

Agenda of Regular

The Board of Trustees El Campo Independent School District

A Regular of the Board of Trustees of El Campo Independent School District will be held June 22, 2015, beginning at 7:00 PM in the Boardroom, 700 W. Norris, El Campo, TX 77437.

The subjects to be discussed are as listed below.

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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 June 18, 2015 at 12:00 P.M.

For the Board of Trustees

Consider Approval of Not Requiring Business Information Management as a Local Graduation Requirement

Recommendation: That the Board of Trustees not require Business Information Management as a local graduation requirement beginning with the 2015-16 school year.

Impact/Rationale: Based on recommendations of the Career and Technology Audit we would like to eliminate Business Information Management as a required course to allow for more electives for specific endorsement paths. BIM will be taught as an elective for some endorsement paths, but would not be a requirement for graduation.

The requirement was in administrative regulations (High School Student Handbook), but never placed in policy.

Submitted by: Kelly Waters, Assistant Superintendent of Curriculum and Instruction

Recommended for approval:

Kelly Waters, Superintendent of Schools

Review of Construction Cost Report

Recommendation: Minutes of Previous Meetings
May 26, 2015 – Regular Monthly Meeting

Impact/Rationale:

Program Description/ Summary: . 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.

ECISD Board Policy: BE (LOCAL), BOARD MEETINGS
Effective Date:

June 16, 2015

Previous Board Action: The Board approves minutes at each regular monthly meeting

Future Action Expected: None
Background Information and Significant Issues:

Attachments: Minutes of regular meeting held on May 26, 2015

Submitted By: Dianne Cerny, Executive Secretary

Recommended for Approval: Motion, second and majority vote to approve the minutes

Kelly Waters, Superintendent of Schools I recommend you approve the minutes of previous meetings as part of the Consent Agenda

**MINUTES OF THE BOARD OF TRUSTEES
EL CAMPO INDEPENDENT SCHOOL DISTRICT
May 26, 2015**

The Board of Trustees of the El Campo Independent School District met in a Regular Session March 26, 2015 at the El Campo Independent School District Administration Office, 700 W Norris Street, El Campo, Texas.

MEMBERS PRESENT: Tommy Turner, Ralph Novosad, David Hodges, Cecil Davis, Adam Gusman, J. J. Croix
James Russell arrived at 8:40 p.m.

MEMBERS ABSENT:

OTHERS PRESENT: Mark Pool, Carolyn Gordon, Kelly Waters, David Bright, Dianne Cerny, Dollie Coleman, Rebecca Crowell, Rich DuBroc, Mark Freeman, Scott Gelardi, Jodi Larimer, Greg Polasek, John Robertson, Malcolm C. Gaus, Turk Krenek, Ann Strarup, Harold Simmons, Mauri Couey, Karen Connor, Alicia Stary, Turk Krenek, David Rose, Daniel Berglund, Stephen Davis, Colton Krutilek, Rachel Krutilek, Patrick Krutilek, Donald J. Sutton, V. Rod, Alice Barron, Jerrell Barron, Wendy Valenta, Scott Valenta, Jonna Ermis, S. Craig Hardin, Ashley S. Jett, Karl Ermis, Chris Davlin

Board President Tommy Turner called the meeting to order at 7:00 p.m. Mark Pool gave the opening prayer followed by the Pledge of Allegiance. There was a quorum present.

PUBLIC COMMENT: Karen Connor asked the Board to consider adding busing back to the District for those students that are not able to afford transportation.

S. Craig Hardin thanked the Board for their diligence for the students of the District and for the construction projects.

RECOGNITION: Rich DuBroc, Principal of El Campo High School introduced Karann Jillian Ermis as the 2015 El Campo High School Valedictorian and Colton Krutilek as the 2015 El Campo High School Salutatorian.

Mr. Turner recognized and presented plaques outgoing board members David Hodges and J. J. Croix for their years of service on the Board.

The Board took a recess a 7:15 p.m. and returned to Open Session at 7:32 p.m.

CONSENT AGENDA: A motion was made by Ralph Novosad and seconded by Cecil Davis to approve the Consent Agenda:

- A. Governance
 - 1. Consider Approval of the Minutes
 - a. April 28, 2015 – Monthly Meeting
 - b. May 12, 2015 – Special Meeting
- B. Business and Support Service
 - 1. Monthly Report on High School Auditorium Renovation Progress Meetings

2. Review Application and Certification for Payment for High School Auditorium Renovations
 3. Review RWS Invoices
 4. Review Construction Timetable of Events
 5. Consider Approval of Proposal from Property Casualty Alliance of Texas for 2015 Renewal of Insurance
 6. Monthly Review of Financial Reports
 7. Monthly Review of Checks Written for the Month of April, 2015
- C. Personnel
- D. Curriculum and Instruction
1. Review Plans for Summer School 2015
- E. Students

Motion carried by a 5 – 0 – 2 vote Trustees David Hodges and James Russell being absent.

CURRICULUM AND INSTRUCTION

REPORT ON AFTER SCHOOL ENRICHMENT PROGRAM SURVEY: Kelly Waters, Assistant Superintendent for Curriculum and Instruction reported on the After School Enrichment Program Survey.

CONSIDER APPROVAL OF RESOLUTION FOR IMMEDIATE IMPLEMENTATION OF SENATE BILL 149 REGARDING HIGH SCHOOL GRADUATION REQUIREMENTS: A motion was made by Ralph Novosad and seconded by Adam Gusman to approve a resolution for immediate implementation of Senate Bill 149. Motion carried by a 5 – 0 – 2 vote Trustees David Hodges and James Russell being absent.

DISCUSS THE POSSIBILITY OF NOT REQUIRING BUSINESS INFORMATION MANAGEMENT AS A LOCAL GRADUATION REQUIREMENT: The Board discussed the possibility of not requiring Business Information Management as a Local graduation requirement.

REPORT ON NUMBER OF STUDENTS TAKING DUAL CREDIT COURSES AND RECEIVING COLLEGE CREDIT: Kelly Waters, Assistant Superintendent for Curriculum and Finance reported on the number of students taking Dual Credit Courses and receiving college credit.

BUSINESS AND OPERATIONS

CONSIDER APPROVAL OF RESOLUTION THANKING CITY OF EL CAMPO FOR CONTRIBUTION TO THE CONSTRUCTION OF THE RICEBIRD BASEBALL AND SOFTBALL COMPLEX AT LEGACY FIELDS: A motion was made by Ralph Novosad and seconded by J. J. Croix to approve a Resolution thanking the City of El Campo for contribution to the construction of the Ricebird Baseball and Softball Complex at Legacy Fields. Motion carried by a 5 – 0 – 2 vote with Trustees David Hodges and James Russell being absent.

REVIEW CONSTRUCTION COST REPORT: Mr. Pool and the Board reviewed the Construction Cost Report.

REVIEW MAINTENANCE TAX NOTES, SERIES 2014, DEBT SERVICES: Mr. Pool and the Board reviewed Maintenance Tax Notes, Series 2014, Debt Services.

DISCUSS ADVANTAGES/DISADVANTAGES OF LEASING TECHNOLOGY EQUIPMENT INSTEAD OF PURCHASING EQUIPMENT: Mr. Pool, Mr. Bright and the Board discussed the advantages and disadvantages of leasing technology equipment instead of purchasing equipment.

CONSIDER APPROVAL OF CHANGE PROPOSALS FOR THE HIGH SCHOOL AUDITORIUM RENOVATIONS: A motion was made by James Russell and seconded by Adam Gusman to approve Change Proposals for the High School Auditorium Renovations. Motion carried by a vote of 5 – 0 – 1 – 1 with Trustees James Russell, Adam Gusman, J. J. Croix, Tommy Turner and Ralph Novosad in favor, Trustee David Hodges absent and Trustee Cecil Davis abstained.

CONSIDER APPROVAL OF GUARANTEED MAXIMUM PRICE FOR THE HUTCHINS ELEMENTARY SCHOOL CLASSROOM ADDITON AND RENOVATIONS: A motion was made by J. J. Croix and seconded by James Russell to approve the Guaranteed Maximum Price for the Hutchins Elementary School Classroom Addition and Renovations. Motion carried by a 6 – 0 – 1 with Trustee David Hodges being absent.

CONSIDER APPROVAL OF GUARANTEED MAXIMUM PRICE FOR THE RICEBIRD STADIUM RESTROOM/LOCKER ROOM COMPLEX: A motion was made by J. J. Croix and seconded by James Russell to approve the Guaranteed Maximum Price for the Ricebird Stadium Restroom/Locker Room Complex. Motion carried by a 6 – 0 – 1 with Trustee David Hodges being absent.

CONSIDER APPROVAL OF CONTRACTOR AND ACCEPTANCE OF COMPETITIVE SEALED PROPOSAL FOR AGRICULTURE EDUCATION PROJECT CENTER: A motion was made by James Russell and seconded by Cecil Davis for the approval of the contractor and acceptance of Competitive Sealed Proposal for Agriculture Education Project Center. Motion carried by a 6 – 0 – 1 with Trustee David Hodges being absent.

REVIEW 2015 – 2016 COMPENSATION PLAN PROPOSAL: Mr. Pool and the Board reviewed the 2015-2016 Compensation Plan Proposal.

REPORT ON ORGANIZATION OF PROCESS IMPROVEMENT TEAM TO STUDY STUDENT TRANSPORTATION AND MAKE RECOMMENDATION TO THE BOARD: Mr. Pool reported on the organization of Process Improvement Team to study student transportation and make recommendation to the Board.

GOVERNANCE

ADMINISTER OATH OF OFFICE TO NEWL ELECTED TRUSTEES: Dianne Cerny, Notary for El Campo Independent School District, administered the oath of office to newly re-elected Trustee James Russell and newly elected Trustees Dollie Coleman and Dennis Rawlings.

REORGANIZATION OF THE BOARD: Cecil Davis, Vice President of the Board, presided over the election for Board President. A motion was made by James Russell and seconded by Adam Gusman to elect Tommy Turner as President by acclamation. Motion carried by a vote of 7 – 0 vote. Tommy Turner presided over the election of Vice President and Secretary. A motion was made by James Russell and seconded by Adam Gusman to elect Cecil Davis as Vice President by acclamation. Motion carried by a vote of 7 – 0 vote. A motion was made by Cecil Davis and seconded by James Russell to elect Ralph Novosad as Secretary by acclamation. Motion carried by a vote of 7 – 0.

REAFFIRM BOARD MEMBER CODE OF ETHICS: A motion was made by Ralph Novosad and seconded by James Russell to reaffirm the Board Member Code of Ethics. Motion carried unanimously.

DISCUSS DATES AND TIME FOR BUDGET WORKSHOPS: Mr. Pool, Ms. Waters and the Board discussed dates and time for budget workshops.

REVIEW TASKS AND TIMETABLE FOR DEVELOPMENT OF ECISD EDUCATION FOUNDATION: Mr. Pool reviewed tasks and timetable for development of El Campo Independent School District Education Foundation.

ACKNOWLEDGE SUPERINTENDENT MARK POOL'S LAST BOARD MEETING: Tommy Turner, Board President acknowledged Mr. Pool's last board meeting and presented him with a plaque and gift and thanked him for his time and service to the District.

CLOSED SESSION

EXECUTIVE SESSION: The president of the Board called for an Executive Session in accordance with 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. The Board entered Executive Session at 8:11 p.m. and reconvened in Open Session at 8:52 p.m.

1. Discuss Employment of Teachers and Other Professional Personnel

PERSONNEL

CONSIDER APPROVAL OF PERSONNEL RECOMMENDATIONS: A motion was made by Ralph Novosad and seconded by J. J. Croix to approve Superintendent's personnel recommendations:

Kristen Seay	El Campo Middle School
Alicia Aguilar	El Campo High School
Gabriel Cavazos	El Campo High School
Kenneth Price	El Campo High School
April Schmidt	El Campo High School
Lauren Harrison	Special Education

REVIEW OF PROFESSIONAL PERSONNEL ACTIONS FOR 2015 – 2016: Mr. Pool and the Board reviewed Professional Personnel actions for 2015 – 2016.

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 11:30 p.m.

DRAFT

PRESIDENT

SECRETARY

Approve Renewal or Revisions to Current Board Operating Procedures

Recommendation: Recommend that the Board renew the current Board Operating Procedures as a part of the Consent Agenda.

Impact/Rationale: Boards frequently assume that standard procedures for carrying out common or regular board tasks are known and shared by all members of the board and by the superintendent. This assumption is based on apparent lack of confusion or conflict in how board members go about their work.

Unfortunately, this assumption is more often mistaken than not. The lack of shared understanding and acceptance about board operating procedures can lead to inefficiency, inconsistency in trustee actions, failure to carry out important tasks, and possible conflict among board members.

To avoid these negative consequences, ECISD Board of Trustees has committed to an annual review and/or revision of the board's operating procedures.

ECISD Board Policy: None

Effective Date: June 16, 2015

Action Expected: Motion, second and majority vote to renew current Board Operating Procedures.

In the event that revisions are suggested action will be taken at a later meeting.

Attachments: Copy of the current ECISD Board Operating Procedures

Submitted By: Kelly Waters, Superintendent of Schools

Recommended for Approval:

**Kelly Waters, Superintendent of
Schools**

Board Operating Procedures El Campo ISD

1. Developing Board Meeting Agenda

A. Who can place items on the agenda?

1. Board members must request to the Board President, in advance, any item they wish to be considered for placement on the agenda.
2. Board President alone can place an item on the agenda. If two Board members request an item for the agenda, the Board President will place it on the agenda.
3. In accordance with LOCAL policy, no member can place an item on the agenda later than noon of the fifth calendar day before a regular meeting, or noon of the third calendar day before a special meeting.

Special consideration will be given for items of urgency as determined by the Board President, but in no case can an item be placed on the agenda less than 72 hours in advance of a meeting.

B. Items that cannot be on the agenda

1. When the Board deems it necessary in order to maintain confidentiality, personnel issues will be conducted in an executive session unless specifically prohibited by the Texas Open Meeting Act.
2. Anything that violates right to privacy, i.e., Texas Open Meeting Act, Texas Open Record Act, cannot be placed on the agenda.

C. Use of Consent Agenda

A consent agenda will be used for items that do not formally require board discussion. A board member can remove an item from the consent agenda for board discussion. The Superintendent will automatically place the following items on the consent agenda:

- Routine items
- Annual renewal of Region III items and TEA items
- Budget amendments
- Over \$500 tax refunds
- Gifts, donations, and bequests
- Minutes of regular and special Board meetings
- Minutes of joint meetings
- Updates of Board policy

- Routine personnel items
- Routine bid recommendations
- Annual evaluations of district programs
- Annual improvement plans for district programs

2. Member Conduct During Board Meetings

A. Board shall observe correct parliamentary procedures.

B. Discussion of Motions

1. All discussion shall be directed solely to the business currently under deliberation.
2. The Board President has the responsibility to keep the discussion to the motion at hand and shall halt discussion that does not apply to the business before the Board.
3. The Board President has the right to recognize a Board member prior to giving their comments.

C. Patrons addressing the Board

A school board meeting is not a “public meeting” in the true sense of the audience having a right to participate in discussion of items before the Board. A school board meeting is a meeting held in public. Whether the audience is allowed to participate is a Board decision. If so, the rules of participation are controlled by the local board.

1. Patrons may complete an “Audience Participation Sign-Up Sheet” requesting to address the Board during the public forum portion of the agenda.
2. Each patron is allowed up to five minutes to speak.
3. Should the Board President determine that there are more than five requests to speak in favor of or against a particular issue those having similar views will be asked to select a single spokesperson for the group.
4. The Board President closes discussion when the speaker has used his/her allotted time (five minutes) and/or when the time allotted for audience participation (fifteen minutes) has expired.

D. Board response to patrons addressing the Board

1. Board members listen to all comments but do not respond.
2. If the issue raised by the patron warrants immediate attention the Board President should direct the administration to investigate the items and report to the Board at a designated meeting.

E. Discussion of employee or student performance.

1. If the issue raised by the patron involves students, personnel, or other matters that should be discussed in a closed meeting, the Board President can ask the patron to meet with the Board in an executive session in accordance with the Texas Open Meetings Act.

F. Hearings and Grievances

1. During the hearing the Board is assembled to gather input only and to render a decision.
2. The Board will not answer questions or enter into two-way dialogue during a hearing.
3. Rules for the hearing will be strictly adhered to. The rules are;
 - Board will limit response to five minutes per testifier.
 - Board will accept written and/or oral testimony.
 - Board will not allow duplicate testimony.
 - Board President and/or the Board attorney will conduct the meeting.
 - Board will not allow any derogatory comments.
4. The Board may enter into closed session, as allowed by the Texas Open Meetings Act, to deliberate before rendering a decision in open session.

3. Voting

- A. All members, including the Board President, will vote on all action items. A member will not abstain from voting except in the case of a personal conflict of interest. It is the Board's belief that elected representatives should take a position on issues before the Board.
- B. In case of a tie vote, motions requiring a majority vote fail.

4. Individual Board member request for information or report

- A. Board members may request information and/or reports through the Board President and/or the Superintendent.
- B. The Superintendent will gather the information and report and disseminate it in a timely manner to the entire Board.

5. Citizen Request/Complaint to Individual Board Member

- A. When a Board member receives a request from a citizen the Board member should refer the person to the Superintendent or the Board President.

- B. When a Board member receives a complaint from a citizen the Board member should:
 - 1. Hear the citizen's complaint to fully understand the persons involved, date, place and other pertinent information.
 - 2. Repeat the problem back verbatim to the citizen to insure understanding.
 - 3. Review the chain of command with the citizen.
 - 4. Remind the citizen of due process and that the Board member cannot investigate and must remain impartial in case the situation goes before the Board.
 - 5. Refer citizen to appropriate person/chain of command. (The citizen must go through command chain before any other action can be taken.)

- C. Board member must talk to Superintendent in a timely fashion to relay the conversation.

- D. The Superintendent or his/her designee will respond to the citizen in a timely fashion.

- E. The Superintendent will inform all members of the Board of the request / complaint and the resolution.

6. Employee Request/Complaint to Individual Board Member

- A. When a Board member receives a complaint from an employee the Board member should:
 - 1. Hear the employee complaint to fully understand persons involved, date, place and other pertinent information.
 - 2. Repeat the problem back verbatim to employee to insure understanding.
 - 3. Review the chain of command with employee.
 - 4. Remind the employee of due process and that the Board member cannot investigate and must remain impartial in case the situation goes before the Board.
 - 5. Refer employee to appropriate person/chain of command. (The employee must go through command chain before any other action can be taken.)

- B. Board member must talk to Superintendent in a timely fashion to relay the conversation.
- C. The Superintendent will inform all members of the Board of the request / complaint and the resolution.

7. Board Member Visit to School Campus

- A. All Board members are encouraged to attend any school's events as their time permits.
- B. Board members are not to go into teachers' classrooms or individual buildings for the purposes of evaluation.
- C. Board members must notify the building principals of their visits.

8. Communications

- A. Superintendent will communicate with all Board members via telephone, email, and may, when necessary, visit each member.
- B. Superintendent may meet with Board President on a weekly basis to discuss issues of the District.
- C. Superintendent will communicate information in a timely fashion to all Board members.
- D. Requests to Superintendent from Board President will be distributed to all Board members.
- E. Board will keep Superintendent informed via email, telephone and fax.
- F. Board will communicate with its community through public hearings, regular Board meetings and community meetings.
- G. Individual Board members cannot speak in an official capacity outside the Boardroom.

9. Evaluation of Superintendent

- A. Board President obtains input from all other members on Board approved indicators.
- B. Evaluation is conducted in executive session by consensus.
- C. Evaluation is conducted every January.

10. Evaluation of the Board

- A. Superintendent and Board evaluations are the same...TEAM OF EIGHT concept is compelling!
- B. Evaluation is conducted in executive session by consensus.
- C. Evaluation is conducted every December, and will be based on the TASB Board Effectiveness Audit.

11. Criteria and Process for Selecting Board Officers

- A. Secretary of Board polls individual members for their interest in serving as a Board Officer outside the Boardroom.
- B. No Board member can hold office without one year's minimum Board experience.
- C. Election is held in May of each year or as vacancies arise.

12. Role and Authority of Board Member and/or Board Officers

- A. No Board member or officer has authority outside the Board meeting.
- B. No Board member can direct employees in regard to performance of their duties.
- C. PRESIDENT
 - 1. Shall preside at all Board meetings and conduct all meetings in an orderly fashion
 - 2. Appoint committees
 - 3. Shall call special meetings
 - 4. Sign all legal documents required by law.

D. VICE PRESIDENT

1. Shall act in capacity of President in his/her absence.

E. SECRETARY

1. Shall cause accurate records of Board meetings to be kept.
2. In the absence of both the President and Vice President, shall call meeting to order and preside over the election of President Pro-Tem.

13. Role of Board in Executive Session

- A. Board can only discuss those items listed on the executive agenda and as limited by law.
- B. Board must vote in public session.
- C. Information discussed during executive session must remain confidential.

14. Media Inquiries to the Board

- A. The Board President or the Superintendent shall be the official spokesperson for the Board to the media on issues of media attention.
- B. The media has the right to ask any Trustee about a motion or vote that they made, and the Trustee should be able to explain their motion or vote, if they choose.

15. Anonymous Phone Calls or Letters

- A. The ECISD Board of Trustees encourages input. However, anonymous calls or letters will not receive Board attention, discussion or response, and will not result in directives to the administration.

16. Response to Signed Letters

- A. The ECISD Board of Trustees encourages input. A signed letter will be forwarded to the Superintendent. The Superintendent will respond and send a copy to the full Board.

17. Organization Membership and Travel

- A. Individual or board membership in any organization, other than the Texas Association of School Boards, where membership dues are paid for with school funds will require board approval.
- B. The expenditure of school funds for registration fees for meetings, conferences, and training, other than that provided by the Texas Association of School Boards or Region III Education Service Center, must have prior board approval.
- C. When traveling on school business, members of the Board of Trustees will be subject to the same expense reimbursement regulations as school employees.

18. Reviewing Board Operating Procedures

- A. Standard Board Operating Procedures will be reviewed and updated as needed at the June Board Meeting.

**4.B.2. – Information Only
June 16, 2015**

**Consent Agenda:
Business and Support
Services**

Review of Monthly Financial Reports for Month of May

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.

The Capital Projects Report details use of the \$9.5 million from the Series 2015 School Building Bonds.

ECISD Board Policy

None.

Effective Date

May 31, 2015

Previous Board Action

Approval of 2014-2015 General Operating Budget on August 19, 2014.

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, 2014 was \$6,074,037, which is 21.85% of the approved General Fund operating expenditures (as defined in the AEIS Report) of \$27,800,164.

Fund balance designated for replacement of artificial turf at Ricebird Stadium is \$350,000, leaving an undesignated fund balance of \$5,724,037; or 20.59% of the approved General Fund operating expenditures (as defined in the AEIS Report).

In addition to the \$350,000 designated for turf replacement, we have reduced the General Fund fund balance by \$646,158 through budget amendments approved so far this year. That leaves a current undesignated General Fund fund balance of

\$5,077,879, which is 18.27% of the year's general operating expenditures.

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 79.87% of our amended revenue projections; and expended 75.87% of our amended expenditure estimates.

Compared to the same time last year, our revenue increased by \$470,127 and our expenditures increased by \$1,019,715.

	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Rev	Exp	Rev	Exp	Rev	Exp	Rev	Exp	Rev	Exp
Sep	9.93%	10.95%	10.63%	12.13%	10.87%	15.21%	9.73%	13.30%	9.48%	7.12%
Oct	18.64%	18.81%	19.79%	20.05%	19.84%	22.74%	19.43%	21.26%	17.85%	21.80%
Nov	27.97%	23.69%	29.84%	27.07%	30.94%	28.88%	29.49%	28.75%	26.58%	29.90%
Dec	41.96%	30.73%	41.60%	33.20%	44.98%	35.39%	44.93%	35.84%	40.85%	36.86%
Jan	60.48%	37.99%	64.61%	40.50%	65.81%	42.09%	64.89%	43.90%	62.03%	44.07%
Feb	66.83%	48.02%	69.97%	50.83%	71.78%	51.52%	70.55%	52.93%	69.79%	53.68%
Mar	68.88%	55.20%	72.10%	57.21%	74.26%	57.69%	72.50%	60.40%	71.73%	60.47%
Apr	73.41%	62.72%	77.12%	64.95%	78.68%	65.38%	77.18%	68.40%	76.33%	68.17%
May	77.20%	69.62%	81.11%	71.59%	82.15%	71.53%	80.73%	76.17%	79.87%	75.87%
Jun	82.93%	76.81%	87.17%	78.14%	87.97%	79.86%	86.24%	81.52%		
Jul	89.99%	84.05%	93.70%	85.44%	94.13%	88.19%	93.06%	88.46%		
Aug	100.38%	98.74%	100.06%	98.47%	100.17%	98.97%	100.12%	98.89%		

Tax Collection Report. Our beginning tax levy of \$14,739,444 has been adjusted by (\$35,112) giving us a new adjusted levy of \$14,698,861; and we have currently collected \$14,245,185 which amounts to 96.91% of the adjusted levy. This leaves an uncollected balance of \$453,676.

Delinquent collections YTD are \$150,459 plus \$136,118 in penalty and interest.

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Oct	0.00%	0.35%	0.31%	0.21%	0.26%	0.23%
Nov	0.44%	8.60%	9.54%	12.48%	9.69%	7.96%
Dec	30.01%	39.54%	34.01%	39.14%	41.43%	36.39%
Jan	73.71%	81.26%	84.41%	83.67%	84.25%	79.99%
Feb	92.80%	93.50%	94.04%	94.27%	94.03%	94.03%
Mar	94.60%	94.95%	95.38%	95.47%	95.09%	95.49%
Apr	95.27%	95.52%	96.12%	96.07%	95.78%	96.39%
May	95.84%	96.26%	96.75%	96.51%	96.26%	96.91%
Jun	96.50%	96.67%	97.14%	96.88%	96.99%	
Jul	96.83%	97.10%	97.65%	97.50%	97.61%	
Aug	97.17%	97.74%	97.90%	97.68%	97.97%	
Sep	97.37%	97.88%	97.98%	97.84%	98.07%	

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		
	2013-2014	2014-2015	Difference	2013-2014	2014-2015	Difference
Revenue	\$1,122,656	\$1,148,921	\$26,265	\$25,485,560	\$25,953,066	\$467,506
Expenditures	\$2,698,372	\$2,501,196	(\$197,176)	\$23,584,435	\$23,505,352	(\$79,083)
Balance	(\$1,575,716)	(\$1,352,275)	\$223,441	\$1,901,125	\$2,447,714	\$546,589

Capital Projects Report. During the month of May we withdrew \$606,494.56 from the Capital Projects Fund and earned \$2,411.58 in interest.

Attachments

- Monthly Financial Report – April 30, 2015
- Tax Collection Recap 2014-2015
- Cash Flow Report 2014-2015
- Capital Projects Report

Submitted by:

David Bright, Assistant Superintendent of Finance and Operations

Recommendation:

This is an information report only.

EL CAMPO INDEPENDENT SCHOOL DISTRICT
Cash Flow
2014-2015

199	GENERAL FUND	Actual Sep-14	Actual Oct-14	Actual Nov-14	Actual Dec-14	Actual Jan-15	Actual Feb-15	Actual Mar-15	Actual Apr-15	Actual May-14	Actual May-15	Actual Jun-14	Actual Jul-14	Actual Aug-14	2013-14 Totals
REVENUE:															
5700	Local Revenue:														
5711	Taxes Current Year	12,236	30,501	1,005,218	3,697,901	5,671,092	1,802,742	188,966	114,694	57,585	65,564	89,190	72,103	43,140	11,862,846
5712	Taxes Prior Years	6,688	7,092	14,163	21,620	17,036	22,634	19,414	16,023	8,355	13,841	14,135	36,878	5,353	268,880
5717	Excess Tax Proceeds	0	0	0	0	1,524	5,850	0	0	0	0	0	0	5,129	15,912
5719	Pen, Int, & Other	6,056	5,982	5,345	12,358	10,813	26,877	24,773	22,710	10,728	13,521	19,023	33,088	10,345	212,051
5720	Service to Other LEAs	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5730	Tuition and Fees	0	-160	0	0	0	0	0	0	-200	3,755	11,240	0	2,985	14,025
5740	Other Local Sources	4,231	3,500	2,885	3,871	2,072	5,376	3,932	5,064	3,238	2,661	2,768	5,029	109,071	394,147
5750	Co/Curr Activities	25,930	21,253	19,100	6,050	9,566	2,062	1,576	2,196	559	4,363	0	21,560	4,795	101,228
	Total Local Rev:	55,141	68,168	1,046,711	3,741,800	5,712,103	1,865,540	238,660	160,687	80,266	103,705	136,356	168,658	180,819	12,869,089
5800	State Revenue:														
5811	Available School Fund	0	0	4,303	98,932	30,035	30,035	141,160	92,228	92,378	99,233	145,727	94,115	136,463	856,509
5812	Foundation Entitlement	2,833,762	2,326,469	1,223,700	0	0	0	0	946,400	628,198	627,014	1,259,061	1,634,606	2,257,343	13,188,686
5812	Founda Ent-Prior Yr	0	0	0	0	0	0	0	0	0	9,128	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	7,780	0	0	0	0	0	0	0	0	0	4,920	11,754
5831	TRS On-Behalf	102,653	103,156	103,219	105,607	102,536	103,057	103,129	102,751	102,587	103,687	103,506	103,889	159,720	1,291,985
	Total State Rev:	2,936,415	2,429,625	1,339,002	204,539	132,571	133,092	244,289	1,141,379	823,163	839,062	1,508,294	1,832,610	2,558,446	15,348,934
5900	Federal Revenue:														
5930	Federal	4,900	0	248,536	-15,412	-3,886	0	0	5,564	4,315	0	0	6,304	0	298,518
	Total Federal Rev:	4,900	0	248,536	-15,412	-3,886	0	0	5,564	4,315	0	0	6,304	0	298,518
7900	Other Res/Non-Oper														
	Other Res/Non-Oper	0	0	0	0	0	0	0	0	0	0	735,254	0	0	735,254
	Total Other Res:	0	0	0	0	0	0	0	0	0	0	735,254	0	0	735,254
	Total Revenue:	2,996,456	2,497,793	2,634,250	3,930,927	5,840,789	1,998,633	482,949	1,307,630	907,744	942,767	2,379,904	2,007,573	2,739,265	29,251,795
EXPENDITURES:															
6000	Expenditures:														
6100	Payroll Costs	1,106,045	1,731,554	1,751,221	1,740,961	1,711,148	1,728,620	1,719,586	1,704,076	1,737,904	1,755,535	1,758,012	1,732,422	2,404,224	20,739,676
6200	Contracted Services	178,116	432,363	269,315	385,055	347,329	371,674	252,222	295,836	262,688	336,945	324,499	352,899	488,455	3,694,532
6300	Supplies & Materials	161,538	140,376	171,380	96,669	154,073	66,272	162,691	152,085	215,683	215,819	194,721	73,146	120,313	1,644,529
6400	Other Operating	27,493	286,969	277,399	54,977	278,353	57,855	27,732	314,404	135,917	40,641	77,023	191,762	83,415	1,348,013
6500	Debt Services	0	0	0	0	0	186,450	0	0	0	0	21,659	-867	722,278	842,245
6600	Capital Outlay	0	69,138	76,688	26,167	15,918	6,299	0	0	30,590	0	123,955	141,548	499,123	1,393,709
8900	Other Uses/Non Operating	49,825	0	106,866	88,302	33,627	0	145,838	0	149,760	0	952,777	388,479	-398,147	2,005,776
	Total Expenditures:	1,523,017	2,660,399	2,652,867	2,392,131	2,540,447	2,417,170	2,308,070	2,466,401	2,532,542	2,348,941	3,452,645	2,879,388	3,919,661	31,668,480
	ENDING BALANCE	1,473,439	-162,606	-18,617	1,538,796	3,300,341	-418,538	-1,825,121	-1,158,771	-1,624,798	-1,406,174	-1,072,742	-871,815	-1,180,397	
	GF FB as of 8/31/14	6,074,037													
		7,547,476	7,384,870	7,366,252	8,905,048	12,205,389	11,786,852	9,961,730	8,802,959	9,198,992	7,396,786	6,324,044	5,452,229	4,271,832	

240	FOOD SERVICE	Actual Sep-14	Actual Oct-14	Actual Nov-14	Actual Dec-14	Actual Jan-15	Actual Feb-15	Actual Mar-15	Actual Apr-15	Actual May-14	Actual May-15	Actual Jun-14	Actual Jul-14	Actual Aug-14	2013-14 Totals
REVENUE:															
5700	Local Revenue:														
	Earnings from Temp Dep			425	0	0	437	0	0	527	541	0	0	504	1,903
	Foundation Revenue														
	Lunch	31,579	34,541	27,437	22,715	28,274	28,082	27,647	29,956	27,314	25,284	2,814	92	23,757	284,195
	Breakfast	6,403	8,322	6,375	5,222	6,477	7,072	5,858	7,250	6,576	5,847	791	0	4,084	67,272
	A La Carte	10,674	11,273	7,952	5,847	7,628	8,626	6,750	8,451	10,274	6,310	1,706	0	3,201	86,413
	Adult Lunches	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Catering/Vending	191	0	460	412	870	530	320	35	1,408	1,057	4,250	219	2,035	11,510
	Summer Food Service	0	0	0	0	0	0	0	0	0	0	22	0	7	131
	Total Local Rev:	48,847	54,136	42,649	34,195	43,248	44,747	40,575	45,693	46,099	39,038	9,583	311	33,587	451,423
5800	State Revenue														
5829	Misc St Program Rev.	0	0	0	0	0	0	9,872	0	0	0	0	0	0	10,731
5831	TRS On-Behalf Benefit	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total State Rev:	0	0	0	0	0	0	9,872	0	0	0	0	0	0	10,731
5900	Federal Revenue														
5921	School Breakfast	0	31,267	0	34,431	47,963	25,435	28,054	24,184	37,747	31,863	35,244	8,991	5,921	306,634
5922	National School Lunch	0	112,003	0	116,880	167,275	91,415	98,404	89,087	109,881	113,294	100,377	25,795	25,765	904,063
5923	USDA Donated Com	9,115	9,115	9,115	9,115	9,115	9,115	9,115	9,115	9,513	9,115	9,513	9,513	-1,953	102,693
5929	Fed Rev TEA-Sum Feed	0	0	0	0	0	0	0	0	0	0	0	0	13,420	43,054
	Total Federal Rev:	9,115	152,385	9,115	160,426	224,354	125,965	135,572	122,385	157,141	154,271	145,135	44,299	43,153	1,356,445
7900	Other Res/Non-Oper:														
7940	Other Res/Non-Oper	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Other Res:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Revenue:	57,962	206,521	51,764	194,621	267,602	170,711	186,020	168,078	203,240	193,310	154,718	44,610	76,740	1,818,599
EXPENDITURES:															
6000	Expenditures:														
6100	Payroll & Benefits	36,939	53,347	56,797	52,030	50,645	51,100	50,406	48,693	46,622	50,485	47,802	43,821	59,163	566,166
6200	Contracted Services	0	180,929	106,241	110,828	81,254	87,160	98,292	99,764	109,199	91,670	102,195	50,576	26,421	1,055,362
6300	Supplies & Materials	9,542	9,794	9,387	9,537	9,322	9,293	9,311	9,542	9,928	10,025	10,388	9,659	2,701	122,304
6400	Other Operating	0	76	129	211	138	29	105	163	80	75	197	0	322	1,432
6600	Capital Outlay	0	0	0	0	0	0	0	0	0	0	0	0	0	23,420
	Total Expenditures:	46,481	244,146	172,554	172,605	141,359	147,583	158,113	158,161	165,830	152,255	160,581	104,056	88,607	1,768,684
	ENDING BALANCE	11,481	-26,144	-146,934	-124,919	1,324	24,453	52,360	62,276	127,091	103,331	97,468	38,022	26,155	

511	DEBT SERVICE	Actual Sep-14	Actual Oct-14	Actual Nov-14	Actual Dec-14	Actual Jan-15	Actual Feb-15	Actual Mar-15	Actual Apr-15	Actual May-14	Actual May-15	Actual Jun-14	Actual Jul-14	Actual Aug-14	2013-14 Totals
REVENUE:															
5700	Local Revenue:														
5711	Taxes Current Year	1,831	4,047	133,359	490,589	752,365	239,164	25,069	15,216	8,617	8,698	13,347	10,790	6,456	1,775,243
5712	Taxes Prior Years	915	996	2,063	3,191	2,380	3,202	2,803	2,096	1,206	1,905	2,031	4,983	752	37,698
5719	Pen, Int, & Other	763	800	601	872	850	3,313	3,009	2,585	1,437	1,709	2,682	4,060	1,453	25,396
5742	Earnings Fm Temp Dep	132	140	149	197	342	370	516	507	410	531	404	423	257	3,465
	Total Local Rev:	3,642	5,983	136,172	494,848	755,936	246,049	31,397	20,405	11,671	12,844	18,464	20,255	8,918	1,841,803
5800	State Revenue:														
5829	St Rev Dist By TEA	0	0	6,851	0	0	0	0	0	0	0	0	0	0	22,190
	Total State Rev:	0	0	6,851	0	0	0	0	0	0	0	0	0	0	22,190
7900	Other Res/Non-Oper:														
7911	Issuance of Bonds	0	0	0	0	0	0	0	0	16,179,995	0	0	0	0	16,179,995
7916	Issuance of Bonds	0	0	0	0	0	98,500	0	0	1,369,608	0	0	0	0	1,369,608
7940	Other Res/Non-Oper Rev	0	0	0	0	0	0	0	0	-1,619	0	0	0	0	0
	Total Other Res:	0	0	0	0	0	98,500	0	0	17,547,983	0	0	0	0	17,549,603
	Total Revenue:	3,642	5,983	143,023	494,848	755,936	344,549	31,397	20,405	17,559,655	12,844	18,464	20,255	8,918	19,413,596
EXPENDITURES:															
6000	Expenditures:														
6500	Debt Service														
6511	Bond Principal	0	0	0	0	0	324,999	0	0	0	0	0	0	695,000	1,100,000
6521	Interest on Bonds	0	0	0	0	0	381,384	0	0	-15,529	0	0	0	283,655	614,438
6599	Other Debt Fees	0	0	1,750	0	0	94,119	0	0	282,082	0	0	0	2,925,000	3,207,985
8949	Other Uses-Bond Escrow	0	0	0	0	0	0	0	0	17,254,997	0	0	0	-2,925,000	14,329,997
	Total Expenditures:	0	0	1,750	0	0	800,502	0	0	17,521,550	0	0	0	978,655	19,252,420
	ENDING BALANCE	3,642	9,625	150,898	645,746	1,401,682	945,730	977,127	997,532	1,092,197	1,010,376	1,028,840	1,049,095	79,358	
Total Approved Budget															
199, 240, 511															
	TOTAL REVENUE	3,058,060	2,710,296	2,829,036	4,620,396	6,864,327	2,513,893	700,365	1,496,114	18,670,639	1,148,921	2,553,086	2,072,437	2,824,923	50,483,990
	TOTAL EXP	1,569,498	2,904,545	2,827,171	2,564,736	2,681,806	3,365,254	2,466,183	2,624,563	20,219,922	2,501,196	3,613,226	2,983,444	4,986,923	52,689,584
	ENDING BALANCE	1,488,562	1,294,313	1,296,178	3,351,838	7,534,359	6,682,997	4,917,179	3,788,731	1,927,557	2,436,456	1,376,315	465,309	-1,696,691	

EL CAMPO INDEPENDENT SCHOOL DISTRICT
MONTHLY FINANCIAL REPORT
 June 16, 2015

Comparison of Revenue and Expenditures
to the Budget for the General Operating, Food Service & Debt Service Fund
9-1-14 to 5-31-15

ESTIMATED REVENUE:

	<i>Original Budget</i>	<i>Amended Budget</i>	<i>Revenue Realized</i>	<i>Revenue Balance</i>
Local:	\$15,719,884	\$15,719,884	\$15,092,921	(\$626,963)
State:	\$15,055,162	\$15,055,162	\$9,429,355	(\$5,625,807)
Federal:	\$1,613,129	\$1,621,594	\$1,333,290	(\$288,304)
Other Resources:	\$0	\$98,500	\$98,500	\$0
Total:	\$32,388,175	\$32,495,140	\$25,954,067	(\$6,541,073)

ESTIMATE EXPENDITURES:

<i>Original Budget</i>	<i>Amended Budget</i>	<i>Expended</i>	<i>Outstanding Encumbrances</i>	<i>Expenditures Year to Date</i>	<i>Balance for Year</i>
\$32,388,175	\$33,018,833	\$23,505,353	\$1,546,749	\$25,052,102	\$7,966,731

COMPARISONS TO MAY 31 OF PRIOR YEAR:

	<i>2013-2014</i>	<i>2014-2015</i>	<i>Increase/ Decrease</i>
Revenues:	\$25,483,940	\$25,954,067	\$470,127
Expenditures:	\$25,095,055	\$25,052,102	(\$42,953)
Cash Position:	\$11,804,447	\$11,472,644	(\$331,803)

PRIOR MONTH CASH POSITION as of 4/30/15: \$13,438,817

GENERAL FUND - FUND BALANCE	GENERAL OPERATING	FUND BALANCE	% of OPERATING
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%
GENERAL FUND - FUND BALANCE as of 8-31-13:	\$27,161,780	\$8,490,723	31.26%
GENERAL FUND - FUND BALANCE as of 8-31-14:	\$27,800,164	\$6,074,037	21.85%

BUDGET AMENDMENTS:

Appropriate funds for Security Cameras for the High School Campus	\$107,045
Appropriate funds for Security Cameras for the Baseball/Softball Complex	\$7,690
Appropriate funds for Baseball/Softball Complex from Fund Balance	\$424,458
Appropriate funds for Physical Therapy Equipment for Special Ed Coop students	\$8,465
Appropriate funds for Cost of Issuance for the 2015 School Building Bonds	\$98,500

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

CAPITAL PROJECTS

As of 6/01/2015

		<u>Revenue</u>	<u>Expenditures</u>	<u>Ending Balance</u>
02/01/15	Beginning Balance			\$0.00
02/17/15	Wire Transfer Deposit	\$9,500,000.00		\$9,500,000.00
02/27/15	Transfer Withdrawal		-\$217,154.54	\$9,282,845.46
02/28/15	Accrued Earnings	\$1,088.98		\$9,283,934.44
02/28/15	Ending Balance			\$9,283,934.44
03/01/15	Beginning Balance			\$9,283,934.44
03/12/15	Transfer Withdrawal		-\$484,069.80	\$8,799,864.64
03/31/15	Transfer Withdrawal		-\$380,895.51	\$8,418,969.13
03/31/15	Accrued Earnings	\$2,663.25		\$8,421,632.38
03/31/15	Ending Balance			\$8,421,632.38
04/01/15	Beginning Balance			\$8,421,632.38
04/30/15	Transfer Withdrawal		-\$311,323.38	\$8,110,309.00
04/30/15	Accrued Earnings	\$2,419.67		\$8,112,728.67
04/30/15	Ending Balance			\$8,112,728.67
05/01/15	Beginning Balance			\$8,112,728.67
05/31/15	Accrued Earnings	\$2,411.58		\$8,115,140.25
06/01/15	Transfer Withdrawal		-\$606,494.56	\$7,508,645.69
06/01/15	Ending Balance			\$7,508,645.69

**TAX COLLECTION RECAP
2014 - 2015**

Reporting Period	Beginning Levy	Adjustments	Adjusted Levy	Current Tax Year Collections	% Collected	% Collected Prior Year	Delinquent Collections	Penalty & Interest	Total Collections	Current Tax Year Uncollected
Monthly Recap										
Oct-14	\$14,739,444	-\$5,471	\$14,733,973	34,548	0.23%	0.26%	\$8,089	\$6,782	\$49,418	
Nov-14	\$14,739,444	-\$7,681	\$14,731,764	1,138,577	7.73%	9.43%	\$16,226	\$5,946	\$1,160,749	
Dec-14	\$14,739,444	-\$5,745	\$14,733,700	4,188,490	28.43%	31.72%	\$24,811	\$13,230	\$4,226,530	
Jan-15	\$14,739,444	-\$5,745	\$14,733,700	6,423,456	43.60%	42.79%	\$19,416	\$11,662	\$6,454,535	
Feb-15	\$14,739,444	-\$33,991	\$14,705,453	2,041,907	13.89%	9.77%	\$25,836	\$30,190	\$2,097,933	
Mar-15	\$14,739,444	-\$35,342	\$14,704,102	214,035	1.46%	1.05%	\$22,217	\$27,781	\$264,033	
April-15	\$14,739,444	-\$37,343	\$14,702,101	129,910	0.88%	0.67%	\$18,119	\$25,296	\$173,325	
May-15	\$14,739,444	-\$40,583	\$14,698,861	74,263	0.51%	0.48%	\$15,746	\$15,231	\$105,240	
Year To Date				14,245,185	96.91%	96.26%	150,459	136,118	\$14,531,762	\$453,677

**4.B.4 – Information Only
June 16, 2015**

**Consent Agenda:
Business and Support
Services**

Review of Checks Written – May 2015

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 2014-2015 General Operating Budget.

ECISD Board Policy

None.

Effective Date

May 31, 2015

Previous Board Action

Approval of 2014-2015 General Operating Budget on September 26, 2014 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:

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
September	\$629,351.65	\$591,106.98	\$629,530.76	\$695,282.94	\$658,325.30
October	\$640,667.05	\$655,040.01	\$710,446.37	\$894,925.72	\$1,064,624.04
November	\$865,783.43	\$718,579.69	\$716,741.33	\$880,283.81	\$1,211,571.45
December	\$720,971.25	\$355,804.15	\$620,159.58	\$741,092.88	\$823,732.34
January	\$747,638.61	\$701,991.20	\$771,487.77	\$828,457.21	\$1,103,712.44
February	\$594,414.61	\$526,943.91	\$878,983.83	\$616,434.71	\$1,016,149.68
March	\$704,337.28	\$656,212.94	\$635,776.11	\$725,103.23	\$1,195,775.91
April	\$656,212.94	\$554,991.73	\$561,416.91	\$781,180.01	\$1,142,411.57
May	\$620,111.02	\$891,849.50	\$894,796.41	\$890,561.40	\$1,491,459.97
Total	\$6,179,487.84	\$5,652,520.11	\$6,419,339.07	\$7,053,321.91	\$8,216,302.73
June	\$736,989.79	\$751,699.54	\$1,003,320.40	\$945,082.48	
July	\$658,378.35	\$762,236.64	\$966,194.37	\$909,843.79	
August	\$1,172,766.92	\$798,167.33	\$796,743.84	\$1,327,169.46	

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 April are available in electronic format and were emailed to each member of the Board.

Submitted By David Bright, Assistant Superintendent of Finance and Operations

Action Required No action required. This is an information report only.

Recommendation Information only.

**4.B.5 – Action Item
June 16, 2015**

**Consent Agenda:
Business and Operations**

Consider approval of Federal Financial/Administration Procedures Manual

Summary

The US Office of Management and Budget (OMB), a branch of the Executive Office of the President, prepares and updates circulars that establish cost principles, administrative requirements, and audit requirements associated with the administration of federal funds.

New regulations from the Office of Management and Budget, codified as Title 2 of the Code of Federal Regulations (2 CFR) Part 200, were incorporated into the general federal regulations on December 26, 2014. The new regulations govern all federal grants awarded by the US Department of Education (USDE) to the state or to an LEA on or after the date.

As a result, LEAs are required to revise and update written policies and procedures to be in compliance with the requirements of the new EDGAR/Uniform Grants Guidance. Written procedures need to include procurement; written methods for conducting technical evaluations of proposals and selecting recipients, travel, conflicts of interest, cash management, and determination of allow ability of costs.

ECISD Board Policy

None

Effective Date

July 1, 2015

Previous Board Action

None

Future Action Expected

Approve revisions as they occur.

**Background Information and
Significant Issues**

To prepare LEAs for the changes they will encounter in administering the 2015-2016 grants, TEA has scheduled training and information sessions on the new EDGAR.

Fiscal Impact

None

Student and Public Benefit

None

Procedural and Reporting Implications	Board Approval of Procedures Manual
Public Comments	None
Alternatives	None
Other Comments and Related Issues	None
Attachments	Handout available at Board Meeting.
Contact Person(s)	David Bright, Assistant Superintendent of Finance Carolyn Gordon, Executive Director of Federal Program
Action Required	Approval as part of the Consent Agenda.

2015-2016 Workers' Compensation Program Renewal

Recommendation: To approve the Three Year Agreement with the Texas Educational Insurance Association to provide Worker's Compensation coverage as a part of the Consent Agenda.

Impact/Rationale: Currently, we're in the First year of a Three Year Plan with Claims Administrative Services, Inc. (CAS). We have the option to continue with this plan until it runs out, or we can begin a new Three Year Plan with CAS at the Fixed Cost Rate of \$154,607.

Program Description: According to policy CRE (LEGAL), INSURANCE AND ANNUITIES MANAGEMENT: WORKERS' COMPENSATION, the District shall extend workers' compensation benefits to its employees by choosing one of the following options:

- Becoming a self-insurer.
- Providing insurance under worker's compensation insurance contracts or policies.
- Entering into interlocal agreements with other political subdivisions providing for self-insurance.

ECISD has chosen to provide workers' compensation benefits to our employees through participation in the Texas Educational Insurance Association that is administered by Claims Administrative Services, Inc.

CAS is currently the largest provider of Workers' Compensation for Texas schools and has a proven record over the past twenty-three years of providing cost savings to its member districts by reducing both the frequency and severity of claims. This has been accomplished by combining proactive loss control with aggressive claims management and cost containment.

In 2004 we bid our Workers' Compensation Insurance and received two proposals:

- Claims Administrative Services – 3 Year Option with a first year rate of \$140,645
- North American Solutions – 1 Year Term for \$218,120

The Board has previously approved Claims Administrative Services as our provider for Workers' Compensation Insurance. The initial three-year contract was approved July 19, 2004 for the 2004-2005 fiscal year; and renewed in 2005-

2006 and 2006-2007.

In April of 2007 we extended our plan for an additional three years: 2007-2008, 2008-2009, and 2009-2010.

In August of 2009 we extended our plan for an additional three years: 2009-2010, 2010-2011, and 2011-2012.

In June of 2011 we extended our plan for an additional three years: 2012-13; 2013-2014; and 2014-2015.

ECISD Board Policy

CRE (LEGAL), INSURANCE AND ANNUITIES MANAGEMENT: WORKERS' COMPENSATION

Submitted by: David Bright, Assistant Superintendent for Finance

Recommended for approval:

Kelly Waters, Superintendent of Schools

June 3, 2015

TO: Kelly Waters

FROM: David Bright

SUBJECT: 2015-2016 Worker's Compensation Program Renewal

Attached are renewal documents for the district's Worker's Compensation Program. Currently, we're in the 1st year of a Three Year Plan with Claims Administrative Services, Inc. (CAS). At this time, we have the option to begin a new Three Year Plan at the Fixed Cost Rate of \$154,607, or continue with our current three year plan until it runs out. I recommend we begin a new 3 year plan at the Guaranteed Cost of \$154,607.



Claims Administrative Services, Inc.

Our reputation for excellence is no accident.®

June 1, 2015

El Campo ISD
David Bright
700 West Norris St
El Campo, TX 77437-2499

Dear David Bright:

Congratulations on the completion of another successful school year! With the summer fast approaching, the conclusion of your 2014-2015 Workers' Compensation program plan year is not far behind.

Attached is your renewal addendum, which simply allows you to **continue your elected multi-year plan option or select a new three year plan.** Both plan options reflect CAS's commitment to you to provide stable rates. By starting a new three year plan, you will be locking in your current workers' compensation rate for an additional three years. **If you would, please select which option you are interested in and return the signed addendum to us.**

Clients such as El Campo ISD are vital to the success of our program – **a program that consistently sees over 95% of members renew each year.** Through our unique loss control, claims management and service capabilities, we constantly look for ways to improve workplace safety and to minimize cost. CAS continues to focus resources on reducing both the frequency and severity of injuries, without sacrificing the care your employees receive to ensure your school/college has the best workers' compensation value available.

Many thanks from all of us at CAS for the opportunity to earn your business. We look forward to serving as your workers' compensation program for years to come.

Thank you again,

Bill Costanza
President

Enclosures: Renewal Addendum
Return Envelope



Claims Administrative Services, Inc.

Our reputation for excellence is no accident.TM

TEXAS EDUCATIONAL INSURANCE ASSOCIATION

WORKERS' COMPENSATION

Plan Year 2015-2016 Renewal Addendum – Part 1 of 2

Plan Sponsor: El Campo ISD

2nd Year of a 3 Year Contract

GUARANTEED COST\$154,607

Renewal Based on Estimated Payroll of \$20,319,890

Guaranteed Cost Includes: Claims Administration, Record Keeping, Safety and Loss Control, Excess Insurance, plus...

Initial contact with claimant	Setting IME appointments	Communicating with Doctor
Initial contact with insured	Administering benefits timely	Visits by Adjuster
Initial contact with doctor	Annual Reports	Recorded statements
Faxes	Check stock & issuing checks	Filing state forms
Regular Meetings with Client	Subrogation Management	Answering WC legal questions
Photographs	Reports	Supervisor review of claims
Telephone	Litigation Management	Travel expenses
Monitoring medical treatment	Communicating with employee	Reviewing claims with clients
Airfare, except extraordinary	Mileage, except extraordinary	Excess Carrier Reporting
Loss Runs	Express mail, except extraordinary	EDI requirements for Ins Carrier
Filing of 1099's	Obtain Records, except extraordinary	

.....CAS Service Guarantee, and much more.....

Guaranteed Cost Includes: Incurred Claims, Claims Expense Allowance, Allocated Claims Expenses, and Cost Containment

Allocated Expenses:	Cost associated with bank account or its maintenance
Attorney fees	Extraordinary travel expenses incurred by CAS
Medical opinions	Cost associated with Occupational Rehabilitation
Independent Medical Examination	Pre-authorization or Utilization
Peer Review	Cost for obtaining and copying of public or medical records
Court costs	Cost for photography, preparation of maps, diagrams or physical analysis
Medical Case Management	Cost of employing experts' testimony
Cost of surveillance	Cost for property damage appraisal fees
Interest paid as result of Litigation	Specialty Bill Review 25% of savings
Witness travel expense	
Witness fees	

Cost Containment:

CAS does provide cost containment services for our clients. Cost containment services are allocated to the claim and billed at the following rates. Field Case Management, \$88 per hour + mileage; Telephonic Case Management, \$88 per hour; Rehabilitation/Vocational Case Management, \$88 per hour + mileage; Pre-Authorization, \$150 flat rate per request; Specialty Bill Review, 25% of savings; Pharmacy Network, 9% of savings; Medical Necessity Review, \$125 coordination fee plus cost; Subrogation, no charge if done in-house or at cost if a complicated case that would be better represented by an attorney; Investigation Services, \$35 for initial database research/\$84 per hour for surveillance.

CAS has a proven record in reducing claims cost. CAS adjusters aggressively work with the injured employee and doctors to get the employee back to work and close their file. CAS works closely with their clients to establish a long-term partnership.



Claims Administrative Services, Inc.

Our reputation for excellence is no accident.TM

Texas Educational Insurance Association

WORKERS' COMPENSATION

Plan Year 2015-2016 Renewal Addendum – Part 2 of 2

Plan Sponsor: El Campo ISD

2nd Year of a 3 Year Contract

Renewal Based on Estimated Payroll of \$20,319,890

*Option 1: Select New 3-Year Plan--Locks in Guaranteed Cost Rate Three Additional Years
Guarantees 5% Discount on Guaranteed Cost Rate*

<input type="checkbox"/> Begin New 3 Year Plan/Year 1*
<input type="checkbox"/> Guaranteed Cost Quarterly Payments of 40%, 20%, 20%, 20% <i>Due on 9/1, 12/1, 3/1, and 6/1</i>
\$154,607

*The Plan Sponsor agrees to extend the term of this agreement for an additional three (3) years which must be completed before an exit option is available. The Plan Sponsor further acknowledges that this agreement guarantees only the Guaranteed Cost Rate and does not guarantee the Guaranteed Cost amounts.

Option 2: Current Plan—Guaranteed Cost Subject to Change at End of Contract Term.

<input type="checkbox"/> Continue Current 3 Year Plan/Year 2**
<input type="checkbox"/> Guaranteed Cost Quarterly Payments of 40%, 20%, 20%, 20% <i>Due on 9/1, 12/1, 3/1, and 6/1</i>
\$154,607

**The Plan Sponsor agrees, this agreement continues for 2 more year(s) which must be completed before an exit option is available. The Plan Sponsor further acknowledges that this agreement guarantees only the Guaranteed Cost Rate and does not guarantee the Guaranteed Cost amounts.

<input type="checkbox"/> DRAFT OUR W/C FUND BANK ACCOUNT ON DUE DATE – Plan Sponsor authorizes payment by draft on the due date for any and all billings. Plan Supervisor will provide copy of Draft Invoice prior to due date.
SHOULD THE DISTRICT NOT CHOOSE THE DRAFT PAYMENT METHOD, INITIAL INVOICE WILL BE ISSUED PRIOR TO 8/1/15, PAYABLE ON 9/1/15. QUARTERLY INVOICES WILL BE MAILED TO PLAN SPONSOR PRIOR TO AND PAYABLE ON DUE DATES LISTED ABOVE.

The person executing this agreement on behalf of El Campo ISD represents and warrants that he or she has been authorized to do so and that all necessary actions required for the execution have been taken.

_____ / _____ / 2015
 Date Signature (Designated Employee) Title

Please Select a Plan Option and return signed Renewal Addendum to CAS by 6/30/2015.

CAS-Claims Administrative Services, Inc.

501 Shelley Drive

P. O. Box 7500 Tyler, TX 75711

Phone: 903.509.8484

Toll Free: 800.765.2412

Fax: 903.509.1888

www.cas-services.com

**4.B.3. – Information Only
June 16, 2016**

**Consent Agenda:
Business and Support
Services**

Quarterly Investment Report

Summary

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

This information is taken from the Public Funds Investment Act.

ECISD Board Policy

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

Effective Date

May 31, 2015

Previous Board Action

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

Future Action Expected

Next review, September 2015

**Background Information and
Significant Issues**

None.

Fiscal Impact

None.

Student and Public Benefit

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

**Procedural and Reporting
Implications**

None.

Public Comments

None.

Alternatives	None.
Other Comments and Related Issues	None.
Attachments	<ul style="list-style-type: none">• <i>ECISD Quarterly Financial Report for Quarter Ending May 31, 2015</i>
Submitted by:	David Bright, Assistant Superintendent of Finance and Operations
Recommendation:	This is an information report only.



ECISD QUARTERLY INVESTMENT REPORT

For Quarter Ending
May 31, 2015

Submitted June 16, 2015
ECISD Board Meeting

Prepared by David Bright,
Assistant Superintendent for Finance

**El Campo Independent School District
Quarterly Report of Investment Activity
Quarter Ending May 31, 2015**

Introduction

House Bill 2459, which was passed during the 1995 legislative session, amended a section of the Education Code dealing with investments. Code Section 2256.023 as amended requires that the Investment Officer of the District prepare a report of investment activity and position on a quarterly basis. The report that follows covers the period March 1, 2015 to May 31, 2015.

Investment Strategy for all Funds

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

Investment Activity for the Quarter Ending May 31, 2015

Interest from checking accounts at Prosperity Bank totaled:	\$11,885.62
Interest earned at TexPOOL for the quarter totaled:	4.44
Interest earned at TexSTAR for the quarter totaled:	<u>.92</u>
Total Interest Earned for the Quarter:	\$11,890.98

Diversification of Funds

As a part of the investment policy adopted by the Board, a written investment strategy is required which must describe the investment objective for each fund. One of the priorities listed in Board policy concerns diversification of the investment portfolio. As of May 31, 2015, the District's portfolio held \$11,429,975.57 or 99.63% of available funds with Prosperity Bank, \$38,068.65 or .33% with TexPOOL, and \$4,600.24 or .04% with TexSTAR. The portfolio balance was \$11,472,644.46.

Collateral

In order to protect the District from risk of loss related to uninsured cash balances, the District's depository bank pledges collateral to the District in the form of government securities. On May 31, 2015, securities pledged by the Prosperity State Bank to El Campo ISD had an estimated market value of \$30,579,329.00. With FDIC insurance the District has adequate collateral.

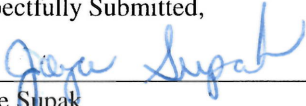
Investment Position at May 31, 2015

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

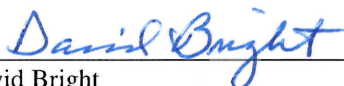
Investment Officers' Certification

I hereby certify that the following information to the best of my knowledge is a true and accurate description of the investment portfolio of the El Campo Independent School District for the period ending May 31, 2015. All investments are in compliance with the Public Funds Investment Act (HB2459) and local investment policies.

Respectfully Submitted,



Joyce Supak
Investment Officer
El Campo Independent School District



David Bright
Assistant Superintendent for Finance
El Campo Independent School District

**EL CAMPO INDEPENDENT SCHOOL DISTRICT
 QUARTERLY CASH & INVESTMENT REPORT
 March 1, 2015 to May 31, 2015**

Prosperity Bank

Bank Account Balances - Month End

	Mar 15	Apr 15	May 15
Money Market Account	\$8,639,365.97	\$7,771,669.13	\$6,356,643.21
General Fund	\$1,455,280.45	\$1,919,375.72	\$1,342,199.67
General Fund - Investment Account - MTN	\$1,876,419.70	\$1,876,959.49	\$1,877,517.43
Payroll	\$233,029.75	\$51,623.37	\$62,112.52
Interest & Sinking	\$1,747,724.26	\$1,776,522.52	\$1,791,502.74
Total	\$13,951,820.13	\$13,396,150.23	\$11,429,975.57

Prosperity Bank

Interest Earned

	Mar 15	Apr 15	May 15
Money Market Account	\$2,743.78	\$2,239.58	\$2,101.90
General Fund	\$499.87	\$441.85	\$496.62
General Fund - Investment Account	\$448.24	\$539.79	\$557.94
Payroll	\$95.52	\$108.51	\$57.82
Interest & Sinking	\$515.72	\$507.41	\$531.07
Total	\$4,303.13	\$3,837.14	\$3,745.35

Investment Pools

Investment Balances - Month End

	Mar 15	Apr 15	May 15
TexPool General Fund Investment Account	\$3,046.15	\$3,046.15	\$3,046.15
TexPool Family Crisis Fund	\$35,019.45	\$35,020.95	\$35,022.50
TexSTAR Debt Service	\$1,102.06	\$1,102.10	\$1,102.15
TexSTAR General	\$3,497.57	\$3,497.83	\$3,498.09
Total	\$42,665.23	\$42,667.03	\$42,668.89

Investment Pools

Investment Interest Earned

	Mar 15	Apr 15	May 15
TexPool General Fund Investment Account	\$0.00	\$0.00	\$0.00
TexPool Family Crisis Fund	\$1.39	\$1.50	\$1.55
TexSTAR Debt Service	\$0.04	\$0.04	\$0.05
TexSTAR General	\$0.27	\$0.26	\$0.26
Total	\$1.70	\$1.80	\$1.86

Comparison of Interest Rates

Average Monthly Rate:

	Prosperity All Accounts	TexPool	TexStar
Sep-14	0.35%	0.0333	0.0317
Oct-14	0.35%	0.0268	0.0386
Nov-14	0.35%	0.0286	0.0387
Dec-14	0.35%	0.0418	0.0501
Jan-15	0.35%	0.0465	0.0542
Feb-15	0.35%	0.0441	0.0548
Mar-15	0.35%	0.0480	0.0604
Apr-15	0.35%	0.0524	0.0701
May-15	0.35%	0.0553	0.0643
Jun-15			
Jul-15			
Aug-15			

TEXPOOL

ANNOUNCEMENTS

We would like to recognize and welcome the following entity who joined the TexPool program in May 2015:

TexPool

Wheeler County

Upcoming Events

06/10/15 - 06/12/15
TASBO Summer Conference
Kerrville

06/17/15 - 06/19/15
TACCBO Conference
Fort Worth

07/12/15 - 07/14/15
TASSCUBO Summer Workshop
San Antonio

TexPool Advisory Board Members

Overseen by the State of Texas Comptroller of Public Accounts Glenn Hegar.

Operated under the supervision of the Texas Treasury Safekeeping Trust Company.

Additional information regarding TexPool is available upon request:

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

Federated®

Federated, founded in 1955, is publicly traded on the NYSE. It is one of the largest managers of AAA-rated money market portfolios in the country (Source: iMoneyNet as of 2/28/15).

Visit us at FederatedInvestors.com.

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Monthly Newsletter June 2015

Economic and Market Commentary

Month in Cash: Economy continues to meander

June 1, 2015

The U.S. economy has been taking steps forward and backward since the financial crisis, but May's data might be better described as "sideways." We had a slight rebound from the poor first quarter, but certainly not any affirmation that the second quarter is going to be overly strong. Industrials were the most sideways, particularly with the differing data across the many city indexes. Some were up, some down and some didn't move much at all.

Housing was probably the most positive indicator in the month, although the labor market continues to improve, which leads to consumer-led economic growth. But inflation stubbornly continues to be benign, and that is what is pressuring the Federal Reserve to wait to raise rates. September is now the most likely policy meeting in which the hike will come. If we have resurgence in economic strength in June, a July meeting could be possible now that the Fed has implemented a conference-call capability. Chair Janet Yellen says the call will operate just like the press conference that would come following such a major announcement. It would certainly be a good test of that capability!

Yellen and other Fed officials have been repeatedly telling the market to focus more on the movement of rates beyond liftoff. Initially everyone was thinking there would be three hikes before the end of this year, but now many think there will be two. The thought is that rates would rise only every other FOMC meeting and pause for a period of time around 1%. That's quite possible, but it is really dependent on the overall economic performance.

On the positive side, although U.S. growth isn't rebounding as fast as we thought it could, other parts of the world are, including Europe.

Speaking of Europe, cash managers will be keeping an eye on a new regulatory proposal by the European Parliament that would compel off-shore money market funds to float their net asset values (NAV). Sound familiar? It's quite similar to the reforms implemented by the SEC last summer.

Like the SEC's rules, the European proposal has several exemptions: government funds that can invest in eurozone government securities; retail funds for consumers versus institutions; and "Low Volatility" funds, which invest in securities of up to

(continued page 6)

PERFORMANCE AS OF MAY 31, 2015

	TexPool	TexPool Prime
Current Invested Balance	\$13,868,100,574.90	\$1,188,628,045.86
Weighted Average Maturity (1)*	51 Days	33 Days
Weighted Average Maturity (2)*	79 Days	43 Days
Net Asset Value	1.00006	1.00002
Total Number of Participants	2,329	188
Management Fee on Invested Balance	0.0473%	0.0638%
Interest Distributed	\$664,463.84	\$104,957.68
Management Fee Collected	\$561,774.32	\$52,640.06
Standard & Poor's Current Rating	AAAm	AAAm

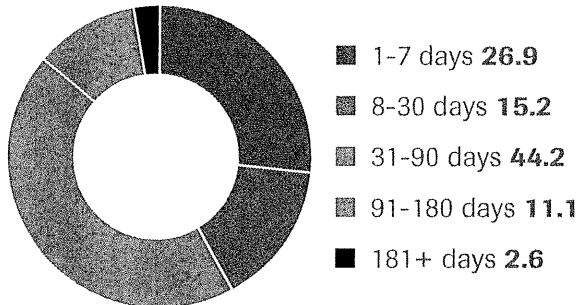
Month Averages

Average Invested Balance	\$14,174,527,365.66	\$1,200,943,253.66
Average Monthly Yield, on a simple basis (3)*	0.06%	0.10%
Average Weighted Average Maturity (1)*	50 Days	40 Days
Average Weighted Average Maturity (2)*	78 Days	50 Days

*Definitions for Average Monthly Yield and Weighted Average Maturity can be found on page 2.

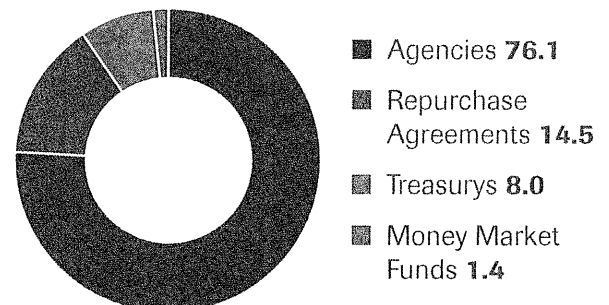
Portfolio by Maturity (%)

As of May 31, 2015



Portfolio by Type of Investment (%)

As of May 31, 2015



PORTFOLIO ASSET SUMMARY AS OF MAY 31 2015

	Book Value	Market Value
Uninvested Balance	\$1,440,019.11	\$1,440,019.11
Receivable for Investments Sold	0.00	0.00
Accrual of Interest Income	5,291,726.99	5,291,726.99
Interest and Management Fees Payable	-664,450.50	-664,450.50
Payable for Investments Purchased	0.00	0.00
Accrued Expenses & Taxes	0.00	0.00
Repurchase Agreements	2,007,872,000.00	2,007,844,540.00
Mutual Fund Investments	201,020,952.90	201,020,952.90
Government Securities	10,289,457,314.30	10,290,241,671.03
US Treasury Bills	0.00	0.00
US Treasury Notes	1,363,683,012.10	1,363,765,523.00
Total	\$13,868,100,574.90	\$13,868,939,982.53

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

PARTICIPANT SUMMARY

	Number of Participants	Balance
School District	575	\$4,382,805,327.67
Higher Education	56	\$980,845,509.30
Healthcare	81	\$555,129,380.02
Utility District	721	\$1,841,856,244.79
City	451	\$3,713,599,895.42
County	177	\$1,303,349,315.32
Other	268	\$1,087,871,612.95

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

*(1) "WAM Days" is the mean average of the periods of time remaining until the securities held in TexPool (a) are scheduled to be repaid, (b) would be repaid upon a demand by TexPool, or (c) are scheduled to have their interest rate readjusted to reflect current market rates. Securities with adjustable rates payable upon demand are treated as maturing on the earlier of the two dates set forth in (b) and (c) if their scheduled maturity is 397 days or less; and the later of the two dates set forth in (b) and (c) if their scheduled maturity is more than 397 days. The mean is weighted based on the percentage of the amortized cost of the portfolio invested in each period.

*(2) "WAM Days" is calculated in the same manner as the described in footnote 1, but is based solely on the periods of time remaining until the securities held in TexPool (a) are scheduled to be repaid or (b) would be repaid upon a demand by TexPool, without reference to when interest rates of securities within TexPool are scheduled to be readjusted.

Definition of Average Monthly Yield (3)

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

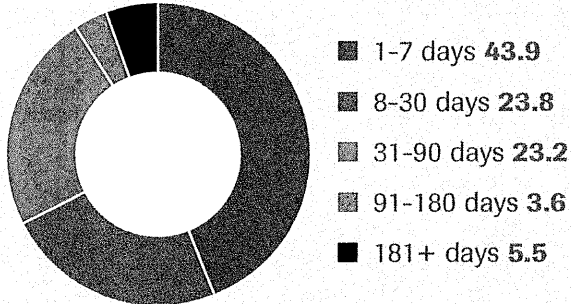
TEXPOOL

DAILY SUMMARY

Date	Money Mkt. Fund Equiv. (SEC Std.)	Daily Allocation Factor	TexPool Invested Balance	Market Value Per Share	WAM Days (1)	WAM Days (2)
5/1	0.0539%	0.000001478	\$14,466,840,503.80	1.00004	46	75
5/2	0.0539%	0.000001478	\$14,466,840,503.80	1.00004	46	75
5/3	0.0539%	0.000001478	\$14,466,840,503.80	1.00004	46	75
5/4	0.0522%	0.000001431	\$14,364,327,958.88	1.00005	44	73
5/5	0.0522%	0.000001430	\$14,285,898,340.06	1.00006	48	75
5/6	0.0542%	0.000001485	\$14,251,321,677.20	1.00005	49	78
5/7	0.0538%	0.000001475	\$14,231,561,352.49	1.00006	49	77
5/8	0.0538%	0.000001474	\$14,380,475,381.55	1.00006	47	75
5/9	0.0538%	0.000001474	\$14,380,475,381.55	1.00006	47	75
5/10	0.0538%	0.000001474	\$14,380,475,381.55	1.00006	47	75
5/11	0.0537%	0.000001471	\$14,324,104,295.89	1.00006	50	76
5/12	0.0546%	0.000001496	\$14,309,867,576.84	1.00005	49	75
5/13	0.0569%	0.000001558	\$14,292,674,169.38	1.00005	50	78
5/14	0.0562%	0.000001540	\$14,230,171,428.25	1.00004	49	78
5/15	0.0567%	0.000001554	\$14,101,644,119.01	1.00004	49	78
5/16	0.0567%	0.000001554	\$14,101,644,119.01	1.00004	49	78
5/17	0.0567%	0.000001554	\$14,101,644,119.01	1.00004	49	78
5/18	0.0558%	0.000001530	\$14,045,655,524.24	1.00004	52	79
5/19	0.0553%	0.000001515	\$14,089,485,955.61	1.00005	52	79
5/20	0.0558%	0.000001530	\$14,027,165,880.76	1.00004	52	79
5/21	0.0565%	0.000001549	\$13,950,588,062.22	1.00005	52	81
5/22	0.0562%	0.000001540	\$14,111,829,191.67	1.00005	53	81
5/23	0.0562%	0.000001540	\$14,111,829,191.67	1.00005	53	81
5/24	0.0562%	0.000001540	\$14,111,829,191.67	1.00005	53	81
5/25	0.0562%	0.000001540	\$14,111,829,191.67	1.00005	53	81
5/26	0.0569%	0.000001559	\$14,092,542,275.41	1.00005	52	79
5/27	0.0564%	0.000001544	\$14,094,153,416.44	1.00006	52	80
5/28	0.0565%	0.000001548	\$13,922,331,917.26	1.00006	52	80
5/29	0.0561%	0.000001537	\$13,868,100,574.90	1.00006	51	79
5/30	0.0561%	0.000001537	\$13,868,100,574.90	1.00006	51	79
5/31	0.0561%	0.000001537	\$13,868,100,574.90	1.00006	51	79
Average:	0.055268%	0.000001515	\$14,174,527,365.66	1.00005	50	78

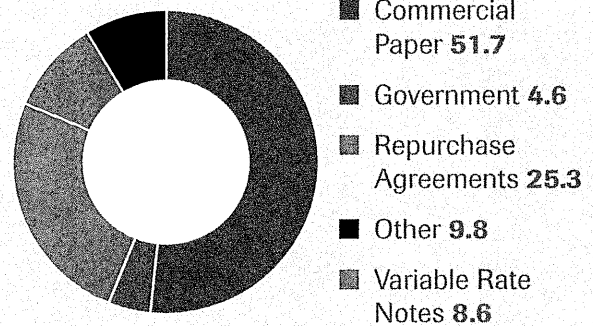
Portfolio by Maturity (%)

As of May 31, 2015



Portfolio by Type of Investment (%)

As of May 31, 2015



PORTFOLIO ASSET SUMMARY AS OF MAY 31, 2015

	Book Value	Market Value
Uninvested Balance	\$934.72	\$934.72
Accrual of Interest Income	207,873.86	207,873.86
Interest and Management Fees Payable	-104,962.50	-104,962.50
Payable for Investments Purchased	0.00	0.00
Accrued Expenses & Taxes	0.00	0.00
Repurchase Agreements	301,224,000.00	301,224,000.00
Commercial Paper	613,536,470.55	613,561,567.71
Bank Instruments	50,142,471.36	50,151,075.00
Mutual Fund Investments	116,014,192.88	116,014,192.88
Government Securities	5,000,000.00	5,000,340.00
Variable Rate Notes	102,607,064.99	102,596,157.00
Total	\$1,188,628,045.86	\$1,188,651,178.67

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

PARTICIPANT SUMMARY

	Number of Participants	Balance
School District	84	\$659,938,022.54
Higher Education	8	\$88,458,470.64
Healthcare	10	\$14,868,152.41
Utility District	5	\$47,476,486.77
City	37	\$150,038,268.99
County	22	\$111,203,285.38
Other	22	\$116,644,644.92

TEXPOOL PRIME

DAILY SUMMARY

Date	Money Mkt. Fund Equiv. (SEC Std.)	Daily Allocation Factor	TexPool Prime Invested Balance	Market Value Per Share	WAM Days (1)	WAM Days (2)
5/1	0.00106	0.000002890	\$1,259,009,690.42	1.00002	39	52
5/2	0.00106	0.000002890	\$1,259,009,690.42	1.00002	39	52
5/3	0.00106	0.000002890	\$1,259,009,690.42	1.00002	39	52
5/4	0.00101	0.000002763	\$1,248,974,720.88	1.00002	39	51
5/5	0.00101	0.000002778	\$1,249,895,419.36	1.00002	43	54
5/6	0.00105	0.000002865	\$1,222,914,836.72	1.00002	45	55
5/7	0.00105	0.000002872	\$1,214,650,950.86	1.00002	45	55
5/8	0.00097	0.000002656	\$1,212,954,183.41	1.00001	45	56
5/9	0.00097	0.000002656	\$1,212,954,183.41	1.00001	45	56
5/10	0.00097	0.000002656	\$1,212,954,183.41	1.00001	45	56
5/11	0.00100	0.000002733	\$1,219,808,398.17	1.00002	42	53
5/12	0.00104	0.000002850	\$1,210,108,068.92	1.00001	43	53
5/13	0.00105	0.000002868	\$1,201,681,427.06	1.00002	42	53
5/14	0.00105	0.000002872	\$1,194,306,397.20	1.00002	42	52
5/15	0.00107	0.000002937	\$1,161,891,540.27	1.00002	44	54
5/16	0.00107	0.000002937	\$1,161,891,540.27	1.00002	44	54
5/17	0.00107	0.000002937	\$1,161,891,540.27	1.00002	44	54
5/18	0.00104	0.000002851	\$1,168,904,350.60	1.00003	41	51
5/19	0.00103	0.000002823	\$1,164,939,274.22	1.00003	40	51
5/20	0.00103	0.000002819	\$1,161,455,039.01	1.00003	40	50
5/21	0.00103	0.000002823	\$1,164,220,648.25	1.00003	39	49
5/22	0.00104	0.000002850	\$1,187,496,916.03	1.00002	38	48
5/23	0.00104	0.000002850	\$1,187,496,916.03	1.00002	38	48
5/24	0.00104	0.000002850	\$1,187,496,916.03	1.00002	38	48
5/25	0.00104	0.000002850	\$1,187,496,916.03	1.00002	38	48
5/26	0.00102	0.000002783	\$1,183,489,057.52	1.00003	34	44
5/27	0.00094	0.000002587	\$1,214,952,903.86	1.00003	33	43
5/28	0.00099	0.000002720	\$1,191,501,326.77	1.00003	33	43
5/29	0.00105	0.000002873	\$1,188,628,045.86	1.00002	33	43
5/30	0.00105	0.000002873	\$1,188,628,045.86	1.00002	33	43
5/31	0.00105	0.000002873	\$1,188,628,045.86	1.00002	33	43
Average:	0.00103	0.000002822	\$1,200,943,253.66	1.00002	40	50

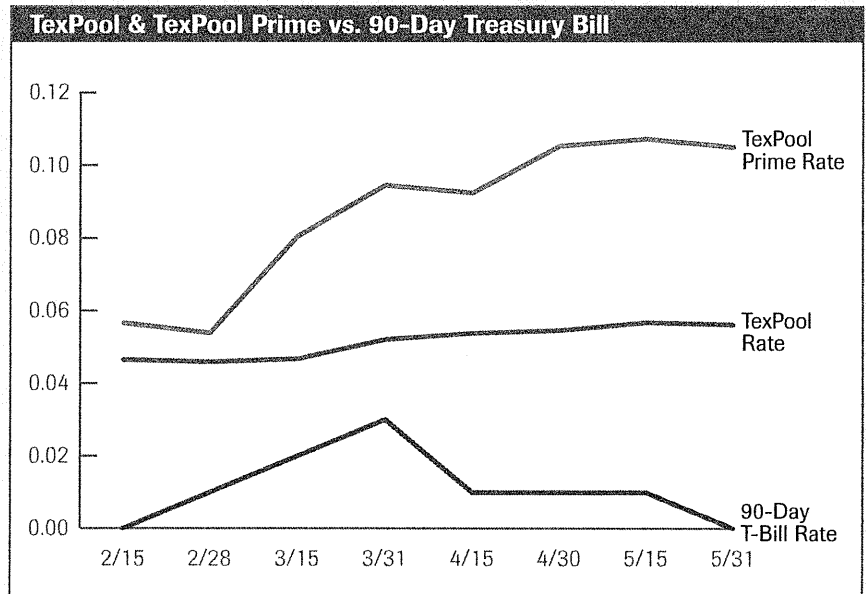
TEXPOOL

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

(continued from page 1)

90-day maturities. The latter goes out farther down the curve than the SEC, which only allows up to 60 days. In any case, it is helpful that the regulatory landscape on both sides of the Atlantic is similar so as not to confuse investors.

Back in the U.S., our weighted average maturity (WAM) for May didn't change much from April, with a range of 45-55 days for government portfolios (with most in the lower end of that span). Prime portfolios are still in the 40-50 day range, but have drifted from the high end to near 40. While this is a significant move, it is not enough of one to technically shift the range. But if you looked at it on a true number basis, it is closer to the bottom than the top. The London interbank offered rate (Libor) curve steepened a little over the month, likely due to the expectation of the first Fed move. One-month Libor slipped a basis point, 6-month rose three basis points and the 12-month section moved up five basis points.



90-Day Treasury Bill is a short-term debt instrument backed by the national government. These are used to collect immediate cash to meet outstanding obligations.

Any private investor can invest in a Treasury bill. The 90-Day Treasury Bill is a weighted average rate of the weekly auctions of 90-Day Treasury Bills.



Monthly Newsletter - May 2015

Performance

As of May 31, 2015

Current Invested Balance	\$5,481,487,398.04
Weighted Average Maturity (1)	51 Days
Weighted Average Maturity (2)	68 Days
Net Asset Value	1.000085
Total Number of Participants	794
Management Fee on Invested Balance	0.05%*
Interest Distributed	\$542,910.25
Management Fee Collected	\$237,537.82
% of Portfolio Invested Beyond 1 Year	2.24%
Standard & Poor's Current Rating	AAAm

May Averages

Average Invested Balance	\$5,593,479,361.74
Average Monthly Yield, on a simple basis	0.0643%
Average Weighted Average Maturity (1)*	52 Days
Average Weighted Average Maturity (2)*	70 Days

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

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

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

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

New Participants

We would like to welcome the following entity who joined the TexSTAR program in May:

★ City of Haslet

Holiday Reminder

In observance of **Independence Day, TexSTAR will be closed on Friday, July 3, 2015**. All ACH transactions initiated on Thursday, July 2nd will settle on Monday, July 6th. Notification of any early transaction deadlines on the business day preceding this holiday will be sent by email to the primary contact on file for all TexSTAR participants. Please plan accordingly for your liquidity needs.

Economic Commentary

Volatility was the theme in May. While April was characterized by gains in most asset classes, May began with a European bond market correction, which bled into US Treasuries and set the tone for a capricious month for fixed income. Brent and WTI crude oil prices remained steady, moving less than \$1.50 per barrel between the start and end of May. The S&P 500 earnings season marked slightly off-key earnings-per-share growth, extending a slowdown that began at the end of last year. These declines were not due to a general deceleration in the US economy. Rather, they were the result of two broad macroeconomic headwinds: lower oil prices and the strengthening US dollar. As such, the S&P 500 has not kept up its 2014 pace; nevertheless, the index's total returns in May were decent. Although not as strong as had been anticipated, data released in May showed improvement in the economy after first quarter GDP was revised downward to -0.7%.

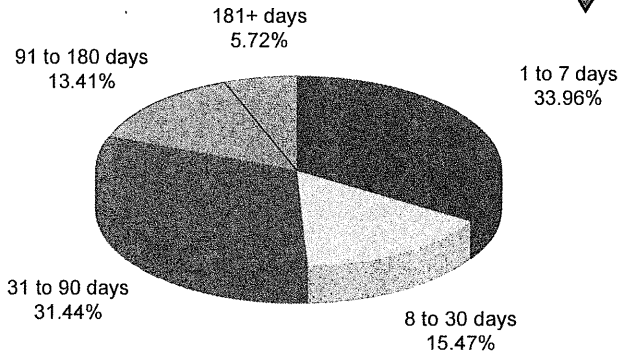
Economic activity is poised to rebound off the very weak Q1 start. Q2 GDP is likely to be between 2.5% and 3%, before accelerating to above 3% in the 2nd half of the year. Improving labor markets, a high savings rate, increased confidence and less expense dedicated to gasoline will provide the consumer with the ability to spend as the year progresses. Persistent labor market slack erosion will raise wage pressures gradually across a broad spectrum measures. Housing should continue to accelerate during the all important summer selling season. The underpinning for improved activity remains in place and should be additive to GDP for the remainder of the year. Nevertheless, business investment remains challenging. The continued decline in oil rigs in Q2 will be a drag on growth in the energy sector once again. However, the rig counts have stabilized and the energy weighting in GDP has fallen to such an extent that its impact in the second half of the year will be minimal, if at all. Business investment outside of energy is expected to accelerate and the stronger US dollar will still serve as a headwind to net exports. Core inflation seems to have bottomed and is expected to accelerate toward 2% by the 4th quarter. The Fed is expected to tighten policy at the September FOMC meeting. The pace of tightening should initially be slow and gradual. Financial asset price volatility is expected to be higher during this transition period. However, real economic activity should remain buoyant; and as activity accelerates in later years the Fed will be forced to increase the pace of tightening.

This information is an excerpt from an economic report dated May 2015 provided to TexSTAR by JP Morgan Asset Management, Inc., the investment manager of the TexSTAR pool.

For more information about TexSTAR, please visit our web site at www.texstar.org.

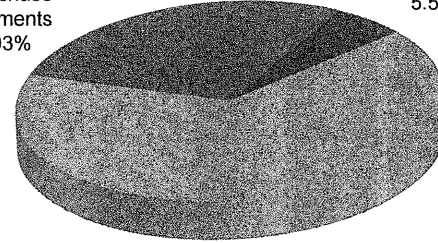
Information at a Glance

Portfolio by Type of Investment As of May 31, 2015



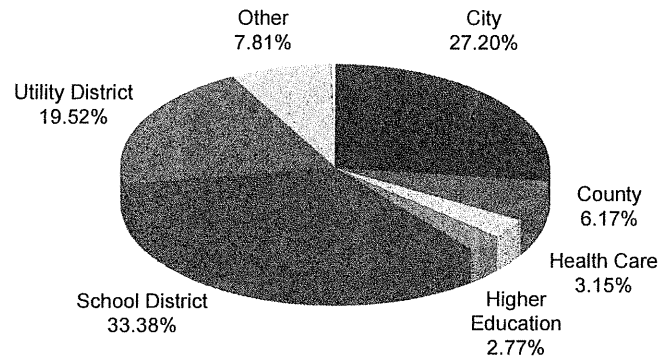
Repurchase Agreements
28.03%

Treasuries
5.57%



Agencies
66.40%

Portfolio by Maturity As of May 31, 2015



Distribution of Participants by Type As of May 31, 2015

Historical Program Information

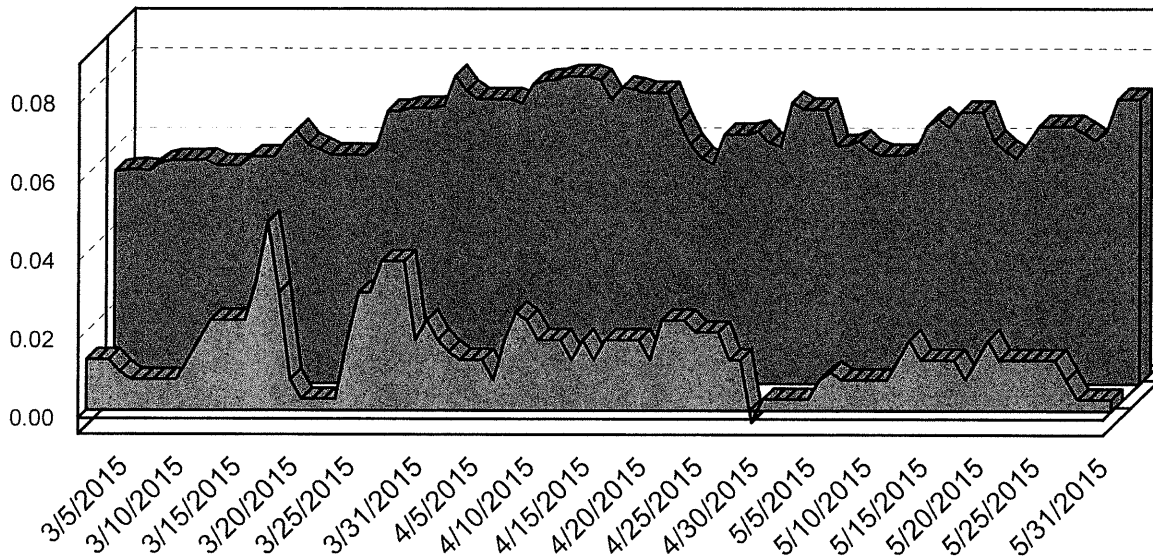
Month	Average Rate	Book Value	Market Value	Net Asset Value	WAM (1)*	WAM (2)*	Number of Participants
May 15	0.0643%	\$5,481,487,398.04	\$5,481,958,268.19	1.000085	52	70	794
Apr 15	0.0701%	5,578,041,120.52	5,578,486,668.16	1.000079	52	74	793
Mar 15	0.0604%	5,532,363,738.20	5,532,642,521.32	1.000050	52	76	792
Feb 15	0.0548%	6,025,452,923.84	6,025,900,171.82	1.000073	49	74	792
Jan 15	0.0542%	5,795,866,262.14	5,796,287,813.37	1.000076	50	77	791
Dec 14	0.0501%	5,158,234,676.14	5,158,405,384.45	1.000037	51	80	790
Nov 14	0.0387%	4,453,961,626.26	4,454,149,924.27	1.000042	52	84	790
Oct 14	0.0385%	4,433,918,584.81	4,434,061,738.75	1.000043	50	82	788
Sep 14	0.0317%	4,479,282,436.21	4,479,598,265.68	1.000070	50	80	788
Aug 14	0.0350%	4,815,579,162.38	4,815,792,254.70	1.000043	52	83	788
Jul 14	0.0323%	4,816,487,266.54	4,816,599,027.29	1.000023	52	81	788
Jun 14	0.0322%	4,682,201,994.16	4,682,381,855.14	1.000038	50	76	788

Portfolio Asset Summary as of May 31, 2015

	Book Value	Market Value
Uninvested Balance	\$ 7,143.88	\$ 7,143.88
Accrual of Interest Income	936,135.77	936,135.77
Interest and Management Fees Payable	(632,357.51)	(632,357.51)
Payable for Investment Purchased	0.00	0.00
Repurchase Agreement	1,536,561,999.90	1,536,561,999.90
Government Securities	3,944,614,476.00	3,945,085,346.15
Total	\$ 5,481,487,398.04	\$ 5,481,958,268.19

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

TexSTAR versus 90-Day Treasury Bill



■ 90 Day T-Bill Rate ■ TexSTAR Rate

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

Daily Summary for May 2015

Date	Mny Mkt Fund Equiv. [SEC Std.]	Daily Allocation Factor	TexSTAR Invested Balance	Market Value Per Share	WAM Days (1)*	WAM Days (2)*
5/1/2015	0.0695%	0.000001904	\$5,535,666,561.75	1.000076	55	74
5/2/2015	0.0695%	0.000001904	\$5,535,666,561.75	1.000076	55	74
5/3/2015	0.0695%	0.000001904	\$5,535,666,561.75	1.000076	55	74
5/4/2015	0.0604%	0.000001654	\$5,494,083,326.37	1.000079	54	74
5/5/2015	0.0605%	0.000001658	\$5,452,645,548.18	1.000076	56	74
5/6/2015	0.0616%	0.000001688	\$5,483,596,215.16	1.000079	56	75
5/7/2015	0.0591%	0.000001619	\$5,571,646,482.91	1.000084	55	73
5/8/2015	0.0580%	0.000001589	\$5,707,566,992.10	1.000081	52	70
5/9/2015	0.0580%	0.000001589	\$5,707,566,992.10	1.000081	52	70
5/10/2015	0.0580%	0.000001589	\$5,707,566,992.10	1.000081	52	70
5/11/2015	0.0592%	0.000001622	\$5,689,168,912.60	1.000076	53	71
5/12/2015	0.0653%	0.000001790	\$5,648,651,694.61	1.000073	54	72
5/13/2015	0.0673%	0.000001845	\$5,642,122,275.09	1.000076	54	72
5/14/2015	0.0650%	0.000001781	\$5,636,923,634.04	1.000076	54	72
5/15/2015	0.0688%	0.000001884	\$5,599,153,487.47	1.000072	53	71
5/16/2015	0.0688%	0.000001884	\$5,599,153,487.47	1.000072	53	71
5/17/2015	0.0688%	0.000001884	\$5,599,153,487.47	1.000072	53	71
5/18/2015	0.0616%	0.000001688	\$5,577,749,511.39	1.000068	53	71
5/19/2015	0.0591%	0.000001620	\$5,611,761,372.26	1.000075	52	70
5/20/2015	0.0573%	0.000001569	\$5,624,426,718.29	1.000068	51	69
5/21/2015	0.0611%	0.000001673	\$5,612,103,377.25	1.000082	51	68
5/22/2015	0.0653%	0.000001789	\$5,627,169,557.96	1.000075	48	65
5/23/2015	0.0653%	0.000001789	\$5,627,169,557.96	1.000075	48	65
5/24/2015	0.0653%	0.000001789	\$5,627,169,557.96	1.000075	48	65
5/25/2015	0.0653%	0.000001789	\$5,627,169,557.96	1.000075	48	65
5/26/2015	0.0637%	0.000001746	\$5,638,360,074.06	1.000072	50	66
5/27/2015	0.0618%	0.000001694	\$5,644,853,753.33	1.000079	50	66
5/28/2015	0.0642%	0.000001758	\$5,589,465,768.62	1.000075	50	67
5/29/2015	0.0721%	0.000001975	\$5,481,487,398.04	1.000085	51	68
5/30/2015	0.0721%	0.000001975	\$5,481,487,398.04	1.000085	51	68
5/31/2015	0.0721%	0.000001975	\$5,481,487,398.04	1.000085	51	68
Average	0.0643%	0.000001762	\$5,593,479,361.74		52	70

TexSTAR Participant Services
 First Southwest Asset Management, Inc.
 325 North St. Paul Street, Suite 800
 Dallas, Texas 75201



TexSTAR Board Members

<i>William Chapman</i>	<i>Central Texas Regional Mobility Authority</i>	<i>Governing Board President</i>
<i>Nell Lange</i>	<i>City of Frisco</i>	<i>Governing Board Vice President</i>
<i>Kenneth Huewitt</i>	<i>Houston ISD</i>	<i>Governing Board Treasurer</i>
<i>Michael Bartolotta</i>	<i>First Southwest Company</i>	<i>Governing Board Secretary</i>
<i>Joni Freeman</i>	<i>JP Morgan Chase</i>	<i>Governing Board Asst. Sec./Treas.</i>
<i>Eric Cannon</i>	<i>Town of Addison</i>	<i>Advisory Board</i>
<i>Nicole Conley</i>	<i>Austin ISD</i>	<i>Advisory Board</i>
<i>Pamela Moon</i>	<i>City of Lubbock</i>	<i>Advisory Board</i>
<i>Monte Mercer</i>	<i>North Central TX Council of Government</i>	<i>Advisory Board</i>
<i>Stephen Fortenberry</i>	<i>Plano ISD</i>	<i>Advisory Board</i>
<i>Becky Brooks</i>	<i>Government Resource Associates, LLC</i>	<i>Advisory Board</i>

For more information contact TexSTAR Participant Services ★ 1-800-TEX-STAR ★ www.texstar.org

FirstSouthwest 

J.P.Morgan
 Asset Management

Review Administrator Certification of PDAS Performance Evaluations and Summative Conferences

Recommendation: Review Administrator Certification of PDAS Performance Evaluations and Summative Conferences

Impact/Rationale: District Goal No. 2 as adopted by the ECISD Board of Trustees is to have effective personnel. The Board Monitoring System requires that the district provide every employee ongoing annual feedback that creates opportunities for recognizing excellence, developing skills and leadership and retaining high performing staff in every job position. To monitor this objective the Board has requested the administration provide a report of the outcomes of personnel assessment metrics.

This year, for the first time, we required all teacher performance evaluations be completed in a digital format so that we could generate district reports. The system provides a way to certify that employees received a summative evaluation at the end of the year with required “electronic” signatures of both the employee and their evaluator. We have not monitored this in the past due to the amount of time and human resources required to do so.

ECISD Board Policy DNA (LEGAL) / (LOCAL) – PERFORMANCE APPRAISAL, EVALUATION OF TEACHERS

Future Action Expected ECISD will use the new Texas Teacher Evaluation and Support System (T-TESS) for the 2015-16 school year.

Submitted by: Kelly Waters, Assistant Superintendent of Curriculum and Instruction

Recommended for approval:

Kelly Waters, Superintendent of Schools

Background

The Texas Education Agency's (TEA) approved instrument for evaluating teachers, the Professional Development and Appraisal System (PDAS), is currently used by 86 percent of LEAs in the state and has been in place since 1997. As research has routinely emphasized, the number one in-school factor for increasing student achievement is the effectiveness of the teacher, and since 2009, Texas has made significant strides to improve both the quality of its educator preparation programs and the quality of individual teacher evaluations so that teachers and administrators have more meaningful feedback on student learning and growth. In acknowledging the vital roles teachers play in student achievement, and based on feedback from the field, TEA has revisited the state's approved instrument for evaluating teachers.

Stakeholder Involvement

During the fall of 2011, the TEA created the Teacher Effectiveness Workgroup, comprised of members from the agency's Educator Initiatives department, the USDE-funded Texas Comprehensive Center, Educate Texas, (a public-private education initiative of the Communities Foundation of Texas), and the Region XIII Education Service Center. This workgroup examined literature on evaluating educator effectiveness, including different appraisal models from across the nation, to help inform the development of a new Texas system. As a key resource, the workgroup reviewed and used the National Comprehensive Center for Teacher Quality's publication, *A Practical Guide to Designing Comprehensive Teacher Evaluation Systems: A Tool to Assist in the Development of Teacher Evaluation Systems*.

During the spring of 2014, the teacher steering committee developed an evaluation system tied to the teaching standards. In the redesign of the state evaluation system, the committee focused on creating a system that would be used for continuous

professional growth, while de-stigmatizing the observation process, moving the mindset away from compliance and toward feedback and support.

The system they created will provide for actionable, timely feedback, allowing teachers to make efficient and contextual professional development choices that will lead to an improvement in their teaching. The system would include:

- A rubric with five performance levels that clearly differentiate practices. The rubric allows for immediate feedback built into the document itself. Any teacher can self-assess, and look to the practices articulated in the levels above his or her observation rate and understand which practices will elevate their performance.
- A teacher self-assessment that allows all teachers to determine their professional growth goals, build a professional development plan to attain those goals, and track the progress of their development over the course of the year based on both their assessment of their practice within their unique teaching context, as well as the feedback received during the ongoing formative and end-of-year conversations with their appraiser.
- A student growth measure at the individual teacher level that will include a value-add rate based on student growth as measured by state assessments for teachers for whom a value-add rate can be determined, or student growth based on student learning objectives, portfolios or district pre- and post-tests.
- These multiple measures, taken together, will provide a more complete narrative of teacher performance than any single measure taken by itself and will comprise an end-of-year evaluation rate based on the following weights: observation and teacher self-assessment will comprise 80% of the evaluation rate, and student growth will comprise 20% of the evaluation rate.

Evaluation Status Report

Start Date: 8/25/2014
 End Date: 6/5/2015
 Report Date: 6/10/2015 7:26:54 AM



Administration

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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El Campo HS

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
Araguz, Amy	119	25	15	4
Dubroc, Rich	33	18	28	1
Fuechec, Todd	98	12	12	3
Graves, Liz	25	1	1	0
Montello, Rodney	61	12	12	1
Saenz, Steve	25	1	1	2

El Campo MS

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
Barron, Jerrell	67	17	17	0
Freeman, Mark	127	22	22	4
Taylor, Ashley	102	15	15	0

Food Service Dept.

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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Hutchins EL

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
Pustejovsky, Laura	33	20	20	0
Sary, Alicia	114	18	18	16

Maintenance Dept.

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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Myatt EL

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
Capak, Deborah	123	21	20	0
Couey, Mauri	115	21	20	33

Northside EL

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
Crowell, Rebecca	33	17	17	20
Poenitzsch, Kyle	52	15	15	0

Special Education Dept.

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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Technology Dept.

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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Test

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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Transportation Dept.

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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zformer staff

Appraiser	Walkthroughs	Observations	Summatives	Staff Evaluations
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Review PDAS Summative Analysis

Recommendation:

Review PDAS Summative Analysis

Impact/Rationale:

District Goal No. 2 as adopted by the ECISD Board of Trustees is to have effective personnel. The Board Monitoring System requires that the district provide every employee ongoing annual feedback that creates opportunities for recognizing excellence, developing skills and leadership and retaining high performing staff in every job position. To monitor this objective the Board has requested the administration provide a report of the outcomes of personnel assessment metrics.

This year, for the first time, we required all teacher performance evaluations be completed in a digital format so that we could generate district reports. The system provides a way to analyze data from the teacher evaluation process. We have not monitored this in the past due to the amount of time and human resources required to do so.

Program Description:

The district currently uses the Professional Development and Appraisal System (PDAS) for our teacher evaluation process. PDAS remains in place as the State's approved instrument for appraising teachers and identifying areas that would benefit from staff development. Cornerstones of the process include a minimum of one 45-minute observation and completion of the Teacher Self-Report form.

PDAS includes 51 criteria within eight domains reflecting the Proficiencies for Learner-Centered Instruction adopted in 1997 by the State Board for Educator Certification. The domains are:

1. Active, Successful Student Participation in the Learning Process;
2. Learner-centered Instruction;
3. Evaluation and Feedback on Student Progress;
4. Management of Student Discipline, Instructional Strategies, Time/Materials;
5. Professional Communication;
6. Professional Development;
7. Compliance with Policies, Operating Procedures and Requirements; and
8. Improvement of All Students' Academic Performance

Each of the 51 criteria are scored as:

- Exceeds Expectations (5 points)
- Proficient (3 points)
- Below Expectations (1 point)
- Unsatisfactory (Zero points)

I have attached the Professional Development and Appraisal System Appraisal Framework that is a rubric for scoring each of the criteria in each domain.

Scores from the criteria in each domain are totaled to provide a Domain score. (Each domain has a score range for each of the four ratings; e.g. 20-25 Exceeds Expectations; 12-19 Proficient; 4-11 Below Expectations; and 0-3 Unsatisfactory. These ranges change from domain to domain depending on the number of criteria in any given domain.)

I have also attached our District Summative Report that gives you an idea of how the teachers on each campus scored in each Domain.

ECISD Board Policy

DNA (LEGAL) / (LOCAL) – PERFORMANCE APPRAISAL,
EVALUATION OF TEACHERS

Future Action Expected

ECISD will use the new Texas Teacher Evaluation and Support System (T-TESS) for the 2015-16 school year.

Submitted by:

Kelly Waters, Assistant Superintendent of Curriculum and Instruction

Recommended for approval:

Kelly Waters, Superintendent of Schools

District Summative Summary Report

District: El Campo ISD

School Year: 2014-15

Report Date: 6/10/2015 7:42:53 AM



School	Teacher Count	Non-Proficient Count	Non-Proficient Percentage	Domain I	Domain II	Domain III	Domain IV	Domain V	Domain VI	Domain VII	Domain VIII
El Campo HS	70	0	0%	4	4	5	5	5	4	4	4
El Campo MS	54	0	0%	4	4	4	4	3	3	3	3
Hutchins EL	38	0	0%	4	4	4	4	3	3	3	3
Myatt EL	41	1	2%	5	5	5	5	5	5	5	5
Northside EL	33	0	0%	4	4	4	4	4	4	4	4

Review Evaluation Calendar

Recommendation: Review Evaluation Calendar for the 2015-16 School Year

Impact/Rationale: District Goal No. 2 as adopted by the ECISD Board of Trustees is to have effective personnel. The Board Monitoring System requires that the district provide every employee ongoing annual feedback that creates opportunities for recognizing excellence, developing skills and leadership and retaining high performing staff in every job position. To monitor this objective the Board has requested the administration provide a report of the outcomes of personnel assessment metrics.

ECISD Board Policy DNA (LEGAL) / (LOCAL) – PERFORMANCE APPRAISAL, EVALUATION OF TEACHERS

Future Action Expected ECISD will use the new Texas Teacher Evaluation and Support System (T-TESS) and Principal Texas Evaluation and Support System (P-TESS) for the 2015-16 school year. There might be adjustments to the calendar based on information obtained at the region trainings.

Submitted by: Kelly Waters, Assistant Superintendent of Curriculum and Instruction

Recommended for approval:

Kelly Waters, Superintendent of Schools

Business and Support Services	Discuss Proposed Compensation Plan
Summary	Three options are being presented for discussion. <ul style="list-style-type: none">• A 1.5% Structure Adjustment with a 2.0% General Pay Increase. Estimated Cost is \$367,335.• A 2.0% Structure Adjustment with a 2.5% General Pay Increase. Estimated Cost is \$451,681.• A 2.0% Structure Adjustment with a 3.0% General Pay Increase. Estimated Cost is \$553,416.
ECISD Board Policy	DEA (LOCAL), COMPENSATION AND BENEFITS: SALARIES, WAGES AND STIPENDS
Effective Date	September 1, 2015
Previous Board Action	The Board adopted the current compensation plan in the Spring of 2005. Annually the Board reviews the compensation plan. Comparisons are made to the area job market and decisions are made with regards to structure adjustments and general pay increases.
Future Action Expected	Annually the Board reviews the compensation plan. Comparisons are made to the area job market and decisions are made with regards to structure adjustments and general pay increases.
Background Information and Significant Issues	With our compensation plan, anytime a general pay increase is considered it is advisable to also consider a structure adjustment. Pay structure adjustments are necessary to keep the district's plan competitive and to keep the salaries of long-time employees within the pay structure. Without periodic structure adjustments as employees move through a pay grade their compensation will eventually exceed the maximum for that pay grade. See attached documents.
Fiscal Impact	See attached documents.
Student and Public Benefit	A competitive compensation plan helps to attract quality applicants and retain excellent employees.
Procedural and Reporting Implications	None.

Public Comments	None.
Alternatives	No general pay increase or a different midpoint percentage.
Other Comments and Related Issues	One-time Equity Adjustments should also be considered in when considering approval of the Compensation Plan. Stipends and Supplemental Pay should also be considered.
Attachments	Proposed Compensation Plan and Equity Adjustment Documents.
Contact Person(s)	Kelly Waters, Superintendent of Schools David Bright, Assistant Superintendent of Finance and Operations Terese Faas, Human Resources Coordinator
Action Required	No action required.
Superintendent's Recommendation	This is a discussion item only. Kelly Waters, Superintendent of Schools

	1.5% Structure Adjustment 2.0% General Pay Increase	2.0% Structure Qadjustment 2.5% General Pay Increase	2.0% Structure Adjustment 3.0% General Pay Increase
Teachers	\$228,455	\$286,906	\$344,123
Administrator / Professional Support	\$63,791	\$72,635	\$96,171
Paraprofessional / Clerical	\$32,187	\$39,033	\$48,478
Manual Trades	\$13,524	\$16,983	\$20,384
TOTAL Wages / Salary	\$337,957	\$415,557	\$509,155
TOTAL Compensation with Benefits	\$367,335	\$451,681	\$553,416

	Current	1.5% Structure Adjustment	2.0% General Pay Increase	2.0% Structure Adjustment	2.5% General Pay Increase	2.0% Structure Adjustment	3.0% General Pay Increase
Teachers, RNs, Librarians							
Pay Grade 1							
Minimum	\$217.30	\$220.56		\$221.65		\$221.65	
Midpoint	\$273.22	\$277.32	\$5.55	\$278.68	\$6.97	\$278.68	\$8.36
Maximum	\$329.14	\$334.08		\$335.72		\$335.72	

	Current	1.5% Structure Adjustment	2.0% General Pay Increase	2.0% Structure Adjustment	2.5% General Pay Increase	2.0% Structure Adjustment	3.0% General Pay Increase
Administrative / Professional							
Pay Grade 1							
Minimum	\$232.84	\$236.33		\$237.50		\$237.50	
Midpoint	\$291.06	\$295.42	\$5.91	\$296.88	\$7.42	\$296.88	\$8.91
Maximum	\$349.27	\$354.51		\$356.26		\$356.26	
Pay Grade 2							
Minimum	\$255.36	\$259.19		\$260.47		\$260.47	
Midpoint	\$311.43	\$316.10	\$6.32	\$317.65	\$7.94	\$317.65	\$9.53
Maximum	\$367.49	\$373.00		\$374.84		\$374.84	
Pay Grade 3							
Minimum	\$273.25	\$277.35		\$278.72		\$278.72	
Midpoint	\$333.23	\$338.23	\$6.76	\$339.89	\$8.50	\$339.89	\$10.20
Maximum	\$393.21	\$399.11		\$401.07		\$401.07	
Pay Grade 4							
Minimum	\$292.37	\$296.76		\$298.22		\$298.22	
Midpoint	\$356.55	\$361.90	\$7.24	\$363.69	\$9.09	\$363.69	\$10.91
Maximum	\$420.74	\$427.05		\$429.15		\$429.15	
Pay Grade 5							
Minimum	\$312.83	\$317.52		\$319.09		\$319.09	
Midpoint	\$381.51	\$387.23	\$7.74	\$389.14	\$9.73	\$389.14	\$11.67
Maximum	\$450.18	\$456.93		\$459.18		\$459.18	
Pay Grade 6							
Minimum	\$334.74	\$339.76		\$341.43		\$341.43	
Midpoint	\$408.22	\$414.35	\$8.29	\$416.39	\$10.41	\$416.39	\$12.49
Maximum	\$481.71	\$488.94		\$491.34		\$491.34	
Pay Grade 7							
Minimum	\$358.17	\$363.54		\$365.33		\$365.33	
Midpoint	\$436.48	\$443.35	\$8.87	\$445.53	\$11.14	\$445.53	\$13.37
Maximum	\$515.42	\$523.15		\$525.73		\$525.73	

2014-2015 Pay Structure

Administrative / Professional Positions

Pay Grade 1

Counselors, Instructional Coaches, Bilingual Facilitators, Diagnosticians, Directors of Maintenance and Transportation, LSSP, Network Supervisors, Orientation and Mobility Specialist, Research and Accountability, Speech Therapist, Assistant Speech Therapist, Instructional Technology Specialist

Minimum:	\$232.84 per day
Midpoint:	\$291.06 per day
Maximum:	\$349.27 per day

Pay Grade 2

Assistant Principals - Elementary, Middle School, DAEP

Minimum:	\$255.36 per day
Midpoint:	\$311.43 per day
Maximum:	\$367.49 per day

Pay Grade 3

Assistant High School Principals, Director of Technology Services, Special Education Coordinator

Minimum:	\$273.25 per day
Midpoint:	\$333.23 per day
Maximum:	\$393.21 per day

Pay Grade 4

Elementary Principals, Alternative Education Program Principal, Dean of Instruction - High School

Minimum:	\$292.37 per day
Midpoint:	\$356.55 per day
Maximum:	\$420.74 per day

Pay Grade 5

Athletic Director, Special Education Director, Middle School Principal

Minimum:	\$312.83 per day
Midpoint:	\$381.51 per day
Maximum:	\$450.18 per day

Pay Grade 6

High School Principal

Minimum:	\$334.74 per day
Midpoint:	\$408.22 per day
Maximum:	\$481.71 per day

Pay Grade 7

Assistant Superintendents, Executive Director of Federal Programs

Minimum:	\$358.17 per day
Midpoint:	\$436.80 per day
Maximum:	\$515.42 per day

	Current	1.5% Structure Adjustment	2.0% General Pay Increase	2.0% Structure Adjustment	2.5% General Pay Increase	2.0% Structure Adjustment	3.0% General Pay Increase
Clerical / Paraprofessional							
Pay Grade 1							
Minimum	\$9.30	\$9.44		\$9.49		\$9.49	
Midpoint	\$11.82	\$12.00	\$0.24	\$12.06	\$0.30	\$12.06	\$0.36
Maximum	\$14.35	\$14.57		\$14.64		\$14.64	
Pay Grade 2							
Minimum	\$10.06	\$10.21		\$10.26		\$10.26	
Midpoint	\$12.77	\$12.97	\$0.26	\$13.03	\$0.33	\$13.03	\$0.39
Maximum	\$15.49	\$15.72		\$15.80		\$15.80	
Pay Grade 3							
Minimum	\$10.88	\$11.04		\$11.10		\$11.10	
Midpoint	\$13.79	\$14.00	\$0.28	\$14.07	\$0.35	\$14.07	\$0.42
Maximum	\$16.71	\$16.96		\$17.04		\$17.04	
Pay Grade 4							
Minimum	\$12.18	\$12.36		\$12.42		\$12.42	
Midpoint	\$15.45	\$15.68	\$0.31	\$15.76	\$0.39	\$15.76	\$0.47
Maximum	\$18.72	\$19.00		\$19.09		\$19.09	
Pay Grade 5							
Minimum	\$13.67	\$13.88		\$13.94		\$13.94	
Midpoint	\$17.30	\$17.56	\$0.35	\$17.65	\$0.44	\$17.65	\$0.53
Maximum	\$20.93	\$21.24		\$21.35		\$21.35	
Pay Grade 6							
Minimum	\$15.32	\$15.55		\$15.63		\$15.63	
Midpoint	\$19.38	\$19.68	\$0.39	\$19.77	\$0.49	\$19.77	\$0.59
Maximum	\$23.45	\$23.80		\$23.92		\$23.92	

2014-2015 Pay Structure

Clerical / Paraprofessional Positions

Pay Grade 1

Aides – Bus, Clerical, Instructional, Math/Reading Intervention, Physical Ed, Special Ed Resource, Special Ed Inclusion, Content Mastery, Special Ed Academics for Life

Minimum:	\$ 9.30 per hour
Midpoint:	\$11.82 per hour
Maximum:	\$14.35 per hour

Pay Grade 2

Aides – Adaptive PE, Alternative Learning, At -Risk, Behavior, Bilingual, Computer Lab, DAEP, Elementary Art, ESL, Fast Forward Lab, ISS, Library, Migrant, Transition Instructional, Special Ed Personal, Special Ed Life Skills, Special Ed PPCD, Special Ed Step II - Deaf Ed Facilitators – Vision Aide, Choir Accompanist , Attendance Clerk

Minimum:	\$10.06 per hour
Midpoint:	\$12.77 per hour
Maximum:	\$15.49 per hour

Pay Grade 3

Aides–Intervention Lab, Science Lab, Behavior Management, Behavior Interventionist Campus Secretary/Receptionist, Central Office Receptionist, Counselor Secretary, MLRC Secretary, Special Ed Department Secretary, Migrant Clerk

Minimum:	\$10.88 per hour
Midpoint:	\$13.79 per hour
Maximum:	\$16.71 per hour

Pay Grade 4

Accounts Payable Clerk, Parent Liaison, High School Registrar, Campus PEIMS Clerk, Directors' Secretary, Principals' Secretary, Food Service Administrative Asst., Special Ed SSA Secretary

Minimum:	\$12.18 per hour
Midpoint:	\$15.45 per hour
Maximum:	\$18.72 per hour

Approved by Board of Trustees: July 15, 2014

Pay Grade 5

Central Office Bookkeeper, Certified Interpreter, Federal Programs Clerk, LVN,
Leave Specialist, Human Resource Coordinator, Payroll Clerk, Asst. PEIMS Coordinator

Minimum:	\$13.67 per hour
Midpoint:	\$17.30 per hour
Maximum:	\$20.93 per hour

Pay Grade 6

Superintendent Secretary

Minimum:	\$15.32 per hour
Midpoint:	\$19.38 per hour
Maximum:	\$23.45 per hour

Approved by Board of Trustees: July 15, 2014

	Current	1.5% Structure Adjustment	2.0% General Pay Increase	2.0% Structure Adjustment	2.5% General Pay Increase	2.0% Structure Adjustment	3.0% General Pay Increase
Manual Trades							
Pay Grade 1							
Minimum	\$7.88	\$8.00		\$8.04		\$8.04	
Midpoint	\$10.00	\$10.15	\$0.20	\$10.20	\$0.26	\$10.20	\$0.31
Maximum	\$12.12	\$12.30		\$12.36		\$12.36	
Pay Grade 2							
Minimum	\$9.07	\$9.21		\$9.25		\$9.25	
Midpoint	\$11.51	\$11.68	\$0.23	\$11.74	\$0.29	\$11.74	\$0.35
Maximum	\$13.95	\$14.16		\$14.23		\$14.23	
Pay Grade 3							
Minimum	\$10.41	\$10.57		\$10.62		\$10.62	
Midpoint	\$13.23	\$13.43	\$0.27	\$13.49	\$0.34	\$13.49	\$0.40
Maximum	\$16.04	\$16.28		\$16.36		\$16.36	
Pay Grade 4							
Minimum	\$12.00	\$12.18		\$12.24		\$12.24	
Midpoint	\$15.21	\$15.44	\$0.31	\$15.51	\$0.39	\$15.51	\$0.47
Maximum	\$18.42	\$18.70		\$18.79		\$18.79	
Pay Grade 5							
Minimum	\$13.77	\$13.98		\$14.05		\$14.05	
Midpoint	\$17.49	\$17.75	\$0.36	\$17.84	\$0.45	\$17.84	\$0.54
Maximum	\$21.21	\$21.53		\$21.63		\$21.63	
Pay Grade 6							
Minimum	\$15.88	\$16.12		\$16.20		\$16.20	
Midpoint	\$20.11	\$20.41	\$0.41	\$20.51	\$0.51	\$20.51	\$0.62
Maximum	\$24.34	\$24.71		\$24.83		\$24.83	

2014-2015 Pay Structure

Manual Trades

Pay Grade 1

Food Service Worker, Food Service Delivery Driver, Groundskeeper

Minimum:	\$ 7.88 per hour
Midpoint:	\$ 10.00 per hour
Maximum:	\$12.12 per hour

Pay Grade 2

Food Service Asst. Manager, Transportation Service Technician

Minimum:	\$ 9.07 per hour
Midpoint:	\$11.51 per hour
Maximum:	\$13.95 per hour

Pay Grade 3

Food Service Manager, General Maintenance Personnel

Minimum:	\$10.41 per hour
Midpoint:	\$13.23 per hour
Maximum:	\$16.04 per hour

Pay Grade 4

Food Service Warehouse/Cafeteria Manager, Food Service Manager/Administrative Asst., Locksmith, Office Equipment Repair

Minimum:	\$12.00 per hour
Midpoint:	\$15.21 per hour
Maximum:	\$18.42 per hour

Pay Grade 5

Bus Driver, Carpenter, Mechanic, Journeyman Plumber

Minimum:	\$13.77 per hour
Midpoint:	\$17.49 per hour
Maximum:	\$21.21 per hour

Pay Grade 6

Computer Network Technician, Help Desk Technician, Licensed Electrician,
HVAC Technician, Master Plumber

Minimum:	\$15.88 per hour
Midpoint:	\$20.11 per hour
Maximum:	\$24.34 per hour

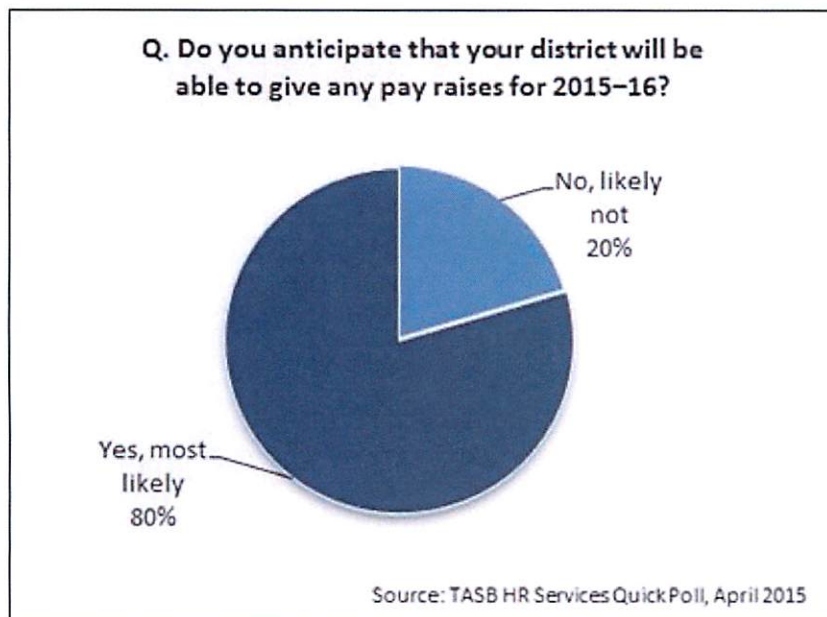
Approved by Board of Trustees: July 15, 2014



Poll results: Most districts will give modest pay raises in 2015–16

More school districts in Texas plan to give a pay increase in 2015–16, but the increase amount remains almost unchanged from last year, according to the latest poll on prospective pay raises conducted by TASB HR Services.

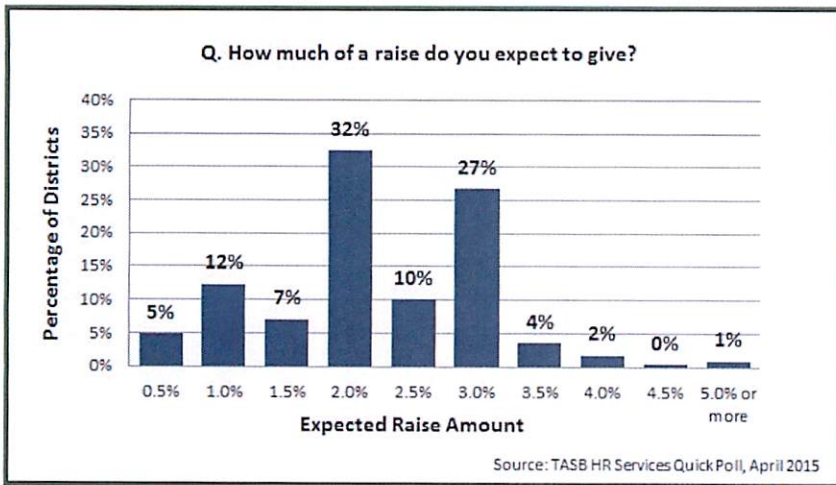
A survey of TASB HR Services member school districts finds that about 80 percent of districts (230 respondents) anticipate giving a pay raise for 2015–16. Of those districts planning a salary increase, the average pay raise is 2.2 percent (or a 2 percent median increase). This being a legislative year, districts commented that they were unsure of increase amounts pending legislation.



Districts anticipating a pay increase varied significantly by region of Texas. Among ESCs that had an overall response rate of about 25 percent or more, Regions 3 (Victoria), 4 (Houston), 6 (Huntsville), 13 (Austin), and 15 (San Angelo) had 90 percent or more of responding districts anticipate giving a raise. While only half (or fewer) of districts anticipate pay raises in Regions 14 (Abilene), 17 (Lubbock), and 18 (Midland).

Responses also vary by Texas Education Agency (TEA)-defined community types. Ninety percent or more of districts in one of the following community types are giving pay increases: independent town, major suburban, non-metropolitan: fast growing, and other central city. Sixty-five percent of responding rural districts anticipate giving a pay increase.

Furthermore, only 54 percent of districts with less than 500 students (which represent about 30 percent of Texas school districts) plan to provide a pay raise. Among districts with enrollment of 3,000 or more, approximately 95 percent are planning a pay raise.



(Click image for larger view.)

Of those districts anticipating an increase, 32 percent expect to give a 2 percent raise. Approximately one-quarter of respondents anticipate an increase of 3 percent. Nearly 25 percent of districts expect to provide an amount that is less than 2 percent.

Average prospective pay increases varied by ESC Region. Regions 10 (2.8 percent) and 4 (2.5 percent) reported the highest average increase, while Regions 13 (1.6 percent) and 18 (1.7 percent) reported the lowest average increases.

More than 90 percent of districts plan to increase pay for all employees, similar to last year’s results. Three percent of respondents will give raises to teachers only and 5 percent plan a pay increase for some other job group or combination of job groups.

Forty percent of districts intend to calculate the increase based on a percentage of the pay range midpoint. Nearly a third of districts (32 percent) will base it on a percentage of employee salaries, and this group primarily comprises districts with less than 1,600 student enrollment. In addition, other responding districts (28 percent) will use some other calculation method or combination of methods, including “step” schedule increases and equity adjustments.

Poll results are based on survey responses of 289 Texas school districts collected in April 2015. Respondents to the survey represented TASB HR Services member districts in all ESC Regions and TEA enrollment groups. This is the fourth year of conducting the prospective pay increase poll, providing an early picture of the pay increases expected statewide.

Looking for more HR data? All HR Services member districts can access up-to-date salary and stipend data in [DataCentral](#). Our online surveys cover such topics as supplemental pay, insurance premiums, employment contracts, and more. To participate in these surveys, visit HR Surveys in DataCentral.

	El Campo ISD			South Texas Region			Regional Market Ratio	Equity Adjustment		Duty Days	Hours per Day	Incumbents	Cost of Equity Adjustment	
	Annual Salary	Contract Days	Daily (Hourly) Rate	Median Annual Salary	Median Contract Days	Median Daily (Hourly) Rate		90.0% of Regional Market	95.0% Of Regional Market				90.0% of Regional Market	95.0% Of Regional Market
Teachers														
Beginning Salary	\$40,635			\$40,750			99.72%							
5-Year Salary	\$43,604			\$43,200			100.94%							
10-Year Salary	\$46,184			\$45,100			102.40%							
15-Year Salary	\$48,284			\$47,570			101.50%							
20-Year Salary	\$50,964			\$50,490			100.94%							
District Leadership														
Chief Financial Officer	\$105,859	226	\$468.40	\$98,139	226	\$434.24	107.87%							
Chief Academic Officer	\$98,832	226	\$437.31	\$107,576	226	\$476.00	91.87%	\$14.89		226	1	1	\$3,365.20	
Chief Information Technology Officer	\$79,655	243	\$327.80	\$77,010	226	\$340.75	96.20%							
Business / Finance														
Accounts Payable Clerk			\$17.81			\$18.38	96.90%							
Payroll Clerk			\$20.16			\$20.27	99.46%							
Accounting Clerk			\$20.17			\$22.04	91.52%	\$0.77		226	7.5	1	\$1,301.76	
Human Resources														
Human Resources Specialist			\$20.15			\$20.78	96.97%							
Curriculum / Instruction														
Director of Special Education	\$90,728	226	\$401.45	\$82,918	226	\$366.89	109.42%							
District Testing Coordinator	\$72,243	210	\$344.01	\$65,980	221	\$298.55	115.23%							
Instructional Technology Specialist	\$58,172	210	\$277.01	\$60,287	210	\$287.08	96.49%							
Central Office Clerical														
Secretary of Superintendent			\$23.09			\$27.00	85.52%	\$1.21	\$2.56	226	7.5	1	\$2,050.95	\$4,339.20
Secretary of Director			\$15.96			\$17.22	92.68%		\$0.40	243	8	2	\$1,551.31	
Receptionist - Central Office			\$13.97			\$15.73	88.81%	\$0.19	\$0.97	226	7.5	1	\$316.96	\$1,650.08
Campus Administration														
Assistant Principal - Elementary	\$66,754	207	\$322.48	\$59,621	207	\$288.02	111.96%							
Assistant Principal - Middle School	\$61,886	210	\$294.70	\$65,201	207	\$314.98	93.56%	\$4.54		210	1	2	\$1,905.29	
Assistant Principal - High School	\$63,883	210	\$304.20	\$67,095	209	\$321.03	94.76%	\$0.77		210	1	1	\$162.23	
Principal - Elementary	\$74,847	217	\$344.92	\$77,804	217	\$358.54	96.20%							
Principal - Middle School	\$87,198	226	\$385.83	\$80,005	226	\$354.00	108.99%							
Principal - High School	\$97,301	226	\$430.54	\$94,571	226	\$418.46	102.89%							
Campus Office / Clerical														
PEIMS Data Clerk - Elementary			\$13.63			\$15.48	88.05%	\$0.30	\$1.08	202	7.5	3	\$1,372.59	\$4,890.42
PEIMS Data Clerk - Middle School			\$14.37			\$15.77	91.12%		\$0.61	210	7.5	1	\$963.11	

PEIMS Data Clerk - High School	\$19.81				\$18.45	107.37%							
Principal's Secretary - Elementary	\$14.84				\$15.65	94.82%		\$0.03	202	7.5	3		\$124.99
Principal's Secretary - Middle School	\$15.88				\$16.41	96.77%							
Principal's Secretary - High School	\$17.05				\$16.24	104.99%							
Counselor's Secretary	\$15.42				\$14.47	106.57%							
Registrar - High School	\$15.84				\$17.17	92.25%		\$0.47	220	7.5	1		\$777.98

Ag, Athletics, and Band

Athletic Director / Head Football Coach	\$104,743	226	\$463.46	\$90,037	226	\$398.39	116.33%						
Athletic Trainer	\$56,370	202	\$279.06	\$52,530	197	\$266.65	104.65%						
High School Band Director	\$66,644	202	\$329.92	\$66,294	220	\$301.34	109.49%						
Agriculture Science Teacher	\$63,048	226	\$278.97	\$54,057	218	\$247.97	112.50%						

Paraprofessional Support

Classroom Instructional Aide	\$11.95				\$11.80	101.27%							
Computer Lab Aide	\$13.86				\$13.17	105.24%							
Library Aide	\$14.77				\$13.44	109.90%							
Special Education Aide - General/Resource	\$11.39				\$12.49	91.19%		\$0.48	180	7.5	1		\$641.92
Special Education Aide - Self-Contained	\$12.00				\$12.75	94.12%		\$0.11	180	7.5	1		\$151.87
Deaf Education Interpreter (Basic Cert)	\$10.69				\$17.55	60.91%	\$5.11	\$5.98	180	7.5	1	\$6,891.75	\$8,076.38
Licensed Vocational Nurse	\$18.06				\$18.76	96.27%							

Professional Support

Instructional Coach													
Counselor - Elementary	\$53,312	197	\$270.62	\$56,537	202	\$279.89	96.69%						
Counselor - Middle School	\$59,060	202	\$292.38	\$60,851	207	\$293.97	99.46%						
Counselor - High School	\$66,652	202	\$329.96	\$59,930	207	\$289.52	113.97%						
Librarian	\$53,787	197	\$273.03	\$54,037	195	\$277.11	98.53%						
Nurse (RN)	\$51,774	187	\$276.87	\$48,391	187	\$258.78	106.99%						
Diagnostician	\$56,149	187	\$300.26	\$56,541	200	\$282.71	106.21%						
Licensed Specialist in School Psychology	\$60,751	192	\$316.41	\$54,504	202	\$269.82	117.27%						
Speech-Language Pathologist	\$62,927	187	\$336.51	\$53,495	192	\$278.62	120.78%						
Speech-Language Pathology Assistant	\$47,434	187	\$253.66	\$47,851	187	\$255.89	99.13%						

Maintenance

Director of Maintenance	\$67,953	243	\$279.64	\$70,488	236	\$298.68	93.63%		\$4.10	243	1	1	\$996.81
Carpenter			\$17.33			\$17.85	97.09%						
Electrician (Journeyman License)			\$23.81			\$21.96	108.42%						
Plumber (Journeyman License)			\$13.92			\$21.20	65.66%	\$5.16	\$6.22	243	8	1	\$10,031.04
HVAC Technician			\$22.66			\$21.88	103.56%						\$12,091.68
General Maintenance Worker			\$12.03			\$14.88	80.85%	\$1.36	\$2.11	243	8	1	\$2,647.73
Groundskeeper			\$8.45			\$12.36	68.37%	\$2.67	\$3.29	243	8	1	\$5,198.26

Transportation

Director of Transportation	\$61,578	243	\$253.41	\$61,084	231	\$264.43	95.83%						
Vehicle Mechanic			\$14.25			\$19.30	73.83%	\$3.12	\$4.09	243	8	1	\$6,065.28
Bus Driver			\$17.16			\$14.85	115.56%						\$7,941.24

Food Service

Food Service Worker			\$9.03			\$10.58	85.35%	\$0.49	\$1.02	180	5	36	\$15,940.80
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Elementary School Cafeteria Manager			\$12.09			\$14.14	85.50%	\$0.64	\$1.34	182	7.5	1	\$868.14	\$1,833.20
High School Cafeteria Manager			\$13.40			\$15.47	86.62%	\$0.52	\$1.30	182	7.5	1	\$713.90	\$1,769.72

Information Technology

Database Administrator	\$63,333	243	\$260.63	\$54,534	227	\$240.24	108.49%
Network Technician			\$23.76			\$24.01	98.96%

Total Cost of Equity Adjustment													\$52,097.39	\$98,108.50
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Comparison of Region III Speech Therapist salaries

	SLPA	SLP
Victoria	teacher pay scale + 1500 semester stipend	Admin pay grade 3 + 1500 semester stipend for supervision + 3000 stipend for CCC's
Edna	teacher pay scale 187	teacher pay scale 187 +20,000
Bay City	teacher base 187 +6250	teacher base 187 + 5000 stipend for CCC's + 1500 supervision stipend + 5000 stipend for bilingual
Cuero	teacher pay scale	if CFY, 50,000 then increase with CCC's + 3000 supervision stipend + 3000 for bilingual
Wharton	teacher salary	teacher + 20,000
El Campo	Admin pay grade 1 but pay on teacher pay scale	Admin pay grade 1

Based on the above information, it is apparent that ECISD needs to increase Speech Therapist salaries in order to recruit and maintain qualified SLP and SLPA. In past years we have contracted with as many as three SLP simultaneously in order to provide service for students with SI (speech impairment) to the tune of \$60.00 per hour. I propose that we continue to pay SLPA at the teacher pay scale; however, increase their salary at the rate of 1500 per semester. For SLP's without Masters and CCC's pay at the Admin I pay scale with a 1500 increase per semester. I propose for SLP's with Masters/CCC's to pay a 5000 stipend for CCC's and 1500 per semester for supervision. This will make El Campo much more competitive with surrounding districts and hopefully eliminate the need for having to contract with independent SLP's for supervision and therapy.

Dan Hammock

Director of special Education

ECISD

Mark Pool

From: Rich Dubroc
Sent: Tuesday, May 12, 2015 8:48 AM
To: Mark Pool; Kelly Waters
Subject: Auto Tech

After talking to our Business/Industry reps and prospective employees, we are requesting a stipend of \$5000 be attached to the Auto Tech teaching position. This will make us more competitive in a very competitive industry.

Thanks,

Rich DuBroc
Principal, El Campo High School
Phone: 979 543 6341
Fax: 979 543 2528

*E*arn and give respect,

*C*ommit to excellence,

*H*onor yourself and others, and

*S*uccess will follow.

Review and Discuss Updates for Bond Improvements

Recommendation: Review and Discuss Updates for Bond Improvements
Impact/Rationale: Each month Mr. Pool with review and discuss the status of each bond project with the board.

ECISD Board Policy: None

Effective Date: June 16, 2015

Action Expected:
Attachments: Mr. Pool with provide as needed

Submitted By: Kelly Waters, Superintendent of Schools
Recommended for Approval:

**Kelly Waters, Superintendent of
Schools**

Review of Construction Cost Report

Recommendation: Review of Construction Cost Report
Impact/Rationale: With project construction costs and estimated additional expenses all projected we can present a better picture of the funds available and how they could be spent prior to the Board deciding on final approval to move forward on the projects.

Program Description/Summary: Mr. Pool will review suggestions to reduce construction costs.

ECISD Board Policy: None

Effective Date:
Previous Board Action: Last year the Board of Trustees began to plan a capital improvements program and look for ways to fund the improvements with a minimum amount of impact on local tax payers. Initially, in May of 2014, the Board issued \$2.0 million in Maintenance Tax Notes that could help fund renovations, but not new construction, planned for the High School Auditorium.

After about seven months of planning by the *Community Facilities Advisory Committee* three additional projects were identified: (1) Classroom Addition and Renovations at Hutchins Elementary School; (2) Public Restrooms and Locker Room Facility at Ricebird Stadium; and (3) an Agriculture Education Project Center.

Knowing that the Board had already issued \$2 million in maintenance tax notes, the Committee recommended that the Board call a bond election for \$10 - \$12 million to fund the projects:

- Additional Elementary Classrooms \$7,005,213
- Renovations to High School Auditorium \$2,125,071
- Construction of Ag Education Project Center \$750,000
- Demolition, Renovations, and New Construction at Ricebird Stadium..... \$2,123,955
- Total** **\$12,004,239**

Based on the Committee's *Best Course of Action* recommendation, the Board called a \$12 million bond election in November 2014, which the voters passed.

In January 2015, the Board issued \$9.5 million in unlimited tax school building bonds, with a plan to issue the additional \$1.5 million in 2016. The reason for splitting the issuance of the bonds was to keep the annual amount of bonds issued under \$10 million so that the bonds were *Bank Qualified*, which provides a better value for the district. In the end, the district was able to accomplish this with a very minimal impact on local tax payers.

Future Action Expected:
Background Information and Significant Issues:

Capital Improvement Funds Available

With the Maintenance Tax and Refunding Notes, Series 2014; the El Campo Independent School District Unlimited Tax School Building Bonds, Series 2015; and the anticipated El Campo Independent School District Unlimited Tax School Building Bonds, Series 2016; plus the interest earned on invested funds to date, the District has **\$14,011,380** available for capital improvement projects.

It should be noted that this number will increase over the next 12-18 months as these projects are completed with additional interest earned on invested funds. However, interest earned on invested funds will provide a diminishing return as funds are drawn out of the capital projects fund.

In the future the Board might consider funds from the sale of temporary modular classroom buildings that are replaced by the construction of new classrooms as funds available from the General Fund for these capital improvement projects. Funds from the sale of the temporary modular classrooms could add as much as \$20,000 in available funding.

High School Auditorium Renovations

The original construction budget number provided to the Board on November 19, 2013, by RWS Architects was \$2,125,017. On August 26, 2014, the Board accepted and approved the *Guaranteed Maximum Price* provided by Construction Manager-at-Risk, Polasek Construction, Inc., of \$1,945,206; \$179,811 less than the budget number we were working with.

Total cost of the project currently stands at \$2,136,027:

- Guaranteed Maxim Price of \$1,945,206;
- Architectural fees based on 7.5% of construction costs are currently \$145,890;
- Other fees and services are currently estimated to be \$15,777;
 - We have currently spent \$6,802.75 with Williams Scotsman, Inc. for rental of a modular storage facility to store theatre props and costumes while construction is in progress. We anticipate another 4-6 months of rental fees at the rate of \$571.70 per month.
 - \$2,661.75 has been paid to A&E Products Company, Inc. for the printing of construction documents.
 - Currently we have spent \$6,312.50 with Raba-Kistner, Inc. for geotechnical and materials testing and reports.
- There is \$30,049 estimated in pending Change Proposals to the project:
 - Three Aluminum Eyebrow Canopies for the west entrance and both upper level entrances for \$11,900;
 - 1.5" Railings at the stairs to the upper level entries for \$7,149;
 - Two coats of paint to the drywall in the seating area of the auditorium for \$8,500; and
 - A dimmer pack for the required aisle lighting estimated to be \$2,500.
 - There may be additional Change Proposals that become necessary as we continue with the new construction in the auditorium project, but every effort will be made to keep those to a minimum.
- We still have \$895 remaining in contingencies that can be applied toward these costs.
- One of the additional costs that was eliminated during our "value engineering" session with design team members was an estimated \$44,600 for cleaning and painting of the auditorium exterior. This probably needs to be budgeted in the future as a general maintenance item.

Hutchins Elementary Classrooms Addition and Renovations

The original planning estimate for the Hutchins Elementary project was \$7,005,213. As the design team worked with RWS Architects the scope of the project changed some. The *Guaranteed Maximum Price* that had been submitted by Construction Manager-at-Risk, Polasek Construction, Inc., was \$7,074,654; \$69,441 over the planning estimate.

Total Cost of the project currently stands at \$7,912,878:

- Guaranteed Maximum Price of \$7,074,654;
- Architectural fees based on 7.0% of construction costs are currently \$495,225;
- Other fees and services are currently estimated at \$59,950:

- \$3,750 paid to Robert J. Kolancy, Associates for a survey;
- \$6,200 paid to Raba-Kistner Consultants, Inc. for geotechnical testing and report;
- An estimated \$20,000 may be required for materials testing;
- An estimated \$25,000 may be required for testing and balance of the HVAC systems; and
- An estimated \$5,000 for printing of construction documents.
- We are recommending the following project alternates that total to \$301,888, including the 7.0% architectural fee:
 - \$115,060 for renovations to the existing restrooms in Building “B”;
 - A deduct of (\$26,300) for using coated chain link security fencing in lieu of ornamental fencing;
 - \$36,195 for sidewalks if we participate in the grant proposed by the City to provide sidewalks along Avenue I from Norris St. to Roberts St. (If the City does not receive their grant for this project, the sidewalk would be eliminated.)
 - \$29,611 to widen the auto drop drive parallel to Avenue I. This permits teachers to enter the parking lot without waiting in the parent drop-off / pickup line. It also provides for a fire lane along the east side of the building.
 - \$137,884 for a new HVAC system in the existing cafeteria conversion to classrooms. Because the current air conditioning was designed for high volume/high occupancy there is too much conditioned air for the renovated space that would cause the system to “short-cycle.”
 - A deduct of (\$34,365) by eliminating the rigid insulation specified in the original plans; and
 - \$43,803 in architectural fees for proposed alternates.
- The following voluntary alternates are being considered, which would deduct (\$97,950) from the project:
 - Deduction of (\$32,950) for elimination of cast iron downspouts called for in the construction specifications;
 - Deduction of (\$40,000) in estimated electrical savings by relocating the electrical service, which is AEP’s preference;
 - Deduction of (\$40,000) for elimination of laminate wainscot in hallways (Walls in hallways would be painted like the hallways in the existing buildings.); and
 - Addition of \$15,000 allowance for parking lot asphalt repair.
- The following alternates are not being recommended:
 - First grade restroom addition that would cost \$179,849;
 - HVAC for existing gym that would cost \$119,550. Installation of two overhead doors for ventilation is being recommended instead.
 - Asphalt overlay in the teacher parking lot along Avenue I that would cost \$57,095. (The \$15,000 allowance for parking lot asphalt repair as a voluntary alternate is being recommended instead.)
 - Revisions to the visitor parking along Roberts St. that would cost \$43,849;
 - Maintenance Service Agreement for the roof on the new addition that would cost \$10,578. The roof can be put under our existing service agreement in 4-5 years.
 - Use of incandescent light fixtures instead of LED fixtures that would save \$50,000. Because the district is moving toward the installation of LED lighting in all buildings and the potential future energy savings this deduct alternate was not accepted.

- We will try to negotiate architectural fees for those alternates that were not accepted. It is my understanding that our contract calls for the fees of non-accepted alternates to be reduced by 20%.
- Additional costs for the Hutchins Elementary project are estimated at \$79,110:
 - \$113,635 for furniture. (17 filing cabinets were deleted from the original request of \$120,690 because of built-in filing in the teacher wardrobe. An attempt is being made to identify surplus furniture that could reduce this number further.)
 - \$75,000 for technology equipment; e.g., teacher computers, student computers, Smart Boards, video projectors, document cameras, Voice Over IP phones, etc. (\$20,000 was deducted from the original request to allow for the use of existing surplus technology equipment.)
 - \$17,000 for security cameras;
 - \$337,475 for replacement of the exiting HVAC Chiller System. (This replacement has already been approved and will be completed this summer.)
 - A deduct of (\$475,00) from the Guaranteed Maximum Price food service equipment allowance was made because equipment will be purchased from the General Fund Food Service fund balance instead of the capital projects fund.
 - \$11,000 for installation of two overhead doors in the gymnasium in lieu of air-conditioning.
 - Paint and flooring for in-house renovations to the Math/Science Lab, new teachers' lounge, and conversion of existing teachers' lounge to a classroom will be budgeted in the General Fund facilities maintenance budget.
- Other value-engineering items under consideration:
 - Suspended acoustical ceilings in the restrooms for all new construction in lieu of the currently specified plaster ceilings;
 - Total elimination of the gutters and downspouts on the classroom building. None of the other buildings have gutters and downspouts; and
 - The security fencing for the third grade playground could be deleted at this time. The campus will still be secure.

Ricebird Stadium Restrooms / Locker Room Complex

The original planning estimate for this project was \$2,123,955. The Guaranteed Maximum Price prepared by Construction Manager-at-Risk, Polasek Construction, Inc., is \$2,102,649, which is \$21,306 less than the planning estimate.

The total cost of this project currently stands at \$2,309,625.

- Guaranteed Maximum Price of \$2,117,344;
- Architectural fees based on 7.0% of construction costs are currently \$148,214;
- Other fees and services are currently estimated at \$1,778 to Raba-Kistner Consultants, Inc. for geotechnical testing and report.
- We are recommending the following project alternates that total \$49,912, including the 7.0% architectural fee:
 - \$23,272 for full height masonry on the porch columns to match the existing canopy system at the high school. (The specifications called for four-foot masonry with a white stone cap.)

- \$4,000 for gutters and downspouts at the entrances only. (This item was value-engineered. The original alternate was for \$19,040 for gutters and downspouts around the entire building.)
 - A deduct of (\$11,950) for use of coated chain link fence in lieu of ornamental fence that was specified in base proposal.)
 - \$28,762 for hard wired auto flush valves in the public restrooms. (These are the same as we provided in the restrooms at the high school baseball and softball complex.)
 - \$5,829 in architectural fees for alternates.
- The following voluntary alternates are being considered, which would deduct (\$37,980) from the project:
 - A deduct of (\$7,000) to use galvanized chain link fencing in lieu of coated chain link fencing. All of the other fencing at the stadium is galvanized chain link.
 - A deduct of (\$5,000) for a reduction in the number of isolation valves.
 - A deduct of (\$25,980) for use of the existing washer and drier in lieu of new equipment that was specified. This also would reduce the number to one instead of the two that was requested. New equipment could be budgeted for and purchased at a later date from the General Fund rather than the capital projects fund.
- The following alternates were not accepted:
 - A deduction of (\$20,000) for use of fluorescent light fixtures in lieu of LED fixtures. Because the district is moving toward the installation of LED lighting in all buildings and the potential future energy savings this deduct alternate was not accepted.
 - \$15,867 for battery powered flush valves in the public restrooms in lieu of traditional flush valves. (The decision was made to use the hard wired auto flush valves, which cost \$12,895 more.)
- Additional costs for the Ricebird Stadium project are estimated at \$30,358:
 - \$5,000 estimated for materials testing;
 - \$2,265 for furniture for the Athletic Director's office;
 - \$5,705 for furniture for the coaches' office area;
 - \$1,245 for furniture for the dressing room area;
 - \$4,200 for technology equipment (Does not include Smart Boards that were in the original estimate of \$5,900);
 - \$5,843 for furniture for the training room; and
 - \$6,100 for security cameras.
- The following additional costs were eliminated and may be budgeted from the General Fund facilities maintenance budget at a later date:
 - \$18,050 for demolition of the existing building underneath the Home Side bleachers;
 - \$5,900 for demolition and removal of the concrete underneath the Home Side bleachers;
 - \$5,200 for installation of limestone base underneath the Home Side bleachers;

- \$9,500 for asphalt repair underneath the Home Side bleachers;
 - \$5,500 to convert the existing ninth grade field house into conditioned storage;
 - \$2,000 for renovations to the existing field house to be used for sub varsity teams; and
 - \$8,500 for renovations to the existing restrooms underneath the Visitors' Side bleachers.
- Other value-engineering items under consideration:
 - Reduce the height of the building by two feet from 12'-4" to 10'-4". This would save two feet of masonry all the way around the building and still leave 9 ft. ceilings in the acoustical ceiling areas. This could save as much as \$50,000.

Agriculture Education Project Center

In February of 2013 the Agriculture Science teachers presented a plan to the Board of Trustees to construct an 11,250 sf project center at an estimated cost of \$250,000. (75' x 100' small animal building with a 75' x 50' large animal area).

On June 12, 2013, RWS Architects submitted a scope of work and opinion of probable costs for the project based on \$50.00 per sf of \$562,500. The following paragraph was included in that document:

Costs for this facility should be reviewed upon completion of a specific floor plan and a site determination. (At the time the site for the facility had not been determined.) Site constraints will reflect final cost of the facility. Site utilities such as sanitary sewer, drainage, electrical power feeds, and city development of infrastructure will have cost considerations which need to be addressed. Placement on the selected property can also increase cost for basic installation of access drives and fire protection access. Amenities and other elements that have not been finalized as part of the Program of Requirements will contribute to the overall project cost as well. Based on the FFA proposal that was provided for this review of the cost of \$250,000 may be accurate for simple building elements, but it does not reflect Geotechnical Evaluations for construction of the foundation system, nor does it address the site conditions as stated above. Although proposals from various vendors have been included in the proposal of this Facility Plan, Site Selection and Placement along with detailed Specifications should be developed to determine an appropriate budget or final cost for this facility.

Based on the Area of the Proposed Building of 11,250 sq. ft. and application of recommended cost per square foot prices for Agriculture Show/Project Barns, we believe the Buildings and Amenities should be estimated at \$50.00 per sf, which projects the facility to be \$562,500.

With all of the unknowns associated with this project as stated in the opinion of probable cost prepared by RWS Architects, the Community Facilities Advisory Committee requested in their Best Course of Action recommendation a budget of \$750,000.

After the Board approved the Best Course of Action recommendation, the design team for the Agriculture Education Project Center visited a number of facilities in other school districts and worked with RWS Architects to develop a project scope and program of work. During this process an additional 3,750 sf was added to the large animal area. (An additional two 25' bays; i.e., 75' x 50' = 3,750 sf.)

Based on the revised scope of the project and the program of work developed by the design team, on April 28, 2015, RWS Architects issued an opinion of probable cost at \$1,125,644. (Cost per sq. ft., including site work, was \$59.78, as compared to the \$50.00 per sf in the original opinion before the site had been determined.)

Upon the direction of the Board President to RWS Architects to get the cost of the building as close to \$750,000 as possible, twelve alternates were developed.

After presentation of the opinion of probable cost on April 28th, the civil engineers for the project issued a requirement for a detention pond to catch surface runoff; and the Texas Department of Transportation refused to permit the drive to the property as designed. Both of these factors caused the cost to escalate even more.

Total Cost of the project currently stands at \$1,475,368:

- Competitive Sealed Proposal of \$1,327,000;
- Architectural fees based on 7.0% of construction costs are currently \$92,890;
- Other fees and services are currently estimated at \$1,669 for printing of construction documents. The survey and geotechnical test and report were completed when the property was purchased and paid from the General Fund.

- We are recommending the following project alternates that reduce the proposal by (\$37,110):
 - Deduction of (\$18,555) for the elimination of three circulation fans in the large animal area. The structure and wiring will be left in place so that the fans can be budgeted and purchased from the General Fund and installed at a later date if necessary.
 - Deduction of (\$18,555) for the elimination of three circulation fans in the small animal area. (One circulation fan will remain.) The structure and wiring for the three additional fans will be left in place so that they can be budgeted and purchased from the General Fund and installed at a later date if necessary.

- The following deductive alternates were not recommended:
 - Deduction of (\$25,453) for elimination of one 25' large animal bay from the PEMB;
 - Deduction of (\$50,639) for elimination of two 25' large animal bays from the PEMB, which would have gotten the facility back to the original 11,250 sf;
 - Deduction of (\$6,433) for elimination of the wash rack in the small animal pen area;
 - Deduction of (\$6,842) for elimination of bulk wood shavings storage room, which saves the students significantly on the cost of raising a project;
 - Deduction of (\$4,899) for the plywood protection wainscot in the small animal pens area designed to protect animals and the inside of the building;
 - Deduction of (\$3,788) for the elimination of two sliding ventilation doors;
 - Deduction of \$5,894 for the masonry wainscot at the front entry to match the facility to the existing middle school masonry;
 - Deduction of (\$3,920) to reduce the eave height from 14 ft. to 12 ft. (The extra height was requested for ventilation purposes and trailer access inside the building.);
 - Deduction of (\$22,000) for use of fluorescent lighting in lieu of LED light fixtures; and
 - Deduction of (\$48,676) for the elimination of one small animal PEMB 25 ft. bay. (This would reduce the area of the small animal pen area from the original 7,500 sf to 5,625 sf)

- Additional costs for the Agriculture Education Project Center are estimated at \$90,919:
 - \$31,028 for panels for small animal pens. (This is one-half of the pens for that area. Additional pens can be budgeted and purchased from the General Fund as needed.)
 - \$16,558 for panels for large animal pens.
 - \$19,600 for security cameras.
 - \$11,733 for perimeter fencing.
 - Estimated \$12,000 for a card reader security gate.

- Other cost reduction possibilities:
 - Machinery and operator for site work donated. (Because of liability issues involved with construction of the building this would not include the building pad, but could include site drainage, detention, and lime stabilization of drive and parking areas.)

Technology Infrastructure

- \$469,076 has been requested for technology infrastructure.

Current funds available (Maintenance Tax Notes, Unlimited School Bonds, and interest earned-to-date) \$14,011,380.

Current total estimated costs of four capital improvement projects is \$13,833,899.

- High School Auditorium.....\$2,136,027
- Hutchins Elementary Classrooms.....\$7,912,878
- Ricebird Stadium.....\$2,309,625
- Agriculture Education Project Center.....\$1,475,368

This leaves a balance in the Capital Projects Fund of \$177,482.

Current total estimate for technology infrastructure improvements is \$469,076. This can be accomplished by use of the Capital Projects Fund balance and dropping the General Fund Balance by approximately 1.0% of the General Operating Expenditures.

(The Board has tried to maintain a General Fund balance equal to 20% of the General Operating Expenditures.)

Fiscal Impact:
Attachments:
Submitted By:
Recommended for Approval:
Kelly Waters,
Superintendent of Schools

Will be provided at the board meeting.
 Mark Pool

**5.C. Planning Board Report
June 16, 2015**

Business and Operations

Approval of SSC Service Solutions Contract Amendment

Summary

In 2011 the Board contracted with SSC (Southeast Service Corporation) Service Solutions to provide all janitorial services for the district.

The original agreement was amended on July 1, 2012, extending the term for one year; a second time on October 15, 2013, and a third time on May 20, 2014. The cost to the district for the amended agreement for services from July 1, 2014 through June 30, 2015 was \$722,391.29.

In March 2015, SSC requested a price increase for the 2015/2016 school year based on the Consumer Price Index (CPI) for 2014. The US Department of Labor generates the CPI each year to reflect the cost of doing business the industry has experienced during the past 12 months. The CPI for 2014 indicated a 1.0% increase in the service industry.

Beginning January 1, 2015 the Affordable Health Care Act (ACA) passed by Congress took effect and at that point SSC was required by law to provide Single Coverage Health Care for all Full Time Employees. At this time, 9 SSC hourly associates have signed up for healthcare coverage. SSC is only charging us the actual cost incurred.

Total cost of for services in the amended contract is \$736,626.28:

Prior Contract	\$722,391
CPI Increase.....	6,795
Affordable Care Act.....	<u>7,440</u>
TOTAL.....	\$736,626

The term of the contract is extended through June 30, 2016.

The notice address for the Contractor was also updated.

ECISD Board Policy

CH (LEGAL), PURCHASING AND ACQUISITION

Effective Date

June 16, 2015

Previous Board Action

The Board approved the original contact effective July 1, 2011 through June 30, 2012; first amendment effective July 1, 2012 through June 30, 2013; and second amendment July 1, 2013 through June 30, 2014.

Future Action Expected

The Board may be asked to consider further amendments to the

contract at a later date.

Background Information and Significant Issues

There may be requests for additional increases in the future because of the Affordable Care Act, but at this time SSC Service Solutions is picking up that additional cost.

Fiscal Impact

When the district originally outsourced custodial services in 2011, the budgeted amount for custodial services was \$857,507. At that time we saved about \$150,000 by contracting for housekeeping services.

The current amended contract under consideration is for \$736,626, which is still, three years later, \$120,881 less than what we were budgeting in 2011.

Student and Public Benefit

Providing a high quality service that is designed for a K-12 educational environment at a cost savings to the district.

Procedural and Reporting Implications

Following approval by the Board we will execute the amended contract.

Public Comments

None.

Alternative

None.

Other Comments and Related Issues

None.

Attachments

Copy of proposed amendment to the amended contract.

Contact Person(s)

David Bright, Assistant Superintendent for Finance and Operations

Jeff Balcar, Director of Maintenance and Operations

Action Required

Motion, second and majority vote to approve the amendment to SCS Service Solutions' contract for custodial services through June 30, 2016.

Superintendent's Recommendation

I recommend that the Board approve the amendment to SCS Service Solutions' contract for custodial services through June 30, 2016.

Kelly Waters, Superintendent of Schools

**FOURTH AMENDMENT TO JANITORIAL SERVICES AGREEMENT
BETWEEN
EL CAMPO INDEPENDENT SCHOOL DISTRICT
AND
SOUTHEAST SERVICE CORPORATION
d/b/a SSC SERVICE SOLUTIONS**

This Fourth Amendment dated June 9, 2015, by and between El Campo Independent School District, located at 700 W. Norris El Campo, TX 77437 (hereinafter referred to as "Client"), and SOUTHEAST SERVICE CORPORATION d/b/a SSC SERVICE SOLUTIONS located at 1500 Liberty Ridge Drive, Suite 210, Wayne, Pennsylvania 19087 (hereinafter referred to as "Contractor").

WITNESSETH

WHEREAS, Client entered into a Janitorial Services Agreement with Contractor effective July 1, 2011, for the provision of housekeeping services for Client's school district, as amended by the First Amendment dated July 1, 2012, Second Amendment dated October 15, 2013 and Third Amendment dated May 20, 2014 (hereinafter collectively referred to as the "Agreement");

WHEREAS, the parties desire to make certain alterations, additions or deletions to Agreement, effective as of July 1, 2015 (the "Fourth Amendment Effective Date").

NOW, THEREFORE, in consideration of the promises and mutual covenants herein contained, and intending to be legally bound hereby, the parties agree as follows:

1. Section 2.1 is hereby amended to reflect the change in the Annual Contract Price, which as of the Fourth Amendment Effective Date is Seven Hundred Thirty Six Thousand Six Hundred and Twenty Six Dollars and Twenty Eight Cents (\$736,626.28).
2. Pursuant to Section 6 of the Agreement, Term, the Parties wish to extend the term of the Agreement through June 30, 2016.

All other terms, conditions and stipulations contained in the Agreement shall remain in full force and effect and without any change or modification whatsoever, except in the event of any conflict between this Fourth Amendment and the Agreement, this Fourth Amendment will control. Unless otherwise defined herein, all capitalized terms shall have the meanings ascribed in the Agreement. This Fourth Amendment may be executed in one or more counterparts. Each counterpart shall be deemed an original, but all counterparts together constitute one and the same instrument.

[Signature Page Follows]

IN WITNESS WHEREOF, the parties hereto have executed this Fourth Amendment on the date first written above.

EL CAMPO INDEPENDENT SCHOOL DISTRICT

SOUTHEAST SERVICE CORPORATION

By: _____

By: _____

Name: _____
(Please Print)

Name: _____
(Please Print)

Title: _____

Title: _____

Approve Renewal Supplemental Compensation and Stipends Schedule

Recommendation: That the Board approve the Supplemental Compensation and Stipends Schedule.

Impact/Rationale: Each year when the Board approves a Supplemental Compensation and Stipends Schedule.

ECISD Board Policy: DEA (LOCAL)- COMPENSATION AND BENEFITS, WAGE AND HOUR LAWS
According to ECISD Board Policy DEA (LOCAL):
The Superintendent shall recommend to the Board for approval compensation plans for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives.

Effective Date: Fall 2015

Action Expected:

Attachments: Copy of changes and additions highlighted

Submitted By: Kelly Waters, Superintendent of Schools

Recommended for Approval:

**Kelly Waters, Superintendent of
Schools**

2015-2016 Stipend Schedule

Auto Technology	\$2,000
Bilingual	\$2,000
Deaf Education	\$3,250
Elementary Music	\$300
Elementary Transition Teacher	\$2,500
Health Science Technology	\$10,500
Master's Degree	\$1,230
Orientation and Mobility	\$2,000
Speech Language Pathology Assistant	\$1,500
Speech Therapist (Grandfathered)	\$3,000
Speech Language Pathology with Masters and CCC's	\$5,000
Speech Language Pathology Supervisor	\$3,000
Vision	\$2,000

2015-2016 Supplemental Compensation Athletics

Athletic Coordinator, Male	\$6,300
Athletic Coordinator, Female	\$6,300
Athletic Trainer	\$10,325
Athletic Trainer, Assistant	\$8,325
<hr/>	
Football – Head Coach	\$10,000
Football – Head Coach – Assistant	(\$8,500) \$ 2,250
Football – Varsity Coordinator	\$9,250
Football – Varsity Assistant	\$6,975
Football – Sub Varsity	\$6,575
<hr/>	
Volleyball – Head Coach	\$6,825
Volleyball – Varsity Assistant	\$4,175
Volleyball – Sub Varsity	\$3,750
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Basketball – Head Coach	\$5,300
Basketball – Varsity Assistant	\$3,300
Basketball – Sub Varsity	\$2,600
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Baseball – Head Coach	\$5,300
Baseball – Varsity Assistant	\$2,825
Baseball – Sub Varsity	\$2,600
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Softball – Head Coach	\$4,900
Softball – Varsity Assistant	\$2,825
Softball – Sub Varsity	\$2,600
<hr/>	
Track – Head Coach	\$4,175
Track – Varsity Assistant	\$2,825
Track Coordinator	\$1,125

Approved by Board of Trustees:

Tennis	\$4,550
Soccer	\$4,175
Golf	\$4,175
Swimming	\$4,550
Cross Country	\$3,650
Powerlifting	\$3,650

Middle School Coordinator	\$1,000
Middle School Football	\$4,700
Middle School Volleyball	\$2,550
Middle School Basketball	\$2,250
Middle School Track	\$2,075
Middle School Tennis	\$2,075

Approved by Board of Trustees:

2015-2016 Supplemental Compensation

Non-Athletics

AVID Advisor	\$2,000
Agriculture Science – FFA Advisor	\$2,775
Art – HSLR Rodeo Art – High School	\$1,875
Band Director – High School	\$11,550
Band Director - Assistant	\$7,675
Band Director – Middle School	\$6,725
Cheerleader Sponsor – High School	\$3,450
Cheerleader Sponsor – High School Assistant	\$1,875
Cheerleader Sponsor – Middle School	\$1,575
Choir Director	\$4,600
Color Guard Sponsor	\$1,975
Debate / NFL Speech Advisor – High School	\$1,250
Drama / OAP Director Advisor – High School	\$2,500
Drama / Speech - Middle School	\$1,250
Drill Team	\$7,200
Drill Team – Assistant	\$2,075
Junior Class Sponsor (2)	\$1,050
National Honor Society Sponsor	\$1,250
National Junior Honor Society Sponsor	\$625
Newspaper Sponsor – High School	\$1,250
Newspaper Sponsor – Middle School	\$600
Student Council Sponsor – High School	\$1,250
Student Council Sponsor – Middle School	\$625
UIL Coordinator – Elementary	\$625
UIL Coordinator – Secondary	\$1,250
Yearbook Sponsor – High School	\$1,725
Yearbook Sponsor – Middle School	\$1,075



Approved by Board of Trustees:

High School Department Department Content Chair (Non- Core Subject Areas)	\$ 1500	\$ 775
Middle School Department- Content Chair (Non-core Subject Areas)	\$ 1500	\$ 775
Elementary Grade-Level Content Chair		\$775
Pre-Kindergarten Grade Chair		\$250

CATE Coordinator		\$2,100
Family Literacy Academy Coordinator		\$525
Textbook Coordinator		\$2,100
Testing Coordinator - High School		\$2,100

District Webmaster		\$2,100
Campus Webmaster		\$525

Supplemental compensation is paid as a part of an employee’s annual salary.

The following supplemental pay is paid on an as earned basis:

UIL Sponsor – High School.....\$700 per Event
UIL Sponsor - Middle School	\$225 per Event per Grade Level
UIL Sponsor - Elementary School	\$225 per Event per Grade Level
WCYF Academic Rodeo	\$475 per Team
WCYF Spelling	\$225 per Grade Level

Approved by Board of Trustees:

Qualified Providers of Speech Language Pathology Services in the Schools

Title	Texas Licensure	Description	Responsibilities	Restrictions	Supervision
Speech Language Pathologist – CCC-SLP	Required - Speech Language Pathologist	Has masters degree in speech language pathology, attained certificate of clinical competence (CCC-SLP) by completing one year of internship and passing national certification exam	Provide intervention, assessment, case management, collaboration and consultation services for students with speech impairments	None	After 3 years of experience, can supervise up to 4 individuals at once (combination of assistants and interns)
Speech Language Pathology Intern/Clinical Fellow - CCC-CFY	Required – Speech Language Pathology Intern	Has master’s degree in speech language pathology and has passed national certification exam. Is completing year of internship.	Provide intervention, assessment, case management, collaboration and consultation services for students with speech impairments	None	Must receive 36 clock hours over 12 months of supervision by CCC-SLP.
Speech Language Pathology Assistant – SLP-A	Required – Speech Language Pathology Assistant	Has bachelor’s degree in communication sciences and disorders and has completed 25 hours of observation and 25 hours of clinical practicum.	Provide therapy services for CCC-SLP’s caseload; can administer routine tests with training; after 3 years of experience, may participate in ARD meetings in which no changes will be made to the IEP and the parent is made aware prior to meeting	Cannot represent self as SLP; cannot complete evaluations – only administer routine tests; cannot make changes to the IEP; cannot write progress notes; only <i>assists</i> in service provision to the SLPs caseload	Must be supervised by CCC-SLP or Grandfathered Speech Language Therapist a minimum of 2 hours/week (1 hour direct and 1 hour indirect)

Grandfathered Speech Language Pathologist	Required – license must have been received during grandfather period (1984- 1986)	Bachelors degree or Master’s degree with Texas Education Agency speech therapy certificate; engagement in practice of speech language pathology prior to 1986; received licensure under grandfather clause	Provide intervention, assessment, case management, collaboration and consultation services for students with speech impairments	None	Master’s level may supervise assistants; Bachelor’s level must be supervised by CCC- SLP for SHARS billing purposes
TEA Speech Therapy Certificate <i>Master’s degree</i> - School SLP or <i>Bachelor’s degree</i> - Speech/ Hearing Therapy -Speech/ Language Therapy (not granted after 8/96)	Limited license to practice in public schools ONLY	Bachelors degree or Master’s degree with Texas Education Agency speech therapy certificate	Provide intervention, assessment, case management, collaboration and consultation services for students with speech impairments	None	Must be supervised by CCC-SLP for SHARS

Comparison of Region III Speech Therapist salaries

	SLPA	SLP
Victoria	teacher pay scale + 1500 semester stipend	Admin pay grade 3 + 1500 semester stipend for supervision + 3000 stipend for CCC's
Edna	teacher pay scale 187	teacher pay scale 187 +20,000
Bay City	teacher base 187 +6250	teacher base 187 + 5000 stipend for CCC's + 1500 supervision stipend + 5000 stipend for bilingual
Cuero	teacher pay scale	if CFY, 50,000 then increase with CCC's + 3000 supervision stipend + 3000 for bilingual
Wharton	teacher salary	teacher + 20,000
El Campo	Admin pay grade 1 but pay on teacher pay scale	Admin pay grade 1

Based on the above information, it is apparent that ECISD needs to increase Speech Therapist salaries in order to recruit and maintain qualified SLP and SLPA. In past years we have contracted with as many as three SLP simultaneously in order to provide service for students with SI (speech impairment) to the tune of \$60.00 per hour. I propose that we continue to pay SLPA at the teacher pay scale; however, increase their salary at the rate of 1500 per semester. For SLP's without Masters and CCC's pay at the Admin I pay scale with a 1500 increase per semester. I propose for SLP's with Masters/CCC's to pay a 5000 stipend for CCC's and 1500 per semester for supervision. This will make El Campo much more competitive with surrounding districts and hopefully eliminate the need for having to contract with independent SLP's for supervision and therapy.

Dan Hammock

Director of special Education

ECISD

State Performance Index 1: Student Achievement 1.B. Correlation of Assessments

Recommendation:	Review Student Achievement 1.B. Correlation of Assessments
Impact/Rationale:	All ECISD assessments, classroom performance assessments and district common assessments will correlate with state assessments
Program Description:	<p><i>Administration</i> will provide the Board with a report showing the correlation of student performance on District Common Assessments with the STAAR and EOC performance. The reports should show the extent to which the District Common Assessments are predictable indicators of student achievement on state assessments.</p> <p>The comparison of ECISD assessments and STAAR or EOC tests shall show consistency across the district in the four core content areas of Reading English Language Arts, Mathematics, Science, and Social Studies. The report will highlight all students, economically disadvantaged and special education groups.</p>
ECISD Board Policy	None
Submitted by:	Kelly Waters, Assistant Superintendent of Curriculum and Instruction
Recommended for approval:	
	Kelly Waters, Superintendent of Schools

Career & Technology Education (CTE) Audit Review

Recommendation: Review Career & Technology Education Audit

Impact/Rationale: With several CTE teachers retiring and the state placing more emphasis on career readiness, the district contracted with Educational Fusion to perform a CTE Audit.

Program Description: *Final review of the El Campo Independent School District's Career and Technical Education Programs is included.*

- Interview Superintendent, Assistant Superintendent for Finance, Assistant Superintendent for Curriculum and Instruction, Director of Federal Programs, High School Principal, and Career and Technical Education Leadership
- Visit and assess El Campo ISD CTE facilities – high school and junior high
- Schedule and visit all CTE Programs
- Conduct focus groups for campus administrators, counselors, and community members
- Gather data from community and regional entities and comparable school districts
- Prepare CTE Review Document
Program Review will include commendations, findings, and recommendation in the following format:
 1. Executive Summary
 2. Program Focus
 3. Program Organization
 4. Program Quality
- Present report (paper copy) and electronic document to Assistant Superintendent for Curriculum and Instruction

ECISD Board Policy None

Submitted by: Todd Fuechec, CTE Director

Recommended for approval:

Kelly Waters, Superintendent of Schools

Strategy 1.0: Make transitions planned and accountable for both successful student progress and systemic cooperation.

Commendations:

- El Campo (ECISD) is implementing new requirements under HB5 regarding high school graduation.
- High school course selection handbook and other counseling tools assist students and parents with graduation requirements, college readiness, and Personal Graduation Plans (PGP).
- Naviance is an excellent electronic program the district has recently purchased for students to map a course of action regarding their educational goals. (Appendix D)
- Counselors hold planning sessions each spring for 8th grade students and their parents regarding PGP/Endorsements.

Findings:

- Counselors understand their integral role in implementing the PGP with all students.
- Teachers lack awareness and involvement in their students' PGP.
- Junior high counselors support high school counselors in disseminating information about Career and Technical Education (CTE) course sequences to help guide students in high school planning.
- Junior high Career Investigation has become a small component of Teen Leadership.
- Parents see the need for career awareness, investigation and exploration at all grade levels.
- Some CTE programs of study do not have a complete coherent sequence, certification or dual credit opportunity.
- Currently, many students do not take advantage of completing a sequence of CTE courses, because they are unaware of the available courses and possibilities or they choose Diversified Career Prep (DCP) Work Permit.
- El Campo High School has an eight period day schedule.

Strategy 1.0 Recommendations:

1.1 Ensure that every student has a Personal Graduation Plan (PGP).

- a) Provide staff development regarding HB5, PGPs, and CTE course sequences for K-12 counselors.
- b) Rename Teen Leadership to Career Investigation putting more emphasis on the importance of career planning.
- c) Continue to educate parents and community on HB5 requirements.
- d) Continue to develop a model process that includes meeting individually with students and parents annually in order to create a seamless transition from junior high to high school to post-secondary programs.

- e) Develop sample electronic PGP plans for student reference using Achieve Texas (Appendix E)
 - f) Continue to develop accountability measures for PGP.
- 1.2 Develop a marketing/awareness campaign about PGPs to include students, teachers, parents, colleges, and industry representatives.
- a) Update CTE district website focusing on the PGP process.
 - b) Use CTE Advisory Committee as a resource in implementing new career pathways.
 - c) Market PCPs in creative ways: elementary awareness campaign, colorful brochures, newspaper and radio interviews, local clubs, etc.
- 1.3 Coordinate PGP development and delivery among CTE and academic programs to increase opportunities for students.
- a) Engage the decision-makers in identifying the potential barriers such as:
 - i) Weighted grade point average.
 - ii) DCP Work Permits.
 - iii) Competing electives.
 - iv) Limited availability of CTE classes in student schedules.
 - v) Lack of awareness of program outcomes.
 - b) Collaborate between academic and CTE disciplines to develop a portrait of a graduate that reflects CTE and readiness to use as the basis for the PGP.
 - c) Develop further articulated credit, dual credit, and certification opportunities.
 - d) Add CTE science and math credit courses.
- 1.4 Integrate district student data systems with Naviance or Skyward to provide student progress information from one educational level to the next.
- a) Use the PGPs to create student schedules.
 - b) Create master schedules and future plans for staffing and facilities.
 - c) Analyze student PGP data for the projection of CTE course offerings.
 - d) Report CTE PEIMS information to Texas Education Agency as mandated.
- 1.5 Investigate raising grade point level for rigorous advanced CTE courses following district guidelines.

Strategy 2.0: Align Career and Technical Education (CTE) curricula at all schools to meet current industry standards – including academic, professional, and technical skills transitioning students to post-secondary and professional development levels.

Commendations:

- El Campo ISD (ECISD) has a vision for excellent CTE programs with advanced curriculum.
- ECISD has outstanding community and industry support for CTE programs.
- 21st century skills such as collaboration, critical thinking, and application are evident in Career and Technical Student Organizations (CTSOs), such as Health Occupations Student Association (HOSA), Future Farmers of America (FFA), and Skills USA.

Findings:

- Parents expect a high level of rigor in all courses.
- Junior high Intro to Mechanics course needs to be redirected to introduce more high school endorsement areas.
- Health Science program exhibits growth and community priority is evident for this industry.
- CTE programs need curriculum updates and sequencing that align to industry standards and provide certification opportunities.
- Ag teachers are missing excessive days of instruction due to competitions and shows.
- Community members and district leadership have a high interest in Health Science, Oil and Gas, Welding, Specialty Construction, Information Technology, Agriculture, Business/Finance, Engineering, and Criminal Justice careers.
- Currently, ECISD student certification opportunities are limited. (Appendix E)
- Last year industry certifications were received in Welding (15), Medical Billing and Coding (8), and Pharmacy Technician (1), as documented in the TEA Performance Effectiveness Report.
- CTE Advisory Committee needs subcommittees to support some individual program area curriculum.
- ECISD is offering two articulated courses and no CTE dual credit.
- CTE courses are lacking technology equipment to support curriculum.
- Parents, counselors, and principals need more information regarding the variety of CTE certifications, articulated credit, and dual credit opportunities.
- The community believes students should have the opportunity to participate in a practicum that includes an internship or mentorship before graduation.
- The CTE programs need more connection with colleges and business/industry.

Strategy 2.0 Recommendations:

2.1 Identify current CTE program curricula.

- a) Review state and national curriculum standards for CTE.

- b) Identify program gaps based on district goals, state-wide priority areas, and regional workforce information. (Appendix C)
- c) Explore curriculum for the following programs: Project Lead The Way (PLTW) (Appendix F), Oil and Gas, Veterinary Assistant, Certified Nurse Assistant, and Banking and Finance/ Credit Union.
- d) Implement CTE course competencies in order to support special needs students.

2.2 Align CTE programs of study so that curriculum connects with industry and post-secondary standards.

- a) Update coherent sequences to align with new CTE TEKS currently in the approval process to be implemented in 2016 -2017.
- b) Investigate articulation and dual credit options with Wharton Junior College.
- c) Redirect middle school Introduction to Ag Mechanics course to PLTW Gateway to Technology for potential high school credit.
- d) Rename middle school Teen Leadership class to Career Investigation. Course emphasis needs to be placed on careers, endorsements, and high school graduation requirements.
- e) Narrow your programs of study due to student population.
- f) Redirect the following program area sequences by adding and dropping courses, and creating capstone opportunities with certifications. See appendix for Coherent Sequence Charts. (Appendix G)
 - i) AGRICULTURE, FOOD & NATURAL RESOURCES - offer three of the following programs of study – Animal Science, Plant Science, Welding, and Oil and Gas/Natural Resources.
 - ii) AUTOMOTIVE TECHNOLOGY – realign and focus on NATEF/AYES internships and merge Small Engines into Energy Power and Transportation.
 - iii) BUSINESS/FINANCE – offer two sequences – Finance and Business Medical.
 - iv) CAREER PREP– change Diversified Career Prep to a two credit Business Career Prep (strong curriculum) and steer students toward practicums where they can obtain certifications and relevant industry experience.
 - v) COMMUNICATION AND INFORMATION TECHNOLOGY – offer three programs of study – Audio/Video, Animation/Gaming, and Printing and Imaging.
 - vi) CONSTRUCTION TECHNOLOGY – merge into Oil and Gas Production.
 - vii) COSMETOLOGY – after two years evaluate recruitment, retention, and number of certifications received and investigate a partnership with Wharton Junior College.
 - viii) CULINARY ARTS – increase certification options.
 - ix) EDUCATION AND TRAINING – hold until high school numbers increase.
 - x) HEALTH SCIENCE - increase program options.
 - xi) MANUFACTURING – merge into Ag Science Welding.
 - xii) PRE-ENGINEERING (PLTW) – add this program of study with a specialization in Civil or Aerospace Engineering.

2.3 Use advisory committee resources to identify standards for priority area industries and incorporate knowledge and skills to align CTE curricula.

- a) Make certain advisory committee represents demographics and business/industry of region in order to gain expert knowledge in implementing CTE curriculum.
- b) Develop subcommittees for special programs areas beginning with PLTW and Auto Technology.
- c) Develop a rotation of service for CTE Advisory Committee members.

2.4 Disseminate best practices and support materials for integration of industry standards to all teachers.

- a) Schedule joint planning and professional development with academic and CTE teachers.
- b) Convene secondary CTE and academic teachers when appropriate with industry advisors to highlight essential components of cluster areas.
- c) Provide externships for all teachers, counselors and administration with local business and industry.
- d) Re-evaluate Ag teachers' days out of the classroom in order to allow more time for classroom instruction.

2.5 Evaluate programs of study on a yearly basis for accountability as per Carl D. Perkins Federal Guidelines.

Strategy 3.0: Promote Career and Technical Education (CTE) programs to ensure all students have the opportunity to attain the knowledge and skills needed for further training and careers.

Commendations:

- Community focus group sees the value of CTE programs for ECISD.
- District administration promotes and explores innovative programs with excitement and energy.
- Personal Graduation Plan (PGP) creates an awareness of career goals for all students and parents.
- Counselors have done a great job launching HB5 requirements with students, parents, and community.
- A career fair is held at the middle school to recruit students for CTE programs.

Findings:

- ECISD's diversity of regional resources requires a broad system of communication to reach all community members and Gulf Coast area businesses and industries.
- Program/endorsement specific CTE marketing materials are missing.
- Parents and community need more information regarding partnerships, certifications, dual credit courses, and other post-secondary opportunities.
- Few programs have tapped business/industry resources to assist in their marketing efforts.
- Community focus group is aware of high-skill, high-growth jobs and the need for implementation of new programs.
- Career and Technical Student Organizations (CTSO's) need to be expanded.
- National Technical Honor Society is not available for students.
- CTE website only shows the CTE nondiscrimination statement.

Strategy 3.0 Recommendations:

3.1 Recruit business and industry partners from all sectors of the region to form a strong CTE advisory committee.

3.2 Disseminate information about CTE programs on a monthly basis.

- a) Assign an individual in the district the responsibility of keeping the CTE website up-to-date.
- b) Use various forms of social media (Facebook, Twitter), and district website.
- c) Use radio, newspapers, and community organizations.

3.3 Identify key strategies and effective programs to promote employability skills.

- a) Communicate 21st Century employability skills, such as critical thinking, problem solving, communication, and collaboration, taught in all CTE programs and share with the community.

- b) Advertise and grow student **job shadowing, internships, mentorships, practicum opportunities** and teacher externships.
 - c) Utilize, strengthen, and advertise the Career and Technical Student Organizations (CTSOs') to reinforce employability skills and college resume/application readiness.
- 3.4 Promote and celebrate effective CTE programs and practices.
- a) Develop a CTE web-site to include endorsement options and programs of study.
 - b) Develop multiple community communication streams promoting CTE.
 - c) Promote CTE post-secondary connections highlighting student accomplishments.
 - d) Recognize student achievement in CTE by implementing the National Technical Honor Society.

Strategy 4.0: Recruit, develop, support, and retain high-quality Career and Technical Education (CTE) teachers.

Commendations:

- ECISD strives to find highly qualified CTE industry certified teachers.
- Existing Career and Technical Student Organizations (CTSOs) are led by dedicated teachers who give extra hours so students can increase employability skills through state and national competitions.
- CTE teachers are professional, knowledgeable and strive to keep current in their area of specialization.

Findings:

- ECISD struggles to recruit teachers due to their location and beginning teacher pay scale.
- Five CTE teachers are retiring.
- Teachers have limited professional development opportunities.
- CTE teachers need current industry-based curriculum.
- Collaborative planning times are needed.
- CTE staffing needs will change with the progression of HB5 endorsements.
- Industry connections are not evident with all CTE teachers.

Strategy 4.0: Recommendations

4.1 Develop strategies to educate, recruit, and retain quality CTE teachers.

- a) Identify programs of study that meet business and industry demands, example Health Science areas.
- b) Identify teacher shortages by career area at all levels of CTE instruction.
- c) Redirect teaching positions if needed.
- d) Provide a hiring stipend for critical need areas.
- e) Reallocate staffing positions to meet endorsement/programs of study requirements.
- f) Identify core competency for CTE instructors to serve as a guide to training, hiring, and evaluating.
- g) Encourage teachers to complete *Project Share* in order to expand teaching certification areas.
- h) Encourage teachers to obtain industry and state certifications offered in their program area.

4.2 Expand strategies for effective professional development and mentoring.

- a) Plan and implement CTE professional development.
- b) Provide extra duty pay (summer core training) and extended contract (202) for PLTW teacher.
- c) Provide a mentor for new industry-trained teachers.
- d) Incorporate industry-recognized technical standards in all CTE training.

4.3 Expand CTE leadership opportunities for teachers.

- a) Support the development of local, regional, and state leadership roles for teachers.
- b) Partner with business and industry to allow teachers to attend industry training and set-up practicum opportunities for students.

Strategy 5.0: Maximize the use of facilities for Career and Technical Education (CTE) programs.

- El Campo ISD understands facilities and equipment are critical to providing high quality and relevant CTE programs.
 - The CTE Director and administration see the value of aligning CTE facilities with industry standards.
 - A plan to maximize the use of CTE facilities is being developed.

Findings:

- New CTE programs are difficult to implement or expand due to facility and equipment limitations and cost.
- Some current program area facility needs:
 - Audio/Video equipment is located in a closet and needs to be restored to reflect industry standards.
 - Health Science classroom/facilities need to be expanded to provide a Health Science lab.
 - Auto Tech facility needs updating to prepare for National Automotive Technicians Education Foundation (NATEF) five year reevaluation.
 - Cosmetology needs a 21st Century facelift.
 - Floral Design is located in a Biology lab.
- District safety inspections are conducted of the fire alarms/fire extinguishers annually.
- Safety stripes and signage is needed in all shops/labs.
- Community focus group supports a partnership with local junior college.
- Some classrooms/labs/shops have excessive clutter, repair, and painting needs.

Strategy 5: Recommendations

5.1 Ensure safety/industry standards are maintained in all CTE programs.

- a) Conduct an annual safety inspection of shops/labs.
- b) Make sure facilities and equipment meet industry safety standards.
- c) Provide safety training for teachers and students annually.
- d) Remove all clutter from the classrooms, labs, and shops – paint and repair as needed.
- e) Make sure all facilities are ADA compliant.

5.2 Provide high-skill, high-growth industry level programs with appropriate facilities.

- a) Maximize the use of current square footage.
- b) Investigate facility requirements for high-skill, high-growth industry level programs, such as: Health Science, Engineering, Specialty Construction, Agriculture, Oil and Gas, and Business/Finance.
- c) Visit CTE training facilities in other districts to see innovative use of space and equipment. (Appendix K)
- d) Repurpose and update some CTE and regular classrooms to meet industry certification requirements per Five Year Plan.

- a) Revamp rooms 01, 03, and 05 to accommodate PLTW classroom and lab.
- b) Add a Health Science lab
- c) Move Floral Design to room 08 if water is available
- d) Convert construction lab to Oil and Gas Production
- e) Convert Manufacturing lab to Ag Welding
- f) Clean and paint labs
- g) Move Audio/Video equipment from a closet to create a lab environment.
- h) Refurbish 12-A and 12-B for a Veterinary Assistant program.
- i) Update Cosmetology lab - modern look.

5.3 Identify resources and incentives to develop partnerships.

- a) Investigate and promote partnership incentives for facility use with community/business/industry.
- b) Identify barriers for joint use of facility, such as transportation, liability, and cost.
- c) Advocate after-school and year-round joint use of facilities.
- a) Plan for remodeling CTE facilities in order to offer the following opportunities for students:
 - i. Articulated and dual credit
 - ii. Increased Programs of Study with certifications.
 - iii. Summer and weekend training opportunities for community.
 - iv. Training necessary for immediate employment after high school to possibly supplement college expenses.

5.4 Investigate use of new Agriculture Facility with an increased focus on Science, Technology, Engineering and Math (STEM) and Natural Resources.

- a) Offer specialized CTE Ag Science programs of study.
- b) Offer Ag Science certifications, such as Veterinary Assistant.
- c) Expand Ag Barn area with a greenhouse for plant science instruction.

Strategy 6.0: Establish and maintain sustainable funding mechanisms for successful Career and Technical Education (CTE) programs.

Commendations:

- CTE budget is supported centrally.
- Carl Perkins Federal funding is targeted for staff development, updating instructional equipment, software, and career exploration programs per district priorities.
- CTE Director strives to provide quality programs utilizing existing funds.

Findings:

- CTE needs the full 58% of funding plus Carl D. Perkins funds as a minimum in order to support all aspects of CTE in ECISD.
- Budget plan is needed to project future expenses for targeted programs.
- CTE teachers have a supply budget.
- Collaborative funding initiatives need to be investigated.
- Additional teacher salaries may need to be budgeted to meet HB5 requirements.
- CTE Director needs more time allocated to CTE administration duties to include budgetary planning, community involvement, business/industry partnerships, college connections, and grant research.

Strategy 6.0: Recommendations

6.1 Establish criteria for prioritizing CTE program budget.

- a) Involve teachers in budget process annually.
- b) Maintain a long-term, short-term funding plan to accomplish new projects.
- c) Conduct an annual budgetary needs assessment and develop five-year budgetary goals.
- d) Manage and monitor all cost factors of CTE budget by CTE Director.
- e) Maintain a CTE facility maintenance plan that allows for projection of expenses.
- f) Make sure CTE is included in campus improvement plans to reflect budget goals.

6.2 Expand and define CTE personnel.

- a) Redirect some CTE teaching positions based on high-skill, high-growth program implementation.
- b) Limit Ag teachers' absence from classroom to a predetermined number of days, for example 15 days.
- c) Contract assistance with certification programs.
- d) Provide extra-duty pay for required targeted program areas training beginning with PLTW and Auto Technology.

6.3 Investigate funding strategies for future CTE facilities and campus programs that leverage local, state, federal, and private resources.

- a) Prioritize fiscal needs for all CTE facilities.
 - i. Determine current workforce priorities. (Appendix C)

- ii. Target existing high school program remodeling needs.
- b) Establish funding strategies for facilities by tapping resources.
 - i. Explore the option of using district reserve funds.
 - ii. Tap bond surplus funds to expand and remodel CTE facilities.
 - iii. Explore funding partnerships with business/industry.
- c) Recognize funding partners annually at school board meetings.

American Welders Society
Automotive Service Excellence (ASE)
Cosmetology License
Medical Billing and Coding
MOS – Microsoft Specialist
Pharmacy Technician
ServSafe
Texas State Floral Design Level 1

OTHER POSSIBLE CERTIFICATIONS

1. A*S*K (Assessment of Skills and Knowledge for Business) -Concepts of Finance
2. Adobe Certified Associate (ACA) - Creative Suite
3. Adobe Certified Associate (ACA) - Dreamweaver
4. Adobe Certified Associate (ACA) - Flash Pro
5. Adobe Certified Associate (ACA) - Photoshop
6. Adobe Certified Associate (ACA) - Premiere Pro
7. Adobe Certified Expert (ACE) - After Effects
8. Adobe Certified Expert (ACE) - Adobe Illustrator
9. Apple Final Cut Pro
10. AutoCAD Certified Associate
11. Autodesk 3D Max Design Certified Associate
12. Autodesk Inventor Certified User
13. Autodesk Revit Architecture Certified Associate
14. AWS (American Welding Society) - SENSE Certification
15. CompTIA A+ Certification
16. CompTIA Network+
17. CompTIA Security+
18. C-Tech Introduction to Telecommunications: Copper-Based Systems
19. C-Tech Introduction to Network Cabling: Copper-Based Systems Certificate
20. C-Tech Introduction to Network Cabling: Fiber Optic-Based Systems
21. C-Tech Introduction to Telephone Systems and VoIP
22. C-Tech Introduction to Home Entertainment: Residential Audio / Video Systems
23. Dental Assistant, Certified (CDA) (Texas State Board of Dental Examiners)
24. Dental Assistant, Registered (RDA) (Texas State Board of Dental Examiners)
25. Digital Production Printing Certification
26. Educational Aide I Certificate (State Board for Educator Certification)
27. Electrical Apprentice License (Texas Dept of Licensing and Regulation)
28. Internet and Computing Core Certification (IC3)
29. ISCET (International Society of Certified Electronics Technicians) -Associate-Level
30. Certified Electronics Technicians (CET)
31. Certified Nurse Assistant (CNA)
32. Licensed Vocational Nurse (LVN) (Texas Board of Nursing)
33. Medical Assistant, Certified (CMA)
34. Medical Coding Certification/Certified Coding Associate
35. National Restaurant Association (NRA) -ProStart® National Certificate of Achievement
36. NCCER - Welding, Level One
37. NCCER - Welding, Level Two
38. NIMS (National Institute for Metal Working Skills) -Certification, Level 1
39. 911 Call Center
40. Phlebotomy Technician, Certified (CPT)
41. Sterile Processing and Distribution Technician
42. WOW -Certified Web Designer (CWDSA)



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AGRICULTURE ANIMAL SCIENCE

Principles of Agriculture, Food, and Natural Resources
(9 – 10) 1 Credit



Livestock Production (10-12) 1 Credit **AND/OR**
Small Animal Management(10-12) 1 Credit



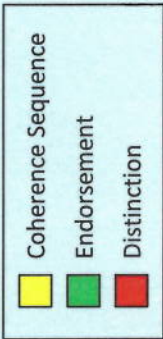
Veterinary
Medical
Applications
(11-12)
1 Credit

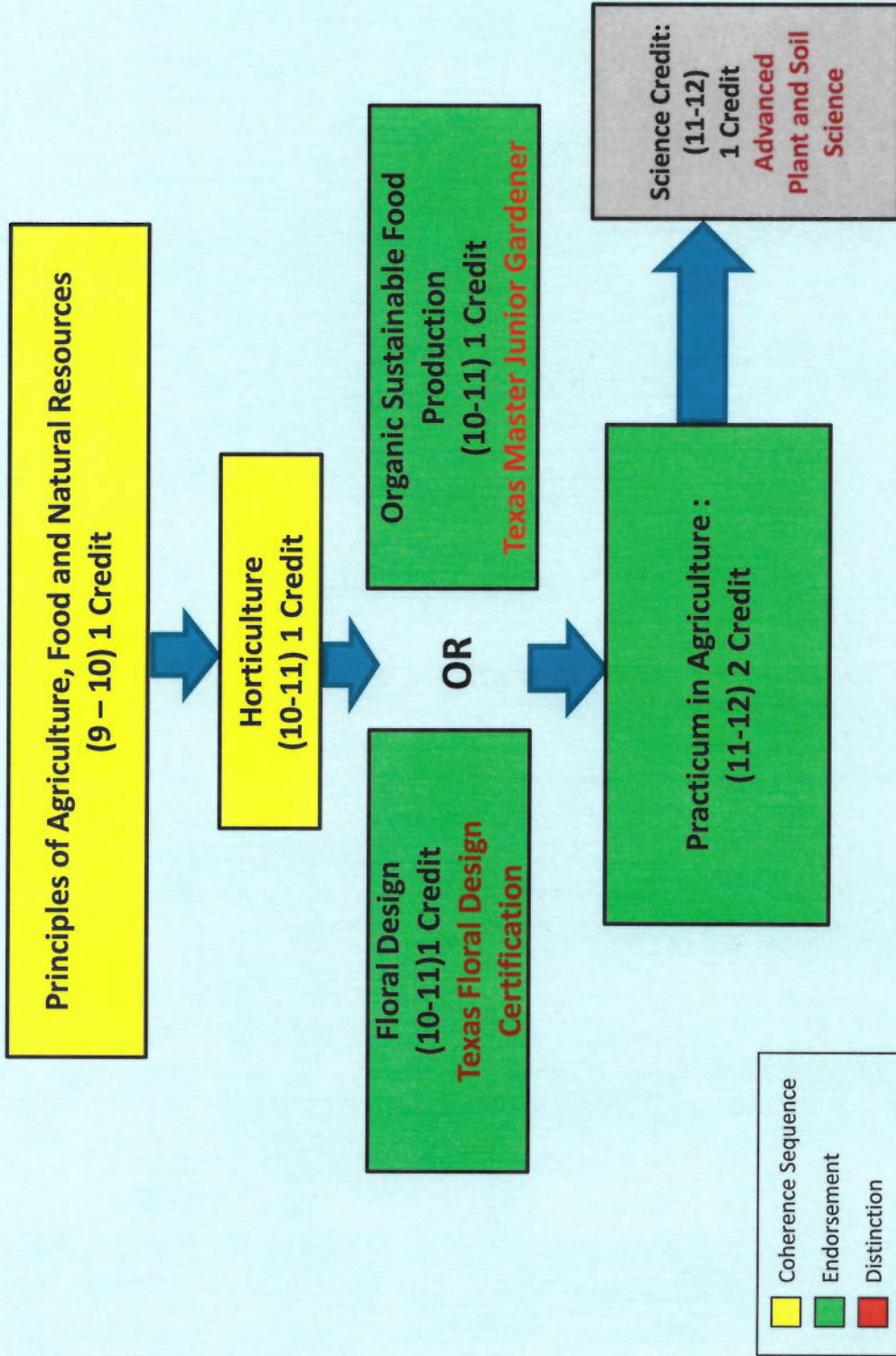


Practicum in
Agriculture:
Veterinary Medical
Applications
(12)
2 Credit
**Texas Veterinary
Assistant Certification**



Optional Science Credit:
**Advanced Animal Science
(11-12) 1 Credit**

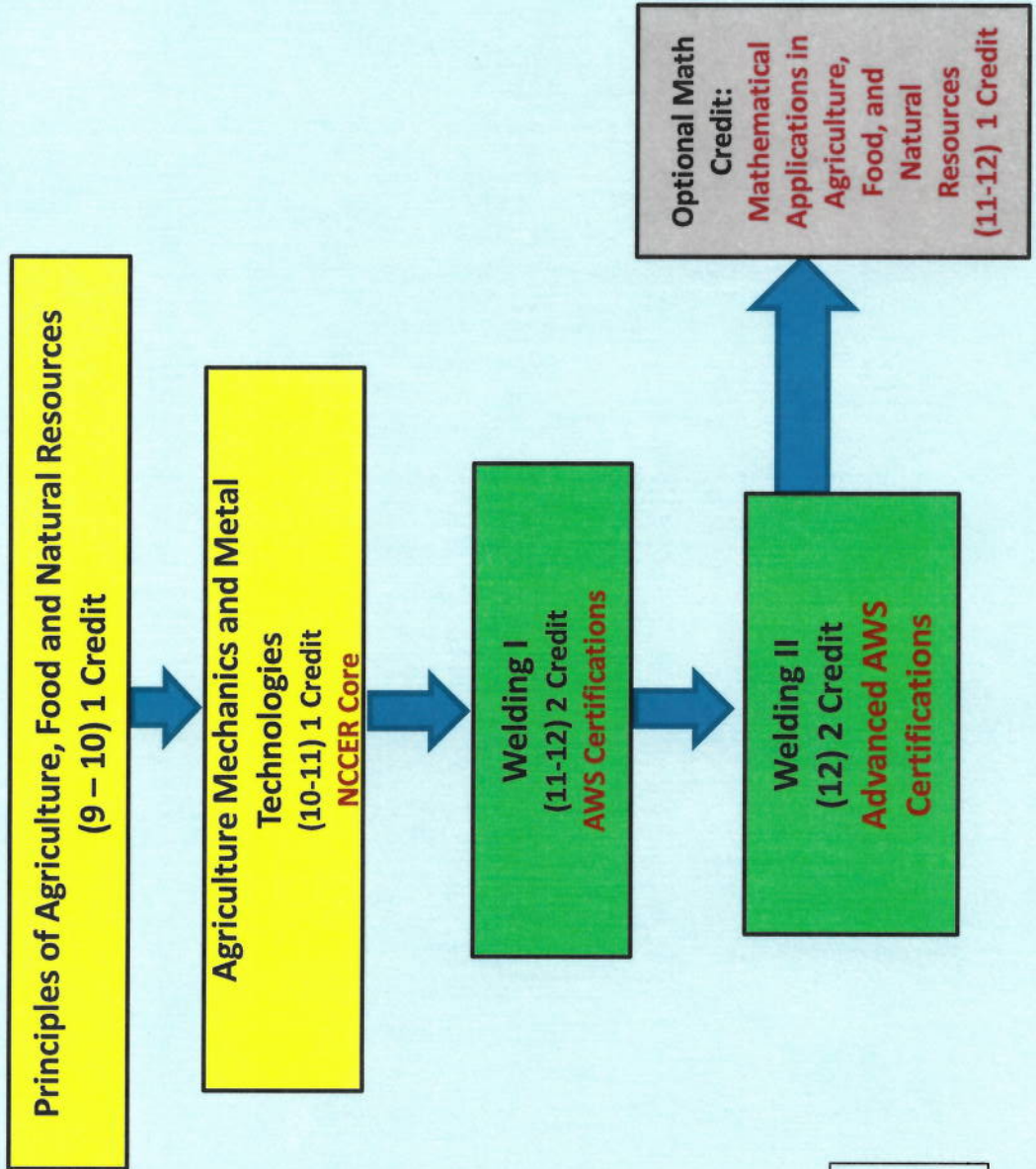









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AGRICULTURE WELDING

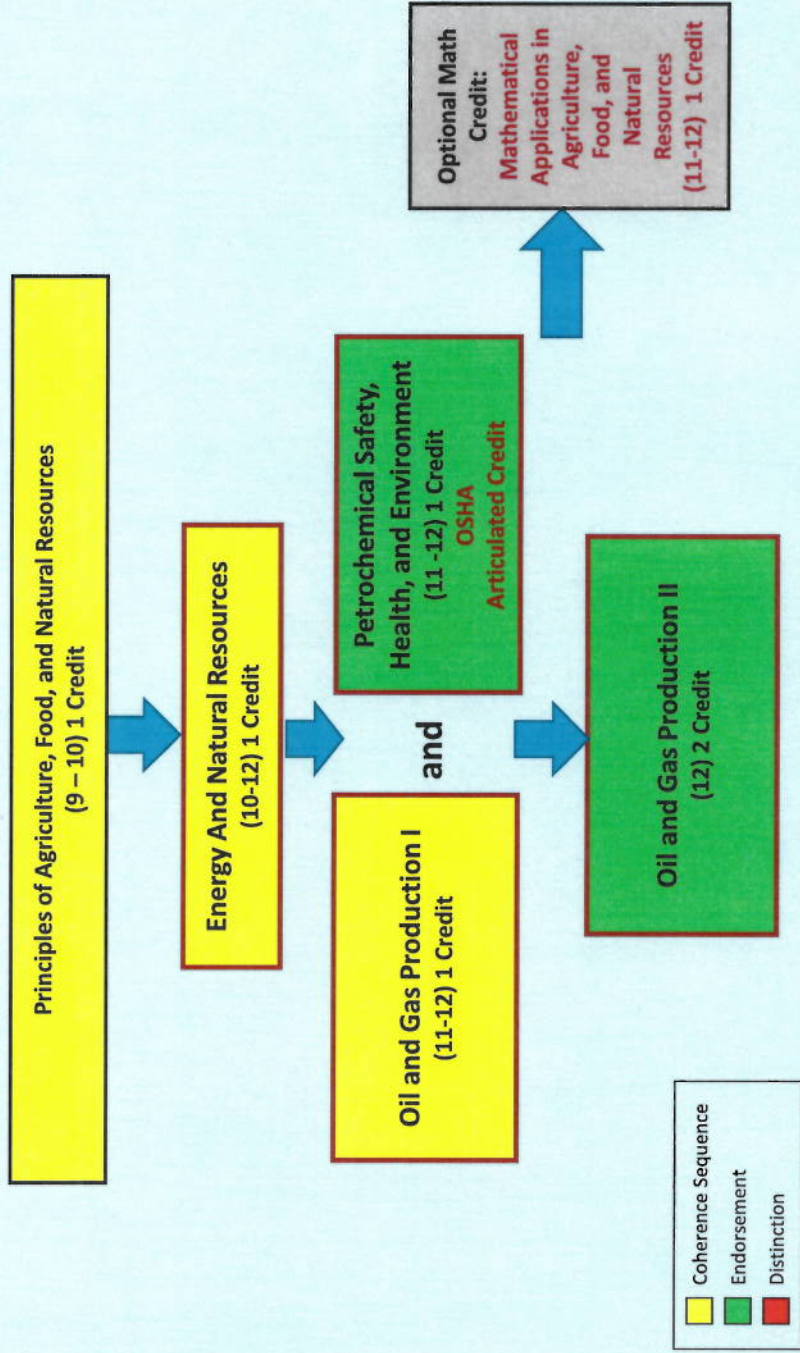


	Coherence Sequence
	Endorsement
	Distinction



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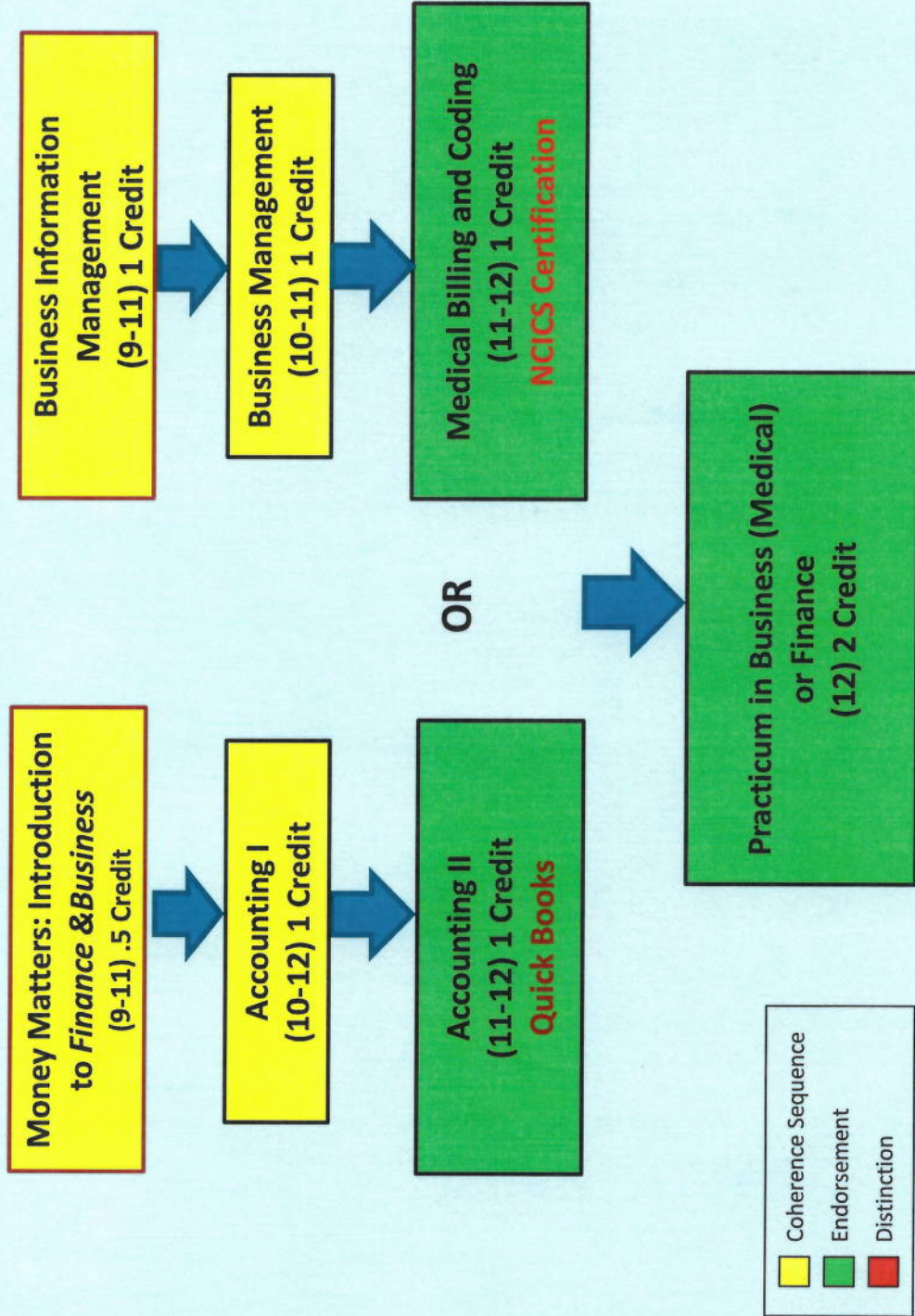
AGRICULTURE OIL AND GAS NATURAL RESOURCES





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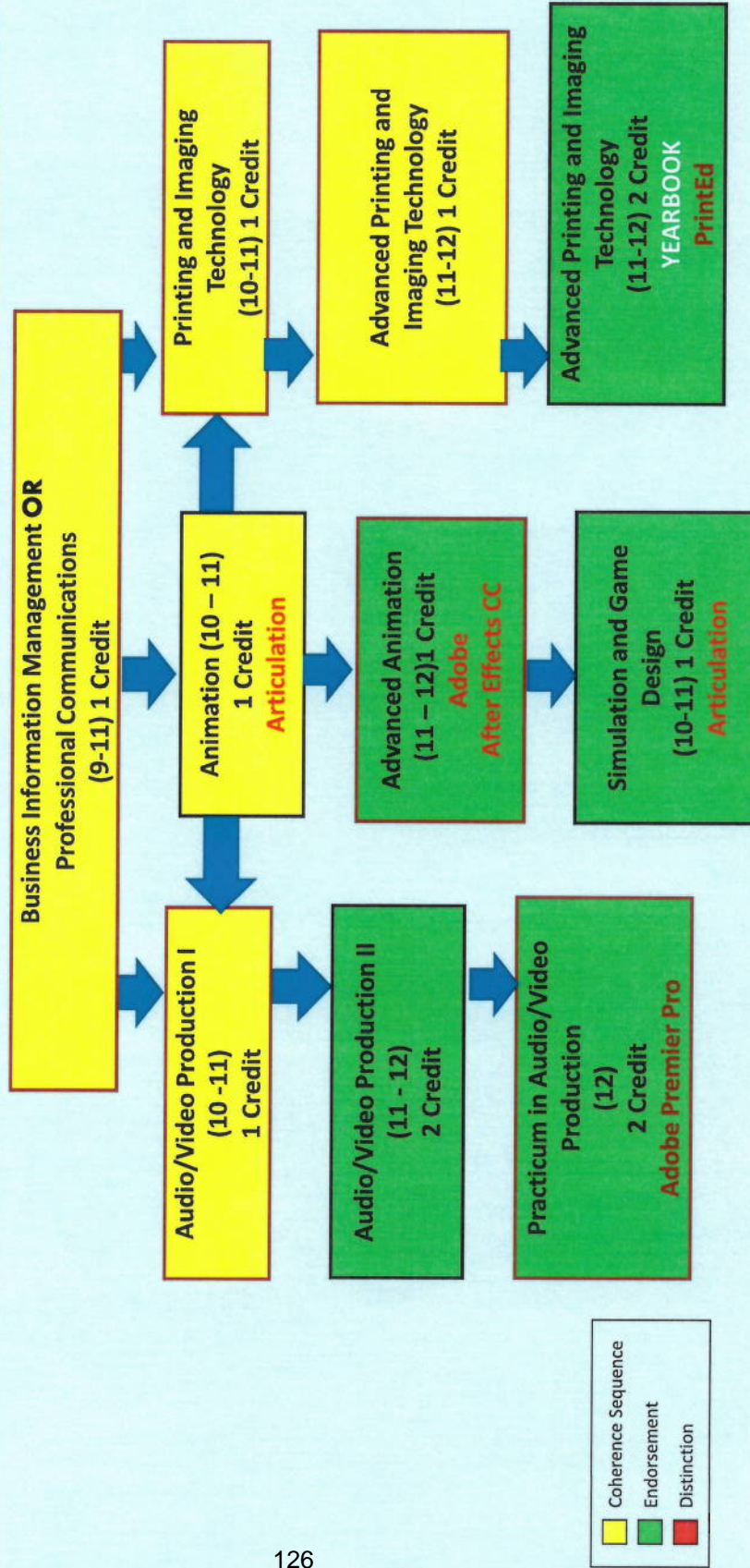
BUSINESS AND FINANCE





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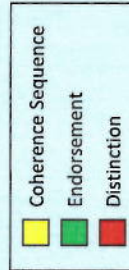
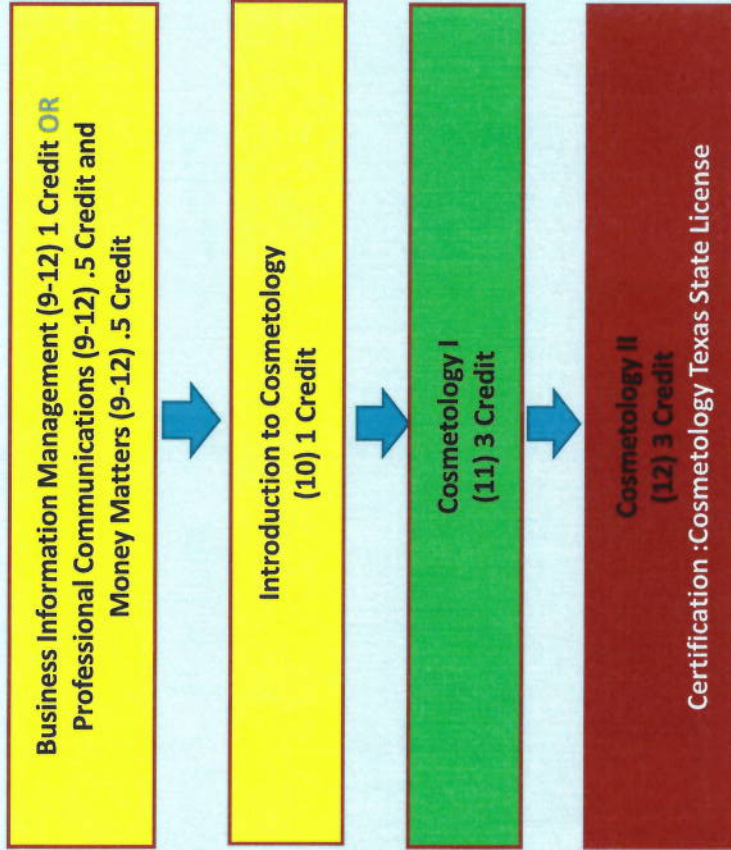
COMMUNICATION AND INFORMATION TECHNOLOGY





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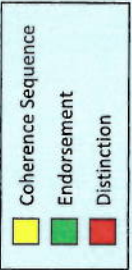
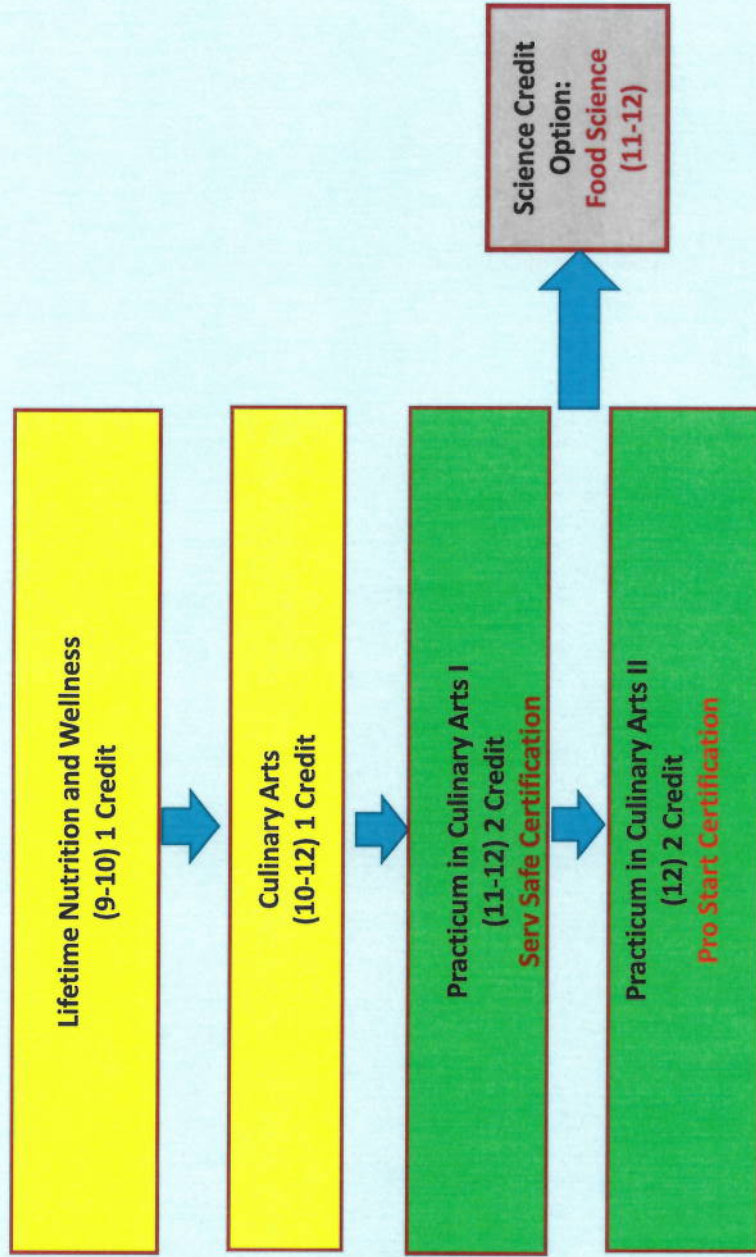
COSMETOLOGY





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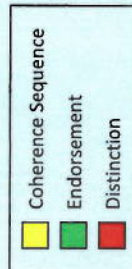
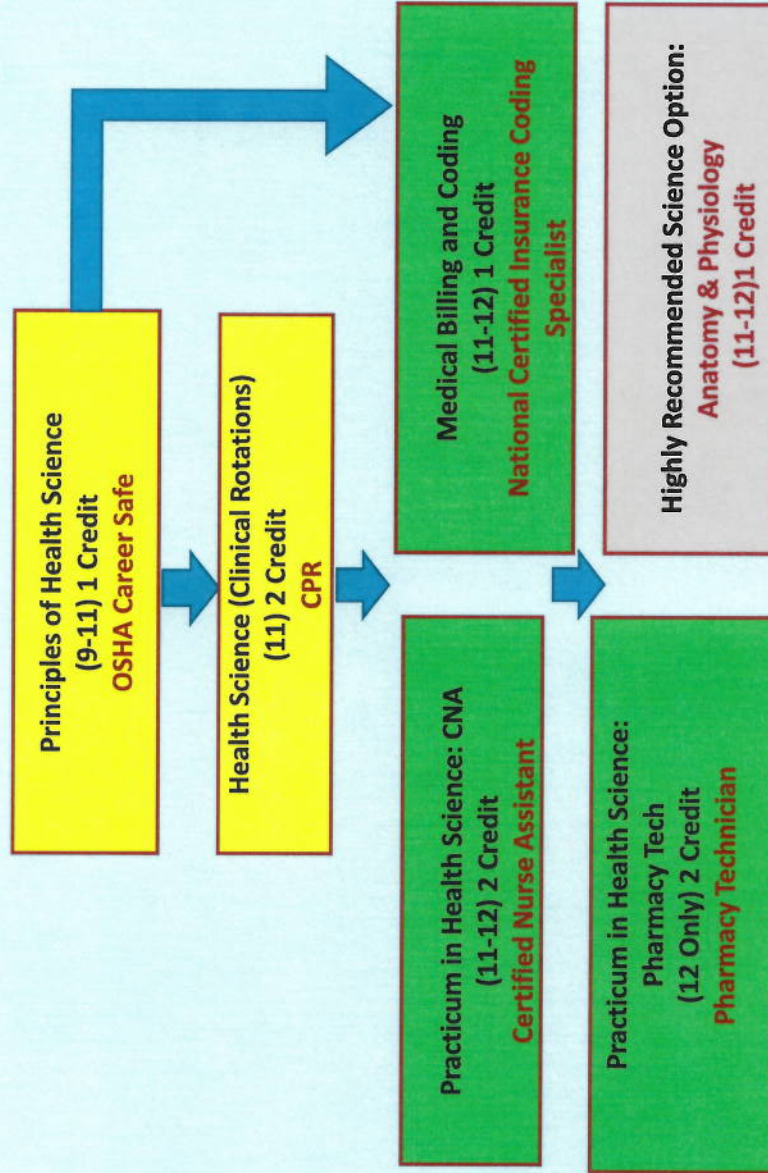
CULINARY ARTS





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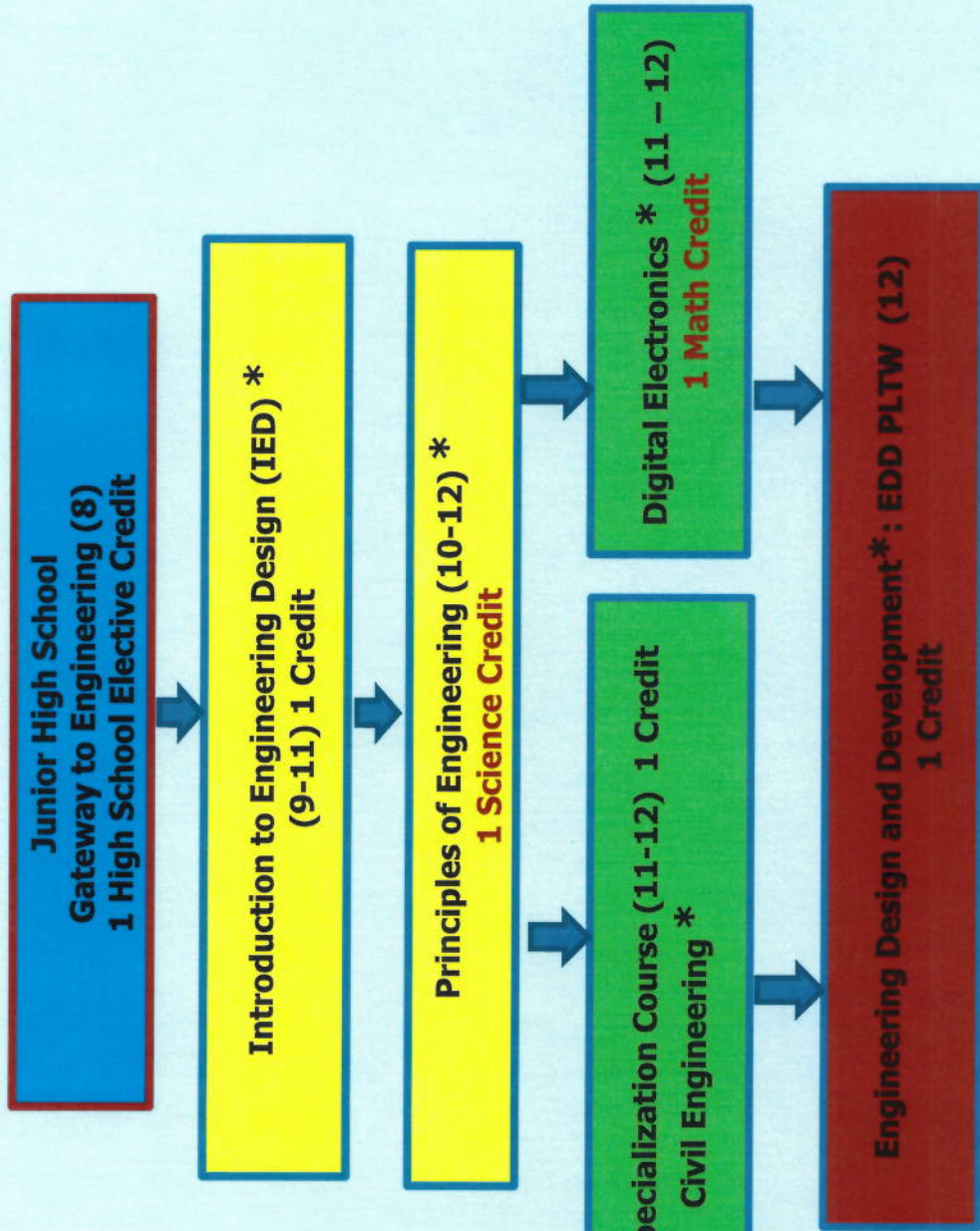
HEALTH SCIENCE





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PRE-ENGINEERING PROJECT LEAD THE WAY (PLTW)



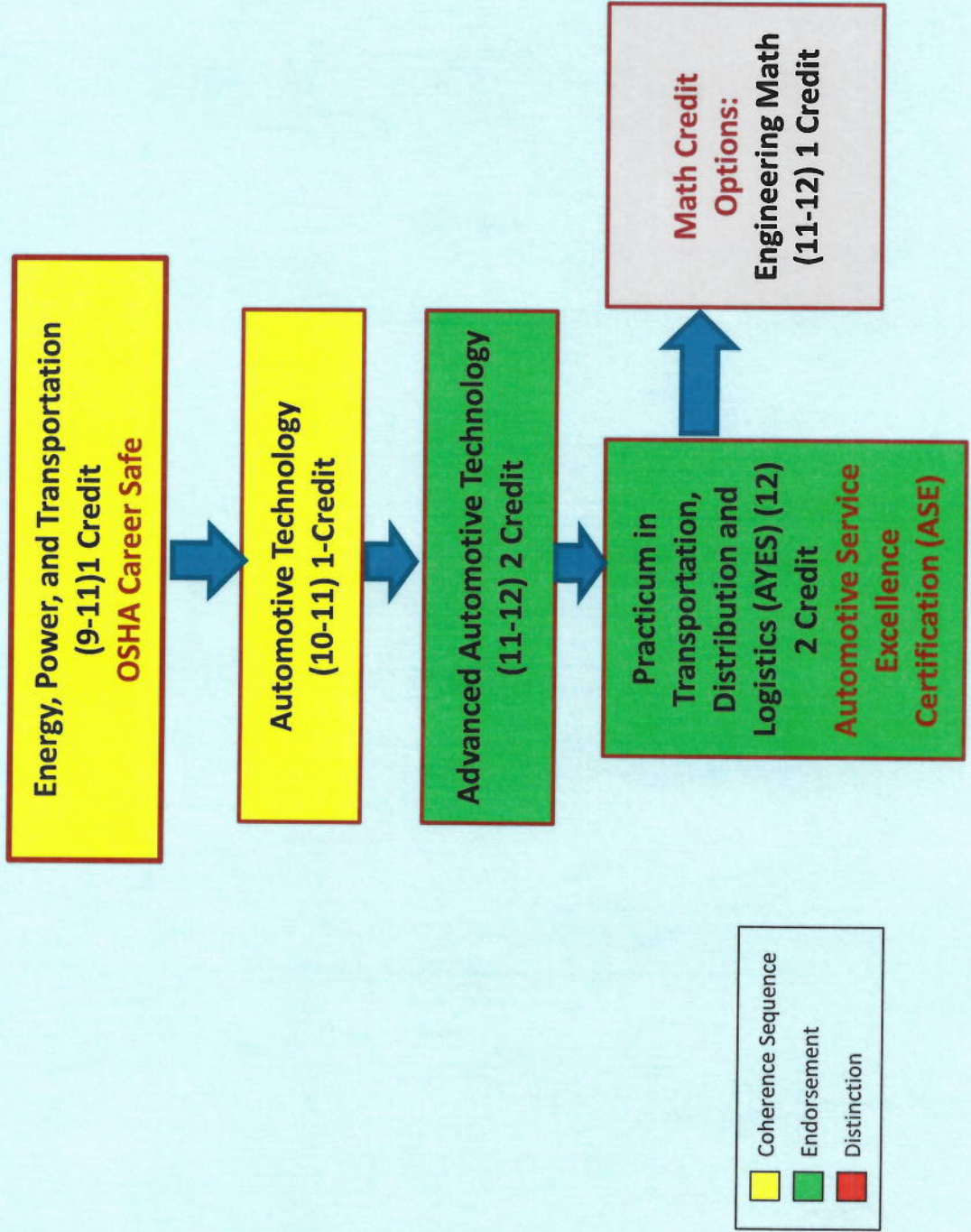
	Coherence Sequence
	Endorsement
	Distinction

*Dual Credit Option



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INDEPENDENT SCHOOL DISTRICT

AUTOMOTIVE TECHNOLOGY



Approval of Probationary Contracts for New Personnel

Recommendation: Consider approval of probationary contracts for new personnel.

Program Description/Summary: Personnel Recommendation Data Summary Sheets for each candidate will be furnished at the meeting.

ECISD Board Policy Effective Date: DCA (LEGAL). EMPLOYMENT PRACTICES: PROBATIONARY CONTRACTS
June 16, 2015

Future Action Expected: Contract renewals will be considered next July

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

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

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

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

Fiscal Impact: Salary and Benefits

Submitted By: Terese Faas

Recommended for Approval:
Kelly Waters,
Superintendent of Schools