

# 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 January 22, 2013, 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. Call to Order/Opening Prayer/Pledge of Allegiance
2. Governance
  - A. Consider Approval of Anti-Voucher Resolution 3
  - B. Consider Appointment of Board Committee for Development of Education Foundation
3. Superintendent's Report
4. Adjournment
5. Public Comment
  - A. Public Hearing on District's Annual AEIS Report 7
6. Recognition
7. School Board Appreciation Month 9
8. Consent Agenda
  - A. Governance
  - B. Personnel
  - C. Students
9. Consider Approval of the Minutes 11
10. December 20, 2012 - Regular Meeting 13
11. January 15, 2013 - Special Meeting for Annual Performance Evaluation of Superintendent 16
12. Consider Approval of 2013 - 2014 School Calendar 17
13. Business and Support Services
14. Review Approval of 2013-2014 District Technology Plan 22
15. Annual Approval of List of District Investment Officers 43
16. Annual Report on Investment Officers Training 46
17. Annual Review of District Investment Policies 52
18. Monthly Review of Financial Reports 58
19. Monthly Review of Checks Written for the Month of December, 2012 66
20. Curriculum and Instruction
  - A. Appointment of Instructional Materials Selection Committee 68
21. Report on Status of Exit Level TAKS (Texas Assessment of Academic Skills) 71
22. Business and Operations
  - A. Review Proposal from Polasek Construction for High School Baseball and Softball Fields and Consider Action on Whether or Not to Participate in El Campo Little League Project

B. Discuss Modification of Contract for Demolition of Buildings at Old Middle School	75
23. Review and Consider Approval of Annual Financial Audit and Compliance Report	85
24. Curriculum and Instruction	
A. Discuss Proposed Changes to Middle School Pre-AP Program	
25. Discuss Pending Visits to AVID Schools on February 18, 2013	
26. Review and Discuss School District Safety and Security	
27. Discuss Date and Time for February Workshop to Review District Goals, Board Monitoring Document, and Begin Development of Superintendent Goals	
28. Closed Session:	
A. Texas Government Code § 551.074 (1) PERSONNEL MATTERS, to Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee	
29. Discuss Action on Superintendent's Contract	
30. Deliberate the Employment of Teacher(s)	
31. Personnel	
32. Consider Approval of Action on Superintendent's Contract Discussed in Closed Session	87
33. Consider Approval of Administration's Recommendation for Elementary Classroom Teacher	
34. Annual Review of Superintendent Compensation Information	90
35. Governance	
36. Business and Support Services	
37. Personnel	
38. Curriculum and Instruction	
39. Students	
40. Community and Governmental Relations	

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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 January 18, 2013 at 2:00 p.m.

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For the Board of Trustees

**Agenda Item Summary Sheet (7 A)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

**Governance**

Consider Approval of Anti-Voucher Resolution

**Summary**

Whether to pass school choice reform — and what shape it might take — could be one of the biggest battles of the 2013 session. A key aspect of any proposal will be whether parents can use public money to send children to private schools.

Senator Dan Patrick, Chairman of the Senate Education Committee, supports lifting a cap of 215 charter schools licensed to operate in Texas, and a school choice program allowing students to use public money to attend private schools. A tea party favorite, Sen. Patrick has frequently clashed with the more moderate Republican Lt. Gov. David Dewhurst, who controls the flow of legislation in the Senate. But Patrick endorsed Dewhurst's failed run for U.S. Senate this year, forming an alliance that has now allowed the pair to team up on proposed school-choice legislation.

School choice is also a priority of newly appointed Commissioner of Education, Michael Williams.

In the January 2013 issue of *The Star*, the Texas Association of School Boards urged Trustees to adopt a resolution showing their opposition to vouchers, taxpayer savings grants, franchise tax credits, or any other provision that diverts public funds from public schools. TASB is committed to fighting any voucher plan, as guided by the member-developed *Advocacy Agenda Priority*, and stated that now is the time for school board members to share their concern with their legislators.

The Texas Association of School Administrators has prepared a sample resolution to be considered by school boards throughout the State opposing vouchers, taxpayer savings grants, tax credits, and other mechanisms that reduce public education funding.

**ECISD Board Policy**

None.

**Effective Date**

January 22, 2013

**Previous Board Action**

None.

<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>	Money designated for public schools is available for public school 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>Sample Resolution</i>
<b>Contact Person(s)</b>	Mark Pool, Superintendent of Schools
<b>Action Required</b>	Motion, second and majority vote to approve a RESOLUTION opposing Vouchers, Taxpayer Savings Grants, Tax Credits and Other Mechanisms that Reduce Public Education Funding.
<b>Superintendent's Recommendation</b>	I recommend that the Board approve a RESOLUTION opposing Vouchers, Taxpayer Savings Grants, Tax Credits and Other Mechanisms that Reduce Public Education Funding..  <b>Mark Pool, Superintendent of Schools</b>

**BOARD OF TRUSTEES**  
**INDEPENDENT SCHOOL DISTRICT**

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**RESOLUTION**

**VOUCHERS, TAXPAYER SAVINGS GRANTS, TAX CREDITS  
AND OTHER MECHANISMS THAT REDUCE PUBLIC EDUCATION FUNDING**

STATE OF TEXAS                   §  
  §  
COUNTY OF \_\_\_\_\_ §

WHEREAS, Article 7, Section 1 of the Texas Constitution requires that the Texas Legislature “establish and make suitable provision for the support and maintenance of an efficient system of public free schools;”

WHEREAS, during the 82<sup>nd</sup> Regular Session, the Texas Legislature reduced public education funding by \$5.4 billion;

WHEREAS, public school districts are subject to stringent accountability standards;

WHEREAS, school choice already exists in the Texas public school system;

WHEREAS, vouchers, taxpayer savings grants, and tax credits eliminate public accountability and do not provide all parents and children with school choice;

WHEREAS, vouchers, taxpayer savings grants, and tax credits have not been proven effective in improving student achievement and closing the achievement gap;

WHEREAS, diverting public money away from public schools is an inefficient use of scarce resources; and

WHEREAS, vouchers, taxpayer savings grants, and tax credits will not guarantee a competitive, educated workforce to meet the demands of employers in Texas.

NOW, THEREFORE, BE IT RESOLVED that the \_\_\_\_\_ ISD Board of Trustees calls on the Texas Legislature to reject all attempts to divert public dollars away from public schools in the form of vouchers, taxpayer savings grants, tax credits, or any other mechanisms that have the effect of reducing funding to public schools.

PASSED AND APPROVED on this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

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**Public Hearing** Public Hearing on District's Annual AEIS Report

**Summary** **Academic Excellence Indicator System Annual Report.** Every year the Academic Excellence Indicator Report pulls together a wide range of information on the performance of students in each school and district in the State. Performance on each of the indicators in the report is disaggregated by ethnicity, sex, special education, low income status, and limited English proficient status. The reports also provide extensive information on school and district staff, finances, programs and student demographics.

By law the Board is annually required to publish this report, which is intended to inform the public about the educational performance of the District and each campus in relation to the District, state, and a comparable group of schools.

Within 90 days after the report is received from TEA, the Board must hold a hearing for public discussion of the report, and shall publish the report within two weeks after the hearing. The report is then to be disseminated in public places, such as school offices, local businesses, and public libraries.

**ECISD Board Policy** BR (LEGAL), REPORTS

**Effective Date** 2011-2012 School Year

**Previous Board Action** The Board annually holds a public hearing, publishes and disseminates the Annual AEIS Report.

**Future Action Expected** The Board annually holds a public hearing, publishes and disseminates the Annual AEIS Report.

**Background Information and Significant Issues** The origins of the AIES go back to 1984, when the Texas Legislature for the first time sought to emphasize student achievement as the basis for accountability. That year, House Bill 72 called for a system of accountability based primarily on student performance. Prior to that, accountability focused mostly on process, that is, districts were checked to see if their schools had been following rules, regulations, and sound education practices.

Since the first year of the AEIS (1990-91), it has developed and

evolved through legislative amendments, the recommendations of advisory committees and the commissioner of education, State Board of Education actions, and final development by Texas Education Agency researchers and analysts.

<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	The public benefits through an unbiased, standardized report of the educational performance of the District and each campus in relation to the District, state, and a comparable group of schools.
<b>Procedural and Reporting Implications</b>	Annual Report will be disseminated to the public as required by policy.
<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	The level of detail on the AEIS is possible thanks to the extensive amount of school data collected in Texas. TEA annually collects a broad range of information on over 1200 districts, more than 7,900 schools, 300,000 educators, and over 4.5 million students through the Public Education Information Management System (PEIMS). Additionally, testing contractors provide the agency with scores on standardized tests which are administered statewide. Other state agencies provide information such as tax rates and property values.
<b>Attachments</b>	1. Included under separate cover: <i>Academic Excellence Indicator System 2011-2012 District Report</i>
<b>Contact Person(s)</b>	Carolyn Gordon, Executive Director of Special Programs and Compliance
<b>Action Required</b>	No action required.
<b>Superintendent's Recommendation</b>	This is an information item only. <b>Mark Pool, Superintendent of Schools</b>

**Recognition** A. School Board Recognition Month

**Summary** **School Board Recognition Month.** January is School Board Recognition Month to help build awareness of the crucial role an elected board of trustees play in our communities and schools. School Board Trustees are extraordinary people who voluntarily tackle the enormous job of governing school districts. Their actions and decisions affect the present and future lives of our children.

Hats off to each of these public servants who make the time to share their vision and voice about the future of Texas children.

**ECISD Board Policy** None.

**Effective Date** January 22, 2013

**Previous Board Action** The Board periodically recognizes students for their accomplishments above and beyond district level competition or faculty and staff members who have achieved some type of special recognition. This section of the agenda is also used to introduce teachers who are new to the District.

**Future Action Expected** The Board periodically recognizes students for their accomplishments above and beyond district level competition or faculty and staff members who have achieved some type of special recognition. This section of the agenda is also used to introduce teachers who are new to the District.

**Background Information and Significant Issues** As citizens who serve children and represent their communities, individual school board members face complex and demanding challenges. Yet, few people fully understand the scope and far-reaching implications of board members' responsibilities. All Texans should recognize the vital contributions of these men and women and focus attention on the crucial role these elected leaders play in the education of our children. They truly make a difference every day.

Their job is to establish a vision for the education program, design a structure to achieve that vision, assure schools are accountable to the community, and strongly advocate continuous improvement in student learning. That job entails an endless string of meetings and school functions to attend; reams of reports, agendas, proposals, and other information to read and study; and a host of difficult decisions to make.

School board members come from all walks of life. They are farmers, secretaries, doctors, lawyers, homemakers, teachers, truck drivers, business owners, professors, architects, ranchers, and real estate

agents, to name just a few.

While they wear many hats in the workday world, school board members put on a collective hat when they get down to the business of leading their school districts. Board members must pull together as a team toward a common goal—helping our students achieve. While they may individually disagree on certain issues, their role as a board is to consistently strive toward excellence.

Board members contribute hundreds and hundreds of hours each year governing their districts. Whether crafting policies, hiring administrators, listening to staff and student concerns, or recognizing outstanding programs, board members always keep their eyes on the goal of student achievement.

The time spent in board meetings represents just a small fraction of the hours school board members devote to their jobs. They work hard at seminars and training sessions to keep abreast of the latest changes in state and federal regulations and learn trends in educational leadership. They also are deeply involved in community activities, and spend many hours in the schools and at extracurricular events. Their love of learning and concern and caring for students, staff, and the community drive board members' desire to ensure every student can succeed.

In recognition of this service, January is designated as School Board Recognition Month and countless districts across the state will take this opportunity to say thanks to our trustees for giving so much to their communities.

<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	The Board has the opportunity to recognize student and faculty for their extra effort.
<b>Procedural and Reporting Implications</b>	None.
<b>Public Comments</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>	No action required.
<b>Superintendent's Recommendation</b>	Information item only. <b>Mark Pool, Superintendent of Schools</b>

**Agenda Item Summary Sheet (4 A.1)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda: Governance</b>	Minutes of Previous Meetings  <ol style="list-style-type: none"><li>1. December 20, 2012 – Regular Meeting</li><li>2. January 15, 2013 – Special Meeting for Annual Performance Evaluation of Superintendent</li></ol>
<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>	January 22, 2013.
<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.

**Other Comments and Related Issues**

None

**Attachments**

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

1. Regular Meeting – December 20, 2012 at 7:00 p.m.
2. Special Meeting – January 15, 2013 at 6:30 p.m.

**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  
December 20, 2012**

The Board of Trustees of the El Campo Independent School District met in a Regular Session December 20, 2012 at the El Campo Middle School, El Campo, Texas.

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

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Mark Pool, Carolyn Gordon, David Bright, Melissa Koop, Scott Gelardi, Natalie Bednorz, Mark Freeman, Dianne Cerny and attached list.

Board President Tommy Turner called the meeting to order at 7:05 p.m. Cecil Davis gave the opening prayer followed by the Pledge of Allegiance. There was a quorum present.

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

**RECOGNITION:**

State Qualifying FFA Leadership Development Teams: Craig Hardin introduced the State Qualifying Leadership Teams.

State Finalist Ricebird Football Team: Bob Gillis, Athletic Director, introduced the State Finalist Ricebird Football Team.

A motion was made by James Russell and seconded by Ralph Novosad to adopt a proclamation for the State Finalist Ricebird Football Team. Motion carried unanimously.

Cecil Davis read a proclamation for the El Campo High School Ricebird Football Team.

The Board took a recess at 7:22p.m.

The Board took a recess at 7:42 p.m.

**CONSENT AGENDA:** A motion was made by Ralph Novosad and seconded by James Russell to approve the consent agenda:

- A. Governance
  - 1. Consider Approval of the Minutes
    - a. November 13, 2012 – Regular Meeting
    - b. December 7, 2012 – Special Meeting to Hear Appeal of Student Discipline Decision
  - 2. Consider Approval of TASB Policy Service Localized Policy Update 95
- B. Business and Support Service
  - 1. Review of Electricity Supply Bid and Negotiated Contract
  - 2. Review of Monthly Financial Reports
  - 3. Review of Quarterly Investments

4. Review List of Checks Written for the Month of November, 2012
  - C. Personnel
  - D. Curriculum and Instruction
  - E. Students

Motion carried unanimously.

### ***BUSINESS AND OPERATIONS***

**HEAR AND DISCUSS PROPOSAL BY MIKE MOBLEY REGARDING DEMOLITION OF BUILDINGS AT OLD MIDDLE SCHOOL:** Mr. Mobley was unable to attend the meeting so there was no discussion.

**CONSIDER APPROVAL OF CHANGES TO INVESTMENT POLICY AND AUTHORIZED INVESTMENT OFFICERS:** A motion was made by James Russell and seconded by Cecil Davis to approve changes to Investment Policy and Authorize Investment Officers; Mr. Pool will no longer be an investment officer. Motion carried unanimously.

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

**PRESENTATION ON THE CUMULATIVE IMPACT OF END-OF-COURSE EXAMS ON GRADUATION REQUIREMENTS:** Melissa Koop, Assistant Superintendent for Curriculum and Instruction, made a presentation on the cumulative impact of End-of-Course exams on graduation requirements.

Cecil Davis left at 8:37 p.m.

### ***GOVERNANCE***

**CONSIDER APPROVAL OF A WAIVER OF A DISTRICT POLICY EIA (LOCAL) AS IT PERTAINS TO THE IMPACT OF END-OF-COURSE EXAMS ON A STUDENTS FINAL COURSE GRADE:** A motion was made by James Russell and seconded by Ralph Novosad to approve a waiver of District Policy EIA (LOCAL) as it pertains to the impact of End-of-Course Exams on a student's final course grade. Motion carried by a 6 – 1 vote with Cecil Davis being absent.

**REVIEW OF PROPOSED 2013-2014 SCHOOL CALENDAR:** Mr. Pool and the Board reviewed the proposed 2013-2014 school calendar.

**FORMAL ANNOUNCEMENT OF BOARD TRAINING HOURS OF INDIVIDUAL TRUSTEES FOR 2012:** Mr. Pool announced Board Training hours for each trustee for 2012.

**SET DATE FOR A SPECIAL MEETING TO CONDUCT THE ANNUAL SUMMATIVE PERFORMANCE EVALUATION OF THE SUPERINTENDENT:** The Board will meet on January 15, 2013 at 6:00 p.m.

### ***CLOSED SESSION***

**EXECUTIVE SESSION:** The president of the Board called for an Executive Session as authorized by Texas Government Code § 551.072 DELIBERATION REGARDING REAL PROPERTY, to Deliberate the Purchase, Exchange, Lease, or Value of Real Property. The Board entered executive session at 8:45 p.m. and reconvened in open session at 8:52 p.m. to take the following action:

1. The Board Will Deliberate the Value of Real Property Under Consideration for Sale.

***PERSONNEL***

***SUPERINTENDENT'S REPORT***

- A. Governance
- B. Business and Support Services
- C. Personnel
- D. Curriculum and Instruction
- E. Students
- F. Community and Governmental Relations

There being no further discussion, the meeting adjourned at 8:53 p.m.

DRAFT

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PRESIDENT

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SECRETARY

**MINUTES OF THE BOARD OF TRUSTEES  
EL CAMPO INDEPENDENT SCHOOL DISTRICT  
January 15, 2013**

The Board of Trustees of the El Campo Independent School District met in a Special Session January 13, 2013 at 6:30 p.m. in the Boardroom, 700 W. Norris, El Campo, Texas.

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

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Mark Pool,  
Tommy Turner called the meeting to order at 6:30 p.m. Tommy Turner gave the opening prayer followed by the Pledge of Allegiance. There was a quorum present.

**EXECUTIVE SESSION:** The president of the Board called for an Executive Session in accordance with Government Code §551.074 to deliberate personnel matters of appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee. Specifically, the Board conducted the annual summative evaluation of the Superintendent's contract. The Board entered executive session at 6:30 p.m. and reconvened in open session at 8:15 p.m.

There being no further discussion, the meeting adjourned at 8:16 p.m.

DRAFT

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

**Agenda Item Summary Sheet (4 A.2)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

**Consent Agenda  
Curriculum And Instruction**

Consider approval of 2013-2014 School Calendar

**Summary**

With the parameters expected by the Board; the testing dates determined by the Texas Education Agency; the statutory requirements regarding school start date, number of instructional days, etc.; and traditional holiday expectations from teachers, parents and community; there are very few options available.

The calendar must include at least 180 days of instruction for students and 187 contract days for teachers; and *Texas Education Code § 25.0811*, prohibits a school district from beginning instruction for a school year before the fourth Monday in August.

Using this year's calendar as a starting point, a proposed calendar was developed and presented to the Board at the regular meeting in December.

**ECISD Board Policy**

EB (LEGAL), SCHOOL YEAR

**Effective Date**

2013-2014 School Year.

**Previous Board Action**

The Board has previously expressed their expectations with regards to the parameters for development of a school calendar.

**Future Action Expected**

None.

**Background Information and  
Signification Issues**

The following are highlights of the proposed calendar:

**Staff Development Days – Student Holiday (5)**

August 20, 21, and 22  
January 20 (Martin Luther King, Jr. Day)  
February 17 (President's Day)

*Note: We are requesting an Expedited Waiver from the Texas Education Agency to conduct two additional staff training days in lieu of student instruction days.*

### **Data Analysis & Instructional Planning – Student Holiday (4)**

August 23  
October 28  
January 6  
March 24

### **Important Instructional Dates (178 Instructional Days)**

August 26 – First Day of First Semester (80 Days)

September 13 – 1<sup>st</sup> Quarter Progress Report 1 (14 Days)  
October 4 – 1<sup>st</sup> Quarter Progress Report 2 (15 Days)  
October 25 – End of First Quarter (15 Days)

November 15 – 2<sup>nd</sup> Quarter Progress Report 1 (14 Days)  
December 6 – 2<sup>nd</sup> Quarter Progress Report 2 (12 Days)  
December 20 – End of 2<sup>nd</sup> Quarter (10 Days)

January 7 – First Day of Second Semester (98 Days)

*Note: We are scheduling more instructional days during the second semester because of the number of instructional days required for state assessments.*

January 31 – 3<sup>rd</sup> Quarter Progress Report 1 (18 Days)  
February 21 – 3<sup>rd</sup> Quarter Progress Report 2 (14 Days)  
March 14 – End of 3<sup>rd</sup> Quarter (15 Days)

April 17 – 4<sup>th</sup> Quarter Progress Report 1 (18 Days)  
May 9 – 4<sup>th</sup> Quarter Progress Report 2 (14 Days)  
June 6 – End of 4<sup>th</sup> Quarter (19 Days)

### **School Holidays (22 Days)**

September 2 – Labor Day  
November 27-29 – Thanksgiving  
December 23 – January 3 – Christmas / New Years  
March 17-21 – Spring Break  
April 18 – Good Friday  
May 2 – Fair Day  
May 26 – Memorial Day

### **Parent Conferences**

Monday, October 29  
Monday, March 25

### **Early Dismissal**

October 29 – Parent Conference (Students Only)  
November 1 – Friday following Parent Conference  
March 14 – Friday before Parent Conference and Spring Break  
March 25 – Parent Conference (Students Only)

### **Weather Make-Up Days**

Friday, May 2 (Fair Day)  
Monday, May 26 (Memorial Day)

### **Progress Reports**

First Quarter – September 13, October 4  
Second Quarter – November 15, December 6  
Third Quarter – January 31, February 21  
Fourth Quarter – April 17, May 9

### **Report Cards**

October 29 – First Quarter (Parent Conference)  
January 10 – Second Quarter  
March 25 – Third Quarter (Parent Conference)  
June 13 – Fourth Quarter

### **Graduation**

Friday, June 6

<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	A locally developed calendar that faculty and staff consider to be the most instructionally sound.
<b>Procedural and Reporting Implications</b>	Once approved the calendar will be printed and widely disseminated throughout the District.
<b>Public Comments</b>	None.
<b>Alternatives</b>	With the parameters set by the Board of Trustees, the state assessment schedule, and TEA requirements options are very limited.

**Other Comments and Related Issues**

For the second year instead of having three hours of instructional planning every three weeks and two full days for data analysis, there will be four full days for data analysis and instructional planning —one at the beginning of each quarter.

**Attachments**

- Copy of Proposed School Calendar

**Contact Person(s)**

Melissa Koop, Assistant Superintendent for Curriculum and Instruction

**Action Required**

Motion, second, majority to approve the 2013-2014 school calendar.

**Superintendent's Recommendation**

I recommend that the Board approve the 2013-2014 school calendar as a part of the Consent Agenda.

**Mark Pool, Superintendent of Schools**

# El Campo ISD 2013-2014

## AUGUST

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	[26	27	28	29	30	31

## SEPTEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## OCTOBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 TK	22 TK	23 TK	24 TK	25 TK	26
27	28	29 PC	30	31		

## NOVEMBER

S	M	T	W	T	F	S
					1 ER	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## DECEMBER

S	M	T	W	T	F	S
1	2 EO	3 EO	4 EO	5 EO	6 EO	7
8	9 EO	10 EO	11 EO	12 EO	13 EO	14
15	16	17	18	19	20]	21
22	23	24	25	26	27	28
29	30	31				

## JANUARY

S	M	T	W	T	F	S
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5	6	[7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## FEBRUARY

S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

## MARCH

S	M	T	W	T	F	S
2	3 TK	4 TK	5 TK	6 TK	7	8
9	10	11	12	13	14 ER	15
16	17	18	19	20	21	22
23	24	25 PC	26	27	28	29
30	31 ST					

## APRIL

S	M	T	W	T	F	S
		1 ST	2 ST	3 ST	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 ST	22 ST	23 ST	24 ST	25	26
27	28	29	30			

## MAY

S	M	T	W	T	F	S
				1	2	3
4	5 EO	6 EO	7 EO	8 EO	9 EO	10
11	12 EO	13 ST EO	14 ST EO	15 EO	16 EO	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## JUNE

S	M	T	W	T	F	S
1	2	3	4	5	6]	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24 ST	25 ST	26	27	28
29	30					

## JULY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7 EO TK	8 EO TK	9 EO TK	10 EO TK	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

ST – STAAR Test  
 TK – TAKS Test  
 EO – End Of Course Test  
 PC – Parent Conference/Early Release- Students  
 ER – Early Release – Teachers & Students  
 [ Beginning of 9 weeks  
 ] End of 9 weeks

Staff Development (Student Holiday)  
 Curriculum Planning (Student Holiday)  
 Holiday  
 Parent Conference/Early Release

1<sup>st</sup> 9 weeks – 44  
 2<sup>nd</sup> 9 weeks – 36 ---->80  
 3<sup>rd</sup> 9 weeks – 47  
 4<sup>th</sup> 9 weeks – 51---->98

Bad Weather Days – May 2<sup>nd</sup> & May 26<sup>th</sup>

**Agenda Item Summary Sheet (4 B.1)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Item***

<b>Consent Agenda: Business and Support Services</b>	Review of District Technology Plan
<b>Summary</b>	A copy of the 2013-2014 El Campo ISD Technology Plan is included as an attached document for your consideration. Of particular interest may be the <i>Executive Summary</i> on pages 4-5.
<b>ECISD Board Policy</b>	No specific policy on Technology Plans
<b>Effective Date</b>	2013-2014 School Year
<b>Previous Board Action</b>	The District's Technology Plan is reviewed on an annual basis before it is submitted to the Texas Education Agency during the spring semester.
<b>Future Action Expected</b>	The District's Technology Plan is reviewed on an annual basis before it is submitted to the Texas Education Agency during the spring semester.
<b>Background Information and Significant Issues</b>	<p>The following is a list of the goals outlined in the ECISD Technology Plan:</p> <p>Goal 1 - <u>Teaching and Learning</u>: Improve student achievement and teacher effectiveness through the use of technology.</p> <p>Goal 2 – <u>Educator Preparation and Development</u>: Encourage teachers and staff to increase their computer proficiency, thereby raising teacher standards.</p> <p>Goal 3 – <u>Leadership, Administration and Support Services</u>: The administration will provide effective leadership for the district in integrating technology into the curriculum and administrative functions, thereby improving student success and administrative effectiveness and efficiency.</p> <p>Goal 4 – <u>Infrastructure for Technology</u>: Support, maintain, and upgrade the infrastructure as required to meet present and future demands.</p> <p>Objectives and strategies for the accomplishment of each of these goals can be reviewed in the plan document on pages 9-17.</p> <p>Of additional interest may be the Technology Needs listed on pages 7-8.</p>

<b>Fiscal Impact</b>	The Technology Plan Budget of \$\$786,300 can be viewed on page 18.
<b>Student and Public Benefit</b>	ECISD students benefit by having current technology for educating them to become productive citizens in the Information Age.
<b>Procedural and Reporting Implications</b>	This plan must be filed with TEA annually.
<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>• El Campo ISD Technology Plan, 2013-2014</li> </ul>
<b>Contact Person(s)</b>	Turk Krenek, Director of Information Management Systems
<b>Action Required</b>	<p>The support people at the Texas Education Agency recommend that technology plans be presented to School Boards as information items only, so that they can be changed as needs change.</p> <p>Technology Plans do not require School Board approval.</p>
<b>Superintendent's Recommendation</b>	<p>Information only.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

# **EL CAMPO ISD Technology Plan**

**2013 - 2014**

**ROBERT POOL**

**SUPERINTENDENT**

## DISTRICT PROFILE

**ESC Region** 3  
**City, State Zip** EL CAMPO, TX 774372499  
**Phone** (979) 543-6771  
**Fax** (979) 543-1670  
**County District Number** 241903

<b>Number of Campuses</b>	5
<b>Total Student Enrollment</b>	3545
<b>District Size</b>	3,000 - 4,999
<b>Percent Econ. Disadvantaged</b>	65.50%

<b>Technology Expenditures</b>	<b>\$786,300.00</b>
<b>Technology budgets reported in plan by category</b>	Teaching and Learning Budget \$233,422.00 Educator Preparation and Development Budget \$205,000.00 Leadership, Administration and Support Budget \$143,000.00 Infrastructure for Technology Budget \$204,878.00 <b>Total: \$786,300.00</b>
<b>Technology Expenditure Per Pupil</b>	\$221.81
<b>Number of Campuses with Direct Connection to Internet</b>	5
<b>Percentage of Campuses with Direct Connection to Internet</b>	100.00%
<b>Number of Classrooms with Direct Connection to Internet</b>	284
<b>Percentage of Classrooms with Direct Connection to Internet</b>	100.00%
<b>Computer/Student Ratio</b>	3 student(s) for every computer
<b>Computer/Teacher Ratio</b>	1 teacher(s) for every computer
<b>Number of campuses that need to complete the Texas Campus STaR Chart</b>	5
<b>Percentage of campuses that have completed the Texas Campus STaR Chart</b>	100.00 %
<b>CIPA Compliance</b>	This plan does NOT indicate CIPA compliance at this time.

# Plan Introduction

Plan Last Edited 01/17/2013

**Plan status:** not submitted  
**Years Included in the Plan:** 2013 - 2014  
**Number of years covered by the plan:** 1

**Does the district file E-Rate?** yes  
 The district had a "written" plan before E-Rate Form 470 was filed on .

## Technology Planning Committee

Mark Pool - Superintendent  
 Thomas Krenek - Director Information Services  
 Carolyn Gordon - Asst Superintendent for Federal Programs  
 David Bright - Asst Superintendent for Finance  
 Melissa Koop - Asst Superintendent for Curriculum  
 Tana Martin - Assessment Coordinator  
 Chris Skinner - Instructional Technologist  
 Donald Oldag - Network Manager  
 Bobby Little - Community Representative  
 Delores Janik - K5 Facilitator  
 Laura Deiss - K5 Facilitator  
 Gwen Johnson - K5 Facilitator  
 Pat Buss - K5 Facilitator  
 Summer Dorotik - MS Facilitator  
 Brenda Tomanek - MS Facilitator  
 Jana Fernandez - MS Facilitator  
 Tammy DuBroc - MS Facilitator  
 Debbie Hamman - HS Facilitator  
 BJ Swensen - HS Facilitator  
 Sheri Janke - HS Facilitator  
 Stephanie Jensen - HS Facilitator  
 Liz Graves - Principal, Myatt Elementary  
 Mauri Couey - Principal, Hutchins Elementary  
 Mollie Bodungen - Principal, Northside Elementary  
 Mark Freeman - Principal, El Campo Middle School  
 Rich DuBroc - Principal, El Campo High School  
 Dellinda Hyer - Library Services, El Campo ISD

# Executive Summary

## INTRODUCTION

The El Campo Independent School District faces an enormous challenge in developing and maintaining technology infrastructures and systems that keep pace with the demands of today's high-tech society. In addition to implementing computer and telecommunications systems that support administrative requirements, we must have the appropriate technology available in the classroom to prepare students to live and work in the Internet society. Technology will continue to be an important part of our modern society. Integrating technology into our schools will help to prepare our students to succeed in this rapidly changing world. This is not a task that is performed easily, nor do we take it lightly. In fact, we are mandated by the No Child Left Behind Act of 2001 to improve student academic achievement through the use of technology in elementary and secondary schools.

## VISION

The Board of Education is committed to improving the technological conditions of the El Campo Independent School District. We realize that learning in the 21st Century has to be different. Learning can no longer be confined to the four walls of a classroom. We realized that students must be allowed to learn new ways to learn and teachers new methods of teaching. Our students will graduate into a global and digital world of information. Because of this, the board has adopted the following vision statement:

Graduates from El Campo ISD will know, apply and produce what is necessary to succeed in a technological society.

## GOALS

We realize, to accomplish this and for our students to be successful, we must develop a plan that outlines clear goals and objectives. We must then develop strategies to accomplish these goals. These goals and strategies must correlate with the goals and strategies of the District Improvement Plan and the State Long Range Plan for Technology (2006-2020), to insure that we maximize utilization in meeting the needs of our students and staff.

## STAFF DEVELOPMENT

It is not enough that we possess the correct hardware and software, our faculty and staff must be properly trained in the use of these technologies. We have made staff development a high priority for our professionals. We have embarked on a multifaceted approach for receiving this training. To be successful, staff development must be received from varied sources. State and regional institutions as well as private vendors have all played a role in developing, facilitating, and delivering different models of professional development. We are committed to spend twenty five to thirty percent of all grant funds and NCLB federal funds on staff development. ECISD currently employs a full time classroom teacher as an Instructional Specialist. His primary job is to assist the staff with integrating technology into the curriculum, provide just-in-time training for those teachers who require immediate technical support, and to develop and present summer Staff Development sessions. Additionally, ECISD employs three full time lab aides, who are responsible for assisting the teachers in integrating technology into their lesson plans, as well as performing minor troubleshooting and repairs in the district labs. ECISD will continue to seek new and innovative opportunities for professional development. We realize that for the teacher to be successful in integrating technology into the classroom, they must be well trained and feel confident with the material and equipment that is available to them.

## BUDGET AND SUSTAINABILITY

El Campo ISD is committed to sustaining and improving the use of technology to increase the academic performance of all students. The district has contributed local funds in the past for technology enhancements and will continue to do so in the future. The technology staff is also active in working to ensure that all technology equipment functions well and to seek additional funding sources for equipment, services, software, and other electronically delivered learning materials and print resources that will ensure successful and effective uses of technology.

El Campo ISD is committed to providing the best for its students and staff. We realize that to successfully integrate technology into the curriculum, we must first build a strong foundation. The school board has demonstrated their commitment by spending in excess of one million dollars of local tax revenues on technology initiatives during the recent years. This is in addition to state and federal funds. Many of these funds have been used to improve our infrastructure for technology and to improve our educator preparedness through enhanced staff development. We consider these two areas to be critical to a successful technology integration program. The administration has demonstrated their commitment as well, using a combination of State funds and local tax dollars to fund positions for a full time Director of Information Services, Network Manager and Computer Technician. These positions provide "behind the scenes" network and systems support, and maintain the districts technology resources and systems so that they are in good working order and meets the current technological demands of our users.

In addition to the Local Funds for Technology provided by our school board ECISD has been a successful recipient of numerous state grants. These grants have allowed us to make nearly one million dollars of improvements to our infrastructure and to replace aging computer equipment and peripherals. ECISD will continue to seek outside sources of funds to supplement our technology plan.

The school district is also participating in the E-rate program. For funding year 2013/20143, El Campo ISD will apply for approximately \$150,000 in E-rate eligible services and equipment. We have included in our budget the matching funds necessary to secure this funding.

#### NEEDS ASSESSMENT AND PLAN EVALUATION

El Campo ISD has established a District Technology Committee. The committee is charged with providing an annual needs assessment and will meet during each semester to evaluate our Technology Plan. They will use the Texas STaR Chart as the major instrument in proving the assessment and evaluation. Using this chart will provide an objective measurement of our needs and will allow us to make midyear adjustments to our plan when necessary.

#### Internet Safety Policy

Prior to gaining admission to our technological infrastructure, all students and staff must sign an Acceptable Use Policy. In addition to outlining the appropriate rules that users must follow, this policy also includes information on the measures that El Campo ISD uses to block or filter Internet content as required by CIPA (Children's Internet Safety Act.) This policy also addresses the safety of minors when using email, social networking sites, chat rooms and other forms of electronic communication, as well as guidelines dealing with unauthorized access to restricted data, unlawful activities, unauthorized disclosure of personal information regarding minors, and Cyberbullying.

## Needs Assessment

### Assessment Process:

The District Technology Committee is chaired by the Director of Information Services and is composed of district administrators and members from each campus appointed by the campus principal. The focus of this committee is to evaluate the effectiveness of the District Technology Plan in all areas, especially in the areas of technology staff development and integration of technology into the curriculum. Acquisition and installation of technologies and telecommunications services will be accessed and evaluated as well. The committee will use the Texas School Technology and Readiness (STaR) Chart as the primary tool for measuring our progress and assessing our needs for the next term. The committee will also use information gathered from periodic administrator, teacher and student surveys as well as feedback from the monthly District Leadership Team meetings, and quarterly DWEIC meetings. In the spring of each year, the committee will evaluate any Technological Special Requests that are made to the Superintendent as he prepares for the subsequent budget.

### Existing Conditions:

We have concluded that the present aggregate condition of the infrastructure, telecommunications systems, proficiency of teaching staff and administrative support to be slightly better than average. Our aggregate ratings indicates that we are at the upper level of Developing Tech (as demonstrated by the Star Chart) or 13 on a scale of one (Early Tech) to twenty-four (Target Tech). Currently, our systems consist of:

#### Telecommunications:

02 T1 Circuits (Dedicated Distance Education)  
 85 Voice Lines (Long Distance/Local Service)  
 12 Fax Lines  
 03 Alarm Circuits  
 50 Cellular Phones

#### Internet Access:

01 DS3 Circuits (40 Mb to ISP)  
 ISP for unlimited number of nodes

#### Computer Infrastructure Hardware:

(Category 5, Level 2 Fiber Backbone)  
 07 Campus and Admin Application Servers  
 01 Special Ed Manager Server  
 01 Destiny Library Automation Server  
 01 Email Server  
 01 Cymphonix Internet Filter Appliance  
 01 Intranet Server  
 01 FTP Server  
 01 Cisco ASA 550 Firewall  
 01 Cisco 2821 Router  
 02 Cisco 2811 Router  
 08 Cisco 3750G Fiber Switch  
 57 Cisco 3560G POE Switches  
 340 Cisco 1548 Classroom Switch  
 1500 Windows XP/Vista Workstations  
 600 Windows XP/Vista Laptops  
 75 Network Laser Printers  
 08 Network Copiers  
 06 Network MFP  
 350 Deskjet Printers  
 01 Distance Education Studio (To Area JC)  
 01 Staff Development Studio (To ESC)  
 225 LCD Projectors  
 225 Document cameras  
 03 Canon Professional Cameras  
 35 Flatbed Scanners  
 170 Interactive WhiteBoards  
 97 Apple iPad Tablets  
 48 Wireless Access Points  
 01 EtherneTV Suite Bundle  
 01 Video Control Unit  
 01 VOD Server

07 WM Single Channel Encoder  
 05 WM Dual Channel Encoder  
 20 IP Receiver Decoder  
 07 Polycom Video Conference Unit  
 01 SuccessMaker Server

**Software:**

08 Windows Server 2008  
 02 Windows Server 2003  
 01 Windows Server 2000  
 01 Skyward Student Accounting Software  
 999 Symantec EndPoint Protection Software  
 363 Microsoft 3.0 Office School Agreement  
 300 FilemakerPro 6.0  
 175 FastForward Software  
 03 Campus License SLEEK Software  
 03 Campus License Heartbeeps Software  
 02 Campus License A+ Software  
 04 Campus License Accelerated Reader  
 01 Campus License Accelerated Math  
 01 District License Destiny Library Automation  
 Misc Other Campus Specific Software

**Misc. Electronics:**

350 Televisions  
 350 VCR/DVD's  
 18 Fax Machines  
 498 VoIP Phones

**Technical Support:**

01 Director of Information Services  
 01 Network Manager  
 01 Computer Technician  
 01 Teacher Technology Specialist  
 05 Certified Secondary TechApps Instructors  
 02 Certified Computer Tech Instructors  
 02 Certified FastForward Instructors  
 01 Certified Credit Recovery Instructor  
 03 Technology Lab Aides

**Technology Needs:**

**Teaching and Learning:**

1. Additional software to be used in the integration of Technology into foundation area TEKS
2. Increased access to computer peripherals, such as Wireless Tablets, digital cameras, projectors, PDA's, graphing calculators, interactive whiteboards, video distribution systems and electronic microscopes
3. Adequate software and hardware to insure we are meeting all requirements of TEKS, including eMail, Keyboarding, Word Processing, Spreadsheets, Database and web content.

**Educator Preparedness:**

1. Staff Development on creating and publishing Web Pages and web content.
2. Staff Development on integrating technology into the core foundation areas.
3. Insure that all secondary Technology Applications teachers have SBEC TA Certification.
4. Assist current educators meet SBEC standards for Technology Applications that are mandatory for all beginning teachers.
5. Develop ways to measure teacher computer proficiencies.

**Administration and Support:**

1. Continue to hire and retain High Quality Teachers who are technologically proficient.
2. Continue to provide local funds to supplement the technological needs of the district.
3. Continue to support programs that foster Parental Involvement, such as Family Literacy Night and Skyward Family Access.

**Infrastructure for Technology:**

1. Increase Bandwidth to ISP and ESC III.

2. Continue program of planned obsolescence, so that all computer workstations are less than 5 years old.
3. Continue to make lab space available, so that we can reach the student to computer ratio of 1:1 on each campus.
4. Expand wireless connectivity on each campus and office.
5. Enhance the District network infrastructure by extending the fiber network on each campus.
6. Expand the district-wide VoIP phone system.
7. Replace existing legacy 10/100 switches with 10/100/1000 bps switches with POE.
8. Upgrade the connectivity to each district classroom and office with Cat 6 Ethernet cable.
9. Upgrade existing intercom/bell/paging system at all campuses.
10. Expand a district-wide video distribution system.
11. Upgrade Email Server
12. Renew Basic Maintenance contract for phone system and network infrastructure.
13. Maintain or increase current level of local, long distance, T1, and cellular service.
14. Renew contract for Webhosting and Email services.
15. Install LCD Projectors, Document Cameras and interactive whiteboards in every classroom.
16. Continue to upgrade campus security via cameras and emerging technologies.
17. Enhance district communication to all users by expanding use of cellular devices, Blackberries, Smartphones, and expanded bandwidth to all campuses administrative offices and maintenance and transportation vehicles and busses.
18. Continue to use student accounting, PEIMS and other technologies to enhance data driven decision making.

## Goals, Objectives, and Strategies

<b>GOAL 1: Teaching and Learning: Improve student achievement and teacher effectiveness through the use of technology.</b>					
<b>OBJECTIVE 1.1:</b>					
<p>All teachers in ECISD will integrate technology into their classroom instruction in an effort to increase student achievement.</p> <p><i>Budget Amount \$233,422.00</i>  <i>LRPT category: Teaching and Learning</i></p> <p>E-Rate Correlates: ER01                      NCLB Correlates: 01, 02, 04a, 07, 11</p>					
<i>Strategies</i>		<i>State/Status:</i>	<i>Timeline:</i>	<i>Person(s) Responsible:</i>	<i>Evidence:</i>
1.1.1:	Campus Technology Committees will meet twice each semester to identify campus technology needs and identify best teaching practices which integrate technology into the classroom  LEA LRPT Correlates: LAS07, LAS13, TL06	State: Original  Status: In Progress	December 2013 and May 2014	Campus Principals, Tech Committee Chairman	Meeting Agendas and sign-in sheets
1.1.2:	Continue to purchase Microsoft School Agreement so that Office productivity software is available on every student and teacher workstation.  LEA LRPT Correlates: I09	State: Original  Status: In Progress	November 2013	Director of Information Services	Annual Contract, Purchase Order
1.1.3:	Increase the number of students able to utilize FastForward Software by increasing the seat licenses, and offer on all campuses  LEA LRPT Correlates: TL04, TL05, TL06	State: Original  Status: In Progress	August 2013	Language Arts Facilitators Asst Superintendent of Instruction	Purchase Order, Benchmark testing Results
1.1.4:	Purchase campus appropriate software to address K-8 TA TEKS for keyboarding, email, word processing, spreadsheets and database, and advanced web based applications  LEA LRPT Correlates: TL01	State: Original  Status: In Progress	July 2013	Director of Information Services, Campus Tech Committee	Purchase Order, Erate FCDL, Tech Committee Recommendations
1.1.5:	Continue to utilize existing technology based programs, such as Accelerated Reader, Accelerated Math, Ellis Essentials, Odysseyware, Destiny and A Plus to aid in improving academic achievement. Purchase additional software.  LEA LRPT Correlates: TL03	State: Original  Status: In Progress	September 2013 - May 2014	Campus Librarians, Teacher Technology Specialist, Campus Principals	Benchmark Tests
1.1.6:	Increase the number of Technology Application courses offered for instruction to high school students to	State: Original	August 2013	Board of Education, ECHS Counselors	Course Requests

	include Webmastering, Multimedia, Video Technology and Digital Graphics  LEA LRPT Correlates: TL02	Status: In Progress			
1.1.7:	Increase the number of Dual Credit and Concurrent Credit Course offerings from Wharton County Junior College, and other online sources, via ITV and Distance Learning.  LEA LRPT Correlates: LAS15, TL09, TL13	State: Original  Status: In Progress	September 2013	ECHS Principal, ECHS Counselors	Course Requests
1.1.8:	Continue to use library automation and research software at each campus in order to improve library efficiency and increase student exposure to technology  LEA LRPT Correlates: TL10, TL11	State: Original  Status: In Progress	July 2013 - June 2014	Campus Librarians	MARC Records
1.1.9:	Continue to utilize CScope and the common assessment approach to obtain research driven data, so that we can better target individual learning weaknesses.  LEA LRPT Correlates: TL07	State: Original  Status: In Progress	October 2013 - June 2014	Superintendent, Assessment Coordinator, Subject-area Facilitators	Benchmark and Assessment results

<b>GOAL 2: Educator Preparation and Development: Encourage Teachers and Staff to increase computer proficiency, thereby raising teaching standards.</b>					
<b>OBJECTIVE 2.1:</b>					
All of ECISD teachers will continue professional development training, as mandated by the El Campo ISD School Board.					
<i>Budget Amount \$200,000.00</i>					
<i>LRPT category: Educator Preparation and Development</i>					
E-Rate Correlates: ER02					
NCLB Correlates: 01, 02, 03, 04b, 08					
<i>Strategies</i>		<i>State/Status:</i>	<i>Timeline:</i>	<i>Person(s) Responsible:</i>	<i>Evidence:</i>
2.1.1:	Deliver sustained Staff Development programs as necessary to insure all teachers are proficient in communicating with parents and the community via Teacher Web Pages, Skyward Family Access, SchoolMessenger and other electronic methods.  LEA LRPT Correlates: EP03, LAS06, TL15	State: Original  Status: In Progress	July 2013 - August 2014	Instructional Technologist	Staff Development Sign-in sheets
2.1.2:	Deliver sustained Staff Development programs as necessary to insure all teachers are proficient in the use of Word Processing, SpreadSheet and DataBase Software.  LEA LRPT Correlates: EP01	State: Original  Status: In Progress	July 2013 - August 2014	Instructional Technologist	Staff Development Sign-in Sheets
2.1.3:	Deliver sustained Staff Development programs as necessary to insure all teachers are proficient in sending and receiving email, performing Internet searches and other Web activities  LEA LRPT Correlates: EP05	State: Original  Status: In Progress	July 2013 - August 2014	Instructional Technologist	Staff Development Sign-in Sheets
2.1.4:	Deliver sustained Staff Development programs as necessary to insure all teachers are proficient in performing routine network logins, drive mappings, file and print sharing, and minor troubleshooting.  LEA LRPT Correlates: EP03	State: Original  Status: In Progress	July 2013 - August 2014	Instructional Technologist	Staff Development Sign-in Sheets
2.1.5:	Deliver sustained Staff Development programs as necessary to insure all teachers are proficient in electronic grade reporting, attendance submission and other data capturing programs.  LEA LRPT Correlates: EP03	State: Original  Status: In Progress	August 2013 - May 2014	Instructional Technologist	Staff Development Sign-in Sheets, HelpDesk Logs
2.1.6:	Provide professional development opportunities for all Secondary Technology Application and Computer Literacy Teachers and all computer lab aides annually at the TCEA Convention.	State: Original  Status: Planned	February 2014	Director of Information Services	Registration Forms, Staff Development Requests

	LEA LRPT Correlates: EP06				
2.1.7:	Continue just-in-time training by Teacher Technology Specialists to assist teachers in integrating technology utilizing classroom responders, interactive whiteboards, and tablets into their classrooms.  LEA LRPT Correlates: EP01	State: Original  Status: In Progress	September 2013 - May 2014	Instructional Technologist	HelpDesk Requests
2.1.8:	Continue to receive staff development training from ESC3 via the regional communications network.  LEA LRPT Correlates: EP08	State: Original  Status: In Progress	July 2013 - June 2014	Director Information Systems, Instructional Technologist	ESC3 Staff Development Calendar and Sign-in Sheets
2.1.9:	Provide the appropriate type and level of training for various non-teaching support staff, based on the nature of each position.  LEA LRPT Correlates: LAS10	State: Original  Status: Planned	September 2013 - May 2014	Instructional Technologist, ESC3 Staff	Staff Development Sign-in sheets
2.1.10:	Deliver sustained Staff Development programs as necessary to insure all teachers are proficient in the operation of classroom projectors, document cameras, interactive whiteboards, and visual responders.  LEA LRPT Correlates: I05, I09, LAS06, TL08	State: Original  Status: In Progress	August 2013 - May 2014	Director, IS, Instructional Technologist	Staff Development Sign-in rosters. Teacher evaluation reports.

**OBJECTIVE 2.2:**

All ECISD Teachers will be of High Quality and Technologically proficient.

*Budget Amount \$5,000.00*

*LRPT category: Educator Preparation and Development*

E-Rate Correlates: ER01, ER02

NCLB Correlates: 01, 04a, 04b

<i>Strategies</i>		<i>State/Status:</i>	<i>Timeline:</i>	<i>Person(s) Responsible:</i>	<i>Evidence:</i>
2.2.1:	Insure that all Secondary Technology Applications and Computer Literacy Teachers are Highly Qualified and possess the TATCP certification.  LEA LRPT Correlates: EP02, LAS12	State: Original  Status: In Progress	July 2013 - August 2014	Asst Superintendent of Instruction	SBEC Certificate
2.2.2:	Develop Teacher Technology Proficiency Test as a method to access the competencies of our teaching staff.  LEA LRPT Correlates: EP04	State: Original  Status: Planned	March 2014	Director of Information Systems, Instructional Technologist	Pre- and Post-Proficiency Test
2.2.3:	Provide opportunities for teachers to participate in varied technology training, including the Master Technology Teacher Program.  LEA LRPT Correlates: EP07	State: Original  Status: Planned	August 2013 - May 2014	Asst Superintendent for Instruction	Training Requests

**GOAL 3: Leadership, Administration and Support Services: The administration will provide effective leadership for the district in integrating technology into the curriculum and administrative functions, thereby improving student success and teaching and administrative and efficiency.**

**OBJECTIVE 3.1:**

The ECISD will continue to employ highly qualified employees who will utilize technology to increase student achievement and administrative efficiency.

*Budget Amount \$90,000.00*

*LRPT category: Leadership, Administration and Support*

E-Rate Correlates: ER01

NCLB Correlates: 03, 04b, 05, 06, 08

Strategies		State/Status:	Timeline:	Person(s) Responsible:	Evidence:
3.1.1:	Hire Highly Qualified and properly certified teaching professionals who are technologically proficient.  LEA LRPT Correlates: EP04	State: Original  Status: In Progress	July 2013 - August 2014	Superintendent	Employment Applications and Contracts
3.1.2:	Continue to provide funding for a full time Technology Support Staff.  LEA LRPT Correlates: EP09	State: Original  Status: In Progress	July 2013	Asst Superintendent for Finance	Annual Budget
3.1.3:	Seek additional sources of funding and utilize third-party grant writers to assist in the acquisition of additional internet bandwidth and other computer devices and technology equipment.  LEA LRPT Correlates: I03, I04	State: Original  Status: In Progress	August 2013 - June 2014	Superintendent, Asst. Superintendent for Instruction	Grant Notifications
3.1.4:	Administration will seek out ways to use social networking media as a means of providing relevant information to stakeholders.  LEA LRPT Correlates: TL15	State: Original  Status: Planned	July 2013 - June 2014	Superintendent, Director IS	Subscription to Twitter and Facebook programs

**OBJECTIVE 3.2:**

100% of ECISD campuses will use student management technology to improve efficiency.

*Budget Amount \$28,000.00*

*LRPT category: Leadership, Administration and Support*

E-Rate Correlates: ER01

NCLB Correlates: 11

Strategies		State/Status:	Timeline:	Person(s) Responsible:	Evidence:
3.2.1:	All teachers will submit attendance data and grades to a centralized database located on their campus server or to the Cloud.  LEA LRPT Correlates: LAS08	State: Original  Status: In Progress	August 2013 - May 2014	Campus Principals	PEIMS Reports, Report Cards
3.2.2:	All campus clerks will electronically	State:	July 2013 -	PEIMS Coordinator,	PEIMS Reports

	submit student demographic information to a centralized database on the district server, or to the Cloud.  LEA LRPT Correlates: LAS08, TL16	Original  Status: In Progress	May 2014	Campus Principals	
3.2.3:	Make the Skyward Student Management System available to administrators, principals and counselors.  LEA LRPT Correlates: LAS01	State: Original  Status: In Progress	August 2013 - May 2014	Campus Principals	Skyward Program Logs
<b>OBJECTIVE 3.3:</b>					
<p>The administration will continue to seek technological practices that encourage all stakeholders to participate in the education of the students of ECISD.</p> <p><i>Budget Amount \$25,000.00</i> <i>LRPT category: Leadership, Administration and Support</i></p> <p>E-Rate Correlates: ER01 NCLB Correlates: 03, 08, 09, 10</p>					
<i>Strategies</i>		<i>State/Status:</i>	<i>Timeline:</i>	<i>Person(s) Responsible:</i>	<i>Evidence:</i>
3.3.1:	The administration will continue to support Family Literacy Night.  LEA LRPT Correlates: TL12	State: Original  Status: In Progress	August 2013 - May 2014	ESL District Coordinator	Family Literacy Sign - in Logs
3.3.2:	The administration will continue to support parent, student and teacher communication via Skyward Family Access and SchoolCenter  LEA LRPT Correlates: I08, LAS11	State: Original  Status: In Progress	August 2013 - May 2014	Secondary Principals	AUP and Family Access Consent forms
3.3.3:	Lobby the state and federal government for increased funding to support technology initiatives.  LEA LRPT Correlates: I02	State: Original  Status: In Progress	July 2013 - June 2014	Superintendent	Correspondence with State and Federal Representatives
3.3.4:	Encourage community access to ECISD facilities, including Internet connected workstations and Distance Education Studio  LEA LRPT Correlates: I03, LAS09	State: Original  Status: In Progress	July 2013 - June 2014	Director Information Services	ESC Staff Development sign-in sheets

<b>GOAL 4: Infrastructure for Technology: Support, maintain, and upgrade the infrastructure as required to meet present and future demands.</b>					
<b>OBJECTIVE 4.1:</b>					
Administrators, teachers and students will have access to the appropriate resources in order to succeed in a technological environment.					
<i>Budget Amount \$204,878.00</i>					
<i>LRPT category: Infrastructure for Technology</i>					
E-Rate Correlates: ER01, ER02					
NCLB Correlates: 02, 05, 06, 12					
<i>Strategies</i>		<i>State/Status:</i>	<i>Timeline:</i>	<i>Person(s) Responsible:</i>	<i>Evidence:</i>
4.1.1:	Continue with planned obsolescence of computer workstations, so that all computers are less than 5 years old.  LEA LRPT Correlates: I02, I07	State: Original  Status: In Progress	September 2013 - June 2014	Director Information Services	Inventory Reports
4.1.2:	Increase bandwidth by aggregating and Increasing T1/DS3 lines to our ISP. Utilize bandwidth shaping appliance to gain efficiencies of use.  LEA LRPT Correlates: I06	State: Original  Status: Planned	July 2013 - August 2014	Director Information Services	Purchase Order, Erate FCDL
4.1.3:	Leverage our previous investment in our fiber backbone with expanded services for voice, video and data between campuses.  LEA LRPT Correlates: I01	State: Original  Status: Planned	July 2013 - December 2014	Director Information Services	Erate FCDL
4.1.4:	Analyze our current telecommunications system and make enhancements where necessary.  LEA LRPT Correlates: I01	State: Original  Status: In Progress	July 2013 - May 2014	Director Information Services	Erate FCDL
4.1.5:	Utilize full-featured warranty contracts on mission critical hardware, to minimize downtime.  LEA LRPT Correlates: LAS14	State: Original  Status: In Progress	July 2013 - September 2014	Director Information Services	Purchase Orders, Warranty Contracts
4.1.6:	Enhance the video infrastructure to provide video on demand, CCTV and public access programming  LEA LRPT Correlates: I01	State: Original  Status: Planned	January 2014 - May 2014	Director Information Services	Purchase Orders
4.1.7:	Complete the installation of cable television in each classroom to take advantage of distributed learning opportunities provided by cable and satellite providers  LEA LRPT Correlates: I01	State: Original  Status: In Progress	September 2013 - December 2014	Director of Information Services	Inventory Reports
4.1.8:	Utilize Erate funds to replace aging technological infrastructure per ECISD established replacement schedule	State: Original  Status: In Progress	July 2013 - May 2014	Director of Information Services	Inventory Reports, Purchase Orders

	LEA LRPT Correlates: I08				
4.1.9:	Upgrade district email capabilities to provide remote access and web-based email  LEA LRPT Correlates: I01	State: Original  Status: In Progress	July 2013	Director Information Services	Erate FCDL
4.1.10:	Continue to utilize third party specialist for network consultation and design  LEA LRPT Correlates: I01	State: Original  Status: In Progress	July 2013 - June 2014	Director of Information Services	Purchase Order, Network Designs
4.1.11:	Renew annual license for Internet content filtering appliance, as required by CIPA (Children's Internet Protection Act)  LEA LRPT Correlates: TL14	State: Original  Status: In Progress	July 2013 - June 2014	Director Information Services	Purchase Order, License Agreement
4.1.12:	Investigate alternative funding and leasing to secure technology assets.  LEA LRPT Correlates:	State: Original  Status: In Progress	September 2013 - June 2014	Asst Superintendent of Finance	Vendor Price Quotes
4.1.13:	ECISD will access the technology needs of each campus by requiring that 100% of the teachers on that campus complete the Teacher Star Chart.  LEA LRPT Correlates: LAS03	State: Original  Status: Planned	September 2013	Campus Principals	On-line Star Charts
4.1.14:	ECISD will access the Technology needs of the District by competing 100% of the Campus Star Charts.  LEA LRPT Correlates: LAS03	State: Original  Status: Planned	November 2013	Director Information Services	On-Line Star Chart Reports
4.1.15:	ECISD will seek E-Rate funds based on a completed and comprehensive annual Technology Plan that is aligned with the District Improvement Plan and completed by the District Technology Committee.  LEA LRPT Correlates: LAS02, LAS04, LAS05	State: Original  Status: Planned	December 2013	Director Information Services	Completed Tech Plan, Erate Form 470
4.1.16:	Seek E-rate funding to provide enhancements to the district-wide VoIP phone system to foster improved communications between teachers and parents, and teachers and administrators.  LEA LRPT Correlates: I01	State: Original  Status: Planned	July 2013	Director Information System	E-Rate Form 470, FCDL
4.1.17:	Seek E-Rate funding to replace legacy 10/100 switches with 10/100/1000 Switches with POE, and Multicast capability  LEA LRPT Correlates: I01	State: Original  Status: Planned	July 2013	Director Information Services	E-Rate Form 470, FCDL
4.1.18:	Seek E-Rate funding to extend fiber network on every campus.  LEA LRPT Correlates: I01	State: Original  Status: Planned	July 2013	Director, Information Services	E-Rate Form 470, FCDL
4.1.19:	Seek E-Rate funding to upgrade connectivity to district offices and classrooms to Cat 6, and prepare wireless network for increased capacity to facilitate BYOT and other wireless	State: Original  Status: Planned	July 2013	Director, Information Services	Erate Form 470, FCDL

	initiatives. LEA LRPT Correlates: I01				
4.1.20:	Seek E-Rate funding to install enhancements to the district-wide video distribution system. LEA LRPT Correlates: I01	State: Original Status: Planned	July 2013	Director, Information Services	Erate Form 470, FCDL
4.1.21:	Seek E-Rate funds to purchase Basic Maintenance contract for Phone system, network infrastructure, and mission-critical equipment. LEA LRPT Correlates: I01	State: Original Status: Planned	July 2013	Director, Information Services	E-Rate Form 470, FCDL
4.1.22:	Seek E-Rate Funds to continue to provide district-wide local, long distance, data, cellular and DSL phone service; and webhosting and e-mail services. LEA LRPT Correlates: I01	State: Original Status: Planned	July 2013	Director, Information Services	Erate Form 470, FCDL

## Budget

Total amount of Title II, Part D formula funds received for the current year of this plan: \$0.00

Method of application for formula funds: Local Application

<b>Budget year 2013</b>		
<b>Budget item</b>	<b>Cost</b>	<b>Funding Sources with amount per source</b>
Staff Development	\$175,000.00	General Salaries 145,000 Local (Tech) 30,000
Telecommunications & Internet Access	\$200,353.00	Erate 125,000 Local Tech 25,353
Materials & Supplies	\$123,000.00	Local (Tech) 123,000
Equipment	\$193,422.00	Erate 453,000 Local Tech 143,622
Maintenance	\$49,525.00	Local (Salaries) 45,000 Local Tech 4,525
Miscellaneous Expenses	\$45,000.00	Local (Salaries) 45,000
<b>Total</b>	<b>\$786,300.00</b>	

# Evaluation

**Evaluation Process:**

The evaluation of the District Technology Plan will be performed during an established committee meeting in the spring semester of each school year. The committee will review the activities that have been accomplished that year and preview the activities called for by the plan during the subsequent year. Needs will be re-assessed, and adjustments which are necessary to meet the education needs of the students of El Campo Independent School District will be made to the plan. Called meetings of this committee will be made at any time during the school year in response to new developments and opportunities as they arise.

**Evaluation Method:**

Evaluation of the Technology Plan will be a systematic ongoing process. All aspects of the Plan will be formally evaluated by the District Technology Committee during the Fall and Spring Semester of each school year.

The District Technology Committee will be responsible for the ongoing evaluation of this plan. The intention of the evaluation will be to make decisions on the impact that technology has on the learning process for all students.

El Campo ISD's STaR Chart results for each campus will be used to help El Campo ISD assess its progress toward meeting the goals of the Long Range Plan for Technology.

Other methods used for evaluation will include:

- Surveys of the staff conducted periodically in regards to their use of technology in the classroom
- Informal interviews conducted by the campus Technology Committee representative
- Records of staff member participation in technology training monitored by sign-in sheets and teacher professional development records.
- Integration of training into the classroom as measured by lesson plans and number and type of technology projects.
- Monitoring and documentation of community access to technology resources and information on the campuses and on the web site.
- Monitoring and documentation of community involvement
- Yearly inventory of hardware and software
- Support and maintenance of technology as documented by technical support records

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EL CAMPO ISD does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504 and Title VI.

**Agenda Item Summary Sheet (4 B.2)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

**Consent Agenda:  
Business and Support  
Services**

Approval of District Investment Officers

**Summary**

According to *Government Code § 2246.005(f)* the Board shall designate one or more officers or employees as investment officer(s) to be responsible for the investment of its funds. In the administration of the duties of an investment officer, the person designated as an investment officer shall exercise the judgment and care, under prevailing circumstances, that a prudent person would exercise in the management of the person's own affairs, but the Board retains the ultimate responsibility as fiduciaries of the assets of the District.

Authority granted to a person to invest the entity's funds is effective until rescinded by the Board or until termination of the person's employment by the District.

LOCAL policy states that the Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board in accordance with the District's written investment policy and generally accepted accounting procedures.

**ECISD Board Policy**

CDA (LEGAL), OTHER REVENUES: INVESTMENTS, INVESTMENT OFFICER

CDA (LOCAL), OTHER REVENUES: INVESTMENTS, INVESTMENT AUTHORITY

**Effective Date**

January 22, 2013

**Previous Board Action**

The Board annually passes a resolution approving a list of investment officers for the District.

**Future Action Expected**

The Board annually passes a resolution approving a list of investment officers for the District.

**Background Information and  
Significant Issues**

The RESOLUTION designates David Bright, and Joyce Supak as the district investment officers

**Fiscal Impact**

None.

<b>Student and Public Benefit</b>	Investment resolutions are in place as internal controls to help protect taxpayers' dollars by reducing the risks involved in the investment of public funds.
<b>Procedural and Reporting Implications</b>	Resolution designating the district's investment officers will be included in the official board minutes for this meeting, and is subject to audit.
<b>Public Comments</b>	None.
<b>Alternatives</b>	Identify other individuals to designate as investment officers.
<b>Other Comments and Related Issues</b>	None
<b>Attachments</b>	<ul style="list-style-type: none"> <li>• Copy of: RESOLUTION, Designation of Investment Officer(s)</li> </ul>
<b>Contact Person(s)</b>	David Bright, Assistance Superintendent of Finance and Operations
<b>Action Required</b>	Motion, second and majority vote to approve Resolution designating the district's investment officers.
<b>Superintendent's Recommendation</b>	<p>I recommend you approve the individuals recommended as designated investment officers as part of the consent agenda.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

**RESOLUTION**  
**Designation of Investment Officer(s)**

**WHEREAS**, the El Campo Independent School District has legal authority to invest public funds in a manner which assures the safety of invested funds, maintains sufficient liquidity to provide for the daily needs of the District and provide the highest investment return, and

**WHEREAS**, this investment authority applies to all financial assets of the District, and

**WHEREAS**, investments shall be made with careful judgment and care, under then prevailing circumstances, which a prudent person exercising discretion and intelligence in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived, and

**WHEREAS**, the El Campo Independent School District is required under CDA (LEGAL) and Gov't Code 2256.005 to designate one or more officers or employees as investment officer(s) to be responsible for the investment of its funds, and

**WHEREAS**, the investment officer of the District shall be required to attend at least one training session relating to their respective responsibilities under the Public Funds Investment Act within 12 months after taking office or assuming duties, and

**WHEREAS**, not less than quarterly, the District's investment officer shall prepare and submit to the Board a written report of investment transactions for all funds covered by the Public Funds Investment Act for the preceding reporting period,

**THEREFORE BE IT RESOLVED** that the Board of Trustees of the El Campo Independent School District go on record designating David Bright, and Joyce Supak investment officer(s) to be responsible for the investment of its funds.

**ADOPTED AND SIGNED** this 22nd day of January 2013.

\_\_\_\_\_  
**Tommy Turner, President**

\_\_\_\_\_  
**David Hodges, Secretary**

**Agenda Item Summary Sheet (4 B.3)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

**Consent Agenda:  
Business and Support  
Services**

Approval of Sources of Investment Officer(s) Training and Report on Investment Officer(s) Training

**Summary**

According to *Government Code § 2256.008(a)(b)(c)*, within 12 months after taking office or assuming duties, the treasurer or chief financial officer and the investment officer of the District shall attend at least one training session from an independent source approved by the Board. This initial training must contain at least ten hours of instruction relating to their respective responsibilities under the Public Funds Investment Act.

The treasurer or chief financial officer and investment officer must also attend an investment training session not less than once in a two-year period and receive not less than ten hours of instruction relating to investment responsibilities under the Public Funds Investment Act from an independent source approved by the Board.

Investment training must include education in investment controls, security risks, strategy risks, market risks, diversification of investment portfolio, and compliance with the Government Code, Chapter 2256.

**ECISD Board Policy**

CDA (LEGAL), OTHER REVENUES: INVESTMENTS, INVESTMENT OFFICER

**Effective Date**

January 22, 2013.

**Previous Board Action**

The Board annually approves the training of district investment officers and the sources for investment officer training.

**Future Action Expected**

The Board annually approves the training of district investment officers and the sources for investment officer training.

**Background Information and  
Significant Issues**

The RESOLUTION approves the training of investment officers and the independent sources of instruction relating to investment responsibilities.

**Fiscal Impact**

None.

**Student and Public Benefit**

Investment resolutions are in place as internal controls to help protect taxpayers' dollars by reducing the risks involved in the investment of public funds.

<b>Procedural and Reporting Implications</b>	Resolution approving the training for district investment officers and the independent sources of instruction relating to investment responsibilities will be included in the official board minutes for this meeting, and is subject to audit.
<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>• Copy of: RESOLUTION, Approving the Training of Investment Officers and the Independent Sources of Instruction Relating to Investment Responsibilities.</li> <li>• Copies of Certificates for Investment Officers Training</li> </ul>
<b>Contact Person(s)</b>	David Bright, Assistance Superintendent of Finance and Operations
<b>Action Required</b>	Motion, second and majority vote approving the sources for Investment Officer training.
<b>Superintendent's Recommendation</b>	<p>I recommend you approve the sources for Investment Officer training as a part of the Consent Agenda.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

**RESOLUTION APPROVING THE TRAINING OF INVESTMENT OFFICERS  
AND  
THE INDEPENDENT SOURCES OF INSTRUCTION RELATING TO  
INVESTMENT RESPONSIBILITIES**

**WHEREAS**, El Campo Independent School District (the “District”) has been legally created and operates pursuant to the general laws of the State of Texas applicable to independent school district; and

**WHEREAS**, the Board of Trustees has convened on this date at a meeting open to the public and wishes to approve investment training, pursuant to Chapter 2256.008(a), Texas Government Code, as amended from time to time; and

**WHEREAS**, Section 2256.008(a), Texas Government Code, as amended, requires the treasurer, chief financial officer if the treasurer is not the chief financial officer and investment officer of the District to attend an investment training session not less than once in a two-year period and receive not less than ten hours of instruction relating to investment responsibilities from an independent source approved by the Board of Trustees of the District or a designated investment committee advising the investment officer, as provided in the investment policy of the District; and

**WHEREAS**, the Investment Policy, CDA (LOCAL), designates the Superintendent, or other persons designated by Board resolution as primary investment officers; and

**WHEREAS**, the Region II, III & IV Education Service Centers, the Texas Association of School Boards (“TASB”), the Texas Association of School Administrators (“TASA”), the Texas Association of School Business Officials (“TASBO”), Texas Tech University, University of North Texas, Southwest Securities, the TexPool Investment Pool, the Lone Star Investment Pool, the MBIA Municipal Investors Service Corporation Investment Pool and the Local Government Investment Cooperative (“LOGIC”) provide investment training sessions relating to investment responsibilities; and

**WHEREAS**, the governing body of this local government wishes to approve the Region II, III & IV ESCs, TASB, TASA, TASBO, Texas Tech University, University of North Texas, Southwest Securities, TexPool, Lone Star, MBIA Municipal Investors Service Corporation, and LOGIC as independent sources of instruction to provide investment training sessions required by Section 2256.008(a); **NOW, THEREFORE,**

**BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE EL CAMPO INDEPENDENT SCHOOL DISTRICT THAT:**

**Section 1:** The approval of the Region II, III & IV ESCs, TASB, TASA, TASBO, Texas Tech University, University of North Texas, Southwest Securities, TexPool, Lone Star, MBIA, and LOGIC as independent sources of instruction relating to

investment responsibilities for the investment officers of the District, as required by Section 2256.008(a), Texas Government Code, as amended.

**Section 2:** The approval of the attached list of training hours which have been completed by the investment officers of the District for the fiscal year ended August 31, 2012.

**PASSED AND APPROVED** this 22nd day of January 2013.

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**Tommy Turner, President**

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**David Hodges, Secretary**



Texas Association of School Business Officials

Certificate of Attendance

Presented to

Joyce Supak

For completion of 6 hours of training on the Texas Public Funds Investment Act  
and related investment issues (CPE sponsor 622)

October 25, 2011  
Victoria, Texas

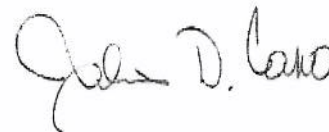
  
Staci Robertson, Instructor

# Region III Education Service Center Professional Development Workshop #: 34192

## Region III Education Service Center

David Bright  
El Campo ISD

,  
  
**Title:** Investment Officer Training  
**Presenter:** BOSC, Inc  
**Date:** May 24, 2012  
**Location:** Region III ESC  
**Time:** 9:00 AM - 3:00 PM  
**Amount:** \$0  
**Status:** Attended  
**Credit Hours:** 5  
**Certificate:** Inservice  
**District:** El Campo ISD  
**Campus:**



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Julius D. Cano  
Executive Director

**Agenda Item Summary Sheet (4 B.4)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

**Consent Agenda:  
Business and Support  
Services**

Annual Review of Investment Policies

**Summary**

According to *Government Code § 2256.026*, all investments made by the District shall comply with the Public Funds Investment Act and all federal, state, and local statutes, rules or regulations.

*Government Code § 2256.005(b)* states that investments shall be made in accordance with written policies approved by the Board. The investment policies must primarily emphasize safety of principal and liquidity and must address investment diversification, yield and maturity and the quality and capability of investment management.

*Government Code 2256.005(e)* states that the investment policy and investment strategy shall be reviewed not less than annually. The Board shall adopt a written instrument stating that it has reviewed the investment policy and investment strategies and that the written instrument so adopted shall record any changes made to either the investment policy or investment strategies.

**ECISD Board Policy**

CDA (LEGAL), OTHER REVENUES: INVESTMENTS, INVESTMENT OFFICER

**Effective Date**

January 22, 2013

**Previous Board Action**

The Board annually reviews and approves the District's investment policies.

**Future Action Expected**

The Board annually reviews and approves the District's investment policies.

**Background Information and  
Significant Issues**

The RESOLUTION approves the investment policy for the El Campo Independent School District.

The policy must include:

1. A list of types of authorized investments in which the District's funds may be invested;
2. The maximum allowable stated maturity of any individual investment owned by the District;
3. For pooled fund groups, the maximum dollar-weighted average maturity allowed based on the stated maturity date of the portfolio;

4. Methods to monitor the market price of investments acquired with public funds;
5. A requirement for settlement of all transactions, except investment pool funds and mutual funds, on a deliver versus payment basis; and
6. Procedures to monitor rating changes in investments acquired with public funds and the liquidation of such investments consistent with the provisions of Government Code 2256.021.

**Fiscal Impact**

None.

**Student and Public Benefit**

Investment resolutions are in place as internal controls to help protect taxpayers' dollars by reducing the risks involved in the investment of public funds.

**Procedural and Reporting Implications**

Resolution approving the investment policies of the district will be included in the official board minutes for this meeting, and is subject to audit.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

None

**Attachments**

- Copy of RESOLUTION, Adopting the Investment Policy of the El Campo Independent School District.
- Copy of Policy CDA (LOCAL)

**Contact Person(s)**

David Bright, Assistance Superintendent of Finance and Operations

**Action Required**

Motion, second and majority vote to approve District investment policy.

**Superintendent's Recommendation**

I recommend you approve the resolution adopting the investment policy of the El Campo Independent School District as part of the consent agenda.

**Mark Pool, Superintendent of Schools**

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

INVESTMENT  
AUTHORITY

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be executed on a delivery versus payment basis.

APPROVED  
INVESTMENT  
INSTRUMENTS

From those investments authorized by law and described further in CDA(LEGAL), the Board shall permit investment of District funds in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load money market mutual funds and no-load mutual funds as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.

SAFETY AND  
INVESTMENT  
MANAGEMENT

The main goal of the investment program is to ensure its safety and maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

LIQUIDITY AND  
MATURITY

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed one year from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

DIVERSITY

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

MONITORING MARKET  
PRICES

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant declines in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisors, and representatives/advisors of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

MONITORING RATING  
CHANGES

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

FUNDS / STRATEGIES

Investments of the following fund categories shall be consistent with this policy and in accordance with the strategy defined below.

OPERATING FUNDS

Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

AGENCY FUNDS

Investment strategies for agency funds shall have as their objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

DEBT SERVICE  
FUNDS

Investment strategies for debt service funds shall have as their objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

CAPITAL PROJECTS	Investment strategies for capital project funds shall have as their objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.
TRUST FUNDS	Investment strategies for trust funds shall have as their primary objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
SAFEKEEPING AND CUSTODY	The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.
BROKERS / DEALERS	Prior to handling investments on behalf of the District, brokers/dealers must submit required written documents in accordance with law. [See SELLERS OF INVESTMENTS, CDA(LLEGAL)] Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC), and be in good standing with the Financial Industry Regulatory Authority (FINRA).
SOLICITING BIDS FOR CD'S	In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.
INTEREST RATE RISK	<p>To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.</p> <p>The District shall monitor interest rate risk using weighted average maturity and specific identification.</p>
INTERNAL CONTROLS	<p>A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:</p> <ol style="list-style-type: none"><li>1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.</li><li>2. Avoidance of collusion.</li><li>3. Custodial safekeeping.</li><li>4. Clear delegation of authority.</li><li>5. Written confirmation of telephone transactions.</li></ol>

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

PORTFOLIO REPORT

In addition to the quarterly report required by law and signed by the District's investment officer, a comprehensive report on the investment program and activity shall be presented annually to the Board.

**Agenda Item Summary Sheet (4 B.5)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

**Consent Agenda:  
Business and Support  
Services**

Review of Monthly Financial Reports for Month of December

**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**

December 31, 2012

**Previous Board Action**

Approval of 2011-2012 General Operating Budget on August 21, 2012.

**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, 2012 was \$8,898,859, which is 34.54% of the approved General Fund operating expenditures (as defined in the AEIS Report) of \$25,761,913.

Fund balance designated for replacement of artificial turf at Ricebird Stadium is \$250,000, leaving an undesignated fund balance of \$8,648,859; or 33.57% of the approved General Fund operating expenditures (as defined in the AEIS Report).

The undesignated fund balance currently exceeds the 20% goal by \$3,496,476.

**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 44.98% of our amended revenue projections; and expended 35.39% of our amended expenditure estimates.  
Compared to the same time last year, our revenue increased by \$856,312 and our expenditures increased by \$1,233,519.

	2008-2009		2009-2010		2010-2011		2011-2012		2012-2013	
	Rev	Exp	Rev	Exp	Rev	Exp	Rev	Exp	Rev	Exp
<b>Sep</b>	20.59%	11.53%	10.41%	10.59%	9.93%	10.95%	10.63%	12.13%	10.87%	15.21%
<b>Oct</b>	36.88%	17.18%	19.64%	17.92%	18.64%	18.81%	19.79%	20.05%	19.84%	22.74%
<b>Nov</b>	39.46%	24.10%	26.01%	25.17%	27.97%	23.69%	29.84%	27.07%	30.94%	28.88%
<b>Dec</b>	52.68%	31.52%	38.96%	32.11%	41.96%	30.73%	41.60%	33.20%	44.98%	35.39%
<b>Jan</b>	73.77%	38.60%	57.38%	39.07%	60.48%	37.99%	64.61%	40.50%		
<b>Feb</b>	79.39%	48.85%	68.68%	50.45%	66.83%	48.02%	69.97%	50.83%		
<b>Mar</b>	81.29%	55.83%	70.62%	58.65%	68.88%	55.20%	72.10%	57.21%		
<b>Apr</b>	82.79%	62.87%	75.39%	65.99%	73.41%	62.72%	77.12%	64.95%		
<b>May</b>	84.31%	69.96%	79.21%	72.77%	77.20%	69.62%	81.11%	71.59%		
<b>Jun</b>	86.04%	77.28%	85.20%	80.00%	82.93%	76.81%	87.17%	78.14%		
<b>Jul</b>	87.23%	85.52%	91.73%	85.63%	89.99%	84.05%	93.70%	85.44%		
<b>Aug</b>	99.94%	98.05%	100.10%	98.92%	100.38%	98.74%	100.06%	98.47%		

**NOTE:** \$875,000 expenditure to pay off Limited Tax Refunding Bonds, Series 2004, increased expenditure percentage for September 2012.

**Tax Collection Report.** Our beginning tax levy of \$13,656,685 has been adjusted by -\$20,365 giving us a new adjusted levy of \$13,636,320; and we have currently collected \$5,337,875 which amounts to 39.14% of the adjusted levy. This leaves an uncollected balance of \$8,298,445.

Delinquent collections YTD are \$100,109 plus \$44,145 in penalty and interest.

	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Oct	0.01%	0.00%	0.00%	0.35%	0.31%	0.21%
Nov	5.07%	2.58%	0.44%	8.60%	9.54%	12.48%
Dec	38.76%	32.28%	30.01%	39.54%	34.01%	39.14%
Jan	85.29%	81.82%	73.71%	81.26%	84.41%	
Feb	93.58%	93.04%	92.80%	93.50%	94.04%	
Mar	94.44%	94.06%	94.60%	94.95%	95.38%	
Apr	95.13%	94.97%	95.27%	95.52%	96.12%	
Jun	95.78%	95.61%	95.84%	96.26%	96.75%	
Jun	96.55%	96.69%	96.50%	96.67%	97.14%	
Jul	96.87%		96.83%	97.10%	97.65%	
Aug	97.15%	97.48%	97.17%	97.74%	97.90%	
Sep	97.31%	97.60%	97.37%	97.88%	97.98%	

**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		
	2011-2012	2012-2013	Difference	2011-2012	2012-2013	Difference
Revenue	\$3,660,358	\$4,308,585	\$648,227	\$12,950,150	\$13,806,461	\$856,311
Expenditures	\$1,936,893	\$2,217,444	\$280,551	\$7,905,817	\$9,037,260	\$1,131,443
Balance	\$1,723,465	\$2,091,141	\$367,676	\$5,044,333	\$4,769,201	(\$275,132)

**Attachments**

- Monthly Financial Report – December 31, 2012
- Tax Collection Recap 2012-2013
- Cash Flow Report 2012-2013

**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  
January 22, 2013**

**Comparison of Revenue and Expenditures  
to the Budget for the General Operating Fund  
9-1-12 to 12-31-12**

**ESTIMATED REVENUE:**

	<i>Original Budget</i>	<i>Amended Budget</i>	<i>Revenue Realized</i>	<i>Revenue Balance</i>
<i>Local:</i>	\$14,589,703	\$14,589,703	\$5,813,161	(\$8,776,542)
<i>State:</i>	\$14,751,605	\$14,751,605	\$7,235,928	(\$7,515,677)
<i>Federal:</i>	\$1,356,051	\$1,356,051	\$557,523	(\$798,528)
<i>Other Resources:</i>	\$0	\$0	\$199,850	\$199,850
<i>Total:</i>	\$30,697,359	\$30,697,359	\$13,806,462	(\$16,890,897)

**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>
\$30,697,359	\$31,638,707	\$9,037,261	\$2,160,375	\$11,197,636	\$20,441,071

**COMPARISONS TO DECEMBER 31 OF PRIOR YEAR:**

	<i>2011-2012</i>	<i>2012-2013</i>	<i>Increase/ Decrease</i>
<i>Revenues:</i>	\$12,950,150	\$13,806,462	\$856,312
<i>Expenditures:</i>	\$9,964,117	\$11,197,636	\$1,233,519
<i>Cash Position:</i>	\$11,800,585	\$12,945,126	\$1,144,541

**PRIOR MONTH CASH POSITION as of 11/30/12:** \$10,868,432

GENERAL FUND - FUND BALANCE	GENERAL OPERATING	FUND BALANCE	% of OPERATING
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%
GENERAL FUND - FUND BALANCE as of 8-31-10:	\$28,851,273	\$5,832,903	20.22%
GENERAL FUND - FUND BALANCE as of 8-31-11:	\$28,096,459	\$6,760,897	24.06%
GENERAL FUND - FUND BALANCE as of 8-31-12:	\$25,761,913	\$8,898,859	34.54%

**BUDGET AMENDMENTS:**

Appropriate funds to pay-off the Maintenance Tax Note-from General Fund Balance	\$879,869
Funds to reimburse the H.S. Co-Curricular account due to alleged employee theft	\$45,723
Funds to reimburse the H.S. Scholarship account due to alleged employee theft	\$15,756

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

**EL CAMPO INDEPENDENT SCHOOL DISTRICT  
TAX COLLECTION RECAP  
2012 - 2013**

<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>										
Oct-12	\$13,656,685	\$220	\$13,656,905	28,747	0.21%	0.31%	\$43,506	\$17,259	\$89,512	
Nov-12	\$13,656,685	-\$1,683	\$13,655,002	1,675,003	12.27%	9.23%	\$27,325	\$13,919	\$1,716,247	
Dec-12	\$13,656,685	-\$20,365	\$13,636,320	3,634,126	26.65%	24.46%	\$29,279	\$12,966	\$3,676,370	
<b>Year To Date</b>				<b>5,337,875</b>	<b>39.14%</b>	<b>34.01%</b>	<b>100,109</b>	<b>44,145</b>	<b>\$5,482,129</b>	<b>\$8,298,445</b>

**EL CAMPO INDEPENDENT SCHOOL DISTRICT**

**Cash Flow**

2012-2013

199	GENERAL FUND	Actual Sep-12	Actual Oct-12	Actual Nov-12	Actual Dec-11	Actual Dec-12	Actual Jan-12	Actual Feb-12	Actual Mar-12	Actual Apr-12	Actual May-12	Actual Jun-12	Actual Jul-12	Actual Aug-12	2011-12 Totals
<b>REVENUE:</b>															
<b>5700</b>	<b>Local Revenue:</b>														
5711	Taxes Current Year	8,760	34,802	1,465,869	2,830,750	3,160,795	5,831,418	1,114,099	152,370	85,358	73,272	43,439	58,481	28,737	11,338,880
5712	Taxes Prior Years	10,408	37,972	24,023	17,842	25,555	24,184	18,348	20,942	19,723	20,647	16,304	9,114	17,622	266,621
5719	Pen, Int, & Other	8,087	15,298	12,716	10,830	11,915	16,369	28,725	21,676	19,206	17,779	15,049	12,748	17,883	212,668
5720	Service to Other LEAs	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5730	Tuition and Fees	0	0	0	0	0	0	0	0	0	5,035	2,646	0	-235	7,446
5740	Other Local Sources	6,509	27,565	7,577	8,705	7,381	23,461	20,810	2,247	14,837	19,254	6,552	10,974	133,381	288,686
5750	Co/Curr Activities	13,964	20,917	18,778	1,199	14,514	5,578	3,133	1,992	2,862	199	0	14,361	11,568	99,820
	<b>Total Local Rev:</b>	<b>47,728</b>	<b>136,554</b>	<b>1,528,962</b>	<b>2,869,326</b>	<b>3,220,159</b>	<b>5,901,011</b>	<b>1,185,116</b>	<b>199,227</b>	<b>141,987</b>	<b>136,187</b>	<b>83,990</b>	<b>105,679</b>	<b>208,956</b>	<b>12,214,122</b>
<b>5800</b>	<b>State Revenue:</b>														
5811	Available School Fund	104,551	37,009	58,256	105,858	295,568	28,282	28,282	169,105	99,262	110,266	161,831	0	14,035	822,093
5812	Foundation Entitlement	3,047,666	2,174,905	1,142,910	0	-30,448	0	0	0	1,058,196	695,373	1,393,696	1,809,666	1,797,692	13,637,035
5812	Founda Ent-Prior Yr	0	0	2,065	0	0	0	0	0	0	0	0	0	0	0
5819	LEP Student Success Init	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5820	Misc State Program Rev	0	0	0	0	0	0	0	0	0	0	0	0	5,925	5,925
5831	TRS On-Behalf	87,122	87,327	0	89,530	175,227	89,441	89,279	89,344	88,677	89,014	90,645	88,689	183,186	1,165,361
	<b>Total State Rev:</b>	<b>3,239,339</b>	<b>2,299,241</b>	<b>1,203,231</b>	<b>195,388</b>	<b>440,347</b>	<b>117,723</b>	<b>117,561</b>	<b>258,449</b>	<b>1,246,135</b>	<b>894,653</b>	<b>1,646,172</b>	<b>1,898,355</b>	<b>2,000,838</b>	<b>15,630,414</b>
<b>5900</b>	<b>Federal Revenue:</b>														
5930	Federal	0	124,398	4,303	0	0	0	5,787	0	0	0	6,677	0	4,762	84,339
	<b>Total Federal Rev:</b>	<b>0</b>	<b>124,398</b>	<b>4,303</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,787</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,677</b>	<b>0</b>	<b>4,762</b>	<b>84,339</b>
<b>7900</b>	<b>Other Res/Non-Oper</b>														
	Other Res/Non-Oper	0	0	199,850	0	0	0	0	0	0	0	0	0	0	0
	<b>Total Other Res:</b>	<b>0</b>	<b>0</b>	<b>199,850</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>3,287,067</b>	<b>2,560,193</b>	<b>2,936,347</b>	<b>3,064,714</b>	<b>3,660,507</b>	<b>6,018,734</b>	<b>1,308,465</b>	<b>457,677</b>	<b>1,388,122</b>	<b>1,030,840</b>	<b>1,736,839</b>	<b>2,004,034</b>	<b>2,214,556</b>	<b>27,928,875</b>
<b>EXPENDITURES:</b>															
<b>6000</b>	<b>Expenditures:</b>														
6100	Payroll Costs	1,065,364	1,600,937	1,528,502	1,566,323	1,706,826	1,604,254	1,617,610	1,578,918	1,597,334	1,606,917	1,604,420	1,596,506	2,161,215	19,062,518
6200	Contracted Services	190,538	197,996	288,101	99,284	222,780	320,220	190,649	451,700	212,171	292,533	252,788	256,848	429,996	3,323,675
6300	Supplies & Materials	71,269	104,894	165,974	105,871	84,402	79,179	131,708	127,640	128,314	187,884	108,488	111,025	181,499	1,537,539
6400	Other Operating	42,229	190,782	36,875	29,135	46,153	183,953	36,353	30,488	179,177	98,364	81,135	405,156	29,645	1,334,099
6500	Debt Services	879,868	0	500	0	0	0	282,006	0	0	500	0	0	41,331	324,338
6600	Capital Outlay	0	23,207	0	-12,907	0	33,786	0	1,610	18,310	0	14,828	50,767	60,446	179,745
8900	Other Uses/Non Operating	0	61,479	0	0	0	0	0	29,000	0	0	0	0	0	29,000
	<b>Total Expenditures:</b>	<b>2,249,269</b>	<b>2,179,295</b>	<b>2,019,952</b>	<b>1,787,706</b>	<b>2,060,162</b>	<b>2,221,392</b>	<b>2,258,327</b>	<b>2,219,356</b>	<b>2,135,306</b>	<b>2,186,198</b>	<b>2,061,658</b>	<b>2,420,302</b>	<b>2,904,132</b>	<b>25,790,913</b>
	<b>ENDING BALANCE</b>	<b>1,037,798</b>	<b>380,898</b>	<b>916,394</b>	<b>1,277,008</b>	<b>1,600,344</b>	<b>3,797,342</b>	<b>-949,863</b>	<b>-1,761,679</b>	<b>-747,184</b>	<b>-1,155,358</b>	<b>-324,819</b>	<b>-416,268</b>	<b>-689,576</b>	<b>2,137,962</b>
	<b>GF FB as of 8/31/12</b>	<b>8,898,859</b>													
		9,936,657	10,317,555	11,233,949	11,146,265	12,834,294	16,631,635	15,681,773	13,920,093	13,172,909	12,017,551	11,692,732	11,276,464	10,586,888	

240	FOOD SERVICE	Actual Sep-12	Actual Oct-12	Actual Nov-12	Actual Dec-11	Actual Dec-12	Actual Jan-12	Actual Feb-12	Actual Mar-12	Actual Apr-12	Actual May-12	Actual Jun-12	Actual Jul-12	Actual Aug-12	2011-12 Totals
<b>REVENUE:</b>															
5700	<b>Local Revenue:</b>														
	Earnings from Temp Dep			731	0	0	0	605	0	0	773	0	0	754	2,699
	Foundation Revenue														
	Breakfast	7,590	8,493	8,679	3,379	4,917	9,451	9,122	6,641	7,435	7,286	34	0	4,863	71,633
	Lunch	23,117	29,957	23,645	12,223	17,303	25,704	23,950	20,286	17,461	18,642	20	0	17,313	198,973
	A La Carte	9,523	9,720	8,607	4,965	5,862	9,589	9,476	7,600	7,456	7,792	28	0	2,848	76,512
	Adult Lunches	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Catering/Vending	0	52	210	385	3,417	149	120	84	676	1,286	378	0	1,045	4,638
	Summer Food Service	0	0	0	0	0	0	0	0	0	0	214	163	0	377
	<b>Total Local Ren:</b>	<u>40,230</u>	<u>48,222</u>	<u>41,141</u>	<u>20,951</u>	<u>31,499</u>	<u>44,892</u>	<u>43,272</u>	<u>34,611</u>	<u>33,029</u>	<u>35,779</u>	<u>674</u>	<u>163</u>	<u>26,823</u>	<u>354,831</u>
5800	<b>State Revenue</b>														
5829	Misc St Program Rev.	0	0	0	0	0	0	0	0	0	9,800	0	0	0	9,800
5831	TRS On-Behalf Benefit	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total State Rev:</b>	<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>9,800</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>9,800</u>
5900	<b>Federal Revenue</b>														
5921	School Breakfast	0	31,461	36,866	28,082	32,962	16,945	29,118	33,187	32,577	52,054	34,376	1,382	6,954	293,015
5922	National School Lunch	0	94,732	107,003	92,718	97,017	56,986	100,804	101,192	80,985	89,162	97,656	3,135	26,880	847,126
5923	USDA Donated Com	7,195	7,195	7,195	6,878	7,195	6,878	6,878	6,878	6,878	6,878	6,878	6,878	10,282	85,943
5929	Fed Rev TEA-Sum Feed	0	0	0	0	0	0	0	0	0	0	0	5,049	0	5,049
	<b>Total Federal Rev:</b>	<u>7,195</u>	<u>133,388</u>	<u>151,064</u>	<u>127,678</u>	<u>137,174</u>	<u>80,809</u>	<u>136,801</u>	<u>141,257</u>	<u>120,440</u>	<u>148,095</u>	<u>138,910</u>	<u>16,444</u>	<u>44,116</u>	<u>1,231,133</u>
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>	<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>	<u>0</u>	<u>0</u>	<u>0</u>
	<b>Total Revenue:</b>	<u>47,425</u>	<u>181,611</u>	<u>192,935</u>	<u>148,629</u>	<u>168,673</u>	<u>125,701</u>	<u>180,073</u>	<u>175,868</u>	<u>153,469</u>	<u>193,673</u>	<u>139,585</u>	<u>16,606</u>	<u>70,939</u>	<u>1,595,764</u>
<b>EXPENDITURES:</b>															
6000	<b>Expenditures:</b>														
6100	Payroll & Benefits	29,839	44,913	44,834	41,759	45,333	45,109	47,594	42,157	46,430	47,755	40,892	42,697	57,295	535,223
6200	Contracted Services	0	133,987	94,931	100,346	104,452	72,549	72,912	96,840	103,645	87,685	89,287	20,183	24,454	893,802
6300	Supplies & Materials	7,334	7,578	7,195	7,016	7,374	7,130	7,064	7,024	6,889	6,936	7,012	7,243	18,808	97,418
6400	Other Operating	0	144	46	66	122	51	127	37	142	114	140	0	76	911
6600	Capital Outlay	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total Expenditures:</b>	<u>37,173</u>	<u>186,622</u>	<u>147,006</u>	<u>149,187</u>	<u>157,282</u>	<u>124,838</u>	<u>127,697</u>	<u>146,059</u>	<u>157,106</u>	<u>142,490</u>	<u>137,332</u>	<u>70,123</u>	<u>100,633</u>	<u>1,527,354</u>
	<b>ENDING BALANCE</b>	10,253	5,242	51,171	18,773	62,562	63,426	115,802	145,612	141,975	193,159	195,412	141,894	112,200	68,410

511	DEBT SERVICE	Actual Sep-12	Actual Oct-12	Actual Nov-12	Actual Dec-11	Actual Dec-12	Actual Jan-12	Actual Feb-12	Actual Mar-12	Actual Apr-12	Actual May-12	Actual Jun-12	Actual Jul-12	Actual Aug-12	2011-12 Totals
<b>REVENUE:</b>															
5700	<b>Local Revenue:</b>														
5711	Taxes Current Year	1,374	3,752	218,591	443,970	474,260	914,592	174,734	23,898	13,387	11,492	6,813	9,172	4,507	1,778,240
5712	Taxes Prior Years	1,332	5,533	3,302	2,170	3,724	3,451	2,555	2,818	2,370	2,766	2,008	1,220	1,994	34,079
5719	Pen, Int, & Other	974	1,961	1,204	644	1,051	997	2,434	2,918	2,263	2,289	1,798	1,775	1,872	22,018
5742	Earnings Fm Temp Dep	154	162	189	230	370	594	777	734	728	763	747	780	421	6,019
	<b>Total Local Rev:</b>	3,834	11,409	223,286	447,015	479,405	919,633	180,499	30,367	18,748	17,310	11,366	12,947	8,794	1,840,356
5800	<b>State Revenue:</b>														
5829	St Rev Dist By TEA	0	0	53,770	0	0	98,000	0	0	0	0	0	0	0	98,000
	<b>Total State Rev:</b>	0	0	53,770	0	0	98,000	0	0	0	0	0	0	0	98,000
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>	3,834	11,409	277,056	447,015	479,405	1,017,633	180,499	30,367	18,748	17,310	11,366	12,947	8,794	1,938,356
<b>EXPENDITURES:</b>															
6000	<b>Expenditures:</b>														
6500	Debt Service														
6511	Bond Principal	0	0	0	0	0	0	315,000	0	0	0	0	0	500,000	815,000
6521	Interest on Bonds	0	0	0	0	0	0	492,384	0	0	0	0	0	486,084	978,469
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	0	807,384	400	0	0	0	0	986,084	1,794,369
	<b>ENDING BALANCE</b>	3,834	15,243	291,799	640,191	771,204	1,788,838	1,161,952	1,191,919	1,210,668	1,227,978	1,239,344	1,252,291	275,000	143,987
<b>Total Approved Budget</b>															
<b>199, 240, 511</b>															
	<b>TOTAL REVENUE</b>	3,338,326	2,753,212	3,406,338	3,660,358	4,308,585	7,162,068	1,669,037	663,913	1,560,340	1,241,823	1,887,789	2,033,587	2,294,288	31,462,995
	<b>TOTAL EXP</b>	2,286,441	2,365,917	2,167,458	1,936,893	2,217,444	2,346,230	3,193,408	2,365,815	2,292,412	2,328,688	2,198,989	2,490,425	3,990,850	29,112,635
	<b>ENDING BALANCE</b>	1,051,885	1,439,180	2,678,060	5,044,332	4,769,201	9,585,039	8,060,668	6,358,765	5,626,693	4,539,828	4,228,628	3,771,790	2,075,228	

**Agenda Item Summary Sheet (4 B.6)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

**Consent Agenda:  
Business and Support  
Services**

Review of Checks Written – December 2012

**Summary**

Although there is no statutory or policy requirement for the Board to review the bills paid during the previous month, a monthly review providing the Board an opportunity to ask questions regarding specific expenditures is a good practice for the Board to follow in overseeing the management of the District.

It is very helpful to the administration and helps in conducting an effective board meeting if questions are identified and asked prior to the meeting.

These bills have already been paid, and were previously authorized by the Board when you adopted the 2012-2013 General Operating Budget.

**ECISD Board Policy**

None.

**Effective Date**

December 31, 2012

**Previous Board Action**

Approval of 2012-2013 General Operating Budget on August 21, 2012 authorizing the expenditure of funds.

**Future Action Expected**

The Board will review the checks written for the previous month prior to each regular monthly board meeting.

**Background Information and  
Significant Issues**

None.

**Fiscal Impact**

Historical comparison of monthly check totals:

	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
<b>September</b>	\$808,126.97	\$655,949.80	\$629,351.65	\$591,106.98	\$629,530.76
<b>October</b>	\$778,762.11	\$970,451.63	\$640,667.05	\$655,040.01	\$710,446.37
<b>November</b>	\$1,140,664.10	\$750,661.87	\$865,783.43	\$718,579.69	\$716,741.33
<b>December</b>	\$1,030,485.01	\$853,561.12	\$720,971.25	\$355,804.15	\$620,159.58
<b>Total</b>	<b>\$3,758,038.19</b>	<b>\$3,230,624.42</b>	<b>\$2,856,773.38</b>	<b>\$2,320,530.83</b>	<b>\$2,676,878.04</b>
<b>January</b>	\$995,619.31	\$880,591.27	\$747,638.61	\$701,991.20	
<b>February</b>	\$1,128,501.50	\$874,019.06	\$594,414.61	\$526,943.91	
<b>March</b>	\$1,107,119.75	\$694,107.70	\$704,337.28	\$656,212.94	
<b>April</b>	\$779,634.45	\$846,903.79	\$656,212.94	\$554,991.73	
<b>May</b>	\$1,105,700.63	\$758,644.83	\$620,111.02	\$891,849.50	
<b>June</b>	\$816,384.98	\$718,912.56	\$736,989.79	\$751,699.54	
<b>July</b>	\$813,160.04	\$718,935.08	\$658,378.35	\$762,236.64	
<b>August</b>	\$873,588.10	\$1,463,086.35	\$1,172,766.92	\$798,167.33	

**Student and Public Benefit**

Close monitoring of monthly bills paid and monthly cash flow helps to ensure the efficient use of public funds.

**Procedural and Reporting Implications**

None.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

None.

**Attachments**

List of checks written during the month of November are available in electronic format and were emailed to each member of the Board.

**Contact Person(s)**

David Bright, Assistant Superintendent of Finance and Operations

**Action Required**

No action required. This is an information report only.

**Superintendent's Recommendation**

Information only.

**Mark Pool, Superintendent of Schools**

**Agenda Item Summary Sheet (4 D.2)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Consent Agenda: Curriculum and Instruction</b>	Consider approval of Local Instructional Materials Committee
<b>Summary</b>	In accordance with LOCAL policy I am making a recommendation to the Board for the appointment of a local Instructional Materials selection committee. A majority of the committee members must be classroom teachers.
<b>ECISD Board Policy</b>	EFAA (LOCAL), INSTRUCTIONAL MATERIALS, SELECTION AND ADOPTION
<b>Effective Date</b>	January 22, 2013
<b>Previous Board Action</b>	The Board annually appoints a local Instructional Materials Selection Committee to examine instructional materials on the SBOE approved lists, and make recommendations to the Board of Trustees.
<b>Future Action Expected</b>	<p>After examining all instructional materials reflected on the state lists, the instructional materials selection committee shall select items for use in the District and recommend the selections to the Board for ratification.</p> <p>In the event the Board does not ratify all of the selections, the reasons must be recorded in the Board minutes. The committee will make other recommendations for selection until the Board has ratified all selections.</p>
<b>Background Information and Signification Issues</b>	The State Board of Education adopts a list of approved materials. If a local board selects supplemental instructional materials, the district must certify to TEA that the supplemental materials, in combination with any other instructional materials used by the district, cover the essential knowledge and skills for the course.
<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	The members of this committee are responsible for selecting the instructional materials that will have the greatest positive impact on student achievement.

<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>	List of proposed members to the 2013-2014 Instructional Materials Selection Committee.
<b>Contact Person(s)</b>	Carolyn Gordon, Executive Director of Special Programs and Compliance
<b>Action Required</b>	Motion, second and majority vote to approve recommendations for local Instructional Materials Selection Committee.
<b>Superintendent's Recommendation</b>	I recommend that the Board approve the staff on the attached memo for appointment to this year's Local Instructional Materials Selection Committee as a part of the consent agenda.  <b>Mark Pool, Superintendent of Schools</b>

**To:** Board of Trustees  
Mark Pool, Superintendent

**From:** Carolyn Gordon

**Date:** January 10, 2013

**Re:** Instructional Materials Selection and Adoption Committee

**The following teachers and administrators will serve on the Instructional Materials Selection and Adoption Committee for the 2013-2014 school year:**

**Teachers:**  
Delores Janik  
Gwen Johnson  
Laura Deiss  
Pat Buss  
Jana Fernandez  
Summer Dorotik  
Brenda Tomanek  
Tammy DuBroc  
BJ Swenson  
Sheri Janke  
Debbie Hamman  
Stephanie Jensen

**Administrators:**  
Rich DuBroc  
Mark Freeman  
Molli Bodungen  
Mauri Couey  
Liz Graves

**District:**  
Melissa Koop  
Carolyn Gordon

**Agenda Item Summary Sheet (4 D.1)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Information Only***

**Consent Agenda:** Exit Level TAKS Results  
**Curriculum and Instruction**

### **Summary**

The *Texas Administrative Code* requires the Superintendent to accurately report all test results with appropriate interpretations to the Board. To comply with this rule we are reporting our current Exit-Level results for students who are retaking the TAKS tests through the last administration in December of 2012.

The *Texas Education Code* requires that the state-adopted exit-level assessment instrument be designed to be administered to students in grade 11 to assess essential knowledge and skills in mathematics, English language arts, social studies, and science. This year's eleventh graders will be the last to take the exit level TAKS. Future classes will be required to pass STAAR End-of-Course exams and achieve a cumulative score on these exams over their high school career.

The *Education Code* further requires that to be eligible to receive a high school diploma, a nonexempt student must demonstrate satisfactory performance on the exit-level test.

We currently have twenty-five ECHS students who have not yet passed all sections of the TAKS Exit. They have one more opportunity to pass the section(s) they lack before graduation.

### **ECISD Board Policy**

EKB (LEGAL), TESTING PROGRAMS: STATE ASSESSMENT PROGRAM

### **Effective Date**

January 22, 2013

### **Previous Board Action**

The Board annually reviews the Exit Level TAKS results and the number of students who may fail to graduate due to not passing all sections of the Exit exam.

### **Future Action Expected**

The Board annually reviews the Exit Level TAKS results and the number of students who may fail to graduate due to not passing all sections of the Exit exam.

### **Background Information and Significant Issues**

The *Education Code* makes provisions for an eligible student, or someone who is out-of-school, who has not met this graduation requirement to retest on a schedule that is determined by the Commissioner of Education. A student who has been denied a diploma because the student failed to meet standards of performance on any sections of the instrument may retake the sections each time the assessment is administered. Students

are not required to demonstrate performance at a standard higher than the one in effect when the student was first eligible to take the test

The *Education Code* does provide for exemption of special education students if the student's IEP does not include instruction in the essential knowledge and skills; or the assessment instrument, even with allowable modifications, would not provide an appropriate measure of the student's achievement as determined by the student's ARD committee.

Limited English Proficient (LEP) students are not eligible for an exemption from the exit level assessment of academic skills on the basis of limited English proficiency. However, LEP students who are recent immigrants may postpone only one time the initial administration of the exit level test.

**Fiscal Impact** None.

**Student and Public Benefit** Students who receive a high school diploma are held to a specified standard.

**Procedural and Reporting Implications** None.

**Public Comments** None.

**Alternatives** None.

**Other Comments and Related Issues** The following table gives a historical perspective of the number of students not passing the Exit Level TAKS.

	2007		2008		2009		2010		2011		2012		2013	
<b>Previous Spring 11th Graders</b>	215		227		229		222		222		201		212	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Failed English Language Arts</b>	21	9.7	25	11.0	27	11.8	25	11.3	15	6.8	17	8.5	26	12.3
<b>Failed Social Studies</b>	20	9.3	31	13.7	19	8.3	13	5.6	9	4.1	11	5.5	20	9.4
<b>Failed Mathematics</b>	62	28.8	53	23.3	58	25.3	49	22.1	42	18.9	33	16.4	35	16.5
<b>Failed Science</b>	89	41.4	57	25.1	57	24.9	43	19.4	33	14.9	26	12.9	26	12.3

	2007		2008		2009		2010		2011		2012		2013	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Current ELA Failures</b>	4	1.9	9	4.0	7	3.1	4	1.8	3	1.4	4	2.0	6	2.8
<b>Current Soc Stu Failures</b>	6	2.8	8	3.5	7	3.1	13	5.9	2	0.9	2	1.0	2	0.9
<b>Current Mathematics Failures</b>	25	11.6	23	10.1	25	10.9	32	14.4	10	4.5	11	5.5	16	7.5
<b>Current Science Failures</b>	31	14.4	30	13.2	18	7.9	22	9.9	7	3.2	2	1.0	9	4.2

**Attachments**

*Memorandum* from Carolyn Gordon with information on the exit-level TAKS following the December administration.

**Contact Person(s)**

Carolyn Gordon, Executive Director of Special Programs and Compliance

**Action Required**

None.

**Superintendent's Recommendation**

This is an information item only. No action required.

**Mark Pool, Superintendent of Schools**

To: Board of Trustees  
Mark Pool, Superintendent  
From: Carolyn Gordon  
Date: January 17 2013  
Subject: Exit TAKS results

Two hundred one (212) 11<sup>th</sup> graders took the Exit level test for the first time during the Spring 2012. At that time 26 students did not pass the English Language Arts portion of the test, 20 did not pass Social Studies, 35 did not pass Mathematics and 26 did not pass the Science portion of the test. These students have had the opportunity to take 2 more test since the Spring testing and the students that are still needing to pass will have 1 more opportunities to retake these tests before graduation.

Listed below is the number of students who still need to pass each test:

**English Language Arts** – Six (6) students

**Social Studies** – Two (2) students

**Mathematics** – Sixteen (16) students

**Science** – Nine (9) students I

**In summary, a total of 25 ECHS students still need to pass one or more of the TAKS test.**

## *Discussion Item*

**Business and Operations** Modification of Contract for Demolition of Buildings at Old Middle School

**Summary** When we entered into a Real Estate Sales Contract with Mike Mobley for the sale of the Old Middle School located at 1401 Martin Luther King Blvd., the Title Company requested as a condition of issuing an Owner's Policy of Title Insurance that the Buyer (Mike Mobley) and Seller (El Campo ISD) execute an agreement in recordable form setting out their agreement concerning demolition and reimbursement.

Section B of this "Demolition and Reimbursement Agreement" states the following:

***B. Agreement.*** *In consideration of the promises set out in the Contracts and in this Agreement, Buyer and Seller agree as follows:*

- 1. Within six (6) months after the closing on the Property, Buyer will demolish down to the slabs Buildings A, C, D and E located on the Property. Demolition shall be in compliance with all applicable county, state and federal laws.*
- 2. Upon completion of the demolition, Seller will reimburse Buyer the sum of TWO HUNDRED THOUSAND (\$200,000.00). Completion of demolition shall be determined by Seller in Seller's reasonable discretion. If Buyer fails to complete demolition as described herein, Seller shall have no obligation to reimburse Buyer for demolition.*

After entering into the Sales Contracts and the Demolition and Reimbursement Agreement it is my understanding, through conversations with Realtor John Petty, that Mike Mobley wants to rehabilitate rather than demolish Buildings C and D. This would require that we amend our original agreement.

I am not clear on whether or not there is an intent to renegotiate the \$200,000 reimbursement for demolition since an amended agreement would only entail the demolition of two buildings rather than four.

**ECISD Board Policy** None.

**Effective Date** January 22, 2013

**Previous Board Action** On October 23, 2012, the Board approved the following action as recorded in the minutes of that meeting:

**CONSIDER APPROVAL OF BID(S) AND TAKE ALL NECESSARY ACTION(S) FOR THE SALE OF THE OLD MIDDLE SCHOOL PROPERTY LOCATED ON MLK BLVD:**

*A motion was made by James Russell and seconded by David Hodges to approve a bid and approve the Superintendent to take all necessary action for the sale of the Old Middle School Property located on MLK BLVD. Motion carried unanimously.*

On November 9, 2012, Tommy Turner, on behalf of the El Campo Independent School District, and Mike Mobley signed and executed the following contracts:

1. "Commercial Contract – Improved Property";
2. "Bid Package Exhibit "B" Real Estate Sales Contract," which shall prevail to the extent of any conflict between the two; and
3. Demolition and Reimbursement Agreement

**Future Action Expected**

Action on whether or not to amend original "Demolition and Reimbursement Agreement".

**Background Information and Significant Issues**

The question to be considered is whether or not to amend the original "Demolition and Reimbursement Agreement."

With regards to the agreed upon demolition, a decision needs to be made as to whether or not Mike Mobley will be allowed to rehabilitate rather than demolish Buildings C and D. (He has already demolished Buildings A and E.)

With regards to the agreed upon reimbursement, a decision needs to be made as to whether or not the District will reimburse Mike Mobley the full amount of \$200,000 or a prorated amount based on the decision to rehabilitate rather than demolish Buildings C and D.

**Fiscal Impact**

Unknown at this time. Depends upon final agreement. Original agreement is for \$200,000.

**Student and Public Benefit**

Disposing of the property and returning it to the tax roll and hopefully creating an opportunity for development that will benefit the community.

**Procedural and Reporting Implications**

If the Board decides to modify the original agreement and amended agreement will need to be drafted and executed.

**Public Comments**

None.

**Alternatives**

None.

**Other Comments and Related Issues**

The current agreement is to pay Mike Mobley \$200,000 for the demolition of Buildings A, C, D and E; a total of 42,638 square feet, or \$4.69 per sf.

Buildings A (11,650 sf) and E (11,436 sf) have already been demolished

for a total of 23,086 square feet at \$4.69 per sf, which prorates to \$108,273.34 of the original \$200,000.

**Attachments**

- Copy of "Request for Placement of an Item on the Agenda"
- Copy of Original "Demolition and Reimbursement Agreement"
- Campus Site Plan

**Contact Person(s)**

Mark Pool, Superintendent of School

**Action Required**

No action required.

**Superintendent's  
Recommendation**

This is a discussion item only.

**Mark Pool, Superintendent of Schools**

EXHIBIT F

REQUEST FOR PLACEMENT OF AN ITEM ON THE AGENDA

I wish to address the Board of Trustees at the next scheduled meeting of the Board and request that this presentation be placed on the agenda for that meeting.

Subject of presentation; give brief description:

Discuss Monday  
of Oursing Contract  
concerning old Middle School.

The presentation will include discussion of specific District personnel.

YES  NO

The presentation will include discussion of discipline of a specific student.

YES  NO

I understand that the following rules apply:

1. All appropriate administrative remedies must be exhausted before any complaint is brought before the Board; this is not the form to use when presenting a complaint unless the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy. [See DGBA, FNG, and GF, as appropriate]
2. Only the items appearing on the posted agenda may be discussed with the Board.
3. All presentations will be limited to 5 minutes unless additional time is allotted by the presiding officer.
4. Matters involving specific employees or discipline of a specific student will be discussed in closed meeting unless the right to a closed meeting is waived by the employee or by the student or his or her parent or guardian.
5. The deadline for submitting items for inclusion on the agenda is noon of the 5th day before regular meetings and noon of the 3rd day before special meetings, in accordance with policy BE(LOCAL).

Name of person making request Mike Moberly

Position of person making request (e.g., Trustee, employee, citizen) \_\_\_\_\_

Address \_\_\_\_\_

Daytime telephone number \_\_\_\_\_

Signature John D. Mike Moberly

Date \_\_\_\_\_

## DEMOLITION AND REIMBURSEMENT AGREEMENT

This agreement is between Seller and Buyer as identified below, and is effective on the date ("Effective Date") of the last of the signatures by Seller and Buyer as parties to this Agreement.

**Seller:** The Board of Trustees of the El Campo Independent School District  
**Address:** 700 W. Norris Street  
El Campo, Texas 77437  
**Phone:** 979-543-6771  
**Fax:** 979-543-1670

**Seller's Attorney:** George E. Grimes, Jr.  
**Address:** WALSH, ANDERSON, BROWN, SCHULZE & ALDRIDGE, P.C.  
100 N. E. Loop 410, Suite 1000  
San Antonio, Texas 78216  
**Phone:** 210-979-6633

**Buyer:** Mike Mobley  
**Address:** P.O. Box 1215  
El Campo, Texas 77437  
**Phone:** 979-541-9956

**Buyer's Attorney:** Ken Lipscomb  
**Address:** 135 W. Burleson  
Wharton, Texas 77488  
**Phone:** 979-532-2448

**Property:** The surface only of:

Tract No. 1, a 15.87 acre tract of land situated in the J.B. Morford Survey No. 8, Abstract No. 522, in the City of El Campo, Wharton County, Texas and

Tract No. 2, a 3.587 acre tract of land situated in the J.B. Morford Survey No. 8, Abstract No. 522, in the City of El Campo, Wharton County,

said Tract No. 1 and Tract No. 2 being more particularly described by metes and bounds in Exhibit A, attached hereto and incorporated herein for all purposes.

**Title Company:** Mid-Coast Title Co.  
**Address:** 207 W. Jackson Street  
El Campo, Texas 77437  
**Phone:** 979-543-6845  
**Fax:** 979-543-1240

**A. Background.**

1. Buyer and Seller entered two contracts for sale and purchase of the Property as follows: (1) that certain "Commercial Contract – Improved Property" dated \_\_\_\_\_ [date] and "Bid Package Exhibit "B" Real Estate Sales Contract" dated \_\_\_\_\_ [date]. Buyer and Seller intend these contracts to be complementary; however, to the extent of any conflict, the Bid Package Exhibit "B" Real Estate Sales Contract shall prevail. The two contracts are referred to herein as the "Contracts".
2. The Contracts provide, among other things the following:
  - a. The sale price of the property is TWO HUNDRED THOUSAND DOLLARS (\$200,000.00).
  - b. Within six (6) months after closing on the Property, Buyer will demolish down to the slabs Buildings A, C, D and E located on the Property. Demolition shall be in compliance with all applicable county, state and federal laws.
  - c. Upon completion of the demolition, Seller will reimburse Buyer the sum of TWO HUNDRED THOUSAND DOLLARS (\$200,000.00).
3. The Title Company has requested as a condition of issuing an Owner's Policy of Title Insurance that Buyer and Seller execute an agreement in recordable form setting out their agreement concerning demolition and reimbursement.

**B. Agreement.** In consideration of the promises set out in the Contracts and in this Agreement, Buyer and Seller agree as follows:

1. Within six (6) months after closing on the Property, Buyer will demolish down to the slabs Buildings A, C, D and E located on the Property. Demolition shall be in compliance with all applicable county, state and federal laws.
2. Upon completion of the demolition, Seller will reimburse Buyer the sum of TWO HUNDRED THOUSAND DOLLARS (\$200,000.00). Completion of demolition shall be determined by Seller in Seller's reasonable discretion. If Buyer fails to complete demolition as described herein, Seller shall have no obligation to reimburse Buyer for the demolition.

**C. Release of Title Company by Buyer.** Buyer hereby releases the Title Company from liability arising from the demolition and reimbursement described in this Agreement.

**D. Miscellaneous Provisions.**

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

actually received. Any address for notice may be changed by written notice delivered as provided herein. Copies of each notice must be given by one of these methods to the attorney of the party to whom notice is given, if the attorneys have been identified by the parties.

**2. Entire Agreement.** This Agreement, together with its exhibits, constitutes the entire agreement of the parties concerning the demolition of buildings on the Property and reimbursement for demolition. There are no oral representations, warranties, agreements, or promises not incorporated in writing in this Agreement.

**3. Amendment.** This Agreement may be amended only by an instrument in writing signed by the parties.

**4. Prohibition of Assignment.** Buyer may not assign this Agreement or any of Buyer's rights under it without Seller's prior written consent, and any attempted assignment is void. This Agreement binds, benefits, and may be enforced by the parties and their respective heirs, successors, and permitted assigns.

**5. Survival.** The obligations of this Agreement that cannot be performed before termination of this Agreement will survive termination of this Agreement, and the legal doctrine of merger will not apply to these matters.

**6. Choice of Law; Venue.** This Agreement will be construed under the laws of the State of Texas, without regard to choice-of-law rules of any jurisdiction. Venue is in Wharton County, except as otherwise provided by applicable law.

**7. Waiver of Default.** It is not a waiver of default if the nondefaulting party fails to declare immediately a default or delays taking any action with respect to the default.

**8. No Third-Party Beneficiaries.** There are no third-party beneficiaries of this Agreement.

**9. Severability.** The provisions of this Agreement are severable. If a court of competent jurisdiction finds that any provision of this Agreement is unenforceable, the remaining provisions will remain in effect without the unenforceable parts.

**10. Ambiguities Not to Be Construed against Party Who Drafted Agreement.** The rule of construction that ambiguities in a document will be construed against the party who drafted it will not be applied in interpreting this Agreement.

**11. No Special Relationship.** The parties' relationship is an ordinary commercial relationship, and they do not intend to create the relationship of principal and agent, partnership, joint venture, or any other special relationship.

**12. Counterparts.** If this Agreement is executed in multiple counterparts, all counterparts taken together will constitute this Agreement.

**E. Execution.** This agreement is entered into by and between the undersigned parties, and shall be effective on the date ("Effective Date") of the last of the signatures by Seller and Buyer.

**SELLER:**

THE BOARD OF TRUSTEES OF THE EL  
CAMPO INDEPENDENT SCHOOL DISTRICT

By: Thomas Turner  
Thomas Turner, President

Date: 11-9-12

**BUYER:**

By: [Signature]  
Mike Mobley

Date: 11-9-12

*(Acknowledgments on following page.)*

THE STATE OF TEXAS    }  
                                  }  
COUNTY OF WHARTON    }        ACKNOWLEDGMENT

This instrument was acknowledged before me on this date by THOMAS TURNER.

GIVEN UNDER MY HAND AND SEAL OF OFFICE on this the 9th day of  
November, 2012.

*Vicki Schneider*  
\_\_\_\_\_  
Notary Public, State of Texas

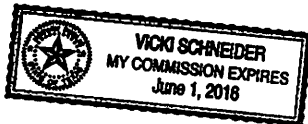


THE STATE OF TEXAS    }  
                                  }  
COUNTY OF WHARTON    }        ACKNOWLEDGMENT

This instrument was acknowledged before me on this date by MIKE MOBLEY.

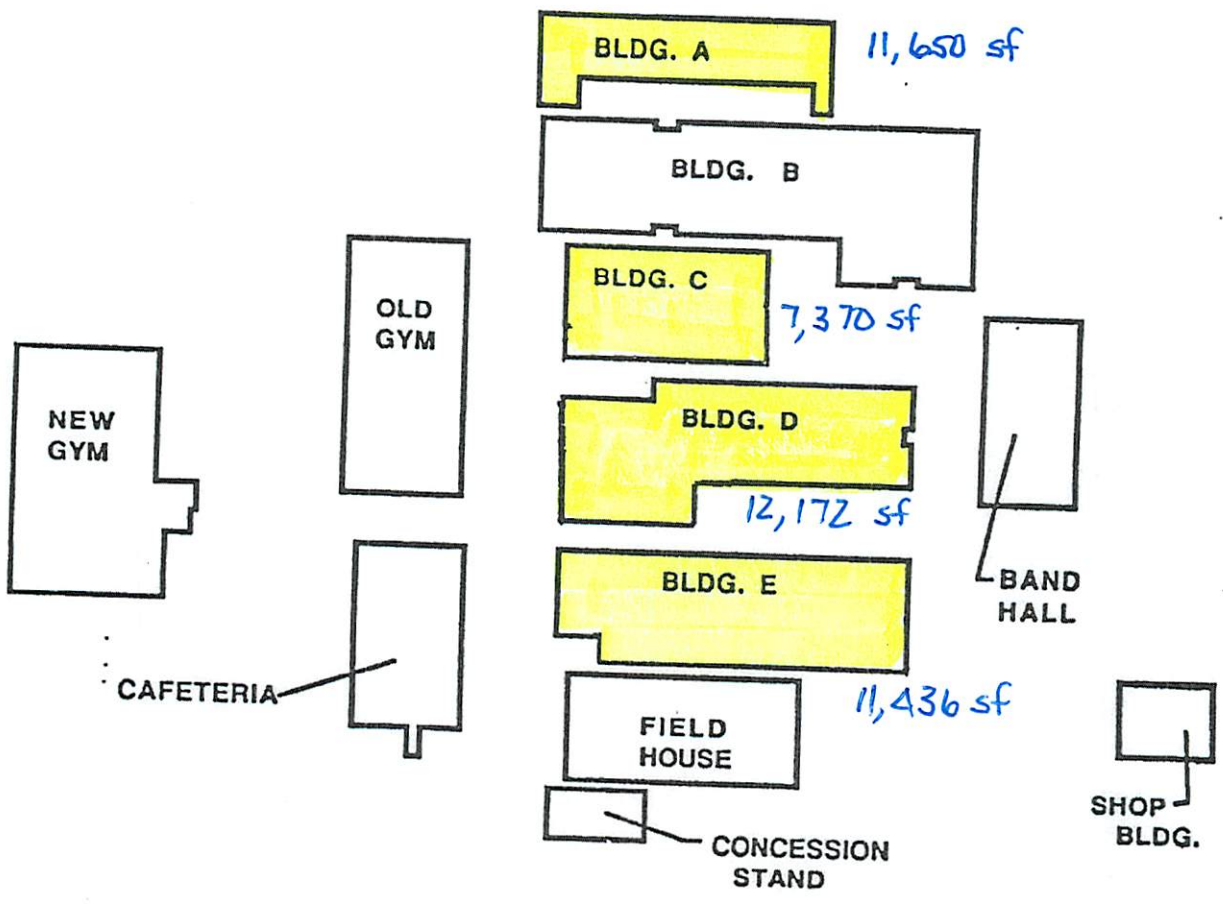
GIVEN UNDER MY HAND AND SEAL OF OFFICE on this the 9th day of  
November, 2012.

*Vicki Schneider*  
\_\_\_\_\_  
Notary Public, State of Texas



# EL CAMPO I.S.D.

## MIDDLE SCHOOL CAMPUS



LEGEND	DATE
DISTRICT: EL CAMPO I.S.D.	2/28/89
CAMPUS: MIDDLE SCHOOL	
CO./DIST. NUMBER: 241/903	
AGENT: BKS DRAWN BY: BKS	
SCALE: 1" = 100'	

**Agenda Item Summary Sheet (5 A)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Business and Operations</b>	Consider approval of Annual Financial Report for Year Ended August 31, 2012
<b>Summary</b>	A representative of Belt Harris Pechacek, LLLP, <i>Certified Public Accountants</i> will attend the meeting to present the Independent Auditor's Annual Financial Report for the Year Ended August 31, 2012.
<b>ECISD Board Policy</b>	CFC (LEGAL), ACCOUNTING: AUDITS, ANNUAL AUDIT
<b>Effective Date</b>	<p>The Annual Financial Audit is for the Fiscal Year, September 1, 2010 through August 31, 2012. This audit becomes the official record of the District once it has been accepted by the Board and signed by the Board President and Board Secretary.</p> <p><i>According to ECISD policy, a copy of the annual audit report, approved by the Board, shall be filed with TEA not later than the 150<sup>th</sup> day after the end of the fiscal year for which the audit was made.</i></p>
<b>Previous Board Action</b>	None
<b>Future Action Expected</b>	None
<b>Background Information and Significant Issues</b>	None.
<b>Fiscal Impact</b>	The cost of this year's audit was approximately \$19,700; compared to approximately \$10,500 in 2005.
<b>Student and Public Benefit</b>	An annual financial and compliance audit provides complete disclosure to the taxpaying public of the District's financial status and compliance with state and federal financial accounting and reporting requirements.
<b>Procedural and Reporting Implications</b>	A copy of the annual audit report must be filed with the Texas Education Agency.
<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>• A <i>DRAFT</i> copy of the Annual Financial Report will be provided under separate cover.</li> </ul>
<b>Contact Person(s)</b>	David Bright, Assistant Superintendent of Finance and Operations
<b>Action Required</b>	<p>Following the report, the Board must certify the annual financial report as reviewed and either approved or disapprove. A motion, second and majority vote is required for either of these actions.</p> <p>If the Board disapproves the auditor’s report, the reason(s) for disapproval must be reported to TEA.</p>
<b>Superintendent’s Recommendation</b>	<p>I will have a recommendation at the meeting after I have had the opportunity to review the report.</p> <p><b>Mark Pool, Superintendent of Schools</b></p>

**Agenda Item Summary Sheet (9 A)**  
**Meeting Date: January 22, 2013**  
**Submitted by: Mark Pool, Superintendent**

## ***Action Required***

<b>Personnel</b>	Consider Action on Superintendent's Contract and Compensation
<b>Summary</b>	<p>The annual performance evaluation of the Superintendent was completed at a special meeting called for that purpose on Tuesday, January 15, 2013. Based on that evaluation and the discussion that followed it is proposed to extend the term of the Superintendent's contract by one year to June 30, 2016.</p> <p>With regards to compensation, any salary increase for the current Superintendent has historically followed salary considerations for other personnel the previous year. Since salaries for all employees were frozen for the 2012-2013 school year there was no consideration of increasing the Superintendent's salary for 2013-2014.</p>
<b>ECISD Board Policy</b>	BJC (LEGAL), SUPERINTENDENT: CONTRACT
<b>Effective Date</b>	January 22, 2013
<b>Previous Board Action</b>	The Board annually considers the Superintendent's contract and compensation in January.
<b>Future Action Expected</b>	The Board annually considers the Superintendent's contract and compensation in January.
<b>Background Information and Significant Issues</b>	Current contract is for a three-year term through June 30, 2015. A one-year extension would push the contract through June 30, 2016.
<b>Fiscal Impact</b>	Salary and Benefits
<b>Student and Public Benefit</b>	Leadership continuity.
<b>Procedural and Reporting Implications</b>	Following any action to extend the Superintendent's contract and/or adjust the Superintendent's compensation, a contract addendum is prepared to attach to the existing contract.

**Public Comments** None.

**Alternatives** None.

**Other Comments and Related Issues** Historical annual superintendent total compensation since employment on December 1, 2003:

2003-2004 .....	\$108,400	(\$103,000 + \$4,800 + \$600)
2004-2005 .....	\$108,400	(\$103,000 + \$4,800 + \$600)
2005-2006 .....	\$108,400	(\$103,000 + \$4,800 + \$600)
2006-2007 .....	\$114,400	(\$109,000 + \$4,800 + \$600)
2007-2008 .....	\$122,400	(\$117,000 + \$4,800 + \$600)
2008-2009 .....	\$126,400	(\$121,000 + \$4,800 + \$600)
2009-2010 .....	\$132,450	(\$127,050 + \$4,800 + \$600)
2010-2011 .....	\$137,255	(\$131,255 + \$4,800 + \$1,200)
2011-2012 .....	\$137,255	
2012-2013 .....	\$137,255	

**Attachments**

- Proposed Addendum to 2013-2014 Superintendent's Employment Contract

**Contact Person(s)** Mark Pool, Superintendent of Schools

**Action Required** Motion, second and majority vote to approve any action on the Superintendent's contract and/or compensation.

**Superintendent's Recommendation** Board's decision.  
**Mark Pool, Superintendent of Schools**

**ADDENDUM TO  
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, **Robert Mark Pool**, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

**Section I – Terms**

1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1<sup>st</sup> day of July 2013, and ending on the 30<sup>th</sup> day of June 2016. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

**Section III – Compensation**

3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$137,255. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board’s policies. (Salary adjustment in accordance with motion recorded in board minutes.)

EXECUTED this 22nd day of January, 2013.

By: \_\_\_\_\_  
**ROBERT MARK POOL**, Superintendent

\_\_\_\_\_  
**Tommy Turner**, President, Board of Trustees

Attest: \_\_\_\_\_  
**David Hodges**, Secretary, Board of Trustees

**Personnel**

Annual Superintendent Compensation Study

**Summary**

According to the Board Activity Calendar action on the superintendent's contract and compensation considerations are scheduled for the regular meeting in January. As a part of that process an annual compensation study is completed that compares the superintendent's compensation to that of superintendents in similar size districts regionally and throughout the state.

Each year the Texas Association of School Boards, in partnership with the Texas Association of School Administrators, conducts an annual survey of salaries, wages and benefits for Texas public school employees. The results of the survey are published in the report entitled *Salaries and Wages in Texas Public Schools*. The executive summary of this year's report is included as an attachment.

To see the complete report go to the Texas Association of School Boards website at <http://www.tasb.org/>. Log in to *My TASB*, and the follow the following links:

- HR Resources
- Salary Survey Reports
- Superintendent Report 2012-2013

The following table, which includes data from the past five years, represents a comparison analysis of the survey information with ECISD:

Data Element	Year	Districts Reporting	TASB Survey	ECISD
1. Average Salary (Enrollment: 3,000 – 4,999)	2012-2013	67	\$145,080	\$137,255
Note: Supplements converted to salary	2011-2012	70	\$141,529	\$137,255
	2010-2011	89	\$140,401	\$131,255
	2009-2010	68	\$135,551	\$127,000
	2008-2009	70	\$130,955	\$121,000
2. Average Salary Increase (Enrollment: 3,000 – 9,999)	2012-2013	102	2.8%	0.0%
	2011-2012	108	1.0%	0.0%
	2010-2011	109	3.5%	3.3%
	2009-2010	117	3.5%	5.0%
	2008-2009	121	4.8%	3.4%
3. Average Years as Superintendent in Current District (Enrollment: 3,000 – 9,999)	2012-2013	119	4	9
	2011-2012	126	4	8
	2010-2011	126	5	7
	2009-2010	127	5	6
	2008-2009	136	5	5
4. Average Total Years as a Superintendent (Enrollment: 3,000 – 9,999)	2012-2013	119	8	19
	2011-2012	126	9	18
	2010-2011	126	9	17
	2009-2010	127	9	16
	2008-2009	136	8	15
5. Average Total Years in Education (Enrollment: 3,000 – 9,999)	2012-2013	119	28	34
	2011-2012	126	28	33
	2010-2011	126	28	32
	2009-2010	127	28	31
	2008-2009	136	28	30

6. Average Annual Car Allowance	2012-2013	237	\$6,359	\$0.00
	2011-2012	265	\$6,305	\$0.00
	2010-2011	289	\$6,164	\$4,800
	2009-2010	299	\$6,076	\$4,800
	2008-2009	381	\$5,934	\$4,800
7. Average District Monthly Contribution for Health Insurance (Employee Only)	2012-2013	214	\$313.79	\$275.00
	2011-2012	214	\$346.15	\$275.00
	2010-2011	259	\$336.90	\$275.00
	2009-2010	296	\$315.87	\$250.00
	2008-2009	320	\$379.00	\$250.00
8. Cell Phone / Internet Allowance (Annual)	2012-2013	339	\$1,220	\$0.00
	2011-2012	338	\$1,206	\$0.00
	2010-2011	391	\$1,222	\$1,200
	2009-2010	431	\$1,182	\$600
	2008-2009	487	\$1,083	\$600

The second attached document is a customized report using the TASB HR Services data base from the 2012-2013 Superintendents' Report. Districts with enrollments of 3,000 to 4,000 students were selected. There were a total of 39 districts in this enrollment group who reported salary and benefit information

This report compares ECISD to the median value for the group. Statistically, the median is the middle value of a given range of data. Half of the reported values fall below the median and half of the reported values are greater than the median. The median is another measure of central tendency of a data set. It is used when there are wide variations in reported values and the average is not representative of the central tendency of the data.

The following is a brief summary of this data:

Report Summary	Year	Group	ECISD
Number of districts:	2012-13	39	
	2011-12	46	
	2010-11	45	
	2009-10	47	
	2008-09	45	
Median Enrollment:	2012-13	3,495	3,518
	2011-12	3,500	3,506
	2010-11	3,500	3,520
	2009-10	3,500	3,472
	2008-09	3,483	3,465
Median Local Years as Supt:	2012-13	4	9
	2011-12	4	8
	2010-11	4	7
	2009-10	4	6
	2008-09	4	5
Median Salary:	2012-13	\$140,000	\$137,255
Note: Supplements converted to salary	2011-12	\$135,960	\$137,255
	2010-11	\$136,810	\$131,255
	2009-10	\$126,075	\$127,000
	2008-09	\$123,000	\$121,000
District Salary Compared to Group:	2012-13		98.04%
	2011-12		100.95%
	2010-11		95.94%
	2009-10		100.73%
	2008-09		98.40%
Median Total Compensation:	2012-13	\$150,350	\$141,055*
	2011-12	\$148,832	\$141,055*
District Total Compared to Group:	2012-13		93.82%
	2011-12		94.77%

Criteria	Year	High	Low	ECISD	Rank
Salary:	2012-13	\$198,000	\$112,200	\$137,255	24/39
	2011-12	\$205,000	\$110,000	\$137,255	21/46
	2010-11	\$198,000	\$110,236	\$131,255	28/45
	2009-10	\$187,000	\$101,236	\$127,000	23/47
	2008-09	\$170,980	\$99,236	\$121,000	26/45
Total Compensation:	2012-13	\$230,992	\$116,480	\$141,055*	29/39
	2011-12	\$234,616	\$116,950	\$141,055*	34/46
Total Years as Supt:	2012-13	27	0	19	4/39
	2011-12	37	0	18	7/46
	2010-11	36	0	17	9/45
	2009-10	24	1	16	8/47
	2008-09	31	0	15	11/45
Local Years as Supt:	2012-13	27	0	9	10/39
	2011-12	26	0	8	11/46
	2010-11	25	0	7	15/45
	2009-10	24	1	6	17/47
	2008-09	23	0	5	20/45

\* Total compensation includes \$500 for club dues that are required for the golf team to practice at El Campo Country Club.

The average total compensation of those superintendent's with fewer than 19 total years of experience as a superintendent is \$151,269 compared to \$141,055 for ECISD.

The average total compensation of those superintendent's with fewer than 9 local years of experience as a superintendent is \$149,546 compared to \$141,055 for ECISD.

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The third document narrows the data set by using an enrollment group of 3,000 to 4,000 students in the following Educational Service Center Regions:

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

The following is a brief summary of this data:

Report Summary	Year	Group	ECISD
Number of districts:	2012-13	18	
	2011-12	22	
	2010-11	20	
	2009-10	21	
	2008-09	17	
Median Enrollment:	2012-13	3,410	3,518
	2011-12	3,500	3,506
	2010-11	3,517	3,520
	2009-10	3,650	3,472
	2008-09	3,550	3,465
Median Local Years as Supt:	2012-13	2	9
	2011-12	3	8
	2010-11	4	7
	2009-10	3	6
	2008-09	4	5
Median Salary:	2012-13	\$140,000	\$137,255
Note: Supplements converted to salary	2011-12	\$135,000	\$137,255
	2010-11	\$135,963	\$131,255
	2009-10	\$130,000	\$127,000
	2008-09	\$125,000	\$121,000
District Salary Compared to Group:	2012-13		98.04%
	2011-12		101.67%
	2010-11		96.54%
	2009-10		97.69%
	2008-09		96.8%
Median Total Compensation:	2012-13	\$153,204	\$141,055*
	2011-12	\$148,292	\$141,055*
District Total Compared to Group:	2012-13		92.07%
	2011-12		95.12%

Criteria	Year	High	Low	ECISD	Rank
Salary:	2012-13	\$164,053	\$112,200	\$137,255	10/18
	2011-12	\$160,487	\$110,000	\$137,255	9/22
	2010-11	\$164,053	\$115,000	\$131,255	13/19
	2009-10	\$165,800	\$115,319	\$127,000	14/22
	2008-09	\$164,053	\$104,000	\$121,000	12/17
Total Compensation:	2012-13	\$174,729	\$119,850	\$141,055*	15/18
	2011-12	\$179,381	\$116,950	\$141,055*	17/22
Total Years as Supt:	2012-13	24	0	19	3/18
	2011-12	37	0	18	5/22
	2010-11	36	2	17	5/19
	2009-10	35	1	16	3/22
	2008-09	31	2	15	4/17
Local Years as Supt:	2012-12	16	0	9	4/18
	2011-12	16	0	8	5/22
	2010-11	15	0	7	5/19
	2009-10	12	1	6	5/22
	2008-09	12	0	5	6/17

\* Total compensation includes \$500 for club dues that are required for the golf team to practice at El Campo Country Club.

The average total compensation of those superintendent's with fewer than 19 total years of experience as a superintendent is \$153,056 compared to \$141,055 for ECISD.

The average total compensation of those superintendent's with fewer than 9 local years of experience as a superintendent is \$151,231 compared to \$141,055 for ECISD.

**ECISD Board Policy**

None.

**Effective Date**

July 1, 2012

**Previous Board Action**

The Board annually receives information to be used in considering superintendent compensation.

**Future Action Expected**

The Board annually considers the superintendent's compensation in January.

<b>Background Information and Significant Issues</b>	<p>Historical annual superintendent salaries:</p> <p>2003-2004 ..... \$103,000</p> <p>2004-2005 ..... \$103,000</p> <p>2005-2006 ..... \$103,000</p> <p>2006-2007 ..... \$109,000</p> <p>2007-2008 ..... \$117,000</p> <p>2008-2009 ..... \$121,000</p> <p>2009-2010 ..... \$127,000</p> <p>2010-2011 ..... \$131,255</p> <p>2011-2012 (total compensation)..... \$137,255</p> <p>2012-2013 (total compensation)..... \$137,255</p>
<b>Fiscal Impact</b>	None.
<b>Student and Public Benefit</b>	Maintaining competitive salaries for all personnel ensures that the district is able to recruit and maintain the best personnel possible for the benefit of the students and tax payers of the district.
<b>Procedural and Reporting Implications</b>	None.
<b>Public Comments</b>	None.
<b>Alternatives</b>	None.
<b>Other Comments and Related Issues</b>	<p>The superintendent was hired in December 2003, at an annual salary of \$103,000. Because of pending financial difficulties all personnel salaries were frozen for the 2004-2005 school year. The district approved a new market driven compensation plan for all employees in the Spring of 2005, for the 2005-2006 school year; and set a goal to achieve and maintain salaries at a competitive level of 103% to 105% of the market average. The superintendent's salary for 2005-2006 remained unchanged until the plan was implemented for all other employees.</p> <ul style="list-style-type: none"> <li>• <i>TASB / TASA Salaries and Wages in Texas Public Schools, 2012-13 Superintendent Report (summary)</i></li> <li>• <i>TASB HR Services 2012-13 Superintendent Total Compensation Comparison Report – Superintendent Statewide Market Study for Enrollments of 3,000 to 4,000 students</i></li> <li>• <i>TASB HR Services 2012-2013 Superintendent Total Compensation Comparison Report – Superintendent Regional Market Study (ESC Regions 2, 3, 4, 5, 6, 13, and 20) for Enrollments of 3,000 to 4,000 Students</i></li> </ul>

**Contact Person(s)**

Mark Pool, Superintendent of Schools

**Action Required**

No action required. Information item only.

**Superintendent's  
Recommendation**

This is an information item only.

**Mark Pool, Superintendent of Schools**

# Salaries and Wages in Texas Public Schools

## 2012–13

Superintendent Report



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# Introduction

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## 2012–13 Superintendent Survey Highlights

### Survey Information

- 1,028 Texas public school districts received the Superintendent Survey questionnaire.
- 744 districts responded, representing 72 percent of districts in Texas. 789 districts responded in 2011–12.
- 19 districts reported having an interim superintendent and are not included in the analysis.
- Survey participants may not have answered all questions.
- Survey data is effective July 2012.

### Superintendent Salaries

The average superintendent salary for 2012–13 is \$127,358, a 3.5 percent increase from 2011–12. Average superintendent salaries range from \$86,782 in districts with less than 500 students to \$281,722 in districts with more than 50,000 students. Half of reported salaries are less than \$111,000.

### Pay Increases

The average superintendent pay increase was 2.5 percent, up from last year's average of 1.6 percent. Forty-four percent of returning superintendents (281) did not receive a pay increase. Eighty-nine percent of respondents (639) had a returning superintendent for 2012–13. Benefits that were converted to salary in 2012–13 were excluded from the pay raise calculations.

### Performance and Retention Bonuses

Few school boards pay bonuses to their superintendent. About 7 percent of respondents (43) gave a bonus to the superintendent in 2012–13, nearly identical to last year. Most bonuses are paid to the superintendent to reward job performance or continued service. The average bonus paid was \$10,091, or 6.4 percent of the superintendent's salary, up from an average bonus of 5.8 percent last year. Most bonuses are paid to the superintendent to reward job performance or continued service. Reported bonus amounts range from \$1,000 to more than \$65,000. Half of the bonuses paid were less than \$6,800.

### Superintendent Experience

Superintendents have served in their current district for an average of five years and have an average of seven years of total experience as a superintendent in any district. Most superintendents (62 percent) have served in only one school district. Of the 79 districts (11 percent) with a new superintendent for 2012–13, 63 percent hired a superintendent with no previous experience in the position.

### Tax-Deferred Investment Contributions

Only eight percent of districts (54) contribute to a tax-deferred investment account for the superintendent, down from 10 percent reporting in 2011–12. More large districts (10,000 plus students) provide additional retirement benefits for the superintendent (26 percent). Investment contributions are in addition to required Teacher Retirement System (TRS) contributions. The average district contribution to these accounts in all responding districts is \$10,710. In larger districts, the average contribution is over \$15,000. Sixty-two percent of districts (34) making contributions require at least one year of service for the district's contribution to be vested.

### Transportation Benefits

Forty percent of responding districts (291) provide a vehicle or car allowance to the superintendent. Most of these (237) provide an annual car allowance to cover all or part of the cost of a personal vehicle for the superintendent. The average annual vehicle allowance is \$6,359, about the same as 2011–12.

### Health Insurance Benefits

Nearly 84 percent of superintendents receive health insurance benefits from the district. Insurance rates and district contributions are separated into employee-only coverage and employee-plus-family coverage, and are analyzed independently. Thirty-four percent of superintendents (214) reported employee-only rates with an average monthly premium of \$463. Sixty-six percent (409) reported employee-plus-family rates with an average monthly premium of \$1,052. Health insurance costs increased once again, but at a slower rate than the 7.5 percent

## Introduction

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rate increases seen last year. Average premiums in employee-only categories of coverage increased by 3.6 percent and premiums in employee-plus-family categories of coverage increased by 4.7 percent over last year.

Reflecting national trends, superintendents are also paying a greater share of the cost of their health insurance. The average annual district contribution for superintendent health insurance in 2012–13 is \$5,530, down 14 percent from last year. Districts contribute an average of 69 percent of the employee-only premium and 50 percent of the employee-plus-family premium for superintendents. Twenty-six percent (163) pay the total cost of health insurance for the superintendent, down from 40 percent last year. Thirty percent of districts provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees, down from 44 percent last year.

### Other Benefits

- Forty-five percent of districts (325) provide the superintendent with an allowance for cell phone and/or internet service. The average annual allowance is \$1,302.
- Forty-seven percent of respondents (339) pay dues for the superintendent's membership to civic, private or professional organizations and clubs. The average annual expense to the district is \$1,220.
- Twelve percent of superintendents (83) receive a housing benefit, of those 76 percent provide a residence only, 19 percent provide a residence plus a housing allowance, and 5 percent provide a housing allowance only. The average housing allowance is \$6,100.
- Forty-seven districts (6.5 percent) provide a life insurance policy for the superintendent that differs from life insurance benefits provided to other district employees. These policies have a median face value of \$250,000 and have an annual premium cost to the district of \$1,505. Most are term policies.
- Fourteen districts (2 percent) provide the superintendent with a long-term disability policy that is different from that provided to other employees. The average annual cost to the district is \$2,354.
- Thirty-six districts (5 percent) provide the superintendent with an annual allowance for business expenses. The average annual allowance is \$5,024.
- Thirty-two districts (5 percent) reported paying a portion of the superintendent's required Teacher Retirement System (TRS) contribution. The average contribution paid by these districts is \$12,256.
- Four districts (1 percent) purchased additional TRS service credits for the superintendent at an average cost to the district of \$23,325.

# Introduction

## Characteristics of Survey Participants

	Total Districts	Survey Participants	Percent of Group	Percent of Survey
<b>All Respondents</b>	<b>1,028</b>	<b>744</b>	<b>72.4%</b>	<b>100.0%</b>

### By Enrollment

1 to 499	321	195	60.7%	26.2%
500 to 999	193	133	68.9%	17.9%
1,000 to 1,599	137	96	70.1%	12.9%
1,600 to 2,999	118	95	80.5%	12.8%
3,000 to 4,999	87	70	80.5%	9.4%
5,000 to 9,999	67	54	80.6%	7.3%
10,000 to 24,999	56	53	94.6%	7.1%
25,000 to 49,999	31	31	100.0%	4.2%
50,000 and over	18	17	94.4%	2.3%

### By ESC Region

1 Edinburg	37	28	75.7%	3.8%
2 Corpus Christi	42	25	59.5%	3.4%
3 Victoria	40	34	85.0%	4.6%
4 Houston	53	46	86.8%	6.2%
5 Beaumont	30	18	60.0%	2.4%
6 Huntsville	56	41	73.2%	5.5%
7 Kilgore	96	60	62.5%	8.1%
8 Mount Pleasant	47	35	74.5%	4.7%
9 Wichita Falls	37	23	62.2%	3.1%
10 Richardson	80	67	83.8%	9.0%
11 Fort Worth	76	58	76.3%	7.8%
12 Waco	78	55	70.5%	7.4%
13 Austin	55	44	80.0%	5.9%
14 Abilene	42	31	73.8%	4.2%
15 San Angelo	43	34	79.1%	4.6%
16 Amarillo	63	39	61.9%	5.2%
17 Lubbock	57	32	56.1%	4.3%
18 Midland	33	22	66.7%	3.0%
19 El Paso	12	9	75.0%	1.2%
20 San Antonio	51	43	84.3%	5.8%

## Superintendent Compensation and Benefits Summary

### Superintendent Salaries by Enrollment

	Number of Respondents	Percent of Enrollment Group	2012-13 Average Salary	Distribution of Salaries		
				25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	<b>718</b>	<b>69.8%</b>	<b>\$127,358</b>	<b>\$92,500</b>	<b>\$110,882</b>	<b>\$146,648</b>
<b>By Enrollment</b>						
1 to 499	188	58.6%	\$86,782	\$80,000	\$85,000	\$94,000
500 to 999	129	66.8%	99,567	91,000	97,500	106,388
1,000 to 1,599	95	69.3%	114,486	104,900	114,532	123,427
1,600 to 2,999	93	78.8%	123,526	112,500	123,372	132,000
3,000 to 4,999	67	77.0%	145,080	135,849	142,500	152,125
5,000 to 9,999	52	77.6%	174,244	158,600	170,000	185,000
10,000 to 24,999	50	89.3%	200,274	183,125	196,135	220,000
25,000 to 49,999	30	96.8%	239,368	223,750	235,428	259,037
50,000 and over	14	77.8%	281,722	262,754	283,331	297,500

## Superintendent Compensation and Benefits Summary

### Superintendent Pay Increases

	Number of Respondents*	Average Pay Increase**	Percent Receiving Pay Increase	Percent Not Receiving Pay Increase
<b>All Respondents</b>	<b>629</b>	<b>2.5%</b>	<b>55.6%</b>	<b>44.4%</b>
<b>By Enrollment</b>				
1 to 2,999	446	2.5%	56.1%	43.9%
3,000 to 9,999	102	2.8%	61.8%	38.2%
10,000 and over	81	2.0%	45.7%	54.3%

\* Does not include districts with a new superintendent for 2012–13.

\*\* Includes all responding superintendents, not just those who received an increase.

### Performance and Retention Bonuses

	Number of Respondents*	Percent of Respondents	Average Bonus Amount	Average Amount as Percent of 2011–12 Salary
<b>All Respondents</b>	<b>43</b>	<b>6.6%</b>	<b>\$10,091</b>	<b>6.4%</b>
<b>By Enrollment</b>				
1 to 2,999	26	5.5%	\$6,486	5.5%
3,000 to 9,999	7	6.7%	13,399	8.5%
10,000 and over	10	12.0%	17,147	7.5%

\* Does not include districts with a new superintendent for 2012–13.

### Superintendent Experience

	Number of Respondents	Average Years in Current District as Supt	Average Total Supt Experience	Average Years in Education
<b>All Respondents</b>	<b>725</b>	<b>5</b>	<b>7</b>	<b>27</b>
<b>By Enrollment</b>				
1 to 2,999	512	5	7	26
3,000 to 9,999	119	4	8	28
10,000 and over	94	4	9	30

## Superintendent Compensation and Benefits Summary

### Employee-Only Health Insurance

	Number of Districts Responding	Average Monthly Premium	Average District Contribution	Percent of Premium Paid by District	Number of Districts Paying 100% of Premium
<b>All Respondents</b>	<b>214</b>	<b>\$462.95</b>	<b>\$313.79</b>	<b>69.3%</b>	<b>57</b>
<b>By Enrollment</b>					
1 to 2,999	161	\$458.33	\$313.49	69.2%	42
3,000 to 9,999	27	495.26	300.68	64.2%	6
10,000 and over	26	458.04	329.27	75.3%	9

### Employee-Plus-Family Health Insurance

	Number of Districts Responding	Average Monthly Premium	Average District Contribution	Percent of Premium Paid by District	Number of Districts Paying 100% of Premium
<b>All Respondents</b>	<b>409</b>	<b>\$1,051.75</b>	<b>\$537.82</b>	<b>49.9%</b>	<b>106</b>
<b>By Enrollment</b>					
1 to 2,999	269	\$1,018.56	\$448.49	43.6%	44
3,000 to 9,999	79	1,128.95	704.32	60.9%	36
10,000 and over	61	1,098.13	716.07	63.6%	26

### Tax-Deferred Investment Contributions

	Number of Districts Contributing	Percent of Respondents	Average Annual Contribution	Districts with Vesting Requirement
<b>All Respondents</b>	<b>54</b>	<b>8.0%</b>	<b>\$10,710</b>	<b>34</b>
<b>By Enrollment</b>				
1 to 2,999	19	4.0%	\$4,731	11
3,000 to 9,999	11	9.8%	11,317	6
10,000 and over	24	26.4%	15,165	17

### Annual Car Allowances

	Number Providing Allowance	Percent of Respondents	Average Annual Car Allowance
<b>All Respondents</b>	<b>237</b>	<b>32.7%</b>	<b>\$6,359</b>
<b>By Enrollment</b>			
1 to 2,999	125	24.4%	\$5,149
3,000 to 9,999	60	50.4%	6,427
10,000 and over	52	55.3%	9,191



## Superintendent Compensation and Benefits Summary

### Summary of Other Superintendent Benefits

	Number of Districts Responding	Number of Districts Providing	Percent of Respondents	Average Cost to District
<b>Benefit</b>				
Membership Dues	725	339	46.8%	\$1,220
Cell Phone/Internet Expenses	725	325	44.8%	1,302
Residence Provided	725	79	10.9%	
Life Insurance Policy	725	47	6.5%	1,505
Business Expense Allowance	725	36	5.0%	5,024
TRS Contribution	674	32	4.7%	12,256
Housing Allowance	725	20	2.8%	6,100
Long-Term Disability Insurance	725	14	1.9%	2,354
TRS Service Credit Purchase	674	4	0.6%	23,325



2012-13 Superintendent Total Compensation Comparison Report  
 Report ID = Superintendent Statewide Market Study - 2013

Report Created: 1/11/2013 12:30:52 PM

Enrollment Selection: 3,000 to 4,000

ESC Selection: All

District	Enroll	2012-13 Salary	Bonus	Vehicle	Other Allowance	Health Insurance	Life & Disability Premiums	Additional Retirement Benefits	Other Comp	Total Comp	Salary as Percent of Total Comp
El Campo ISD	3,518	\$137,255			\$500	\$3,300				\$141,055	97.3%
Median	3,495	\$140,000	\$5,000	\$6,000	\$1,350	\$4,056	\$1,466	\$7,800	\$4,800	\$150,350	93.3%
Number of Districts	41	38	1	19	30	35	2	3	3	38	38
Aransas County ISD	3,141	\$162,764		\$4,200	\$3,726	\$4,039				\$174,729	93.15%
Bay City ISD	3,770	\$130,000			\$4,100	\$19,104				\$153,204	84.85%
Brownwood ISD	3,500	\$142,000			\$1,000					\$143,000	99.3%
Burkburnett ISD	3,300	\$145,340				\$2,700				\$148,040	98.17%
Burnet CISD	3,200	\$158,786			\$294	\$4,056				\$163,136	97.33%
Calallen ISD	3,875	\$164,053			\$950				\$3,360	\$168,363	97.44%
Castleberry ISD	3,722	\$178,000		\$4,800		\$7,644				\$190,444	93.46%
Chapel Hill ISD-Smith County	3,333	\$140,000			\$200	\$2,700				\$142,900	97.97%
Cleveland ISD	3,812	\$142,500		\$6,000	\$2,900	\$7,368				\$158,768	89.75%
Columbia-Brazoria ISD	3,000	\$112,200		\$4,200	\$750	\$2,700				\$119,850	93.61%
Floresville ISD	3,850	\$130,000		\$2,400	\$250	\$13,800				\$146,450	88.76%
Fredericksburg ISD	3,000	\$142,341				\$2,700				\$145,041	98.13%
Henderson ISD	3,400	\$140,000			\$1,140	\$2,700				\$143,840	97.33%
Hidalgo ISD	3,000	\$125,000		\$6,000	\$1,800	\$3,900			\$4,800	\$141,500	88.33%
Huffman ISD	3,200	\$125,000		\$5,400	\$2,126	\$13,800				\$146,326	85.42%
Kaufman ISD	3,750	\$150,000	\$5,000	\$7,200	\$2,200	\$13,800				\$178,200	84.17%
Kennedale ISD	3,145	\$169,340				\$2,895				\$172,235	98.31%
Kilgore ISD	3,954										
La Feria ISD	3,700	\$122,400			\$7,200	\$4,608				\$134,208	91.2%
La Vernia ISD	3,050	\$141,861		\$2,400	\$3,800	\$8,772				\$156,833	90.45%
Lake Worth ISD	3,170	\$150,000		\$6,000		\$12,180	\$2,196			\$170,376	88.04%
Lampasas ISD	3,300	\$142,532		\$6,000	\$1,050	\$2,700				\$152,282	93.59%
Lindale ISD	3,788	\$148,174		\$6,000	\$2,940	\$13,800				\$170,914	86.69%
Little Cypress-Mauriceville CISD	3,450	\$136,697		\$6,000	\$2,750	\$17,376			\$10,172	\$172,995	79.01%
Lovejoy ISD	3,652	\$198,000		\$7,000	\$2,880	\$17,376	\$736	\$5,000		\$230,992	85.71%
Lumberton ISD	3,900	\$130,000		\$6,000	\$900	\$13,800		\$7,800		\$158,500	82.01%
Palestine ISD	3,300	\$135,000			\$1,300	\$2,700				\$139,000	97.12%



2012-13 Superintendent Total Compensation Comparison Report  
 Report ID = Superintendent Statewide Market Study - 2013

Report Created: 1/11/2013 12:30:52 PM

Enrollment Selection: 3,000 to 4,000

ESC Selection: All

Pampa ISD	3,544	\$138,000		\$4,800	\$300	\$3,000			\$146,100	94.45%
Paris ISD	3,770									
Pleasanton ISD	3,495	\$150,000							\$150,000	100.0%
Princeton ISD	3,500	\$156,898			\$240	\$2,700			\$159,838	98.16%
Robstown ISD	3,555									
Somerset ISD	3,850	\$140,000		\$6,000	\$2,000	\$2,700			\$150,700	92.89%
Splendora ISD	3,370	\$135,000			\$1,500	\$2,700			\$139,200	96.98%
Springtown ISD	3,370	\$113,000			\$780	\$2,700			\$116,480	97.01%
Stafford Municipal School District	3,144	\$151,200			\$1,400	\$19,104			\$171,704	88.05%
Stephenville ISD	3,550	\$138,710		\$6,000	\$3,000	\$8,772	\$22,500		\$178,982	77.49%
Taylor ISD	3,200	\$130,000			\$500	\$2,940			\$133,440	97.42%
Wills Point ISD	3,554	\$120,000				\$2,700			\$122,700	97.79%
Wylie ISD-Taylor County	3,400	\$114,236		\$4,000	\$480	\$10,200			\$128,916	88.61%
Zapata County ISD	3,600	\$121,000				\$9,252			\$130,252	92.89%

\* See the Superintendent Benefits Comparison Report for more detail on bonuses, individual allowances, other insurance premiums and additional retirement benefits.

District	Enrollment	ESC	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim
El Campo ISD	3,518	03	65.94%	9	19	
Median	3,495		61.43%	4	9	
Aransas County ISD	3,141	02	65.25%	4	10	
Bay City ISD	3,770	03	73.28%	5	9	
Brownwood ISD	3,500	15	67.45%	5	9	
Burkburnett ISD	3,300	09	51.14%	27	27	
Burnet CISD	3,200	13	58.77%	1	1	
Calallen ISD	3,875	02	42.54%	16	24	Retired
Castleberry ISD	3,722	11	85.81%	12	12	
Chapel Hill ISD-Smith County	3,333	07	71.57%	2	2	
Cleveland ISD	3,812	04	78.36%	7	13	
Columbia-Brazoria ISD	3,000	04	52.44%	1	1	
Floresville ISD	3,850	20	54.04%	1	6	
Fredericksburg ISD	3,000	13	53.51%	15	24	



2012-13 Superintendent Total Compensation Comparison Report  
 Report ID = Superintendent Statewide Market Study - 2013

Report Created: 1/11/2013 12:30:52 PM

Enrollment Selection: 3,000 to 4,000

ESC Selection: All

Henderson ISD	3,400	07	59.59%	2	19	
Hidalgo ISD	3,000	01	87.81%	1	1	
Huffman ISD	3,200	04	36.57%	0	0	
Kaufman ISD	3,750	10	65.24%	6	11	
Kennedale ISD	3,145	11	40.26%	12	18	
Kilgore ISD	3,954	07	59.16%			Interim
La Feria ISD	3,700	01	85.78%	5	10	
La Vernia ISD	3,050	20	27.01%	9	15	
Lake Worth ISD	3,170	11	77.17%	13	13	
Lampasas ISD	3,300	12	52.73%	3	8	
Lindale ISD	3,788	07	41.62%	5	13	
Little Cypress-Mauriceville CISD	3,450	05	40.58%	12	12	
Lovejoy ISD	3,652	10	2.34%	7	7	
Lumberton ISD	3,900	05		1	1	
Palestine ISD	3,300	07	76.74%	1	6	
Pampa ISD	3,544	16	59.55%	0	0	
Paris ISD	3,770	08	76.21%			Interim
Pleasanton ISD	3,495	20	63.27%	1	1	Retired
Princeton ISD	3,500	10	59.15%	11	14	
Robstown ISD	3,555	02	74.73%			Interim
Somerset ISD	3,850	20	80.01%	4	4	
Splendora ISD	3,370	06	64.82%	0	0	
Springtown ISD	3,370	11	55.1%	1	1	
Stafford Municipal School District	3,144	04	64.72%	1	1	
Stephenville ISD	3,550	11	50.74%	13	16	
Taylor ISD	3,200	13	64.73%	2	11	
Wills Point ISD	3,554	10	64.32%	1	1	
Wylie ISD-Taylor County	3,400	14	16.45%	4	4	
Zapata County ISD	3,600	01	77.13%	2	2	



2012-13 Superintendent Total Compensation Comparison Report  
 Report ID = Superintendent Regional Market Study - 2013

Report Created: 1/11/2013 9:44:32 AM

Enrollment Selection: 3,000 to 4,000

ESC Selection: Multiple

District	Enroll	2012-13 Salary	Bonus	Vehicle	Other Allowance	Health Insurance	Life & Disability Premiums	Additional Retirement Benefits	Other Comp	Total Comp	Salary as Percent of Total Comp
El Campo ISD	3,518	\$137,255			\$500	\$3,300				\$141,055	97.3%
Median	3,410	\$140,000		\$5,400	\$1,500	\$7,368		\$7,800	\$6,766	\$153,204	92.89%
Number of Districts	18	17		9	15	15		1	2	17	17
Aransas County ISD	3,141	\$162,764		\$4,200	\$3,726	\$4,039				\$174,729	93.15%
Bay City ISD	3,770	\$130,000			\$4,100	\$19,104				\$153,204	84.85%
Burnet CISD	3,200	\$158,786			\$294	\$4,056				\$163,136	97.33%
Calallen ISD	3,875	\$164,053			\$950			\$3,360		\$168,363	97.44%
Cleveland ISD	3,812	\$142,500		\$6,000	\$2,900	\$7,368				\$158,768	89.75%
Columbia-Brazoria ISD	3,000	\$112,200		\$4,200	\$750	\$2,700				\$119,850	93.61%
Floresville ISD	3,850	\$130,000		\$2,400	\$250	\$13,800				\$146,450	88.76%
Fredericksburg ISD	3,000	\$142,341				\$2,700				\$145,041	98.13%
Huffman ISD	3,200	\$125,000		\$5,400	\$2,126	\$13,800				\$146,326	85.42%
La Vernia ISD	3,050	\$141,861		\$2,400	\$3,800	\$8,772				\$156,833	90.45%
Little Cypress-Mauriceville CISD	3,450	\$136,697		\$6,000	\$2,750	\$17,376		\$10,172		\$172,995	79.01%
Lumberton ISD	3,900	\$130,000		\$6,000	\$900	\$13,800		\$7,800		\$158,500	82.01%
Pleasanton ISD	3,495	\$150,000								\$150,000	100.0%
Robstown ISD	3,555										
Somerset ISD	3,850	\$140,000		\$6,000	\$2,000	\$2,700				\$150,700	92.89%
Splendora ISD	3,370	\$135,000			\$1,500	\$2,700				\$139,200	96.98%
Stafford Municipal School District	3,144	\$151,200			\$1,400	\$19,104				\$171,704	88.05%
Taylor ISD	3,200	\$130,000			\$500	\$2,940				\$133,440	97.42%

\* See the Superintendent Benefits Comparison Report for more detail on bonuses, individual allowances, other insurance premiums and additional retirement benefits.

District	Enrollment	ESC	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim
El Campo ISD	3,518	03	65.94%	9	19	
Median	3,410		63.27%	2	6	
Aransas County ISD	3,141	02	65.25%	4	10	
Bay City ISD	3,770	03	73.28%	5	9	

2012-13 Superintendent Total Compensation Comparison Report  
 Report ID = Superintendent Regional Market Study - 2013

Report Created: 1/11/2013 9:44:32 AM

Enrollment Selection: 3,000 to 4,000

ESC Selection: Multiple

Burnet CISD	3,200	13	58.77%	1	1	
Calallen ISD	3,875	02	42.54%	16	24	Retired
Cleveland ISD	3,812	04	78.36%	7	13	
Columbia-Brazoria ISD	3,000	04	52.44%	1	1	
Floresville ISD	3,850	20	54.04%	1	6	
Fredericksburg ISD	3,000	13	53.51%	15	24	
Huffman ISD	3,200	04	36.57%	0	0	
La Vernia ISD	3,050	20	27.01%	9	15	
Little Cypress-Mauriceville CISD	3,450	05	40.58%	12	12	
Lumberton ISD	3,900	05		1	1	
Pleasanton ISD	3,495	20	63.27%	1	1	Retired
Robstown ISD	3,555	02	74.73%			Interim
Somerset ISD	3,850	20	80.01%	4	4	
Splendora ISD	3,370	06	64.82%	0	0	
Stafford Municipal School District	3,144	04	64.72%	1	1	
Taylor ISD	3,200	13	64.73%	2	11	