February 2010 provided to TexSTAR by JP Morgan Asset Management, Inc., the investment manager of the TexSTAR pool.

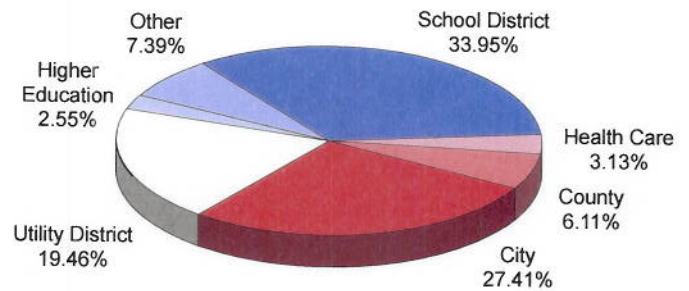
**For more information about TexSTAR, please visit our web site at [www.texstar.org](http://www.texstar.org).**

## Information at a Glance

### Portfolio by Type of Investment As of February 28, 2010



### Portfolio by Maturity As of February 28, 2010



### Distribution of Participants by Type As of February 28, 2010

## Historical Program Information

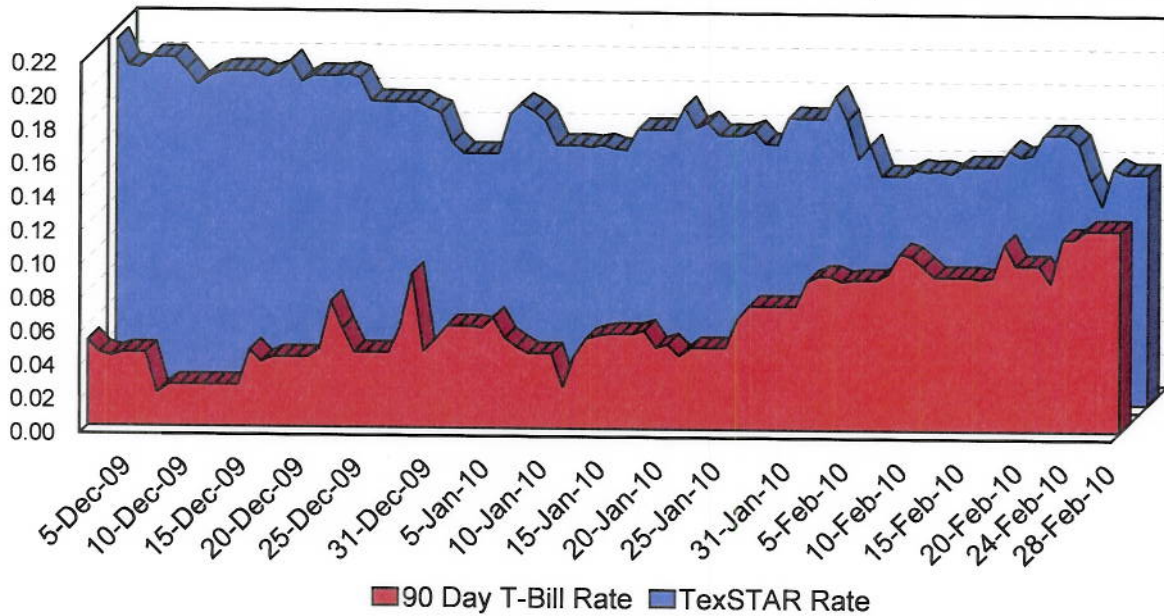
Month	Average Rate	Book Value	Market Value	Net Asset Value	WAM (1)*	WAM (2)*	Number of Participants
Feb 10	0.1453%	\$ 6,054,214,913.66	\$ 6,054,862,055.15	1.000106	46	68	704
Jan 10	0.1604%	5,840,134,270.14	5,841,215,764.12	1.000185	44	62	702
Dec 09	0.1888%	5,407,637,704.81	5,408,888,081.88	1.000223	49	69	701
Nov 09	0.1986%	5,098,729,406.85	5,100,566,153.33	1.000360	53	73	699
Oct 09	0.2095%	5,268,497,948.76	5,270,536,424.50	1.000384	49	71	696
Sep 09	0.2629%	5,340,224,912.87	5,342,464,587.80	1.000419	48	71	695
Aug 09	0.3089%	5,139,063,427.24	5,141,481,459.68	1.000470	49	75	693
Jul 09	0.3232%	5,376,443,555.63	5,378,994,696.96	1.000467	47	75	687
Jun 09	0.3693%	5,656,879,809.73	5,659,853,015.76	1.000525	47	76	684
May 09	0.4462%	5,532,083,366.30	5,535,302,549.55	1.000581	46	75	679
Apr 09	0.4984%	5,647,217,828.45	5,650,940,345.36	1.000659	50	79	677
Mar 09	0.5945%	5,660,835,069.45	5,663,620,225.62	1.000492	50	77	673
Feb 09	0.7053%	6,132,498,993.34	6,134,995,172.40	1.000402	48	72	670

## Portfolio Asset Summary as of February 28, 2010

	Book Value	Market Value
Uninvested Balance	\$ 5,110.45	\$ 5,110.45
Accrual of Interest Income	674,914.48	674,914.48
Interest and Management Fees Payable	(1,010,005.73)	(1,010,005.73)
Payable for Investment Purchased	0.00	0.00
Repurchase Agreements	2,224,262,000.00	2,224,262,000.00
Government Securities	3,830,282,894.46	3,830,930,035.95
<b>Total</b>	<b>\$ 6,054,214,913.66</b>	<b>\$ 6,054,862,055.15</b>

Market value of collateral supporting the Repurchase Agreements is at least 102% of the Book Value. The portfolio is managed by J.P. Morgan Chase & Co. and the assets are safekept in a separate custodial account at the Federal Reserve Bank in the name of TexSTAR. The only source of payment to the Participants are the assets of TexSTAR. There is no secondary source of payment for the pool such as insurance or guarantee. Should you require a copy of the portfolio, please contact TexSTAR Participant Services.

# TexSTAR versus 90-Day Treasury Bill



This material is for information purposes only. This information does not represent an offer to buy or sell a security. The above rate information is obtained from sources that are believed to be reliable; however, its accuracy or completeness may be subject to change. The TexSTAR management fee may be waived in full or in part at the discretion of the TexSTAR co-administrators and the TexSTAR rate for the period shown reflects waiver of fees. This table represents investment performance/return to the customer, net of fees, and is not an indication of future performance. An investment in the security is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the issuer seeks to preserve the value of an investment at \$1.00 per share, it is possible to lose money by investing in the security. Information about these and other program details are in the fund's Information Statement which should be read carefully before investing. The yield on the 90-Day Treasury Bill ("T-Bill Yield") is shown for comparative purposes only. When comparing the investment returns of the TexSTAR pool to the T-Bill Yield, you should know that the TexSTAR pool consist of allocations of specific diversified securities as detailed in the respective Information Statements. The T-Bill Yield is taken from Bloomberg Finance L.P. and represents the daily closing yield on the then current 90-day T-Bill.

## Daily Summary for February 2010

Date	Mny Mkt Fund Equiv. [SEC Std.]	Daily Allocation Factor	TexSTAR Invested Balance	Market Value Per Share	WAM Days (1)*	WAM Days (2)*
2/1/2010	0.1826%	0.000005004	\$6,004,921,599.80	1.000159	45	66
2/2/2010	0.1686%	0.000004619	\$6,173,220,837.47	1.000150	43	64
2/3/2010	0.1458%	0.000003994	\$6,296,598,894.68	1.000145	43	63
2/4/2010	0.1539%	0.000004216	\$6,341,829,660.43	1.000139	42	62
2/5/2010	0.1357%	0.000003719	\$6,305,344,262.42	1.000125	41	61
2/6/2010	0.1357%	0.000003719	\$6,305,344,262.42	1.000125	41	61
2/7/2010	0.1357%	0.000003719	\$6,305,344,262.42	1.000125	41	61
2/8/2010	0.1393%	0.000003817	\$6,328,914,511.07	1.000113	42	65
2/9/2010	0.1382%	0.000003785	\$6,424,771,591.09	1.000111	45	66
2/10/2010	0.1387%	0.000003800	\$6,462,855,011.65	1.000132	46	67
2/11/2010	0.1371%	0.000003757	\$6,375,817,614.62	1.000133	46	68
2/12/2010	0.1415%	0.000003876	\$6,276,738,095.59	1.000111	45	67
2/13/2010	0.1415%	0.000003876	\$6,276,738,095.59	1.000111	45	67
2/14/2010	0.1415%	0.000003876	\$6,276,738,095.59	1.000111	45	67
2/15/2010	0.1415%	0.000003876	\$6,276,738,095.59	1.000111	45	67
2/16/2010	0.1513%	0.000004146	\$6,252,180,946.95	1.000105	45	66
2/17/2010	0.1474%	0.000004039	\$6,248,216,773.67	1.000102	46	68
2/18/2010	0.1486%	0.000004072	\$6,210,324,737.60	1.000106	47	69
2/19/2010	0.1605%	0.000004396	\$6,191,030,718.12	1.000107	50	72
2/20/2010	0.1605%	0.000004396	\$6,191,030,718.12	1.000107	50	72
2/21/2010	0.1605%	0.000004396	\$6,191,030,718.12	1.000107	50	72
2/22/2010	0.1550%	0.000004246	\$6,190,862,471.50	1.000095	49	71
2/23/2010	0.1339%	0.000003669	\$6,212,061,529.76	1.000091	51	72
2/24/2010	0.1186%	0.000003248	\$6,179,290,361.64	1.000092	52	74
2/25/2010	0.1409%	0.000003861	\$6,163,111,893.62	1.000095	52	73
2/26/2010	0.1377%	0.000003773	\$6,054,214,913.66	1.000106	51	73
2/27/2010	0.1377%	0.000003773	\$6,054,214,913.66	1.000106	51	73
2/28/2010	0.1377%	0.000003773	\$6,054,214,913.66	1.000106	51	73

Average	0.1453%	0.000003980	\$6,236,560,732.16		46	68
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TexSTAR Participant Services  
First Southwest Asset Management, Inc.  
325 North St. Paul Street, Suite 800  
Dallas, Texas 75201



### **TexSTAR Board Members**

<i>William Chapman</i>	<i>Central Texas Regional Mobility Authority</i>	<i>Governing Board President</i>
<i>Nell Lange</i>	<i>City of Frisco</i>	<i>Governing Board Vice President</i>
<i>Melinda Garrett</i>	<i>Houston ISD</i>	<i>Governing Board Treasurer</i>
<i>Michael Bartolotta</i>	<i>First Southwest Company</i>	<i>Governing Board Secretary</i>
<i>Will Williams</i>	<i>JP Morgan Chase</i>	<i>Governing Board Asst. Sec./Treas.</i>
<i>Hardy Browder</i>	<i>City of Cedar Hill</i>	<i>Advisory Board</i>
<i>Oscar Cardenas</i>	<i>Northside ISD</i>	<i>Advisory Board</i>
<i>Stephen Fortenberry</i>	<i>McKinney ISD</i>	<i>Advisory Board</i>
<i>Monte Mercer</i>	<i>North Central TX Council of Government</i>	<i>Advisory Board</i>
<i>Len Santow</i>	<i>Griggs &amp; Santow</i>	<i>Advisory Board</i>
<i>S. Renee Tidwell</i>	<i>Tarrant County</i>	<i>Advisory Board</i>

**For more information contact TexSTAR Participant Services ★ 1-800-TEX-STAR ★ [www.texstar.org](http://www.texstar.org)**



**J.P.Morgan**  
Asset Management



# TEXPOOL

THE TEXAS INVESTMENT SERVICE FOR PUBLIC FUNDS

March 2010

## PERFORMANCE

### As of February 26, 2010

	TexPool	TexPool Prime
Current Invested Balance	\$20,061,294,477.76	\$2,179,269,372.86
Weighted Average Maturity (1)*	41 Days	41 Days
Weighted Average Maturity (2)*	84 Days	49 Days
Net Asset Value	1.00005	1.00003
Total Number of Participants	2,213	113
Management Fee on Invested Balance	0.0473%	0.0638%
Interest Distributed	\$2,406,225.33	\$300,494.59
Management Fee Collected	\$755,923.06	\$80,004.07
Standard & Poor's Current Rating	AAAm	AAAm
<b>February Averages</b>		
Average Invested Balance	\$20,756,119,244.65	\$2,165,481,382.07
Average Monthly Yield, on a simple basis (3)*	0.1512%	0.1814%
Average Weighted Average Maturity (1)*	41 Days	45 Days
Average Weighted Average Maturity (2)*	78 Days	50 Days

\*Definitions for Average Weighted Maturity can be found on Page 2.

## Economic and Market Commentary – February 26, 2010

Cash yields finished the month virtually unchanged from January as investors looked to the Federal Reserve for clues about when interest rates would finally begin to rise. In both word and deed, there was much to consider. Early in the month, Fed Chairman Ben Bernanke hinted that the central bank would soon take a tentative (if mostly symbolic) step towards normalizing policy by raising the discount rate, or the price that banks pay for Fed loans. One week later, Bernanke followed through on his pledge, moving the discount rate higher by 25 basis points to 0.75%. Even at that marginally elevated level, however, it is still below the traditional 100 basis point premium over Fed funds, which remained near the middle of the Fed's zero to 0.25% target range. In subsequent testimony to Congress, Bernanke repeated his intention to keep interest rates low for an extended period.

Though an increase in the discount rates does nothing to make cash yields more attractive, we view it as the beginning of a process that eventually will lead to that end. In effect, the virtually free-money policies that have penalized and frustrated savers over the last two years might be compared to speeding in the left lane of a superhighway; the discount rate hike is akin to turning on the right-hand blinker, thus signaling the intention to exit the fast lane — and eventually the highway itself — even though the exit ramp is still an indefinite ways off.

Meanwhile, the Fed is likely to take additional measures of a largely technical nature, including ending its massive purchases of mortgage-backed securities and using assets on its balance sheet as collateral to drain reserves from the banking system through reverse repurchase agreements. The reverse repo program should at least push overnight cash rates towards the upper end of the Fed's super-low target range. Yet with excess capacity remaining in domestic labor and product markets, policymakers have latitude to wait before raising the funds rate, which serves as the basis for yields on cash equivalents. In fact, core consumer prices fell in January for the first time since 1982, and U.S. economic growth appeared to weaken markedly amid poor weather in February.

With no significant or lasting changes in the yield curve — three, six and 12-month Libor finished the month at 0.23%, 0.39%, and 0.84%, respectively — we concentrated new positions in floating rate paper and securities maturing within six months. However, we also moved to lock-in the slightly higher yields that became available on longer-dated securities when the economic outlook brightened temporarily around the middle of the month. On balance, we believe the prudent course at this nascent stage of the economic recovery is to nibble opportunistically across the yield curve in response to market reactions to the daily flow of economic data and Fed activity.

## ANNOUNCEMENTS

### New Participants

We would like to recognize and welcome the following entities who joined the TexPool/TexPool Prime program in February, 2010:

1. City of Tomball (TexPool Prime)
2. Dallas County Park Cities MUD

### Holiday Closings

In observance of Good Friday, TexPool will be closed on Friday, April 2, 2010. All ACH transactions placed on Thursday, April 1st, will settle on Monday, April 5th. Any transactions placed on Friday, April 2nd will be given a transaction date of Monday, April 5, 2010. Please plan accordingly for you liquidity needs.

### Upcoming Events

04/11/10 – 04/13/10 GFOAT Spring Conference Austin

### Operations Announcements:

#### Vendor Bill Payment

Did you know you can now make payments directly to your vendors without completing a Special Wire Instruction Form? By adding Vendor Payment Instructions to your account, TexConnect now allows you to enter the invoice information when placing your transaction.

Contact the TexPool Operations Team to learn more. Call Participant Services at 866-839-7665 and ask to speak to Operations.

#### TexConnect Enhancement

Accrued Interest is now available on TexConnect! TexPool has added your month to date accrued interest to the Transaction and Portfolio Inquiry screens. More information will be available to you soon.



## TexPool

### PORTFOLIO ASSET SUMMARY AS OF FEBRUARY 26, 2010

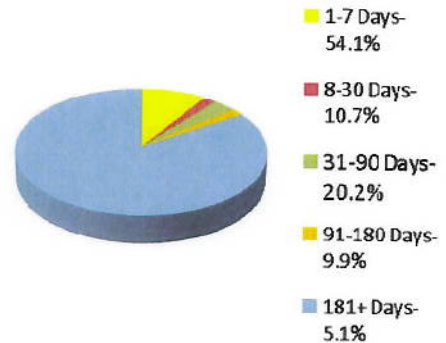
	Book Value	Market Value
Uninvested Balance	\$5,563,984.39	\$5,563,984.39
Receivable for Investments Sold	0.00	0.00
Accrual of Interest Income	14,109,636.36	14,109,636.36
Interest and Management Fees Payable	(2,405,965.63)	(2,405,965.63)
Payable for Investments Purchased	(190,000,000.00)	(190,000,000.00)
Repurchase Agreements	11,935,659,000.00	11,935,381,800.00
Mutual Fund Investments	0.00	0.00
Government Securities	7,796,508,829.59	7,797,454,715.71
U.S. Treasury Bills	339,858,993.05	339,976,540.00
U.S. Treasury Notes	162,000,000.00	162,000,000.00
<b>Total</b>	<b>\$20,061,294,477.76</b>	<b>\$20,062,080,710.83</b>

Market value of collateral supporting the Repurchase Agreements is at least 102% of the Book Value. The portfolio is managed by Federated Investors and the assets are safe kept in a separate custodial account at State Street Bank in the name of TexPool. The only source of payment to the Participants is the assets of TexPool. There is no secondary source of payment for the pool such as insurance or State guarantee. Should you require a copy of the portfolio, please contact TexPool Participant Services.

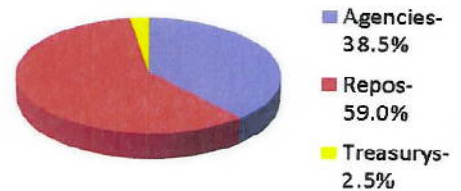
### DAILY SUMMARY

Date	Money Mkt Fund Equiv (SEC Std.)	Daily Allocation Factor	TexPool Invested Balance	Market Value Per Share	WAM Days (1)	WAM Days (2)
02/01	0.1715%	0.000004699	\$20,138,240,356.88	1.00009	38	64
02/02	0.1594%	0.000004368	\$20,581,567,322.11	1.00010	41	72
02/03	0.1598%	0.000004377	\$20,809,371,585.98	1.00009	43	79
02/04	0.1567%	0.000004294	\$21,245,173,780.35	1.00008	41	77
02/05	0.1410%	0.000003864	\$21,294,638,903.26	1.00007	42	77
02/06	0.1410%	0.000003864	\$21,294,638,903.26	1.00007	42	77
02/07	0.1410%	0.000003864	\$21,294,638,903.26	1.00007	42	77
02/08	0.1479%	0.000004053	\$21,420,897,105.40	1.00007	41	76
02/09	0.1445%	0.000003960	\$21,494,925,729.91	1.00006	40	75
02/10	0.1360%	0.000003725	\$21,544,760,818.30	1.00007	40	75
02/11	0.1403%	0.000003844	\$21,196,370,743.66	1.00007	40	75
02/12	0.1484%	0.000004065	\$20,645,320,482.02	1.00007	43	79
02/13	0.1484%	0.000004065	\$20,645,320,482.02	1.00007	43	79
02/14	0.1484%	0.000004065	\$20,645,320,482.02	1.00007	43	79
02/15	0.1484%	0.000004065	\$20,645,320,482.02	1.00007	43	79
02/16	0.1610%	0.000004412	\$20,520,987,081.61	1.00006	38	76
02/17	0.1590%	0.000004357	\$20,753,913,796.97	1.00005	37	74
02/18	0.1520%	0.000004164	\$20,762,905,769.21	1.00005	37	74
02/19	0.1600%	0.000004383	\$20,674,543,852.81	1.00006	45	80
02/20	0.1600%	0.000004383	\$20,674,543,852.81	1.00006	45	80
02/21	0.1600%	0.000004383	\$20,674,543,852.81	1.00006	45	80
02/22	0.1592%	0.000004361	\$20,631,593,769.28	1.00005	41	78
02/23	0.1463%	0.000004007	\$20,569,219,251.06	1.00005	41	84
02/24	0.1274%	0.000003491	\$20,503,339,158.38	1.00005	40	84
02/25	0.1594%	0.000004367	\$20,325,358,951.54	1.00005	40	84
02/26	0.1526%	0.000004180	\$20,061,294,477.76	1.00005	41	84
02/27	0.1526%	0.000004180	\$20,061,294,477.76	1.00005	41	84
02/28	0.1526%	0.000004180	\$20,061,294,477.76	1.00005	41	84
Averages	0.1512%	0.000004144	\$20,756,119,244.65		41	78

Portfolio By Maturity As of February 26, 2010



Portfolio By Type of Investment As of February 26, 2010



	Number of Participants	Balance
School District	556	\$7,632,189,018.44
Higher Education	53	\$2,437,320,579.96
Health Care	83	\$704,783,272.77
Utility District	680	\$1,976,609,452.88
City	432	\$5,078,157,193.38
County	173	\$1,836,846,392.26
Other	236	\$394,858,231.13

#### Definition of Weighted Average Maturity (1) & (2)

\*(1) This weighted average maturity calculation uses the SEC Rule 2A-7 definition for stated maturity for any floating rate instrument held in the portfolio to determine the weighted average maturity for the pool. This rule specifies that a variable rate instrument to be paid in 397 calendar days or less shall be deemed to have a maturity equal to the period remaining until the next readjustment of the interest rate.

\*(2) This weighted average maturity calculation uses the final maturity of any floating rate instruments held in the portfolio to calculate the weighted average maturity for the pool.



## TexPool Prime

### PORTFOLIO ASSET SUMMARY AS OF FEBRUARY 26, 2010

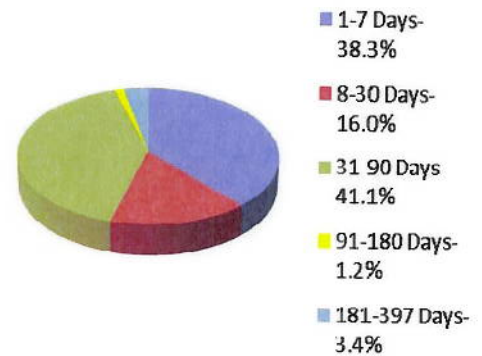
	<b>Book Value</b>	<b>Market Value</b>
Uninvested Balance	\$938.33	\$938.33
Accrual of Interest Income	644,848.39	644,848.39
Interest and Management Fees Payable	(298,678.62)	(298,678.62)
Payable for Investments Purchased	0.00	0.00
Repurchase Agreements	544,801,000.00	544,801,000.00
Mutual Fund Investments	0.00	0.00
Government Securities	329,175,203.65	329,271,507.80
Commercial Paper	1,304,946,061.11	1,304,910,738.99
Bank Instruments	0.00	0.00
Variable Rate Note	0.00	0.00
<b>Total</b>	<b>\$2,179,269,372.86</b>	<b>\$2,179,330,354.89</b>

Market value of collateral supporting the Repurchase Agreements is at least 102% of the Book Value. The portfolio is managed by Federated Investors and the assets are safe kept in a separate custodial account at State Street Bank in the name of TexPool Prime. The assets of TexPool Prime are the only source of payments to the Participants. There is no secondary source of payment for the pool such as insurance or State guarantee. Should you require a copy of the portfolio, please contact TexPool Participant Services.

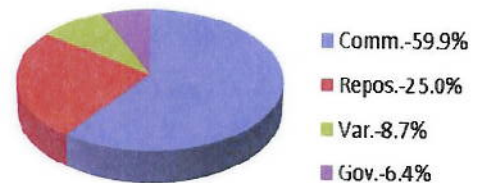
### DAILY SUMMARY

Date	Money Mkt Fund Equiv (SEC Std.)	Daily Allocation Factor	TexPool Invested Balance	Market Value Per Share	WAM Days (1)	WAM Days (2)
02/01	0.1986%	0.000005442	\$1,977,382,472.21	1.00006	1.00006	53
02/02	0.1935%	0.000005300	\$2,031,644,763.93	1.00005	1.00005	51
02/03	0.1918%	0.000005256	\$2,038,184,413.37	1.00005	1.00005	52
02/04	0.1862%	0.000005100	\$2,124,699,228.99	1.00005	1.00005	49
02/05	0.1665%	0.000004563	\$2,153,924,720.96	1.00005	1.00005	50
02/06	0.1665%	0.000004563	\$2,153,924,720.96	1.00005	1.00005	50
02/07	0.1665%	0.000004563	\$2,153,924,720.96	1.00005	1.00005	50
02/08	0.1825%	0.000005000	\$2,166,773,911.43	1.00005	1.00005	48
02/09	0.1682%	0.000004608	\$2,193,557,701.39	1.00004	1.00004	47
02/10	0.1706%	0.000004673	\$2,206,094,123.33	1.00003	1.00003	53
02/11	0.1714%	0.000004696	\$2,190,269,205.62	1.00002	1.00002	52
02/12	0.1826%	0.000005003	\$2,179,501,646.07	1.00003	1.00003	53
02/13	0.1826%	0.000005003	\$2,179,501,646.07	1.00003	1.00003	53
02/14	0.1826%	0.000005003	\$2,179,501,646.07	1.00003	1.00003	53
02/15	0.1826%	0.000005003	\$2,179,501,646.07	1.00003	1.00003	53
02/16	0.1898%	0.000005200	\$2,108,024,316.26	1.00005	1.00005	51
02/17	0.1923%	0.000005268	\$2,059,995,789.86	1.00004	1.00004	52
02/18	0.1844%	0.000005053	\$2,243,924,749.12	1.00004	1.00004	47
02/19	0.1891%	0.000005181	\$2,229,158,745.52	1.00002	1.00002	45
02/20	0.1891%	0.000005181	\$2,229,158,745.52	1.00002	1.00002	45
02/21	0.1891%	0.000005181	\$2,229,158,745.52	1.00002	1.00002	45
02/22	0.1867%	0.000005115	\$2,229,946,359.31	1.00003	1.00003	45
02/23	0.1813%	0.000004968	\$2,219,885,520.46	1.00004	1.00004	50
02/24	0.1574%	0.000004313	\$2,241,798,594.67	1.00004	1.00004	49
02/25	0.1917%	0.000005252	\$2,196,232,445.64	1.00005	1.00005	52
02/26	0.1781%	0.000004879	\$2,179,269,372.86	1.00003	1.00003	49
02/27	0.1781%	0.000004879	\$2,179,269,372.86	1.00003	1.00003	49
02/28	0.1781%	0.000004879	\$2,179,269,372.86	1.00003	1.00003	49
<b>Averagers</b>	0.1814%	0.000004969	\$2,165,481,382.07		45	50

**Portfolio By Maturity**  
As of February 26, 2010



**Portfolio By Type of Investment**  
As of February 26, 2010



	Number of Participants	Balance
School District	61	\$1,646,288,328.61
Higher Education	6	\$141,470,255.10
Health Care	6	\$43,564,217.55
Utility District	3	\$12,450,588.14
City	18	\$83,783,516.72
County	13	\$251,661,553.60
Other	6	\$50,811.84

\*(3) This current yield for TexPool Prime for each date may reflect a waiver of some portion or all of each of the management fees.

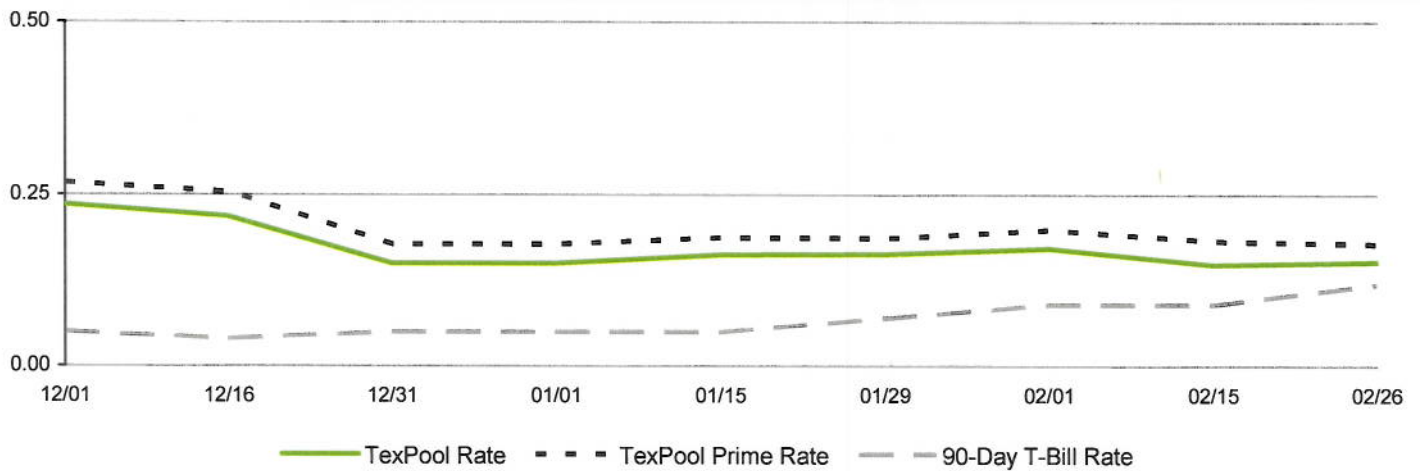


# TEXPOOL

THE TEXAS INVESTMENT SERVICE FOR PUBLIC FUNDS

TexPool Participant Services  
1001 Texas Ave. 14th Floor  
Houston, TX 77002

## TEXPOOL & TEXPOOL PRIME VS. 90-DAY TREASURY BILL



### TexPool Advisory Board Members

R.C. Allen  
Pati Buchenau

Jose Elizondo, Jr.  
Ron Leverett

LaVonne Mason  
John McGrane

Clay McPhail  
Vivian Wood

Additional information regarding TexPool is available upon request:

www.texpool.com • 1-866-839-7665 (1-866-TEX-POOL) • Fax: 866-839-3291

**Budget and Facilities**

Administrative Employee Compensation Benchmark Study.

**Summary**

As we move forward in planning the budget for 2010-2011 fiscal year it benefits us to look ahead with regards to employee compensation, since that is the largest expenditure category.

With that in mind I would like to consider the following schedule:

Administrative / Professional Salaries .....March

Teacher Salaries ..... April

Clerical / Paraprofessional and Manual Trades .....May

Preliminary Approval .....June

Compensation Plan Approval ..... July

With regards to this schedule, Administrative / Professional salaries have been benchmarked for 2009-2010.

The following table gives you a historical perspective of past benchmark studies. The original study done by TASB HR Services compensation consultants was based on salaries for the 2004-2005 school year. This study was the basis of our new compensation plan adopted in the Spring of 2005 for the 2005-2006 school year. A benchmark study was not done in the spring of 2006 because salary increases for the 2006-2007 school year were being driven by the compensation increases for teachers specified in House Bill 1, which was approved during the Third Called Session of the 79<sup>th</sup> Legislature, rather than the area education job market.

Note: Three new benchmark jobs were reported to TASB HR Services this year that we have not used in the past:

- Middle School Counselor
- Subject-Area Specialist / Coordinator
- Instructional Technology Specialist

	<b>2004-2005 Original Study</b>	<b>2006-2007 Market Study</b>	<b>2007-2008 Market Study</b>	<b>2008-2009 Market Study</b>	<b>2009-2010 Market Study</b>
	<b>2005</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>District to Market Ratio</b>	96.53%	102.78%	101.68%	105.89%	102.05%
<b>&gt; 105% of Market</b>	2	5	3	11	6
<b>103% - 105% of Market</b>	2	5	4	1	1
<b>&lt; 103% of Market</b>	14	8	11	6	13

For the 2008-2009 school year the Administrative / Professional Pay Group received a 5.0% of midpoint general pay increase following a 4.0% structure adjustment. This has put us in a favorable position to the overall market for administrative and professional support employees both regionally and throughout the state.

For the 2009-2010 school year all pay groups received a 3.0% structure adjustment and a 3.31% of midpoint general pay increase. When comparing the original market study group we lost some of our market advantage as noted in the table.

- Using the original market study group we dropped from 105.89% of the market median to 102.5%;
- Using the statewide market group with student enrollment between 3,000 and 4,000 students we actually increased from 105.42% of the market median to 106.10%; and
- Using the market group of schools with student enrollment between 3,000 and 4,000 students in ESC Regions 2, 3, 4, 5, 6, 13, and 20 we dropped from 107.21% of the market median to 106.30%.

We have identified some factors other than the amount of structure adjustment and general pay increase that have impacted our position relative to the market median in the original market study group.

Some of those factors include, but are not limited to:

- The fact that Lamar CISD reported salaries to the survey this year, but did not participate last year; and that Wharton

ISD reported salaries last year, but not report this year.

- The salary reported for the high school principal last year incorrectly included supplemental compensation; this year that was corrected.
- In the elementary principal position an experienced, higher salaried principal, was replaced by a beginning principal.
- Last year we failed to report the assistant principal at the DAEP with the high school assistant principals. This year one of the high school assistant principals' positions was eliminated and the assistant at the DAEP was included.
- In the assistant middle school principal position we replaced a more experienced, higher salaried, assistant principal with a less experienced one.
- In the elementary assistant principal position one of the more experienced assistant principals retired and another was reassigned to another position. Both were replaced by beginning assistant principals.
- In the elementary counselors position one of our less tenured counselors resigned and was replaced by a counselor with more experience and a higher salary.
- We added two diagnosticians to the payroll with the addition of Rice CISD to our Special Education Cooperative.
- We added one speech-language pathologist to our Special Education Cooperative payroll.

Using the market median (central tendency) for market ratio comparisons rather than averages tends to minimize the overall effect of these types of factors.

<b>ECISD Board Policy</b>	DEA (LOCAL), COMPENSATION AND BENEFITS: SALARIES, WAGES AND STIPENDS
<b>Effective Date</b>	2010-2011 School Year
<b>Previous Board Action</b>	The Board adopted the current compensation plan in the Spring of 2005.  Annually the Board reviews the compensation plan. Comparisons are made to the area job market and decisions are made with regards to structure adjustments and general pay increases.
<b>Future Action Expected</b>	Annually the Board reviews the compensation plan. Comparisons are made to the area job market and decisions are made with regards to structure adjustments and general pay increases.

**Background Information and Significant Issues** According to district policy, the Superintendent shall recommend to the Board for approval compensation plans for all District employees.

Annually, the Superintendent is to recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent is to determine the annual increases for individual employees, within budgeted amounts.

Recommendations for this year's compensation plan will be based upon maintaining our market advantage that has been achieved since the implementation of our compensation plan for the 2005-2006 school year and our estimated revenue and proposed expenditures.

**Fiscal Impact** Unknown.

**Student and Public Benefit** A compensation plan that remains at 103% to 105% of the market median helps to attract quality applicants and retain excellent employees.

**Procedural and Reporting Implications** None.

**Public Comments** None.

**Alternatives** None.

**Other Comments and Related Issues** Three comparison groups have been used to give the Board a broader picture than what may have been presented in the past:

**Board Approved Market Comparison Group**

- Angleton ISD
- Bay City ISD
- Calhoun County ISD
- Columbia-Brazoria ISD
- Lamar ISD (no data reported)
- Needville ISD
- Palacios ISD
- Sealy ISD
- Sweeny ISD
- Wharton ISD

**Statewide Market Comparison Group**

This group includes all districts statewide with enrollments of 3000 to 4000 students that reported their compensation

information to TASB HR Services.

### **Regional ESCs Comparison Group**

This group includes all districts in the Regional Education Service Centers listed below with enrollments of 3000 to 4000 students that reported their compensation information to TASB HR Services:

- Region 2 – Corpus Christi
- Region 3 – Victoria
- Region 4 – Houston
- Region 5 – Beaumont
- Region 6 – Huntsville
- Region 13 – Austin
- Region 20 – San Antonio

### **Attachments**

1. Historical Market Ratio Data – This chart shows how the ECISD Administrative / Professional Group has compared to the market comparison group since the original study in 2004-2005.
2. Administrative / Professional Market Comparison – This bar graph illustrates how each individual job in the administrative / professional support pay group compares to similar jobs in the market comparison group for the past two years.
3. Summary of Administrator Professional Market Comparison – This spreadsheet shows the market comparison for benchmark positions since the original study was completed.
4. TASB HR Services 2009-2010 Position Detail Report – This series of reports shows how individual jobs compare to similar positions in other districts in the original market comparison group who reported their compensation information to TASB.
5. Administrative / Professional Group Comparisons – This bar graph shows how the ECISD administrative / professional pay group compares to our market comparison group; a statewide group of districts with enrollments of 3,000 – 4,000 students; and a regional group of districts with enrollments of 3,000 – 4,000 students.
6. TASB HR Services 2009-2010 Custom Comparison Report, Statewide Comparison with 3000 to 4000 Enrollment – This report shows how each position in the ECISD administrative / professional pay group compares to the statewide group of 41 districts.
7. TASB HR Services 2009-2010 Custom Comparison Report, Regional ESC's – This report shows how each position in the ECISD administrative / professional pay group compares to districts in Educational Service Regions 2, 3, 4, 5, 6 13, and 20 with enrollments of 3000 to 4000 students. This group contains 20 districts.

**Contact Person(s)**

Mark Pool, Superintendent of Schools

**Action Required**

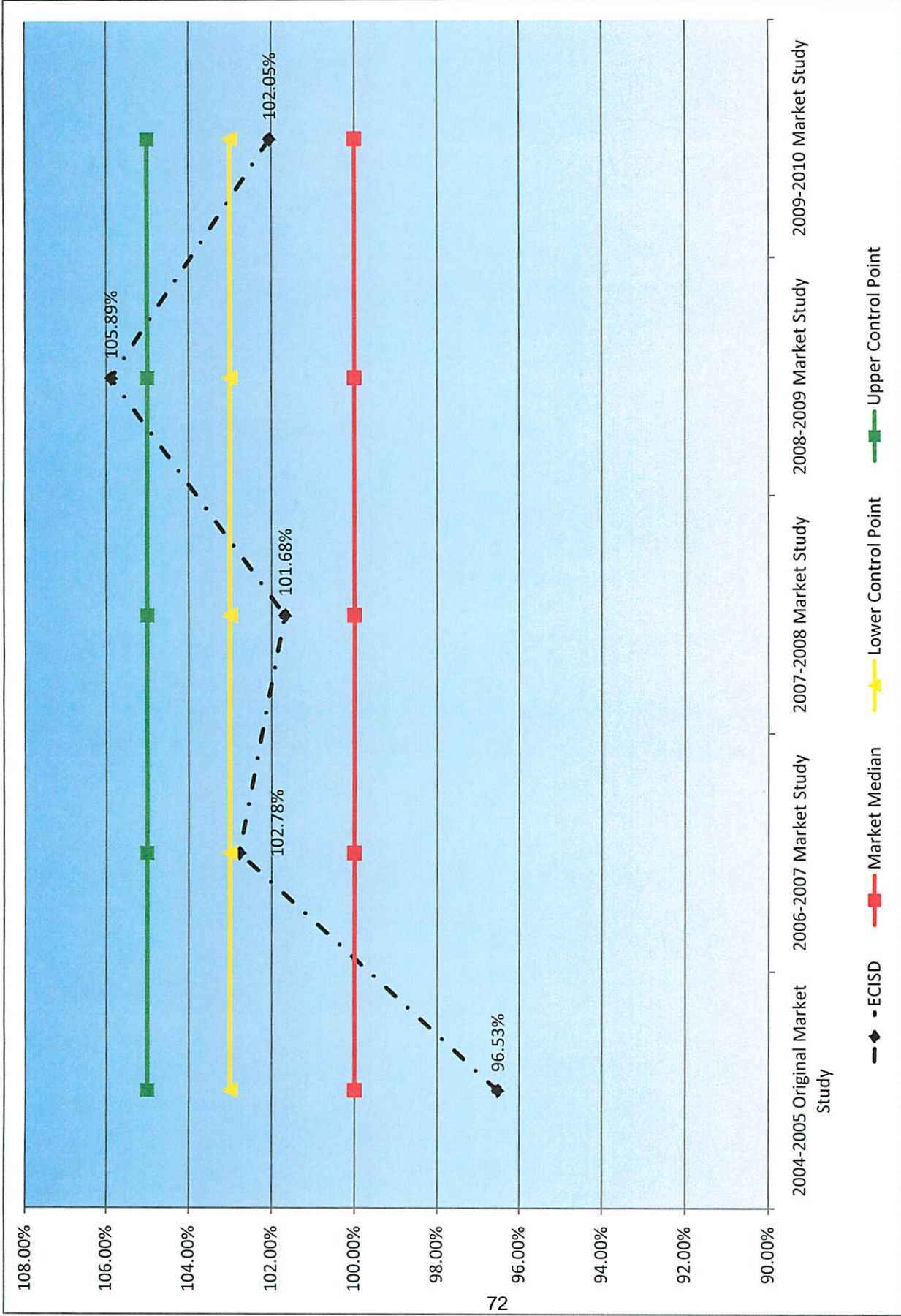
No Action Required.

**Superintendent's  
Recommendation**

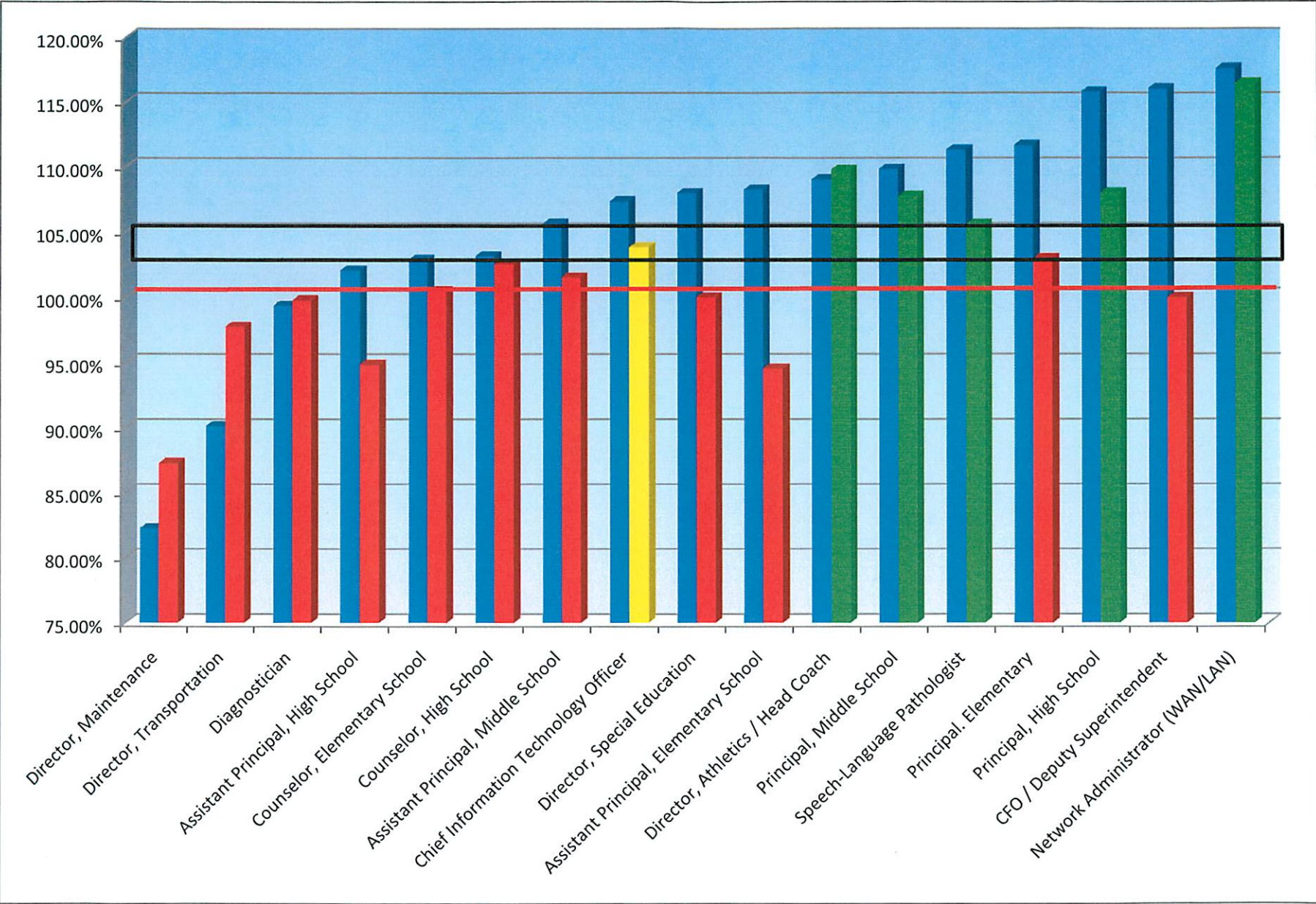
Information item only.

**Mark Pool, Superintendent of Schools**

# Historical Market Comparison



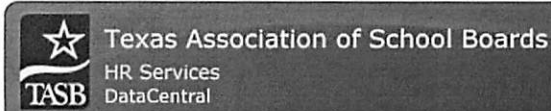
### Benchmark Jobs Historical Comparison to Target



**Summary of Administrator Professional Market Comparison**

Benchmark Position	2004-2005 Study			2006-2007 Study			2007-2008 Study			2008-2009 Study		
	Median Market Daily Rate	District Daily Rate	District Average Compared to Market	Median Market Daily Rate	District Daily Rate	District Average Compared to Market	Median Market Daily Rate	District Daily Rate	District Average Compared to Market	Median Market Daily Rate	District Daily Rate	District Average Compared to Market
CFO / Deputy Superintendent	\$381.57	\$342.56	89.78%	\$398.09	\$377.29	95%	\$388.42	\$410.03	106%	\$371.06	\$430.51	116.02%
Director, Special Education	\$314.95	\$287.45	91.27%	\$324.53	\$326.81	101%	\$351.14	\$328.45	94%	\$341.24	\$368.46	107.98%
Director, Athletics	\$299.63	\$311.42	103.93%	\$318.70	\$342.09	107%	\$329.61	\$352.41	107%	\$339.62	\$370.30	109.03%
Chief Information Technology Officer	\$271.20	\$247.23	91.16%	\$263.95	\$274.37	104%	\$283.54	\$283.38	100%	\$278.56	\$299.00	107.34%
Network Administrator (WAN/LAN)	\$204.44	\$189.91	92.89%	\$201.42	\$213.94	106%	\$220.10	\$221.81	101%	\$200.22	\$235.46	117.60%
Director, Maintenance	\$256.78	\$253.85	98.86%	\$263.14	\$272.67	104%	\$279.76	\$280.53	100%	\$271.82	\$223.61	82.26%
Director, Transportation	\$244.29	\$204.07	83.54%	\$233.63	\$223.91	96%	\$236.95	\$209.96	89%	\$248.05	\$223.61	90.15%
<hr/>												
Principal, High School	\$323.20	\$338.84	104.84%	\$340.15	\$371.48	109%	\$356.31	\$376.11	106%	\$358.63	\$415.16	115.76%
Principal, Middle School	\$289.53	\$316.77	109.41%	\$306.20	\$347.44	113%	\$322.22	\$357.76	111%	\$342.08	\$375.65	109.82%
Principal, Elementary	\$304.79	\$287.45	94.31%	\$299.25	\$316.30	106%	\$318.32	\$346.67	109%	\$320.53	\$357.82	111.63%
Assistant Principal, High School	\$273.76	\$256.94	93.85%	\$288.35	\$280.07	97%	\$290.91	\$280.19	96%	\$302.26	\$308.51	102.07%
Assistant Principal, Middle School	\$261.71	\$254.43	97.22%	\$283.01	\$279.97	99%	\$281.33	\$288.39	103%	\$286.85	\$302.99	105.63%
Assistant Principal, Elementary School	\$257.92	\$258.08	100.06%	\$269.77	\$283.61	105%	\$278.66	\$292.03	105%	\$265.79	\$287.65	108.23%
Counselor, Elementary School	\$247.09	\$229.19	92.75%	\$262.05	\$269.70	103%	\$269.41	\$277.57	103%	\$269.24	\$276.96	102.87%
Counselor, High School	\$253.61	\$230.02	90.70%	\$262.75	\$257.48	98%	\$268.14	\$261.80	98%	\$272.06	\$280.62	103.15%
Diagnostician	\$248.26	\$244.66	98.55%	\$263.22	\$263.07	100%	\$269.41	\$270.94	101%	\$285.30	\$283.51	99.37%
Speech-Language Pathologist	\$245.56	\$264.84	107.85%	\$250.81	\$261.86	104%	\$260.26	\$267.11	103%	\$281.58	\$313.39	111.30%
District Compared to Market			96.53%			102.78%			101.68%			105.89%

Benchmark Position	2009-2010 Study			Market Ratio Annual Change
	Median Market Daily Rate	District Daily Rate	District Average Compared to Market	
CFO / Deputy Superintendent	\$444.47	\$444.47	100.00%	-16.02%
Director, Special Education	\$380.66	\$380.66	100.00%	-7.98%
Director, Athletics	\$348.54	\$382.50	109.74%	0.71%
Chief Information Technology Officer	\$298.28	\$309.65	103.81%	-3.53%
Network Administrator (WAN/LAN)	\$210.23	\$244.77	116.43%	-1.17%
Director, Maintenance	\$266.84	\$232.92	87.29%	5.02%
Director, Transportation	\$238.26	\$232.92	97.76%	7.61%
<hr/>				
Principal, High School	\$378.06	\$408.30	108.00%	-7.76%
Principal, Middle School	\$360.02	\$387.85	107.73%	-2.09%
Principal, Elementary	\$349.35	\$359.65	102.95%	-8.68%
Assistant Principal, High School	\$317.20	\$300.91	94.86%	-7.20%
Assistant Principal, Middle School	\$299.55	\$304.15	101.54%	-4.09%
Assistant Principal, Elementary School	\$293.51	\$277.54	94.56%	-13.67%
Counselor, Elementary School	\$271.78	\$273.10	100.49%	-2.38%
Counselor, High School	\$282.75	\$289.93	102.54%	-0.61%
Diagnostician	\$302.43	\$301.72	99.77%	0.40%
Speech-Language Pathologist	\$288.70	\$304.81	105.58%	-5.72%
Counselor, Middle School	\$299.50	\$297.51	99.34%	
Subject-Area Specialist/Coordinator	\$289.06	\$289.06	100.00%	
Instructional Technology Specialist	\$271.17	\$294.44	108.58%	
District Compared to Market			102.05%	-3.95%



Report Name: Administrator Comparison - Original Study Group

District Enrollment:  
ALL DATA

ESC Region:  
ALL DATA

Districts:  
ANGLETON ISD  
BAY CITY ISD  
CALHOUN COUNTY ISD  
COLUMBIA-BRAZORIA ISD  
LAMAR CISD  
NEEDVILLE ISD  
PALACIOS ISD  
SEALY ISD  
SWEENY ISD

Positions:  
Director of Athletics/Head Football Coach  
Assistant Principal - Elementary School  
Assistant Principal - High School  
Assistant Principal - Middle School  
Principal - Elementary School  
Principal - High School  
Principal - Middle School  
Instructional Technology Specialist  
Subject-Area Specialist/Coordinator  
Director of Special Education  
Chief Financial Officer  
Chief Information Technology Officer  
Network Administrator  
Director of Maintenance  
Counselor - Elementary  
Counselor - High School  
Diagnostician  
Librarian  
Nurse (RN)  
Speech-Language Pathologist  
Counselor - Middle School  
Director of Transportation



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 11:32:49 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Director of Athletics/Head Football Coach**

Directs and manages the entire district athletic program and serves as head high school football coach. Is responsible for compliance with local, state and UIL rules and regulations. This position typically does not teach any regular academic subjects but may lead athletic periods. (Report the total salary including any athletic stipends or extra days paid.)

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	226.00		\$68,290	\$98,272	\$86,445	\$382.50
ANGLETON ISD	04	6,300	1	220.00	40.00	\$73,048	\$107,318	\$73,048	\$332.04
BAY CITY ISD	03	3,850	1	226.00	40.00			\$86,800	\$384.07
CALHOUN COUNTY ISD	03	4,290	1	226.00		\$54,125	\$102,500	\$102,500	\$453.54
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00		\$63,972	\$95,960	\$74,651	\$330.31
NEEDVILLE ISD	04	2,606	1	226.00	40.00			\$74,236	\$328.48
PALACIOS ISD	03	1,504	1	225.00	40.00	\$59,143	\$84,919	\$84,332	\$374.81
SEALY ISD	06	2,650	1	220.00	40.00	\$60,039	\$77,982	\$69,010	\$313.68
SWEENEY ISD	04	1,938	1	226.00	40.00	\$55,076	\$79,100	\$78,769	\$348.54
				226.00				\$78,769	\$348.54

	Average Pay	Daily Average
El Campo ISD	\$86,445	\$382.50
Comparison Group Median	\$78,769	\$348.54
Market Ratio	109.74%	109.74%

**Principal - Elementary School**

Serves as chief campus administrator of an elementary school campus.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	3	210.00		\$59,304	\$85,342	\$75,527	\$359.65
ANGLETON ISD	04	6,300	6	215.00	40.00	\$61,269	\$90,014	\$74,040	\$344.37
BAY CITY ISD	03	3,850	5	205.00	40.00			\$73,000	\$356.10
CALHOUN COUNTY ISD	03	4,290	2	226.00		\$56,195	\$83,785	\$82,999	\$367.25
COLUMBIA-BRAZORIA ISD	04	3,073	3	220.00		\$56,612	\$84,917	\$61,398	\$279.08
LAMAR CISD	04	23,970	21	220.00		\$69,920	\$100,621	\$87,375	\$397.16
NEEDVILLE ISD	04	2,606	2	221.00	40.00			\$72,963	\$330.15
PALACIOS ISD	03	1,504	2	226.00	40.00	\$53,249	\$78,576	\$80,076	\$354.32
SEALY ISD	06	2,650	2	220.00	40.00	\$52,374	\$70,589	\$61,616	\$280.07
SWEENEY ISD	04	1,938	1	226.00	40.00	\$55,069	\$77,220	\$73,990	\$327.39
Median				220.00				\$74,015.00	\$349.35

	Average Pay	Daily Average
El Campo ISD	\$75,527	\$359.65
Comparison Group Median	\$74,015	\$349.35
Market Ratio	102.04%	102.95%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 1:02:52 PM  
 Enrollment Selection: All  
 ESC Selection: All

Principal - High School  
 Serves as chief campus administrator of a high school campus.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	226.00		\$73,070	\$105,153	\$92,275	\$408.30
ANGLETON ISD	04	6,300	1	226.00	40.00	\$77,796	\$114,295	\$87,882	\$388.86
BAY CITY ISD	03	3,850	1	226.00	40.00			\$93,000	\$411.50
CALHOUN COUNTY ISD	03	4,290	1	226.00		\$59,090	\$96,000	\$96,000	\$424.78
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00		\$63,972	\$95,960	\$81,566	\$360.91
LAMAR CISD	04	23,970	4	230.00		\$78,764	\$113,344	\$108,650	\$472.39
NEEDVILLE ISD	04	2,606	1	226.00	40.00			\$83,000	\$367.26
PALACIOS ISD	03	1,504	1	226.00	40.00	\$58,114	\$83,443	\$73,146	\$323.65
SEALY ISD	06	2,650	1	226.00	40.00	\$70,514	\$91,587	\$81,050	\$358.63
SWEENY ISD	04	1,938	1	226.00	40.00	\$58,007	\$80,500	\$77,020	\$340.80
Median				226.00				\$85,441.00	\$378.06

	Average Pay	Daily Average
El Campo ISD	\$92,275	\$408.30
Comparison Group Median	\$85,441	\$378.06
Market Ratio	108.00%	108.00%

2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 1:21:01 PM  
 Enrollment Selection: All  
 ESC Selection: All

**Principal - Middle School**

Serves as chief campus administrator of a middle school campus. Middle schools may include grades 6 through 8.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	226.00		\$68,290	\$98,272	\$87,654	\$387.85
ANGLETON ISD	04	6,300	1	226.00	40.00	\$68,591	\$100,769	\$98,464	\$435.68
BAY CITY ISD	03	3,850	1	220.00	40.00			\$79,400	\$360.91
CALHOUN COUNTY ISD	03	4,290	1	226.00		\$56,195	\$83,785	\$82,212	\$363.77
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00		\$63,972	\$95,960	\$66,950	\$296.24
LAMAR CISD	04	23,970	6	220.00		\$69,920	\$100,621	\$90,791	\$412.69
NEEDVILLE ISD	04	2,606	1	221.00	40.00			\$70,869	\$320.67
PALACIOS ISD	03	1,504	1	226.00	40.00	\$55,073	\$80,401	\$81,165	\$359.14
SEALY ISD	06	2,650	1	220.00	40.00	\$52,374	\$70,589	\$61,616	\$280.07
SWEENEY ISD	04	1,938	1	226.00	40.00	\$55,747	\$79,800	\$77,756	\$344.05
Median				226.00				\$80,283	\$360.02

	Average Pay	Daily Average
El Campo ISD	\$87,654	\$387.85
Comparison Group Median	\$80,283	\$360.02
Market Ratio	109.18%	107.73%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 4:11:37 PM  
 Enrollment Selection: All  
 ESC Selection: All

**Assistant Principal - Elementary School**

Functions as an assistant to an elementary school principal. May address all or some of student discipline, facilities, parental concerns and teacher appraisals. Do not report grade-level leaders or subject-area supervisors/specialists in this position.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	3	210.00		\$51,799	\$74,542	\$58,283	\$277.54
BAY CITY ISD	03	3,850	5	202.00	40.00			\$54,000	\$267.33
CALHOUN COUNTY ISD	03	4,290	2	202.00		\$44,309	\$65,933	\$59,289	\$293.51
COLUMBIA-BRAZORIA ISD	04	3,073	2	210.00		\$50,035	\$75,054	\$53,040	\$252.57
LAMAR CISD	04	23,970	20	208.00		\$52,847	\$76,045	\$64,095	\$308.15
NEEDVILLE ISD	04	2,606	2	212.00	40.00			\$62,397	\$294.33
PALACIOS ISD	03	1,504	2	202.00	40.00	\$44,874	\$68,039	\$60,099	\$297.52
SEALY ISD	06	2,850	3	207.00	40.00	\$44,865	\$61,956	\$53,411	\$258.02
SWEENEY ISD	04	1,938	2	211.00	40.00	\$47,405	\$62,977	\$62,734	\$297.32
Median				208.00				\$59,289	\$293.51

	Average Pay	Daily Average
El Campo ISD	\$58,283	\$277.54
Comparison Group Median	\$59,289	\$293.51
Market Ratio	98.30%	94.56%

**Assistant Principal - High School**

Functions as an assistant to the high school principal with the title assistant principal, associate principal, vice principal, or dean. May address all of some of student discipline, facilities, parental concerns and teacher appraisals. Do not report department heads or subject-area supervisors/specialists in this position.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	3	210.00		\$55,425	\$79,758	\$63,192	\$300.91
ANGLETON ISD	04	6,300	5	215.00	40.00	\$57,530	\$84,521	\$63,833	\$296.90
BAY CITY ISD	03	3,850	4	202.00	40.00			\$75,000	\$371.29
CALHOUN COUNTY ISD	03	4,290	2	220.00		\$49,870	\$74,248	\$72,831	\$331.05
COLUMBIA-BRAZORIA ISD	04	3,073	2	210.00		\$54,039	\$81,058	\$55,560	\$264.57
LAMAR CISD	04	23,970	13	210.00		\$57,492	\$89,137	\$71,149	\$338.80
NEEDVILLE ISD	04	2,606	2	212.00	40.00			\$74,984	\$353.70
PALACIOS ISD	03	1,504	1	212.00	40.00	\$48,770	\$72,723	\$69,743	\$328.98
SEALY ISD	06	2,650	3	207.00	40.00	\$49,031	\$66,336	\$57,683	\$278.66
SWEENEY ISD	04	1,938	2	222.00	40.00	\$53,206	\$70,247	\$67,806	\$305.43
Median				211.00				\$68,775	\$317.20

	Average Pay	Daily Average
El Campo ISD	\$63,192	\$300.91
Comparison Group Median	\$68,775	\$317.20
Market Ratio	91.88%	94.86%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 2:14:53 PM  
 Enrollment Selection: All  
 ESC Selection: All

**Assistant Principal - Middle School**

Functions as an assistant to a middle school principal with the title assistant or vice principal. May address all or some of student discipline, facilities, parental concerns and teacher appraisals. Do not report department heads or subject-area supervisors/specialists in this position.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	2	210.00		\$51,799	\$74,542	\$63,871	\$304.15
ANGLETON ISD	04	6,300	3	210.00	40.00	\$49,542	\$72,786	\$68,068	\$324.13
BAY CITY ISD	03	3,850	2	202.00	40.00			\$53,000	\$262.38
CALHOUN COUNTY ISD	03	4,290	2	202.00		\$49,870	\$74,248	\$63,950	\$316.58
COLUMBIA-BRAZORIA ISD	04	3,073	1	210.00		\$50,035	\$75,054	\$55,000	\$261.90
LAMAR CISD	04	23,970	9	210.00		\$53,355	\$82,733	\$69,259	\$329.80
NEEDVILLE ISD	04	2,606	1	212.00	40.00			\$70,869	\$334.29
PALACIOS ISD	03	1,504	1	202.00	40.00	\$46,010	\$68,607	\$59,580	\$294.95
SEALY ISD	06	2,650	2	207.00	40.00	\$49,031	\$66,336	\$57,683	\$278.66
SWEENEY ISD	04	1,938	1	222.00	40.00	\$50,986	\$67,949	\$64,452	\$290.32
Median				210.00				\$63,911	\$299.55

	Average Pay	Daily Average
El Campo ISD	\$63,871	\$304.15
Comparison Group Median	\$63,911	\$299.55
Market Ratio	99.94%	101.54%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/11/2010 6:28:34 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Instructional Technology Specialist**

Provides professional development, support and teacher training focused on the integration of technology and curriculum. Assists teachers implementing technology into lesson plans and instructional strategies through training, demonstration, and resources. Assists campuses with the development, implementation and evaluation of campus technology plans. Serves as liaison for instructional technology initiatives between assigned campuses and central administration. Not a supervisory position. Requires three to five years of classroom teaching experience.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	226.00		\$50,827	\$76,243	\$66,543	\$294.44
ANGLETON ISD	04	6,300	1	210.00	40.00	\$56,192	\$82,555	\$70,816	\$337.22
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00		\$43,736	\$65,603	\$53,223	\$235.50
LAMAR CISD	04	23,970	3	220.00		\$51,143	\$73,601	\$59,777	\$271.71
PALACIOS ISD	03	1,504	1	197.00	40.00	\$40,010	\$58,030	\$45,235	\$229.62
Median				220.00				\$59,777	\$271.71

	Average Pay	Daily Average
El Campo ISD	\$66,543	\$294.44
Comparison Group Median	\$59,777	\$271.71
Market Ratio	111.32%	108.36%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/11/2010 6:20:18 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Subject-Area Specialist/Coordinator**

Provides districtwide curriculum leadership and supports classroom teaching in a subject area (art, math, science, etc.) or a sub-program of a major instructional area (language arts, primary grades, etc.). Has no classroom teaching responsibility.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rates
EL CAMPO ISD	03	3,472	11	210.00		\$47,229	\$70,846	\$60,702	\$289.06
LAMAR CISD	04	23,970	4	220.00		\$55,895	\$80,432	\$79,517	\$361.44
SEALY ISD	06	2,650	1	207.00	40.00	\$42,826	\$59,140	\$50,983	\$246.29
Median				210.00				\$60,702	\$289.06

	Average Pay	Daily Average
El Campo ISD	\$60,702	\$289.06
Comparison Group Median	\$60,702	\$289.06
Market Ratio	100.00%	100.00%

2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 9:10:21 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Director of Special Education**

Directs and administers the district's special education program to ensure the delivery of needed services for special needs students. Coordinates delivery of special education program components to identified students. Oversees staff engaged in the coordination and delivery of special education services. May be called coordinator, executive director, or other job title.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	226.00		\$68,290	\$98,272	\$86,030	\$380.66
ANGLETON ISD	04	6,300	1	226.00	40.00	\$73,048	\$107,318	\$95,300	\$421.68
BAY CITY ISD	03	3,850	1	226.00	40.00			\$72,000	\$318.58
CALHOUN COUNTY ISD	03	4,290	1	220.00		\$52,688	\$78,511	\$78,511	\$356.87
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00		\$69,090	\$103,623	\$89,757	\$397.15
LAMAR CISD	04	23,970	1	230.00		\$78,764	\$113,344	\$106,513	\$463.10
SEALY ISD	06	2,650	1	226.00	40.00	\$53,488	\$72,366	\$62,927	\$278.44
Median				226.00				\$86,030	\$380.66

	Average Pay	Daily Average
El Campo ISD	\$86,030	\$380.66
Comparison Group Median	\$86,030	\$380.66
Market Ratio	100.00%	100.00%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 8:55:13 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Chief Financial Officer**

Acts as the district's top financial executive. Responsible for the district's overall financial planning and strategy. Scope of authority includes the general oversight of all financial and business affairs of the district. May also have oversight responsibilities for other areas such as transportation or food service. Serves as the chief financial and budget advisor to the superintendent and board of trustees. May be called assistant superintendent, executive director or other title. Reports directly to the superintendent. (Report only one person in this position.)

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	226.00		\$78,187	\$112,511	\$100,450	\$444.47
BAY CITY ISD	03	3,850	1	226.00	40.00			\$85,000	\$376.11
LAMAR CISD	04	23,970	1	230.00		\$86,264	\$116,702	\$121,362	\$527.66
Median				226.00				\$100,450	\$444.47

	Average Pay	Daily Average
El Campo ISD	\$100,450	\$444.47
Comparison Group Median	\$100,450	\$444.47
Market Ratio	100.00%	100.00%

**Chief Information Technology Officer**

Acts as the district's top information technology administrator. Responsible for strategic planning of technology systems districtwide. Provides expertise and direction in the development, deployment, and use of information technology in the district. May be called executive director, director, assistant superintendent or other title.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	243.00		\$64,140	\$92,291	\$75,245	\$309.65
ANGLETON ISD	04	6,300	1	226.00	40.00	\$68,591	\$100,769	\$76,772	\$339.70
CALHOUN COUNTY ISD	03	4,290	1	226.00		\$49,573	\$73,766	\$61,352	\$271.47
LAMAR CISD	04	23,970	1	230.00		\$78,957	\$106,823	\$102,801	\$446.96
NEEDVILLE ISD	04	2,606	1	226.00	40.00			\$64,272	\$284.39
PALACIOS ISD	03	1,504	1	230.00	40.00	\$55,983	\$72,318	\$65,987	\$286.90
Median				228.00				\$70,616	\$298.28

	Average Pay	Daily Average
El Campo ISD	\$75,245	\$309.65
Comparison Group Median	\$70,616	\$298.28
Market Ratio	106.56%	103.81%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 12:33:16 PM  
 Enrollment Selection: All  
 ESC Selection: All

**Network Administrator**

Installs, maintains, and monitors the operations of the information network consisting of multiple data and file servers and associated work stations with a large number of users. Manages performance of network systems to ensure availability and security of network resources. Requires an understanding of operational and applications software and network operations gained through job training and experience. May require specialized network certification.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	243.00		\$54,651	\$81,978	\$59,479	\$244.77
ANGLETON ISD	04	6,300	1	226.00	40.00	\$38,036	\$57,051	\$44,000	\$194.69
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00	40.00	\$39,776	\$53,336	\$40,969	\$181.28
PALACIOS ISD	03	1,504	1	230.00	40.00	\$40,794	\$60,591	\$48,353	\$210.23
SWEENEY ISD	04	1,938	1	222.00	40.00	\$46,658	\$61,272	\$57,988	\$261.21
Median				226.00				\$48,353	\$210.23

	Average Pay	Daily Average
El Campo ISD	\$59,479	\$244.77
Comparison Group Median	\$48,353	\$210.23
Market Ratio	123.01%	116.43%

**Director of Maintenance**

Oversees the district's maintenance operations including custodial services, preventive maintenance, and/or facility repair. Ensures the efficient operation of the district's physical plant. Supervises skilled trades workers and foremen. Develops or provides input into district maintenance budget. May report to the superintendent or other chief administrator.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	243.00	40.00	\$54,651	\$81,978	\$56,599	\$232.92
ANGLETON ISD	04	6,300	1	240.00	40.00	\$68,393	\$100,481	\$90,302	\$376.26
BAY CITY ISD	03	3,850	1	226.00	40.00			\$65,000	\$287.61
CALHOUN COUNTY ISD	03	4,290	1	240.00		\$57,478	\$85,649	\$71,194	\$296.64
COLUMBIA-BRAZORIA ISD	04	3,073	1	240.00		\$53,847	\$80,772	\$62,000	\$258.33
NEEDVILLE ISD	04	2,606	1	247.00	40.00			\$78,733	\$318.76
PALACIOS ISD	03	1,504	1	260.00	40.00	\$52,682	\$68,090	\$63,688	\$244.95
SEALY ISD	06	2,650	1	226.00	40.00	\$51,260	\$69,351	\$60,305	\$266.84
SWEENEY ISD	04	1,938	1	240.00	40.00	\$34,272	\$54,403	\$42,662	\$177.76
Median				240.00				\$63,688	\$266.84

	Average Pay	Daily Average
El Campo ISD	\$56,599	\$232.92
Comparison Group Median	\$63,688	\$266.84
Market Ratio	88.87%	87.29%

**Counselor - Elementary**

Works as a certified counselor on an elementary campus. Administers a comprehensive guidance counseling program addressing students' academic, career, personal and social needs and abilities. Requires a master's degree and valid Texas counseling certificate.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	4	197.00		\$44,305	\$66,460	\$53,800	\$273.10
ANGLETON ISD	04	6,300	6	193.00	40.00	\$45,154	\$66,268	\$54,516	\$282.47
BAY CITY ISD	03	3,850	5	197.00	40.00			\$52,100	\$264.47
CALHOUN COUNTY ISD	03	4,290	3	193.00		\$39,530	\$59,909	\$55,841	\$289.33
COLUMBIA-BRAZORIA ISD	04	3,073	3	187.00		\$42,802	\$60,339	\$50,575	\$270.45
LAMAR CISD	04	23,970	21	191.00		\$47,495	\$66,125	\$51,337	\$268.78
NEEDVILLE ISD	04	2,606	2	202.00	40.00			\$62,827	\$311.02
PALACIOS ISD	03	1,504	2	198.00	40.00	\$42,556	\$64,982	\$58,817	\$297.06
SEALY ISD	06	2,650	2	197.00	40.00	\$37,900	\$58,751	\$47,331	\$240.26
SWEENEY ISD	04	1,938	1	211.00	40.00	\$47,320	\$66,050	\$51,611	\$244.60
Median				197.00				\$52,950	\$271.78

	Average Pay	Daily Average
El Campo ISD	\$53,800	\$273.10
Comparison Group Median	\$52,950	\$271.78
Market Ratio	101.61%	100.49%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 4:27:32 PM  
 Enrollment Selection: All  
 ESC Selection: All

**Counselor - High School**

Works as a certified counselor on a high school campus. Administers a comprehensive guidance counseling program addressing students' academic, career, personal and social needs and abilities. Requires a master's degree and valid Texas counseling certificate.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	4	202.00		\$45,430	\$68,147	\$58,566	\$289.93
ANGLETON ISD	04	6,300	4	205.00	40.00	\$48,364	\$71,053	\$62,882	\$306.74
BAY CITY ISD	03	3,850	4	202.00	40.00			\$54,200	\$268.32
CALHOUN COUNTY ISD	03	4,290	3	203.00		\$41,578	\$63,013	\$60,371	\$297.39
COLUMBIA-BRAZORIA ISD	04	3,073	2	202.00		\$46,236	\$65,175	\$50,839	\$251.68
LAMAR CISD	04	23,970	12	206.00		\$51,225	\$71,318	\$63,382	\$307.68
NEEDVILLE ISD	04	2,606	2	202.00	40.00			\$62,736	\$310.57
PALACIOS ISD	03	1,504	1	208.00	40.00	\$44,547	\$68,106	\$52,952	\$254.58
SEALY ISD	06	2,650	2	197.00	40.00	\$37,900	\$58,751	\$47,331	\$240.26
SWEENY ISD	04	1,938	2	217.00	40.00	\$48,666	\$67,929	\$59,799	\$275.57
Median				202.50				\$59,183	\$282.75

	Average Pay	Daily Average
El Campo ISD	\$58,566	\$289.93
Comparison Group Median	\$59,183	\$282.75
Market Ratio	98.96%	102.54%

**Diagnostician**

Works as a certified diagnostician. Assesses the educational and program needs of students referred to special education services. Works with instructional staff to develop, provide and monitor appropriate programs for special education students.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	6	187.00		\$42,281	\$63,086	\$56,421	\$301.72
ANGLETON ISD	04	6,300	4	200.00	40.00	\$48,700	\$71,500	\$63,193	\$315.97
CALHOUN COUNTY ISD	03	4,290	4	197.00		\$43,350	\$64,150	\$60,040	\$304.77
COLUMBIA-BRAZORIA ISD	04	3,073	1	202.00		\$46,236	\$65,175	\$62,109	\$307.47
LAMAR CISD	04	23,970	23	191.00		\$47,495	\$66,125	\$57,508	\$301.09
SEALY ISD	06	2,650	3	197.00	40.00	\$43,845	\$60,548	\$52,197	\$264.96
SWEENEY ISD	04	1,938	2	197.00	40.00	\$44,180	\$64,399	\$59,578	\$302.43
Median				197.00				\$59,578	\$302.43

	Average Pay	Daily Average
El Campo ISD	\$56,421	\$301.72
Comparison Group Median	\$59,578	\$302.43
Market Ratio	94.70%	99.77%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/11/2010 6:54:27 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Speech-Language Pathologist**

Licensed by the State Board of Examiners for Speech–Language Pathology and Audiology (SBESLPA). Plans and provides direct therapy to students with speech, voice, or language disorders. Assesses students and provides therapeutic intervention to eliminate or reduce speech/language problems or impairments. May oversee speech therapy assistants.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	4	187.00		\$42,056	\$63,086	\$56,999	\$304.81
ANGLETON ISD	04	6,300	6	193.00	40.00	\$46,417	\$67,647	\$56,223	\$291.31
BAY CITY ISD	03	3,850	7	187.00	40.00			\$53,500	\$286.10
CALHOUN COUNTY ISD	03	4,290	3	193.00		\$46,015	\$66,394	\$56,766	\$294.12
LAMAR CISD	04	23,970	18	191.00		\$46,473	\$66,125	\$52,404	\$274.37
NEEDVILLE ISD	04	2,606	1	187.00	40.00			\$55,600	\$297.33
SEALY ISD	06	2,650	1	187.00	40.00	\$37,900	\$58,751	\$47,331	\$253.11
SWEENEY ISD	04	1,938	1	187.00	40.00	\$41,938	\$58,538	\$51,186	\$273.72
Median				187.00				\$54,550	\$288.70

	Average Pay	Daily Average
El Campo ISD	\$56,999	\$304.81
Comparison Group Median	\$54,550	\$288.70
Market Ratio	104.49%	105.58%



2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/11/2010 8:19:40 AM  
 Enrollment Selection: All  
 ESC Selection: All

**Counselor - Middle School**

Works as a certified counselor on a middle school campus. Administers a comprehensive guidance counseling program addressing students' academic, career, personal and social needs and abilities. Requires a master's degree and valid Texas counseling certificate.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	3	202.00		\$45,430	\$68,147	\$60,097	\$297.51
ANGLETON ISD	04	6,300	4	205.00	40.00	\$49,543	\$72,786	\$57,209	\$279.07
BAY CITY ISD	03	3,850	2	200.00	40.00			\$53,100	\$265.50
CALHOUN COUNTY ISD	03	4,290	2	193.00		\$41,578	\$63,013	\$58,188	\$301.49
COLUMBIA-BRAZORIA ISD	04	3,073	1	202.00		\$46,236	\$65,175	\$63,762	\$315.65
LAMAR CISD	04	23,970	10	197.00		\$47,495	\$68,202	\$60,950	\$309.39
NEEDVILLE ISD	04	2,606	1	202.00	40.00			\$61,172	\$302.83
PALACIOS ISD	03	1,504	1	203.00	40.00	\$43,552	\$66,545	\$59,727	\$294.22
SEALY ISD	06	2,650	1	197.00	40.00	\$37,900	\$58,751	\$47,331	\$240.26
SWEENY ISD	04	1,938	1	217.00	40.00	\$48,666	\$67,929	\$66,536	\$306.62
Median				202.00				\$59,912.00	\$299.50

	Average Pay	Daily Average
El Campo ISD	\$60,097	\$297.51
Comparison Group Median	\$59,912	\$299.50
Market Ratio	100.31%	99.34%



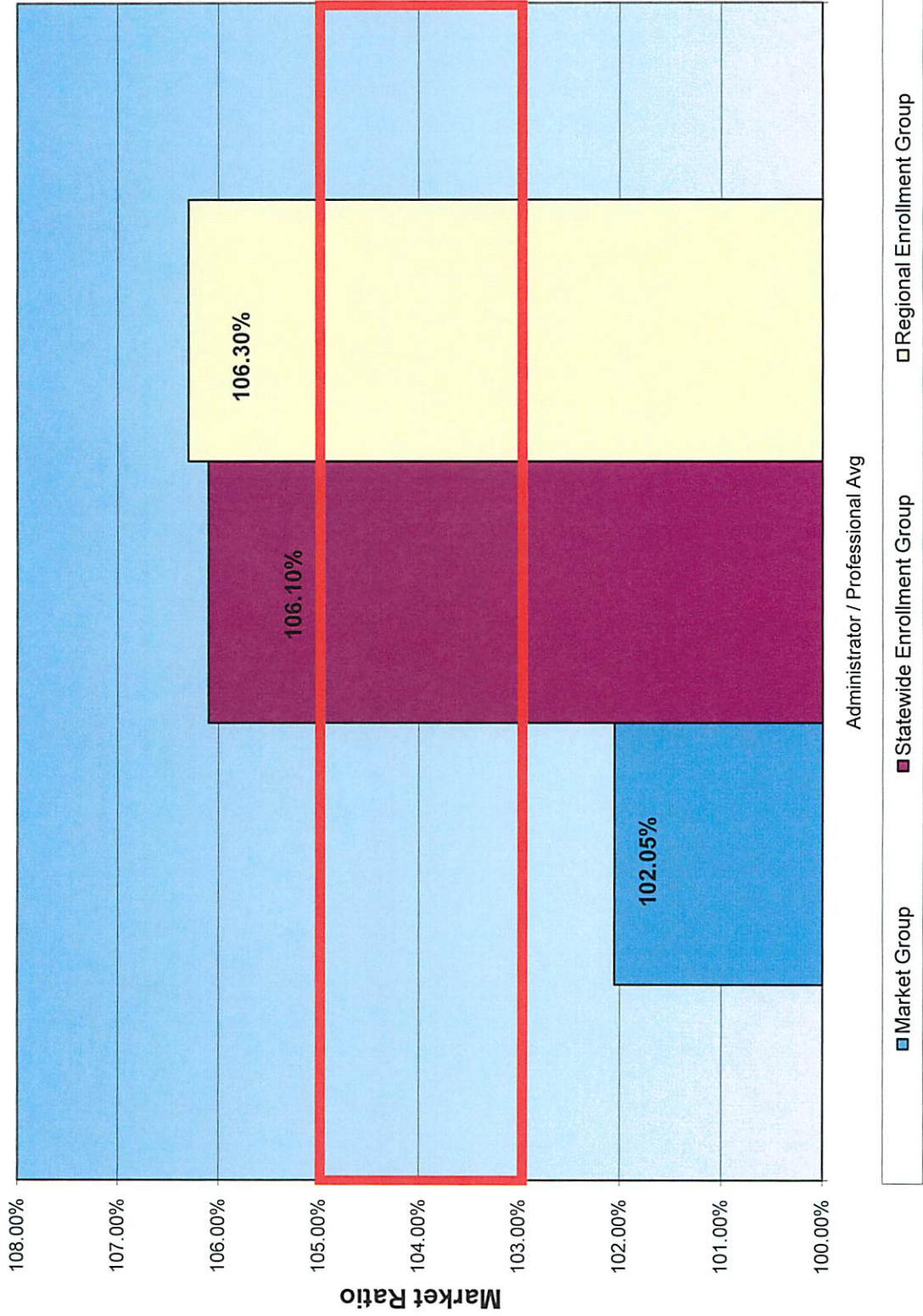
2009 Position Detail Report  
 Report ID = Administrator Comparison - Original Study Group  
 Report Created: 3/10/2010 12:55:05 PM  
 Enrollment Selection: All  
 ESC Selection: All

Director of Transportation  
 Manages and coordinates the operational activities of the district's student transportation service.

District	ESC	Enrollment	Staff Count	Duty Days	Duty Hours	Pay Range Minimum	Pay Range Maximum	Average Pay	Average Daily Rate
EL CAMPO ISD	03	3,472	1	243.00	40.00	\$54,650	\$81,978	\$56,599	\$232.92
ANGLETON ISD	04	6,300	1	226.00	40.00	\$64,403	\$94,619	\$86,334	\$382.01
BAY CITY ISD	03	3,850	1	226.00	40.00			\$58,100	\$257.08
COLUMBIA-BRAZORIA ISD	04	3,073	1	226.00		\$53,847	\$80,772	\$53,847	\$238.26
LAMAR CISD	04	23,970	1	230.00		\$72,271	\$97,775	\$91,378	\$397.30
PALACIOS ISD	03	1,504	1	260.00	40.00	\$39,348	\$56,759	\$56,759	\$218.30
SWEENEY ISD	04	1,938	1	210.00	40.00	\$24,931	\$37,785	\$33,512	\$159.58
Median				226.00				\$56,759.00	\$238.26

	Average Pay	Daily Average
El Campo ISD	\$56,599	\$232.92
Comparison Group Median	\$56,759	\$238.26
Market Ratio	99.72%	97.76%

# Administrative / Professional Group Comparisons





Texas Association of School Boards

HR Services  
DataCentral

Report Name: Administrator Comparison - State Group

## District Enrollment:

From 3000

To 4000

## ESC Region:

ALL DATA

## Districts:

ALL

## Positions:

Director of Athletics/Head Football Coach

Assistant Principal - Elementary School

Assistant Principal - High School

Assistant Principal - Middle School

Principal - Elementary School

Principal - High School

Principal - Middle School

Instructional Technology Specialist

Subject-Area Specialist/Coordinator

Director of Special Education

Chief Financial Officer

Chief Information Technology Officer

Network Administrator

Director of Maintenance

Counselor - Elementary

Counselor - High School

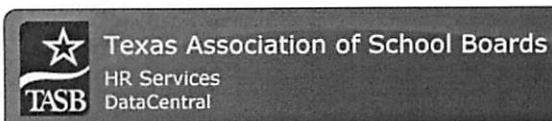
Diagnostician

Speech-Language Pathologist

Counselor - Middle School

Director of Transportation

Position Information				Duty Days		Average Pay			Average Daily Rates		
Position	Districts Reporting	Total Staff	My District Staff	Median Duty Days	My District Duty Days	Market Average	My District Average	My District % of Market	Market Average	My District Average	My District % of Market
Assistant Principal - Elementary School	35	105	3	207	210	\$56,300	\$58,283	103.5%	\$271.98	\$277.54	102.0%
Assistant Principal - High School	41	112	3	212	210	\$63,219	\$63,192	100.0%	\$298.20	\$300.91	100.9%
Assistant Principal - Middle School	40	69	2	210	210	\$60,537	\$63,871	105.5%	\$288.27	\$304.15	105.5%
Chief Financial Officer	25	25	1	226	226	\$93,964	\$100,450	106.9%	\$415.77	\$444.47	106.9%
Chief Information Technology Officer	23	23	1	226	243	\$67,091	\$75,245	112.2%	\$296.86	\$309.65	104.3%
Counselor - Elementary	38	130	4	199	197	\$53,182	\$53,800	101.2%	\$267.24	\$273.10	102.2%
Counselor - High School	41	128	4	207	202	\$56,064	\$58,566	104.5%	\$270.84	\$289.93	107.0%
Counselor - Middle School	41	76	3	206	202	\$54,953	\$60,097	109.4%	\$266.76	\$297.51	111.5%
Diagnostician	37	128	6	202	187	\$54,324	\$56,421	103.9%	\$268.93	\$301.72	112.2%
Director of Athletics/Head Football Coach	35	36	1	226	226	\$79,819	\$86,445	108.3%	\$353.18	\$382.50	108.3%
Director of Maintenance	29	29	1	233	243	\$62,000	\$56,599	91.3%	\$266.09	\$232.92	87.5%
Director of Special Education	36	36	1	226	226	\$76,866	\$86,030	111.9%	\$340.11	\$380.66	111.9%
Director of Transportation	33	33	1	230	243	\$57,251	\$56,599	98.9%	\$248.92	\$232.92	93.6%
Instructional Technology Specialist	15	20	1	207	226	\$53,223	\$66,543	125.0%	\$257.12	\$294.44	114.5%
Network Administrator	26	27	1	226	243	\$50,010	\$59,479	118.9%	\$221.28	\$244.77	110.6%
Principal - Elementary School	40	128	3	219	210	\$70,222	\$75,527	107.6%	\$321.38	\$359.65	111.9%
Principal - High School	41	44	1	226	226	\$85,194	\$92,275	108.3%	\$376.96	\$408.30	108.3%
Principal - Middle School	41	44	1	226	226	\$79,000	\$87,654	111.0%	\$349.56	\$387.85	111.0%
Speech-Language Pathologist	34	86	4	189	187	\$51,432	\$56,999	110.8%	\$272.13	\$304.81	112.0%
Subject-Area Specialist/Coordinator	11	37	11	226	210	\$65,126	\$60,702	93.2%	\$288.17	\$289.06	100.3%
Average Market Ratio								106.6%	106.1%		



Report Name: Administrator Comparison - Regional Group

District Enrollment:  
From 3000  
To 4000

ESC Region:  
02 - Corpus Christi  
03 - Victoria  
04 - Houston  
05 - Beaumont  
06 - Huntsville  
13 - Austin  
20 - San Antonio

Districts:  
ALL

Positions:  
Director of Athletics/Head Football Coach  
Assistant Principal - Elementary School  
Assistant Principal - High School  
Assistant Principal - Middle School  
Principal - Elementary School  
Principal - High School  
Principal - Middle School  
Instructional Technology Specialist  
Subject-Area Specialist/Coordinator  
Director of Special Education  
Chief Financial Officer  
Chief Information Technology Officer  
Network Administrator  
Director of Maintenance  
Counselor - Elementary  
Counselor - High School  
Diagnostician  
Speech-Language Pathologist  
Counselor - Middle School  
Director of Transportation



2009 Custom Comparison Report  
 Report ID = Administrator Comparison - Regional Group  
 Report Created: 3/11/2010 7:24:44 AM  
 Enrollment Selection: 3,000 to 4,000  
 ESC Selection: Multiple

Position Information				Duty Days		Average Pay			Average Daily Rates		
Position	Districts Reporting	Total Staff	My District Staff	Median Duty Days	My District Duty Days	Market Average	My District Average	My District % of Market	Market Average	My District Average	My District % of Market
Assistant Principal - Elementary School	19	59	3	207	210	\$56,165	\$58,283	103.8%	\$271.33	\$277.54	102.3%
Assistant Principal - High School	20	53	3	211	210	\$62,487	\$63,192	101.1%	\$296.15	\$300.91	101.6%
Assistant Principal - Middle School	19	32	2	209	210	\$58,544	\$63,871	109.1%	\$280.11	\$304.15	108.6%
Chief Financial Officer	8	8	1	226	226	\$94,490	\$100,450	106.3%	\$418.10	\$444.47	106.3%
Chief Information Technology Officer	10	10	1	226	243	\$69,270	\$75,245	108.6%	\$306.50	\$309.65	101.0%
Counselor - Elementary	19	64	4	197	197	\$54,000	\$53,800	99.6%	\$274.11	\$273.10	99.6%
Counselor - High School	20	60	4	207	202	\$55,147	\$58,566	106.2%	\$266.41	\$289.93	108.8%
Counselor - Middle School	20	38	3	207	202	\$54,536	\$60,097	110.2%	\$264.10	\$297.51	112.7%
Diagnostician	19	63	6	202	187	\$55,561	\$56,421	101.6%	\$275.05	\$301.72	109.7%
Director of Athletics/Head Football Coach	19	20	1	226	226	\$78,000	\$86,445	110.8%	\$345.13	\$382.50	110.8%
Director of Maintenance	18	18	1	234	243	\$61,000	\$56,599	92.8%	\$261.24	\$232.92	89.2%
Director of Special Education	19	19	1	226	226	\$77,250	\$88,030	111.4%	\$341.81	\$380.66	111.4%
Director of Transportation	17	17	1	230	243	\$57,184	\$56,599	99.9%	\$248.63	\$232.92	93.7%
Instructional Technology Specialist	7	11	1	207	226	\$53,223	\$66,543	125.0%	\$257.12	\$294.44	114.5%
Network Administrator	11	11	1	226	243	\$51,275	\$59,479	116.0%	\$226.88	\$244.77	107.9%
Principal - Elementary School	20	61	3	217	210	\$69,798	\$75,527	108.2%	\$321.65	\$359.65	111.8%
Principal - High School	20	20	1	226	226	\$84,559	\$92,275	109.1%	\$374.15	\$408.30	109.1%
Principal - Middle School	20	22	1	220	226	\$75,166	\$87,654	116.6%	\$341.66	\$387.85	113.5%
Speech-Language Pathologist	16	39	4	187	187	\$50,786	\$56,999	112.2%	\$271.58	\$304.81	112.2%
Subject-Area Specialist/Coordinator	7	19	11	226	210	\$64,576	\$60,702	94.0%	\$285.73	\$289.06	101.2%
Average Market Ratios								107.1%	106.3%		

**Agenda Item Summary Sheet (04.D.1)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

**Consent Agenda:**  
**Curriculum and Instruction**

Consider Approval of Textbooks

**Summary**

According to policy EFAA (LOCAL), INSTRUCTIONAL MATERIALS SELECTIN AND ADOPTION: TEXTBOOK SELECTION AND ADOPTION, at an appropriate time following adoption of instructional materials by the State Board the Superintendent shall make recommendations to the Board for appointment of a local textbook committee. We did that on the regular meeting in November 17, 2009.

This policy further states that the local committee, after examining all instructional materials adopted by the State Board shall select materials for use in the District, and recommend the selections to the Board for ratification. In the event the Board does not ratify any of the selections, the reasons shall be recorded in Board minutes. The committee shall make other recommendations for selection until the Board has ratified all selections.

**ECISD Board Policy**

EFAA (LOCAL), INSTRUCTIONAL MATERIALS SELECTION AND ADOPTION: TEXTBOOK SELECTION AND ADOPTION

**Effective Date**

2010-2011 School Year

**Previous Board Action**

Appointment of Local Textbook Selection Committee.

**Future Action Expected**

The Board considers the recommendations of the Local Textbook Selection Committee for each State Textbook Proclamation.

**Background Information and Significant Issues**

EFAA (LOCAL) states that the Superintendent or designee shall be a member and serve as chair of the committee. A quorum, consisting of a majority of the committee members, must be present when selections are made.

Our committee met on Thursday, March 11, and made their recommendations. A quorum was present.

<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	Selection of the best instructional materials available.
<b>Procedural and Reporting Implications</b>	Notification to TEA of the textbooks selected, <i>Local Board of Trustees Certification, 2010</i>
<b>Public Comments</b>	None.
<b>Alternatives</b>	The Board has the right to reject any recommendation made.
<b>Other Comments and Related Issues</b>	None
<b>Attachments</b>	<ul style="list-style-type: none"> <li>• Memorandum from Carolyn Gordon with the recommended textbook selections.</li> <li>• Local Board of Trustees Certification, 2010</li> </ul>
<b>Contact Person(s)</b>	Carolyn Gordon, Assistant Superintendent for Instruction Raymond Wilsher, District Textbook Coordinator
<b>Action Required</b>	Motion, second and majority vote to ratify the textbook selections.
<b>Superintendent's Recommendation</b>	<p>I recommend that you ratify the list of textbooks submitted by the Local Textbook Selection Committee as a part of the Consent Agenda.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

To: Mark Pool  
From: Carolyn Gordon  
Date: March 10, 2010  
Subject: Reading K-5, 6-12 and AP Adoption

The District Textbook Committee members have been reviewing the Reading textbooks that are up for adoption beginning the 2010-2011 school year. The committee members have involved other faculty members from their grade level to analyse the textbooks that were being considered for adoption. The committee has also heard presentations from textbook representatives.

The District Textbook Committee met on Thursday, March 11th and agreed to recommend Macmillan/McGraw-Hill be adopted for Reading grades K-5 and Holt McDougal be adopted for grades 6-12. AP Language is also up for adoption and it is recommended that Bedford/St. Martin's be adopted for AP language classes.

The following is a list of committee members:

Kendra Janik, Kindergarten  
NaShay Little, 1<sup>st</sup> Grade  
Laura Prihoda, 2<sup>nd</sup> Grade  
Nelda Kovar, 3<sup>rd</sup> Grade  
Polly Wilkins, 4<sup>th</sup> Grade  
Laura Smith, 5<sup>th</sup> Grade  
Delores Janik, Grades K-5 ELA/Reading Facilitator  
Holly Willis, 6<sup>th</sup> Grade  
Natalie Gwosdz, 7<sup>th</sup> Grade  
Stacey Vesely, 8<sup>th</sup> Grade  
Brenda Tomanek, Grades 6-8 ELA/Reading Facilitator  
BJ Swenson, ECHS ELA/Reading Facilitator  
Raymond Wilsher, Textbook Custodian

**Local Board of Trustees Certification Form, 2010**

**Certification:**

We, the president and secretary of the local board of trustees, or the officers of the governing body of the charter school, certify the following:

1. That the selections transmitted via EMAT Online have been selected for use in our district or charter school. We understand that all textbooks adopted by the state are appropriate for use in the Texas schools and districts may choose any materials from the state-adopted lists. If the board of trustees or governing board does not wish to select a particular title adopted by the state and wants to prohibit the district or charter school from ordering the title at a later date, we have noted the title(s) below. We understand that our selections are final, and we may not return copies of one title to secure copies of another title in the same subject. Legal Citation: Texas Education Code §31.101.
2. That this district or charter school will requisition at a minimum a classroom set of SBOE-adopted textbooks in each subject and grade level in which textbooks are needed before we request funds in EMAT for the purchase of Commissioner-adopted online textbooks, technological equipment or supplemental textbooks. We understand that "classroom set" is defined as the total count of SBOE adopted textbooks on the conforming or nonconforming list necessary to provide one copy to each student during the class period. This definition includes SBOE-adopted print textbooks and electronic textbooks. Individual districts will decide the number of SBOE-adopted textbooks that make up a classroom set.
3. That for each subject in the required curriculum and each grade level, this district provides each student with textbooks, electronic textbooks, or instructional materials that cover all elements of the essential knowledge and skills adopted by the State Board of Education for that subject and grade level.
4. That if this district or charter school purchases supplemental textbooks with textbook credits under the Texas Education Code, Chapter 31.035. (d)(2), these supplemental textbooks, in combination with any other textbooks or supplemental textbooks used by the district or school, will cover the essential knowledge and skills identified under §28.002 by the State Board of Education for the subject and grade level for which the district or school is requisitioning the supplemental textbooks.

**Signatures of Board President and Secretary or Governing Board Officers**

\_\_\_\_\_

Board President

\_\_\_\_\_

Board Secretary

**Textbook Titles Not Selected by District or Charter School**

Please list titles only if the board of trustees or governing board does not wish to select a particular title adopted by the state and wants to prohibit the district or charter school from ordering the title at a later date.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Mail to:** Texas Education Agency  
Instructional Materials and Educational Technology  
1701 North Congress Avenue  
Austin, TX 78701

OR

**FAX to:** (512) 475-3612

**Agenda Item Summary Sheet (4 D.3)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

<b>Curriculum and Instruction</b>	Instructional Technology Program Improvement Plan
<b>Summary</b>	Last month the Board approved the annual evaluation of our Instructional Technology Program. Based upon our self-evaluation of these programs we have developed an improvement plan for your review.
<b>ECISD Board Policy</b>	EHAA (LEGAL), BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)
<b>Effective Date</b>	March 23, 2010
<b>Previous Board Action</b>	The Board previously reviewed the Instructional Technology Program Improvement Plan in March of 2009
<b>Future Action Expected</b>	The Board will evaluate the Instructional Technology Program again in February 2011, and an improvement plan will be submitted in March 2011.
<b>Background Information and Significant Issues</b>	The Instructional Technology Improvement Plan has the following goals and objectives:  Goal 1: Students will be offered diverse technology learning opportunities.  Objective 1: By the end of school year 2010-2011, ECISD will ensure its students the opportunities to excel through the use of technology.
<b>Fiscal Impact</b>	Cost of strategies for accomplishment of objectives. [Reference Improvement Plan document.]
<b>Student and Public Benefit</b>	Program evaluation and improvement planning will provide an environment of continuous improvement of all programs for all students.
<b>Procedural and Reporting Implications</b>	None.

<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	None.
<b>Attachments</b>	<i>Instructional Technology Program Improvement Plan, 2010-2011</i>
<b>Contact Person(s)</b>	Carolyn Gordon, Assistant Superintendent of Curriculum and Instruction Turk Krenek, Director of Information Technology
<b>Action Required</b>	None.
<b>Superintendent's Recommendation</b>	This is an information item only. No action required. <b>Mark Pool, Superintendent of Schools</b>

## ECISD Instructional Technology Program Improvement Plan 2010-11

**Goal:** Students will be offered diverse technology learning opportunities.

**Objective: 1** By the end of school year 2010-2011, ECISD will ensure its students the opportunities to excel through technology.

Activity/Strategy	Person Responsible	Timeline	Resources Needed	Cost Estimate	Formative Evaluation	Summative Evaluation
1. Continue to purchase additional responder systems for ECMS, ECHS and Northside to use in all classrooms.	Rodney Montello, Rich DuBroc and Diann Srubar, Principals	September, 2010	Turk Krenek Jackie Korenek	Rural Technology Grant	Purchase order	Increased number of responders for each classroom
2. Continue to provide update training on Skyward Student Management System to all personnel.	Jackie Korenek, Teacher Technology Specialist	August, 2010	David Bright, Asst. Supt. for Finance Carolyn Gordon, Asst. Supt. For Instruction	Title II, Part D Technology Funds Local Funds	List of teachers and staff attending training	100% of personnel trained
3. Continue to provide visual learning devices such as Projectors and Document Cameras into the classroom.	Turk Krenek, Dir. of Info. Systems Jackie Korenek, Teacher Technology Specialist	June, July and August, 2010	Technology Staff	Technology Funds	Inventory of hardware	Integration completed per Technology Plan
4. Investigate acquisition of interactive whiteboard technology hardware, software and training required	Jackie Korenek, Teacher Technology Specialist	May, 2010	Carolyn Gordon, Asst. Supt. For Instruction Technology companies	Grant funds	Purchase orders	Purchase of equipment

## ECISD Instructional Technology Program Improvement Plan 2010-11

Activity/Strategy	Person Responsible	Timeline	Resources Needed	Cost Estimate	Formative Evaluation	Summative Evaluation
5. Purchase additional licenses for Waterford software for Myatt and SuccessMaker for Hutchins and Northside.	Carolyn Gordon, Asst. Supt. For Instruction	August, 2010	Pearson bid proposal	Federal Funds	Purchase Orders	Software purchased and installed
6. Increase district bandwidth from 12 mbs to 40 mbs	Turk Krenek	July, 2010	Technology Department	85% eRate and 15% Local Funds	Successful eRate application	Increased bandwidth
7. Investigate online technology literacy assessment for students at El Campo Middle School as recommended by TEA.	Jackie Korenek Jim Paul	January, 2011 May, 2011	Online software	Local Funds	Purchase Orders	100% of students assessed
8. Provide ECMS and ECHS students with digital lockers and blogging capabilities through Gaggle.net	Turk Krenek Jackie Korenek	September, 2010	Online software	eRate Funds	Purchase Orders	All students provided with digital locker and blogging capabilities
9. Develop a survey regarding technology areas in need of staff development.	Carolyn Gordon Jackie Korenek	May, 2010	Developed Online Survey	-0-	Survey	100% Faculty completed survey
10. Procure DRA2 hardware (ipod touch) and Tango software for grades K-1.	Delores Janik	August, 2010	Carolyn Gordon	Federal Funds	Purchase Orders	Hardware and software purchased for each classroom

**Agenda Item Summary Sheet (6 A)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Discussion Item***

**Curriculum and Instruction** Discuss Elementary Curriculum and Instruction with Curriculum Facilitators

**Summary** The Board will have the opportunity to discuss elementary curriculum and instruction issues with the Elementary Curriculum Facilitators.

I have asked that they be prepared to share with you the areas where our test data indicate that we are doing well, the areas that have been targeted for improvement, and our plan for what we will be doing differently to improve student performance.

**ECISD Board Policy** None.

**Effective Date** March 23, 2010

**Previous Board Action** The Board last had the opportunity to meet with Elementary Curriculum Facilitators in November 2009.

**Future Action Expected** The Board will occasionally meet with campus administrators and curriculum facilitators to discuss our instructional programs.

**Background Information and Significant Issues** None.

**Fiscal Impact** None.

**Student and Public Benefit** These discussions should help us all to stay focused on improving student academic performance.

**Procedural and Reporting Implications** None.

**Public Comments** None.

**Alternatives** None.

<b>Other Comments and Related Issues</b>	None.
<b>Attachments</b>	None.
<b>Contact Person(s)</b>	<p>Carolyn Gordon, Assistant Superintendent of Curriculum and Instruction</p> <p>Elementary Principals – Liz Graves, Mauri Couey, and Diann Srubar</p> <p>English Language Arts / Social Studies Facilitator – Delores Janik</p> <p>Math Facilitator – Gwen Johnson</p> <p>Science Facilitator – Carol Turner</p>
<b>Action Required</b>	No action required.
<b>Superintendent's Recommendation</b>	<p>This is an information item only.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

## ***Action Required***

<b>Personnel</b>	Consider approval of probationary or term contracts for non-administrative personnel and/or proposed non-renewal of term contracts.
<b>Summary</b>	<p>March is the month to consider action on non-administrator contracts. Employees entitled to a contract under Chapter 21 of the Texas Education Code will be issued either a probationary or a term contract.</p> <p>According to ECISD policy a probationary contract may be renewed for two additional one-year periods for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the District.</p> <p>Before a term contract can be issued an employee must be employed under a probationary contract.</p> <p>A term contract must be in writing and include the terms of employment prescribed by Education Code Chapter 21, Subchapter E; the Board may include other provisions in a term contract that are consistent with that subchapter.</p> <p>Each probationary and term contract is subject to approval of the Board.</p>
<b>ECISD Board Policy</b>	DCA (LEGAL). EMPLOYMENT PRACTICES: PROBATIONARY CONTRACTS  DCB (LEGAL). EMPLOYMENT PRACTICES: EDUCATOR TERM CONTRACTS
<b>Effective Date</b>	2010-2011 School Year
<b>Previous Board Action</b>	Probationary or Term Contracts have been previously issued.
<b>Future Action Expected</b>	Action on non-administrator Chapter 21 contracts are considered each March.
<b>Background Information and Significant Issues</b>	There is a major difference in these two types of contracts when it comes to termination or nonrenewal.

A probationary contract employee may be terminated at the end of the contract period if the Board determines that such termination will serve the best interests of the District. The Board shall give the employee notice of its decision to terminate the employment not later than the 45<sup>th</sup> day before the last day of instruction required under the contract. The Board's decision to terminate a probationary employee at the end of a contract period is final and may not be appealed.

Nonrenewal of a term contract is much more difficult. Before making a decision not to renew a term contract, the Board shall consider the most recent evaluations if the evaluations are relevant to the reason for the Board's action.

The Board has established reasons for nonrenewal at the end of a school year in policy DFBB (LOCAL). TERM CONTRACTS:  
NONRENEWAL.

Not later than the 45<sup>th</sup> day before the last day of instruction in a school year, the Board shall notify in writing each term contract employee whose contract is about to expire its proposal to renew or not renew the contract. The Board's failure to give notice of a proposed renewal or nonrenewal constitutes an election to employ the term contract employee in the same professional capacity for the following school year.

If the employee desires a hearing after receiving notice of the proposed nonrenewal, the employee shall notify the Board in writing not later than the 15<sup>th</sup> day after receiving the notice of proposed action. The Board shall provide for a hearing to be held within 15 days after receiving written notice from the employee requesting a hearing. The Board shall use the preponderance of the evidence standard of review in making their decision in such a hearing.

Following the hearing, the Board shall take the appropriate action and notify the employee in writing of that action within 15 days following the conclusion of the hearing.

**Fiscal Impact**

None.

**Student and Public Benefit**

We are ethically bound to provide the best instructors possible for the children we serve.

**Procedural and Reporting Implications**

Contracts will be issued following action by the Board.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

In some cases members of the Board may need to abstain from voting on some employees due the nepotism laws. Rules regarding nepotism may be reviewed at ECISD policy DBE (LEGAL). EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: Nepotism

The nepotism prohibitions described in this policy shall not apply to the confirmation or appointment of an individual to a position if the individual is employed in the position immediately before the election or appointment of the Trustee to whom the individual is related in a prohibited degree and that prior employment is continuous for at least thirty days if the Trustee is appointed; or six months if the Trustee is elected.

If a person continues in a position under this exception, the Trustee who is related to the employee shall not participate in any deliberation or voting on the appointment, reappointment, employment, reemployment, change in status, compensation, or dismissal of the employee, if the action applies only to the employee and is not taken regarding a bona fide class or category of employee.

**Attachments**

Personnel list is attached with administrators' recommendations, but has not been released to the public.

**Contact Person(s)**

Mark Pool, Superintendent of Schools  
Terese Faas, Human Resources Coordinator  
Campus Principals

**Action Required**

Motion, second and majority vote to approve administration's recommendation on personnel contracts.

**Superintendent's Recommendation**

I will have a recommendation for you Monday evening following a closed session.

**Mark Pool, Superintendent of Schools**

**Agenda Item Summary Sheet (9 B)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Personnel</b>	Consider approval of probationary contracts for new personnel.
<b>Summary</b>	Recommendations will be presented to fill the following position(s): <ol style="list-style-type: none"><li>1. High School Spanish – Vacancy created by resignation of Bart Arredondo.</li></ol> Personnel Recommendation Data Summary Sheets will be furnished for each candidate that is being recommended.
<b>ECISD Board Policy</b>	DCA (LEGAL). EMPLOYMENT PRACTICES: PROBATIONARY CONTRACTS
<b>Effective Date</b>	March 23, 2010
<b>Previous Board Action</b>	None.
<b>Future Action Expected</b>	Contract renewals will be considered next March.
<b>Background Information and Significant Issues</b>	A probationary contract employee may be terminated at the end of the contract period if the Board determines that such termination will serve the best interests of the District. The Board shall give the employee notice of its decision to terminate the employment not later than the 45 <sup>th</sup> day before the last day of instruction required under the contract. The Board's decision to terminate a probationary employee at the end of a contract period is final and may not be appealed.
<b>Fiscal Impact</b>	Salary and Benefits
<b>Student and Public Benefit</b>	We are ethically bound to provide the best instructors possible for the children we serve.
<b>Procedural and Reporting Implications</b>	Probationary contracts will be issued following action by the Board.
<b>Public Comments</b>	None.
<b>Alternatives</b>	None.

**Other Comments and Related Issues**

In some cases members of the Board may need to abstain from voting on some employees due the nepotism laws. Rules regarding nepotism may be reviewed at ECISD policy DBE (LEGAL). EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: Nepotism

The nepotism prohibitions described in this policy shall not apply to the confirmation or appointment of an individual to a position if the individual is employed in the position immediately before the election or appointment of the Trustee to whom the individual is related in a prohibited degree and that prior employment is continuous for at least thirty days if the Trustee is appointed; or six months if the Trustee is elected.

If a person continues in a position under this exception, the Trustee who is related to the employee shall not participate in any deliberation or voting on the appointment, reappointment, employment, reemployment, change in status, compensation, or dismissal of the employee, if the action applies only to the employee and is not taken regarding a bona fide class or category of employee.

**Attachments**

Personnel Recommendation Data Summary Sheets (not released to public)

**Contact Person(s)**

Mark Pool, Superintendent of Schools  
Rich DuBroc, High School Principal

**Action Required**

Motion, second and majority vote to approve administration's recommendations for personnel contracts.

**Superintendent's Recommendation**

I recommend that you approve administration's recommendations for personnel contracts.

**Mark Pool, Superintendent of Schools**

Professional Personnel Action for 2010 - 2011

3/12/2010

NAME	SUBJECT	REASON FOR RESIGNATION / REASSIGNMENT	REPLACEMENT	BOARD ACTION
<b>MYATT</b>				
Linda Harrison	Reading Specialist	Retirement		
<b>HUTCHINS</b>				
Latrina King	2nd Grade	Resignation		
<b>NORTHSIDE</b>				
<b>MIDDLE SCHOOL</b>				
Karen Hogan	Special Education	Retirement		
Ruth McCauley	Science	Resignation		
Lorie Selensky	Reading Intervention	Resignation		
<b>HIGH SCHOOL</b>				
Bart Arredondo	Spanish	Resignation	Sylvia Hall	
<b>SPECIAL EDUCATION</b>				
Cathey Willson	Counselor	Resignation <i>(Pending)</i>		
<b>OTHER</b>				
		116		

# Items for Board Agenda

## Regular Meeting

April 20, 2010 at 7:00 p.m.

### 1. Call to Order

### 2. Public Comment

### 3. Recognition

A.

### 4. Consent Agenda

#### A. Governance

1. Consider approval of the minutes:
  - a. March 23, 2010 – Regular Meeting

#### B. Business and Support Services

1. Report on Myatt Construction Project
2. Consider Approval of Application for Payment to Polasek Construction for Myatt Elementary Restroom Addition
3. Review Invoice from RWS Architects
4. Consider Annual Renewal of Property and Casualty Insurance
5. Consider Approval of Annual Food Service Program Evaluation
6. Review of Monthly Financial Reports
7. Review list of checks written for the month of March, 2010

#### C. Personnel

1. Review Teachers' Annual Compensation Plan Market Study
2. Report on Employee Absences

**DRAFT**

No. 4, March 12, 2010

## **D. Curriculum and Instruction**

1. Review of Special Education Program Improvement Plan

## **E. Students**

1. Review and Discuss Proposed Guidelines for Student Use of Electronic Devices

## **5. Business and Operations**

- A. Consider Approval of Contract to Reroof Auditorium
- B. Consider Approval of Contract to Remediate Moisture Issues and Replace Hardwood Floor in Ricebird Gymnasium
- C. Review and Discuss Proposed Capital Improvements and Preventative Maintenance Plan Priorities

## **6. Curriculum and Instruction**

- A. Report on Implementation of Saturday School Program
- B. Report on Plans for Annual Summer School Program
- C. Second Semester Report and Discussion with Middle School Curriculum Facilitators

## **7. Governance**

- A. Consider Approval of Policy DEC (LOCAL), EMPLOYEE LEAVES AND ABSENCES
- B. Review TASB Policy Service Starting Points
  1. Wellness Policy
- C. Annual Review of Board Effectiveness Audit
- D. Discuss Plans for Development of Core Beliefs
- E. Discuss Dates for Summer Budget Workshops
- F. Discuss Possibility of Initiating an Education Foundation

## **8. Closed Session**

- A. Texas Government Code § 551.076(2) DELIBERATION REGARDING SECURITY DEVICES OR SECURITY AUDITS
  - 1. The Board will meet in a Closed Meeting to discuss a security audit conducted in compliance with the requirements of Texas Education Code § 37.108

## **9. Personnel**

- A. Review and Discuss Secondary Staffing Study
- B. Review and Discuss Elementary Enrollment Projections and Staffing
- C. Consider Approval of Administration's Recommendation to Employ an Elementary Social Studies Curriculum Facilitator
- D. Review Employee Handbook
- E. Review Professional Personnel Changes Status Report

## **10. Superintendent's Report**

### **A. Governance**

- 1. Preliminary Agenda for regular meeting on May 18, 2010
- 2. Monthly Calendar of Activities and Events

### **B. Business and Support Services**

- 1. Foundation School Program State Funding Status at End of Fourth Six Weeks

### **C. Personnel**

- 1.

### **D. Curriculum and Instruction**

- 1.

### **E. Students**

- 1. Student Enrollment and Attendance at the End of the Fourth Six Weeks
- 2. Monthly DAEP Report
- 3. Monthly SRO Report

## **F. Community and Governmental Relations**

1. Legislative Update

### **11. Adjourn**

**Agenda Item Summary Sheet (10 B.1)**  
**Meeting Date: March 23, 2010**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

<b>Superintendent's Report</b>	Six Weeks Review of Foundation School Program Funding – Third Six Weeks
<b>Summary</b>	<p>At the end of each six weeks reporting period we recalculate our state funding and compare the state funding template calculation with the latest Summary of Finance from the Texas Education Agency.</p> <p>The State Summary of Finance provides us with two numbers:</p> <ul style="list-style-type: none"><li>• Legislative Planning Estimate – the amount the Legislature allocates for ECISD in determining state appropriations.</li><li>• District Planning Estimate – the amount the Texas Education Agency calculates that we should receive. This estimate will generally show whether the district is being under funded or over funded by comparing it to the Legislative Planning Estimate.</li></ul> <p>The number calculated locally is usually the most accurate because we are able to use the latest average daily attendance numbers at the end of each six weeks reporting period. We try to compare our local calculation with the Legislative Planning Estimate and the original local calculated amount used for current year budget revenue projections.</p>
<b>ECISD Board Policy</b>	CBA (LEGAL), STATE AND FEDERAL REVENUE SOURCES
<b>Effective Date</b>	January 15, 2010 – End of Third Six Weeks Reporting Period
<b>Previous Board Action</b>	The Board receives a Foundation School Program state funding calculation at the end of each six weeks reporting period.
<b>Future Action Expected</b>	The Board receives a Foundation School Program state funding calculation at the end of each six weeks reporting period.
<b>Background Information and Significant Issues</b>	The following chart provides a cumulative look at information throughout the year:

	Legislative Planning Estimate	TEA District Planning Estimate	Current Local Calculation from State Funding Template	Current Local Variance from LPE	Current Local Variance from Original Budget
<b>Original Budget</b>	\$15,853,429	\$15,853,429	\$16,242,943	\$389,514	\$0
<b>First Six Weeks</b>	\$15,853,429	\$15,853,429	\$16,399,836	\$546,407	\$156,893
<b>Second Six Weeks</b>	\$15,853,429	\$15,853,429	\$16,454,225	\$600,796	\$211,282
<b>Third Six Weeks</b>	\$15,853,432	\$15,853,429	\$16,389,156	\$535,724	\$146,213
<b>Fourth Six Weeks</b>					
<b>Fifth Six Weeks</b>					
<b>Sixth Six Weeks</b>					

**Fiscal Impact**

The data indicates that ECISD is currently under funded from the State by \$535,724 (to be settled up at the end of the fiscal year).

The data also shows that the current calculations indicate \$146,213 more in state funding than was originally budgeted.

**Student and Public Benefit**

Recalculating state funding at the end of each six weeks reporting period ensures that the taxpayers that the District is always aware of the amount of money due from the State through the Foundation School Program.

**Procedural and Reporting Implications**

None.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

None.

**Attachments**

- Foundation School Program Summary of Finance, Third Six Weeks

**Contact Person(s)**

David Bright, Assistant Superintendent of Business and Operations

**Action Required**

No action required.

**Superintendent's Recommendation**

This is an information report only.

**Mark Pool, Superintendent of Schools**

**STATE FUNDING**  
**3rd Six Weeks**  
**2009-2010**

TEA Summary of Finances		District State Aid Template				
1/4/2010 Legislative Planning Estimate	District Planning Estimate	Original Budget Planning Estimate	Current Planning Estimate 3rd Six Wks	Variance from LPE (Over Funded) Under Funded	Variance from Budget (Over Funded) Under Funded	
<b>Tier I Funding By Program Intent Code</b>						
Regular Program Allotment	\$14,111,973	\$14,111,973	\$14,365,991	\$14,779,867	\$667,894	\$413,876
Special Education Program Allotment	\$1,888,524	\$1,888,524	\$1,734,283	\$1,487,007	(\$401,517)	(\$247,276)
Career & Tech Block Allotment	\$1,723,866	\$1,723,866	\$1,817,018	\$1,711,847	(\$12,019)	(\$105,171)
Gifted & Talented Adjusted Allotment	\$95,096	\$95,096	\$95,980	\$94,754	(\$342)	(\$1,226)
Compensatory Education Allotment	\$2,305,029	\$2,305,029	\$2,268,124	\$2,294,899	(\$10,130)	\$26,775
Bilingual Education Allotment	\$146,799	\$146,799	\$148,512	\$141,223	(\$5,576)	(\$7,289)
New Instructional Facility Allotment	\$69,289	\$69,289	\$0	\$0	(\$69,289)	\$0
Transportation Allotment	\$311,591	\$311,591	\$328,337	\$311,591	\$0	(\$16,746)
High School Allotment	\$268,395	\$268,395	\$260,917	\$259,243	(\$9,152)	(\$1,674)
<b>Total Cost of Tier I</b>	<b>\$20,920,562</b>	<b>\$20,920,562</b>	<b>\$21,019,162</b>	<b>\$21,080,431</b>	<b>\$159,869</b>	<b>\$61,269</b>
LESS: Local Fund Assignment	(\$10,163,185)	(\$10,163,185)	(\$10,163,185)	(\$10,163,185)	\$0	\$0
<b>Total Tier I State Aid</b>	<b>\$10,757,377</b>	<b>\$10,757,377</b>	<b>\$10,855,977</b>	<b>\$10,917,246</b>	<b>\$159,869</b>	<b>\$61,269</b>
<b>Foundation School Fund Detail</b>						
Tier II Aid for Second Level @ \$59.02	\$933,305	\$933,305	\$925,039	\$930,732	(\$2,573)	\$5,693
Tier II Aid for Third Level @ \$31.95	\$161,743	\$161,743	\$163,821	\$166,371	\$4,628	\$2,550
<b>Total Tier II State Aid</b>	<b>\$1,095,048</b>	<b>\$1,095,048</b>	<b>\$1,088,860</b>	<b>\$1,097,103</b>	<b>\$2,055</b>	<b>\$8,243</b>
Technology Allotment	\$93,004	\$93,004	\$94,231	\$95,846	\$2,842	\$1,615
Existing Debt Allotment	\$21,072	\$21,072	\$45,360	\$74,844	\$53,772	\$29,484
<b>Sub Total Other State Aid</b>	<b>\$114,076</b>	<b>\$114,076</b>	<b>\$139,591</b>	<b>\$170,690</b>	<b>\$56,614</b>	<b>\$31,099</b>
<b>Other Programs</b>						
Additional Aid for School Employee Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Staff Allotment (\$500 or \$250 per Employee)	\$127,500	\$127,500	\$128,750	\$150,000	\$22,500	\$21,250
Hold Harmless Additional State Aid	\$0	\$0	\$0	\$0	\$0	\$0
Additional Aid for Tax Reduction	\$2,732,884	\$2,732,881	\$3,003,218	\$3,027,570	\$294,686	\$24,352
Transfer to TX School for the Deaf	\$0	\$0	\$0	\$0	\$0	\$0
Transfer to TX School for the Blind	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total Other Programs</b>	<b>\$2,860,384</b>	<b>\$2,860,381</b>	<b>\$3,131,968</b>	<b>\$3,177,570</b>	<b>\$317,186</b>	<b>\$45,602</b>
SFSF - Foundation School Fund Grant	\$529,153	\$529,153	\$529,153	\$529,153	\$0	\$0
SFSF - Available School Fund Grant	\$497,394	\$497,394	\$497,394	\$497,394	\$0	\$0
<b>Total State Aid - All Funds</b>	<b>\$15,853,432</b>	<b>\$15,853,429</b>	<b>\$16,242,943</b>	<b>\$16,389,156</b>	<b>\$535,724</b>	<b>\$146,213</b>