Medina Valley ISD Trustees Board of

Medina Valley ISD Board of Trustees
Special Meeting
{{Date }} at 6:30 PM
MVISD Video/Teleconference System, MVISD Video/Teleconference System, Castroville, TX 78009-5309

Notice is hereby given that on **July 7, 2020** the **Board of Trustees of the Medina Valley Independent School District** will hold a **Special Board Meeting at 6:30 PM at {{Location: Meeting Location.}}** The subjects to be discussed are listed on the agenda which is attached to and made part of this notice.

Members of the public who desire to address the Board during Public Comments will need to sign up to speak prior to the start of the meeting by providing their name, and the topic they wish to address to the Board on the sign in sheet provided. At Regular Board Meetings the Board of Trustees shall permit public comment on any topic. At all other Board Meetings public comments will be limited to items on the agenda posted with the notice of the meeting. All public comments are limited to 5 minutes.

If it is determined that during the meeting an item on the agenda that can be legally discussed in closed session be removed from the open session and discussed in closed session, the board may elect to discuss such agenda item in closed session in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before convening into Closed Meeting the Presiding Officer will announce the time and identify the section or sections of this chapter under which the closed meeting is held. All final votes, actions, or decisions shall be taken in open meeting. The Presiding Officer will announce the date and time for the end of the Closed Meeting before resuming the Open Meeting.

If you have a disability, please advise the school district about special arrangements that may allow you to fully participate in this meeting by calling Medina Valley ISD at 830-931-2243.

For Medina Valley ISD Board of Trustees:

Emily Lorenz, Superintendent of Schools

Medina Valley ISD
Called Meeting
July 7, 2020

I. **First Order of Business**

A Establish a Quorum

II. **Public Comment (on agenda topics)**

III. **Closed Session**

A Pursuant to Texas Government Code Section 551.071, the Board will consult with its attorney regarding the proposed nonrenewal of a term contract employee Susan Ardila.

B Pursuant to Texas Government Code Section 551.074, the Board will conduct a hearing regarding the proposed nonrenewal of a term contract employee Susan Ardila.

IV. **Discussion and Possible Action Items**

A The Board will deliberate and take potential action regarding the proposed nonrenewal of a term contract employee Susan Ardila.

B Compensation Plan/Budget Workshop 4

C Consider 2020-2021 MVISD Compensation/Benefits Plan

D Consider ESC-12 Universal Benefits Consortium Interlocal Resolution and Agreement 38

V. **Closed Session**

A Deliberation Regarding Real Property (TX Govt. Code Section 551.072)

B Personnel Matters (TX Govt. Code Section 551.074)

VI. **Continued Discussion and Possible Action Items**

A Consider professional contract recommendations

B Consider adoption of a Resolution approving and authorizing the funding of the Purchase Prices, the closing costs and other transaction costs as provided in the Real Estate Sales Contacts, attached to the Resolution, for the following two tracts of real property, and authorizing the Superintendent to execute any other documents necessary to acquire the Properties which were not previously authorized by Resolution:
A 26.2 acre tract of land, more or less, which is part of a 62.4 acre (2,716,735 square feet) tract of land out of the S.C. Craig Survey No. 13 ¾, Abstract No. 1077, County Block 4345 and the Clementine Bundick Survey No, 13 ½, Abstract No. 992, County Block 4325 situated in Bexar County, Texas; and A 42.903 acre tract or parcel of land lying and being situated in the S.C. Craig Survey No. 13 ¾, Abstract No. 1077, C. B. 4341 and the Clementine Bundick Survey No. 13 ½ , Abstract No. 992, C. B. 4325, Bexar County Texas.

VII. **Adjournment**



MEDINA VALLEY
INDEPENDENT SCHOOL DISTRICT

2020-2021
COMPENSATION AND BUDGET WORKSHOP 7-7-2020



2020-2021
COMPENSATION PLAN



Teacher Hiring Schedule*
2020-2021

Years Experience	Annual Salary	Longevity Stipend
0	$52,710	$1,000
1	$53,210	$1,000
2	$53,810	$1,000
3	$54,410	$1,000
4	$54,910	$1,000
5	$55,695	$1,000
6	$56,345	$1,750
7	$56,995	$1,750
8	$57,695	$1,750
9	$58,145	$1,750
10	$58,245	$1,750
11	$58,345	$2,250
12	$58,445	$2,250
13	$58,545	$2,250
14	$58,645	$2,250
15	$58,745	$2,250
16	$58,870	$2,750
17	$58,995	$2,750
18	$59,145	$2,750
19	$59,320	$2,750
20	$59,820	$2,750
21	$60,620	$3,250
22	$61,420	$3,250
23	$62,220	$3,250
24	$63,020	$3,250
25	$63,820	$3,250
26	$64,730	$3,750
27	$65,580	$3,750
28	$65,730	$3,750
29	$67,130	$3,750
30	$67,930	$3,750

* The salaries listed above are based on 10-month employment for the 2020-2021 school year only. Salary plans are determined on an annual basis and salary advancement is not gauranteed. Pay increases are pased on the annual pay raise budget approved by the Board of Trustees.

**Master's degree add $1,000 to annual salary at appropriate experience level.

Draft

Administrative/Professional Pay Ranges

Daily Rates

Pay Grade	Minimum	Midpoint	Maximum
1	$280.89	$333.28	$385.68
2	$286.96	$349.96	$412.91
3	$300.45	$370.96	$441.43
4	$320.44	$393.19	$465.94
5	$339.96	$416.80	$493.87
6	$360.04	$441.75	$523.51
7	$388.71	$468.29	$547.92
8	$412.01	$496.38	$580.80
9	$436.31	$525.69	$615.08

Administrative/Professional Job Classification

Pay Grade 1

Assistant Director- Child Nutrition (226)
Assistant Director- Transportation (226)
Assistant Coordinator-PEIMS (226)
Coordinator- Communication (226)
Coordinator- Human Resources (226)
Truant Officer (197)

Pay Grade 2

Coordinator- Health Services (226)
Librarian- Elementary/Secondary (187)
Network Administrator (226)
ROTC- Senior Officer (226)
Social Worker (197)
Speech Lang. Pathologist Assistant, SLPA (187)

Pay Grade 3

Specialist- ELL, GT, Dyslexia, Instr. Tech (days vary)
Coordinator- IMA, Core Subjects (226)
Coordinator- PEIMS (226)
Counselor- Elementary/Secondary (days vary)
Diagnostician (207)
Manager- Finance (226)
Manager- Payroll (226)
Occupational Therapist (187)
Safety Coordinator (226)
Supt. Admin Asst/PIO (226)

Pay Grade 4

Coordinator- Guidance and Counseling (226)
Psychology Specialist, LSSP (days vary)
Speech Lang. Pathologist, SLP (187)
Vice Principal- Elementary (207)
Vice Principal- Middle School (207)

Pay Grade 5

Academic Dean- High School (226)
Assistant Director- Special Programs (226)
Coordinator- DAEP (207)
Director- CTE (226)
Director- Child Nutrition (226)
Director- Curriculum (226)
Director, Federal Programs & Grants (226)
Director- Fine Arts (226)
Director, Transportation (226)
Vice Principal- High School (226)

Pay Grade 6

Director- Athletics (226)
Director- Technology (226)
Manager- Maintenance (242)
Principal- Elementary (207)

Pay Grade 7

Director- Special Programs (226)
Manager- Construction
Principal- Middle School (226)

Pay Grade 8

Director- Facilities and Construction (231)
Director- Human Resources (226)
Principal- High School (226)

Pay Grade 9

Assistant Superintendent (226)

* Salaries listed above are for the 2020-2021 school year only. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increase are based on the annual pay raise budget approved by the Board of Trustees.

**$1200 Longevity Stipend (Except for Nurse, Librarian, Counselors refer to Teacher Longevity Stipends)

Clerical/Paraprofessional Pay Ranges

Pay Grade	Hourly Rates Minimum	Midpoint	Maximum
1	$10.94	$13.68	$16.41
2	$11.70	$14.63	$17.56
3	$12.62	$15.58	$18.54
4	$13.44	$16.59	$19.74
5	$14.83	$18.08	$21.33
6	$17.65	$21.52	$25.39
7	$19.59	$23.89	$28.19
8	$22.10	$26.79	$31.48

Clerical/Paraprofessional Job Classification

Pay Grade 1

- Aide- Inclusion (187)
- Aide- Instruction (187)
- Aide- Learning Lab (187)
- Aide- Physical Education (187)
- Aide- Pre-K/Headstart (187)
- Aide- Reading Academy (187)
- Aide- Resource (187)

Pay Grade 2

- Aide- Computer Lab (187)
- Aide- ISS (187)
- Aide- Library (187)
- Clerk- Health (187)
- Clerk- Campus (193)
- Receptionist- Campus (193)

Pay Grade 3

- Aide- ALE/Behavioral/DAEP/ECSE (187)
- Aide- Deaf Support (187)
- Clerk- Attendance Secondary (193)
- Clerk- Special Programs (207)
- Clerk- Student Services (217)
- Registrar- District (203)

Pay Grade 4

- Aide- Specialized Self-Contained (187)
- Clerk- Central Office (226)
- Clerk- Federal Programs and Grants (207)
- District Foster Care & Homeless Liaison (207)
- PEIMS Specialist (207)
- Receptionist- Central Office, C&I (226)
- Secretary- Counselor's Office (217)

Pay Grade 5

- Clerk- Accounts Payable (226)
- Licensed Vocational Nurse (187)
- Secretary- Athletics (207)
- Secretary- Child Nutrition (226)
- Secretary- Construction (226)
- Secretary- Elementary (217)
- Secretary- Federal Programs (226)
- Secretary- Fine Arts (207)
- Secretary- Maintenance (226)
- Secretary- Middle School (226)
- Secretary- Special Programs (226)
- Secretary- Transportation (226)

Pay Grade 6

- Clerk- Accounting (226)
- Clerk- Payroll (226)
- Generalist, HR (226)
- P.C. Technician/Help Desk (226)
- Secretary- High School (226)

Pay Grade 7

- Administrative Assistant- Assistant Supt. (226)
- HR Specialist (226)

Pay Grade 8

- Manager- Facilities Office (226)
- PC & Data Support Techician (226
- Senior Payroll Clerk (226)

* Salaries listed above are for the 2020-2021 school year only. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increase are based on the annual pay raise budget approved by the Board of Trustees.

**$1200 Longevity Stipend

Manual Trades Pay Ranges

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum
1	$8.75	$10.42	$12.09
2	$9.93	$11.82	$13.71
3	$11.28	$13.59	$15.90
4	$13.16	$15.76	$18.36
5	$15.46	$18.12	$20.78
6	$17.41	$20.48	$23.55
7	$19.15	$22.53	$25.91
8	$21.93	$25.80	$29.67

Manual Trades Job Classification

Pay Grade 1

Auxiliary Substitute or Temporary Position

Pay Grade 2

Bus Aide (178)
Food Service Helper I (181)

Pay Grade 3

Housekeeper (242)
General Maintenance Worker (242)
Gounds Worker (242)
Food Service Helper II (181)
Security Guard (242)

Pay Grade 4

Assistant Food Service Manager (191)
Lead Cook (190)
Maintancence Mechanic (242)
Warehouse Technican (242)

Pay Grade 5

Food Service Manager- Elementary (190)

Lead Maintenance Technician (242)

Bus Driver (178)

Pay Grade 6

Apprentice-Electrical/Plumbing/Carpenter/HVAC (242)
Lead Bus Driver/Trainer (days Vary)
Food Service Manager- Middle School (190)
Housekeeper Foreman (242)
Route Coordinator (226)
Vehicle Technician Apprentice (242)

Pay Grade 7

Food Service Manager- High School (190)

Grounds Supervisor (242)
Journeyman-Electric/Plumbing/Carpenter/HVAC (242)
Utility Manager (242)
Vehicle Technician (242)

Pay Grade 8

Foreman-Electical/Plumbing/Construction /HVAC (226)
Housekeepeing Supervisor (242)

Lead Vehicle Technician (242)

* Salaries listed above are for the 2020-2021 school year only. Salary plans are determined on an annual basis and salary advancement is not guarenteed. Pay increase are based on the annual pay raise budget approved by the Board of Trustees.
**$1200 Longevity Stipend



Stipends 2020-21 *Draft Proposal*

Campus		Amount
Academic Stipends (Category 1)		
EL	Bilingual Teacher	$2,000
EL	Grade Level/Specials Chair	$1,000
EL	Early Child Special Education	$2,000
MS	Grade Level Chair	$1,000
MS & HS	Dept. Chair	$ 1,000/1,500*
MS & HS	ESL Teacher	$1,000
HS	Dual Credit (Per course	$300 /Sem.
HS	Lead Counselor	$3,000
District	Alternative/Behavioral/ALE	$2,000
District	DEAP Lead Teacher	$3,000
District	Naviance Site Manager	$1,500
District	UIL Coordinator	$2,000
	*with no preparation period	

	Extra/Co-curricular (Category 2)	
EL	UIL Coordinator	$500
EL	UIL Sponsor	$250/Team
MS	Cheerleader Sponsor	$1,000/Sem
MS	Future Problem Solvers	$500
MS	National Junior Honor Society	$300
MS	Robotics Sposor	$500
MS	Student Council Sponsor	$1,000
MS	UIL Coordinator	$1,000
MS	UIL Sponsor	$400/Team
MS	Yearbook Sponsor	$1,000
HS	Art Society	$1,000
HS	Band (1st Assistant)	$7,000
HS	Band (Assistant)	$6,000
HS	Cheerleader Assistant Sponsor	$750/Sem
HS	Cheerleader Sponsor	$1,500/Sem
HS	Choir	$3,000

	Extra/Co-curricular (Category 2)		
MS	Athletic Coordinator	$1,500	
MS	Basketball	$2,000	
MS	Cross Country	$2,000	
MS	Football	$2,500	
MS	Soccer	$2,000	4
MS	Track	$2,000	
MS	Volleyball	$2,500	
HS	Baseball Head	$6,500	
HS	Baseball Assistant	$3,000	
HS	Basketball Head	$6,500	
HS	Basketball Assistant	$3,000	2
HS	Cross Country Head	$5,000	
HS	Cross Country Assistant	$3,000	
HS	Football Varsity Coordinator	$8,000	
HS	Football Varsity Assitant	$6,000	
HS	Girls Coordinator	$8,000	



Stipends Continued

HS	CTSO Sponsor	$2,000	HS	Golf Head (All Year)	$6,000	
HS	Cyber Patriots	$2,500	HS	Golf Assistant (Half Year)	$3,000	
HS	Dance Assistant Team Sponsor	$750/sem	HS	Powerlifting Head	$5,000	
HS	Dance Team Sponsor	$1,500/sem	HS	Powerlifting Assistant	$3,000	
HS	Fall Show/One Act Play	$1,500/Show	HS	Soccer Head	$6,500	
HS	Fall Show/One Act Play Assistar	$500/Show	HS	Soccer Assistant	$3,000	
HS	Future Problem Solvers	$500	HS	Softball Head	$6,500	
HS	Interpreter (Sign Language)	$1,200	HS	Softball Assistant	$3,000	
HS	JROTC Drill Team	$1,500/Sem	HS	Swimming Head	$5,000	
HS	Mock Trail	$500	HS	Swimming Assistant	$3,000	
HS	National Honor Society	$500	HS	Tennis Head Team	$6,000	
HS	National Tech Society	$500	HS	Tennis Head Individual	$6,000	
HS	Newspaper	$1,000	HS	Track Head	$6,500	
HS	Student Activity Coordinator	$700	HS	Track Assistant	$3,000	2
HS	Student Council Sponsor	$1,500	HS	Trainer Head	$10,000	
HS	UIL Coordinator	$1,000	HS	Trainer Assistant	$8,000	
HS	UIL Sponsor	$500/Team	HS	Volleyball Head	$6,500	
HS	Yearbook Sponsor	$1,000	HS	Volleyball Assistant	$3,500	1

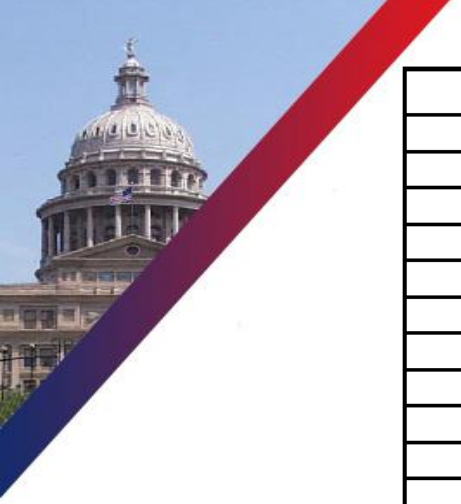


Pay Rates for Additional Duties
2020-21

Duty	Rate
Summer School Administrator	$35/hr
Professional Employee	$25/hr
Paraprofessional Employee (for work outside of the employee's assigned duties)	$10/hr
Summer Professional Development (approved by HR, C&I and Principal)	Professional-$80 full day/ $40 half day Pararofessional-$60 full day/ $30 half day Presenter- $150 full day/$75 half day
Cafeteria Lunch Monitoring	$9/hr
Student Workers	Begin @ min. wage
After School Extended Care	Regular Rate/subject to overtime
Food Service Catering	Regular Rate/subject to overtime
Cafeteria Concession Stand Workers*	$10/hr
Substitute Cafeteria Workers:	$9.00/hr
Food Service Summer School	Regular Rate + $1/hr.
Substitute Bus Drivers (non-transportation hourly employee only)	Regular Rate +$1/hr.
Athletic Workers (non-football)*	$9.50/hr. ($25 minimum per event)
Athletic Workers (Football)*	Separate Schedule Available through the Athletic Department
Athletic Announcers (Football, Soccer, Baseball, Softball) **	$75 Varsity/$50 Other (per game)

*** Not Subject to Overtime Pay**

**** High School Home Games Only**



2019-2020 Salary Comparison

	MVISD	NISD	Southside	Southwest	SCUCISD	South San
0	$53,710	$55,445	$54,500	$54,625	$50,600	$54,500
1	$54,210	$55,780	$55,120	$54,725	$51,311	$54,850
2	$54,810	$56,115	$55,224	$54,825	$51,311	$55,350
3	$55,410	$56,450	$55,588	$54,925	$52,472	$55,735
4	$55,910	$56,785	$55,796	$55,225	$54,172	$55,985
5	$56,695	$57,120	$57,028	$55,925	$55,849	$56,185
6	$58,095	$57,955	$57,293	$56,525	$57,095	$56,985
7	$58,745	$58,290	$57,558	$56,925	$57,676	$57,385
8	$59,445	$58,625	$58,088	$57,325	$57,877	$57,685
9	$59,895	$58,960	$58,168	$57,475	$58,077	$57,985
10	$59,995	$59,295	$59,148	$57,575	$58,277	$58,285
11	$60,595	$59,630	$59,678	$58,075	$58,477	$58,585
12	$60,695	$59,965	$60,208	$58,675	$58,709	$58,885
13	$60,795	$60,300	$60,738	$59,275	$58,909	$59,185
14	$60,895	$60,635	$61,268	$59,875	$59,109	$59,485
15	$60,995	$60,970	$61,798	$60,475	$59,373	$59,785
16	$61,620	$61,305	$62,328	$61,075	$59,890	$60,185
17	$61,745	$61,640	$62,911	$61,675	$60,500	$60,885
18	$61,895	$62,090	$63,441	$62,275	$61,033	$61,185
19	$62,070	$62,540	$63,971	$62,875	$61,568	$61,485
20	$62,570	$62,990	$64,501	$63,475	$62,249	$61,785
21	$63,870	$63,440	$64,418	$64,075	$63,084	$62,285
22	$64,670	$63,940	$64,943	$64,675	$64,025	$62,885
23	$65,470	$64,440	$65,468	$65,275	$64,691	$63,185
24	$66,270	$64,940	$65,993	$65,875	$65,357	$63,685
25	$67,070	$65,440	$66,518	$66,475	$66,024	$64,585
26	$68,480	$65,940	$67,043	$67,075	$66,692	$64,585
27	$69,330	$66,440	$67,568	$67,675	$67,451	$64,585
28	$69,480	$66,940	$68,093	$68,275	$68,120	$64,585
29	$70,880	$67,440	$68,618	$68,875	$68,618	$64,585
30	$71,680	$68,015	$69,143	$69,475	$69,119	$64,585
Monthly	$225	?	$351	$375	$310	$342-355
Yearly Contr.	$2,700	?	$4,212	$4,500	$3,720	$4,104
Difference	0	?	1512	1800	1020	1404



2020-2021
BENEFITS PLAN

UBC UNIVERSAL BENEFITS CONSORTIUM



MEDICAL RATES

MEDINA VALLEY
INDEPENDENT SCHOOL DISTRICT

BASIC HEALTH PLAN		ENHANCED HEALTH PLAN	
Employee Only -	$352	Employee Only -	$474
Employee + Children -	$645	Employee + Children -	$764
Employee + Spouse -	$1,060	Employee + Spouse -	$1,204
Employee + Family -	$1,238	Employee + Family -	$1,458

UBC UNIVERSAL BENEFITS CONSORTIUM

PREMIUM COMPARISION vs TRS 2021 Rates

District Contribution 2020-21	$225

	Full Rates			
	EO	EC	ES	EF
TRSAC - BCBS (2020-21)				
TRS/ActiveCare 1-HD	$397	$715	$1,120	$1,338
TRS/Primary	$386	$695	$1,089	$1,338
TRS/Primary +	$514	$834	$1,264	$1,588
UBC (2020-21)				
BASIC Health Plan	$352	$645	$1,060	$1,238
ENHANCED Plan	$474	$764	$1,204	$1,458

	Monthly Premium w/Employer Contribution			
	EO	EC	ES	EF
TRSAC - BCBS (2020-21)				
TRS/ActiveCare 1-HD	$172	$490	$895	$1,113
TRS/Primary	$161	$470	$864	$1,113
TRS/Primary +	$289	$609	$1,039	$1,363
UBC (2020-21)				
BASIC Health Plan	$127	$420	$835	$1,013
ENHANCED Plan	$249	$539	$979	$1,233

UBC UNIVERSAL BENEFITS CONSORTIUM

Plan Name	TRS-ActiveCare Primary (New)	TRS-ActiveCare HD (208)		UBC Basic Plan (New)		TRS-ActiveCare Primary+ (Previously Select) (128)	UBC Enhanced Plan (New)		TRS-Active Care 2 (25)	
Plan Summary	Lower premium Copays for doctor visits Statewide network PCP referrals required Not compatible with HSA No out-of-network coverage	Similar to current 1-HD Lower premium Compatible with HSA Nationwide network with out-of-network No requirement for PCP or referrals Must meet deductible before plan pays for non-preventative care		Similar to ActiveCare HD Same deductible and co-insurance Plan has both in- and out-of-network coverage available Plan includes $0 virtual (tele-medicine) visits Plan lower out-of-pocket maximums than the HD plan both in and out of network		Simpler version of the current select plan Lower deductible than the HD and primary plans Copays for many services and drugs Higher premium Statewide network PCP referrals required to see specialists Not compatible with HSA No out-of-network coverage	Similar to the new Primary Plus Plan Plan pays 90% after deductible in-network Slightly higher deductible Plan has in- and out-of-network benefits Plan does not require referrals Plan has $150 emergency room co-pay No deductible for prescription drugs		Closed to new enrollees Current enrollees can choose to stay in plan Lower deductible Copays for many drugs and services Nationwide network with out-of-network coverage No requirement for PCPs or referrals	
Total Monthly Premiums										
Employee Only	$386	$397		$352		$514	$474		$937	
Employee and Spouse	$1,089	$1,120		$1,060		$1,264	$1,204		$2,222	
Employee and Children	$695	$715		$645		$834	$764		$1,393	
Employee and Family	$1,301	$1,338		$1,238		$1,588	$1,458		$2,627	
Deductibles	In-Network Coverage Only	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network Coverage Only	In-Network	Out-of-Network	In-Network	Out-of-Network
Individual/Family	$2,500/$5,000	$2,800/$5,600	$5,500/$11,000	$3,000/$6,000	$6,000/$12,000	$1,200/$3,600	$1,500/$3,000	$4,000/$8,000	$1,000/$3,000	$2,000/$6,000
Coinsurance	You pay 30% after deductible	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 40% after deductbile	You pay 20% after deductible	You pay 10% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 40% after deductible
Individual/Family Max Out-of-Pocket	$8,150/$16,300	$6,900/$13,800	$20,250/$40,500	$6,650/$13,300	$12,700/$25,400	$6,900/$13,800	$5,000/$10,000	$8,000/$16,000	$7,900/$15,800	$23,700/$47,400
Network	Statewide	Nationwide		Nationwide		Statewide	Nationwide		Nationwide	
Primary Care Provider Required	Yes	No		No		Yes	No		No	
Doctor Visits										
Primary Care	$30 copay	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 40% after deductible	$30 copay	$35 copay	You pay 40% after deductible	$30 copay	You pay 40% after deductible
Specialist	$70 copay	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 40% after deductible	$70 copay	$35 copay	You pay 40% after deductible	$70 copay	You pay 40% after deductible
Virtual Health	$0 per consultation	$30 per consultation		$0 per consultation	You pay 40% after deductible	$0 per consultation	$0 per consultation	You pay 40% after deductible	$0 per consultation	

LEVEL-FUNDED HEALTH PLAN

WITH LEVEL FUNDING

- Defined and Contained Risk
- Stabilized Cash Flow
- In year 2, 100% Returned or Rolled over Claims Funds
- Plan Flexibility
- Proactive Plan Improvement

Delivers the predictable payments and security of a fully-insured plan while still enjoying the savings and control of a traditional self-funded plan.

- The District will never pay more than the pre-determined monthly cost
- After all claims are paid for the year, the unused money in the claim fund is returned to the District – not just a portion, but 100%
- The District will gain access to claims data, can make adjustments based on plan performance, and enjoy savings like never before, all while paying consistent monthly premiums
- 55% participation of current ActiveCare members required to qualify

UBC UNIVERSAL BENEFITS CONSORTIUM

FINDING A DOCTOR IN OUR DIRECTORY IS EASY



Is your doctor or hospital in your plan's Cigna network? Cigna's online directory makes it easy to find who (or what) you're looking for.

SEARCH YOUR PLAN'S NETWORK IN FOUR SIMPLE STEPS

Step 1

Go to **Cigna.com**, and click on "Find a Doctor" at the top of the screen. Then, under "How are you Covered?" select "Employer or School."

(If you're already a Cigna customer, log in to **myCigna.com** or the myCigna® app to search your current plan's network. To search other networks, use the **Cigna.com** directory.)

Step 2

Change the geographic location to the city/state or zip code you want to search. Select the search type and enter a name, specialty or other search term. Click on one of our suggestions or the magnifying glass icon to see your results.

Step 3

Answer any clarifying questions, and then verify where you live (as that will determine the networks available).

Step 4

Optional: Select one of the plans offered by your employer during open enrollment.

Cigna®

Employee Only (State and Local Contribution $225 per month)						
	TRS- Primary	**TRS- HD**	**UBC- Basic**	**TRS Primary +**	**UBC Enhanced**	**Active Care**
Monthly Premium	$161	$172	$127	$289	$249	$712
Total Annual Premium	$1,932	$2,064	$1,524	$3,468	$2,988	$8,544
Annual Deductible	$2,500	$2,800	$3,000	$1,200	$1,500	$1,000
Out of Pocket Max	$8,150	$6,900	$6,650	$6,900	$5,000	$7,900
Combined Total Cost	$10,082	$8,964	$8,174	$10,368	$7,988	$16,444

Employee plus Children (State and Local Contribution $225 per month)						
	TRS- Primary	**TRS- HD**	**UBC- Basic**	**TRS Primary +**	**UBC Enhanced**	**Active Care**
Monthly Premium	$470	$490	$420	$609	$539	$1,168
Total Annual Premium	$5,640	$5,880	$5,040	$7,308	$6,468	$14,016
Annual Deductible	$5,000	$5,600	$6,000	$3,600	$3,000	$3,000
Out of Pocket Max	$16,300	$13,800	$13,300	$13,800	$10,000	$15,800
Combined Total Cost	$21,940	$19,680	$18,340	$21,108	$16,468	$29,816

Employee plus Spouse (State and Local Contribution $225 per month)						
	TRS- Primary	**TRS- HD**	**UBC- Basic**	**TRS Primary +**	**UBC Enhanced**	**Active Care**
Monthly Premium	$864	$895	$835	$1,039	$979	$1,997
Total Annual Premium	$10,368	$10,740	$10,020	$12,468	$11,748	$23,964
Annual Deductible	$5,000	$5,600	$6,000	$3,600	$3,000	$3,000
Out of Pocket Max	$16,300	$13,800	$13,300	$13,800	$10,000	$15,800
Combined Total Cost	$26,668	$24,540	$23,320	$26,268	$21,748	$39,764

Employee plus Family (State and Local Contribution $225 per month)						
	TRS- Primary	**TRS- HD**	**UBC- Basic**	**TRS Primary +**	**UBC Enhanced**	**Active Care**
Monthly Premium	$1,076	$1,113	$1,013	$1,363	$1,233	$2,402
Total Annual Premium	$12,912	$13,356	$12,156	$16,356	$14,796	$28,824
Annual Deductible	$5,000	$5,600	$6,000	$3,600	$3,000	$3,000
Out of Pocket Max	$16,300	$13,800	$13,300	$13,800	$10,000	$15,800
Combined Total Cost	$29,212	$27,156	$25,456	$30,156	$24,796	$44,624

Affordable Care Act

Breakdown of Affordable Premiums

Position	# Work Days	# hours per day	Long. Stipend	Total Salary	Monthly Salary	ACA Max 9.75%
Bus Aide	178	4	1200	$8,270	$689	$67
Bus Driver	178	4	1200	$12,208	$1,017	$99
FS Helper I	181	8	1200	$15,579	$1,298	$127
Aide I	187	8	1200	$17,566	$1,464	$143
Housekeeper	242	8	1200	$23,038	$1,920	$187
Teacher	187	8	1000	$53,710	$4,476	$436
Administrator	207	8	1200	$67,332	$5,611	$547

District Contributions to Health Insurance

	# of Employees Participating	District Contribution Amount	Total Monthly Cost	Total Yearly Cost	Difference	TRS-Primary Cost to Employee	UBC-Basic Cost to Employee
Current	361	$225	$81,225	$974,700		$161	$127
Increase of $65	361	$290	$104,690	$1,256,280	**$281,580**	$96	**$62**
Increase of $100	361	$325	$117,325	$1,407,900	**$433,200**	$61	$27
Increase Participation	500	$225	$112,500	$1,350,000	**$375,300**	$161	$127
Increase Participation and $65	500	$290	$145,000	$1,740,000	**$765,300**	$96	$62
Increase Participation and $100	500	$325	$162,500	$1,950,000	**$975,300**	**$61**	$27



2020-2021 PRELIMINARY BUDGET PROJECTIONS

July 7, 2020



2019 LEGISLATIVE TAX RATE COMPRESSION

- Districts were required to ***compress*** their 2019-20 M&O Tax Rates to 93% of their 2018-19 rate.

  (1.00 x .93 = $.93)

- Districts were allowed to set their tax rate at 4 cents above their compressed rate ($.93 + .04) or up to a rollback rate of **$.97** with **board** approval.
- Districts annually, under current legislation, will recalculate their M&O Tax Rate to determine if they will be required to compress it further.
- MVISD 2020-2021 Total estimated tax rate is $.9164 (with 5 enrichment Pennies)
  - Standard Calculation = SCP = .93 X 1.025/(1 + .0401) = $0.9164
  - Fast Growth MCR = (1.025 X $2,198,607,037 X .93)/$2,418,880,000 = $0.8665
  - The district may increase up to $.05 with unanimous board approval, otherwise it may only increase $.04
- In 2021-2022 the board can adopt the fifth penny without a unanimous vote



Tax Rate History

	2015/16	2016/17	2017/18	2018/19	2019/20	*2020/21
M&O Tax Rate	$1.0400	$1.0400	$1.0400	$1.0400	$0.9700	$0.9165
I&S Tax Rate	$0.3482	$0.3992	$0.3992	$0.3992	$0.4550	$0.4550
Total Tax Rate	$1.3882	$1.4392	$1.4392	$1.4392	$1.4250	$1.3715

*** M&O TAX RATE IS CURRENTLY EXPECTED TO BE COMPRESSED BASED ON PROPERTY VALUE GROWTH**



Appraisal Value Trends

	2017	Yearly Growth	2018	Yearly Growth	2019	Yearly Growth	2020	Yearly Growth
Preliminary Actual	$1,616,854,929		$1,856,779,348	115%	$2,117,780,463	114%	$2,380,401,538	112%
Preliminary Actual Tax	$ 1,779,834		$ 1,914,857	108%	$ 2,304,734	120%	$ 2,486,320	108%
Certified	$1,561,437,231	112%	$1,813,214,563	116%	$2,039,499,590	112%	$2,142,361,384	105%
Percent of Prelim	97%		98%		96%		90%	
Actual Tax	$ 1,848,759	112%	$ 2,088,722	113%	$ 2,316,829	111%	$ 2,486,320	107%
Percent of Prelim	104%		109%		101%		100%	



First Report
Funding Lag Discussion

- Financial Integrity Rating System of Texas
  - Requires a district to discuss property values & funding lag
  - State Funding Lag (Prior to HB 3) - Prior year property values were used in the formulas to calculate State revenues causing a one-year funding lag – if the local revenue decreased in the year of the property value decline, the State did not recognize that decline until the subsequent year.



Student Enrollment Trends

CAMPUS	2017-18 Actual	2018-19 Actual	2019-20 Projected	2019-20 Current	2020-21 Projected
Castroville Elementary	658	619	639	644	608
LaCoste Elementary	761	550	563	552	565
Luckey Ranch Elementary	-	763	861	848	970
Potranco Elementary	1,027	712	753	820	840
Loma Alta Middle School	-	693	798	795	890
Medina Valley Middle School	1,219	613	639	633	653
High School	1,392	1,525	1,667	1,635	1,763
Reduction for Covid	-	-	-	-	(103)
Total Projected Enrollment	5,057	5,475	5,920	5,927	6,186



New/Additional Costs

New Positions from 19-20 Original Budget

- ✓ 23 Teaching Positions
- ✓ 4 Dyslexia Teachers
- ✓ 2 Social Workers (2 in 19-20)
- ✓ 2 Counselors
- ✓ 1 Vice Principal
- ✓ 1 Academic Dean
- ✓ 1 SLP
- ✓ 1 LSSP
- ✓ 4 ARD Facilitators (2 in 19-20)
- ✓ 1 PEIMS



Possible New Expenses

- Increased Sub Costs due to Increased Absences
- Increased Overtime for Covid related issues
- Covid related supplies
- Increased Transportation Costs
- Increased Technology Costs
- Increased Food Service Costs



Revenue Per Penny

Penny	Local Tax Revenue	State Revenue	Total Revenue
1	$235,500	$483,500	$719,000
2	$235,500	$483,500	$719,000
3	$235,500	$483,500	$719,000
4	$235,500	$483,500	$719,000
5	$235,500	$483,500	$719,000
Total	$1,177,500	$2,417,500	$3,595,000



2020-2021 Current Projected Budget with 5th Golden Penny @ 75% Growth

ESTIMATED REVENUES	2019-2020 CURRENT BUDGET	2019-2020 PROJECTED ACTUALS	2020-2021 ESTIMATED BUDGET	2020-2021 BUDGET CHANGE
5700 - LOCAL REVENUES	$ 22,174,000	$ 21,316,674	$ 21,341,709	$ (832,291)
5800 - STATE REVENUES	$ 29,171,324	$ 29,176,907	$ 31,366,100	$ 2,194,776
5900 - FEDERAL REVENUES	$ 780,000	$ 814,764	$ 525,000	$ (255,000)
7900 - OTHER SOURCES	$ -	$ -	$ -	$ -
TOTAL	$ 52,125,324	$ 51,308,345	$ 53,232,809	$ 1,107,485

ESTIMATED APPROPRIATIONS	2019-2020 CURRENT BUDGET	2019-2020 PROJECTED ACTUALS	2020-2021 ESTIMATED BUDGET	2020-2021 BUDGET CHANGE
6100 - SALARIES/BENEFITS	$ 40,773,974	$ 40,128,023	$ 43,764,635	$ 2,990,661
6200 - CONTRACTED SERV.	$ 4,519,613	$ 3,787,923	$ 4,381,640	$ (137,973)
6300 - SUPPLIES/EQUIP.	$ 3,939,198	$ 2,672,427	$ 3,435,716	$ (503,482)
6400 - TRAVEL/MISC.	$ 1,241,364	$ 897,566	$ 1,277,040	$ 35,676
6600 - CAPITAL OUTLAY	$ 2,250,896	$ 1,965,967	$ 766,582	$ (1,484,314)
TOTAL	$ 52,725,045	$ 49,451,906	$ 53,625,613	$ 900,568
SURPLUS/DEFICIT	$ (599,721)	$ 1,856,439	$ (392,804)	



2020-2021 Current Projected Budget without 5th Golden Penny @ 50% Growth

ESTIMATED REVENUES	2019-2020 CURRENT BUDGET	2019-2020 PROJECTED ACTUALS	2020-2021 ESTIMATED BUDGET	2020-2021 BUDGET CHANGE
5700 - LOCAL REVENUES	$ 22,174,000	$ 21,893,532	$ 21,113,103	$ (1,060,897)
5800 - STATE REVENUES	$ 29,171,324	$ 28,963,510	$ 30,876,505	$ 1,705,181
5900 - FEDERAL REVENUES	$ 780,000	$ 849,444	$ 525,000	$ (255,000)
7900 - OTHER SOURCES	$ -	$ -	$ -	$ -
TOTAL	$ 52,125,324	$ 51,706,486	$ 52,514,608	$ 389,284

ESTIMATED APPROPRIATIONS	2019-2020 CURRENT BUDGET	2019-2020 PROJECTED ACTUALS	2020-2021 ESTIMATED BUDGET	2020-2021 BUDGET CHANGE
6100 - SALARIES/BENEFITS	$ 40,773,974	$ 40,128,023	$ 43,764,635	$ 2,990,661
6200 - CONTRACTED SERV.	$ 4,519,613	$ 3,787,923	$ 4,381,640	$ (137,973)
6300 - SUPPLIES/EQUIP.	$ 3,939,198	$ 2,672,427	$ 3,435,716	$ (503,482)
6400 - TRAVEL/MISC.	$ 1,241,364	$ 897,566	$ 1,277,040	$ 35,676
6600 - CAPITAL OUTLAY	$ 2,250,896	$ 1,965,967	$ 766,582	$ (1,484,314)
TOTAL	$ 52,725,045	$ 49,451,906	$ 53,625,613	$ 900,568
SURPLUS/DEFICIT	$ (599,721)	$ 2,254,580	$ (1,111,005)	



Pay Increase History

CATEGORY	15-16	16-17	17-18	18-19	*19-20	*20-21
Teachers (Month)	$179	$150	$110	$133	$226	TBD
Admin./Professional	3.0%	2.6%	2.0%	3.0%	5.0%	0%
Clerical	3.5%	3.0%	2.0%	3.0%	5.0%	0%
Manual Trades	3.5%	3.0%	2.0%	3.0%	5.0%	0%

*Does not include the longevity stipend.



QUESTIONS?

EDUCATION SERVICE CENTER REGION 12 UNIVERSAL BENEFITS CONSORTIUM INTERLOCAL AGREEMENT RESOLUTION AND AGREEMENT

WHEREAS, Education Service Center Region 12 ("Region 12") operates a health benefits consortium ("Universal Benefits Consortium") to help make health benefits accessible to employees of public schools, municipalities, counties, governmental entities, and other entities and to the dependents of those employees;

WHEREAS, the Universal Benefits Consortium is governed by a board consisting of designees from each of the participants in the Consortium;

WHEREAS, Medina Valley Independent School District, hereinafter "Participant," wants to participate in the employee benefits offered by and through the Universal Benefits Consortium;

WHEREAS, each Party to this Resolution and Agreement is a governmental entity authorized to be a party to an agreement under the Interlocal Cooperation Act, Chapter 791 of the Texas Government Code.

WHEREAS, each Party to this Resolution and Agreement is authorized under law to provide health benefits to their employees and their dependents; and

WHEREAS, each Party to this Resolution and Agreement has determined that participation in the Universal Benefits Consortium will be beneficial to their respective employees and their dependents;

NOW, THEREFORE, BE IT RESOLVED that The Board of Trustees of Participant requests that the Universal Benefits Consortium include Medina Valley Independent School District as a participant in the Consortium.

FURTHER, said Participant hereby acknowledges and agrees to the following terms and conditions of this Agreement with the Universal Benefits Consortium:

1. This Agreement incorporates all Operational Procedures developed by the governing board of the Universal Benefits Consortium as these Procedures currently exist or may be developed, modified or amended hereafter by said governing board;

2. Participant agrees to comply with all Operation Procedures as established, modified, amended and/or approved by the governing board of the Universal Benefits Consortium.

3. Any obligation to pay fees relating to participation in the Universal Benefits Consortium will come from current revenues available to the Participant;

4. Any such fees fairly compensate the parties performing the functions and services under the Agreement;

5. Participant delegates to the governing board of the Universal Benefits Consortium all purchasing functions relating to the intents and purposes of this Interlocal Agreement;

6. Universal Benefits Consortium shall comply with the purchasing requirements for the purchase of personal property and services as required under Chapter 44 of the Texas Education Code and Chapter 791 of the Texas Local Government Code;

7. The term of this Agreement shall be one year, from September 1, 2020, to August 31, 2021, and will automatically renew unless the Universal Benefits Consortium receives notice 90 days prior to the anniversary date;

8. Participant or Universal Benefits Consortium may terminate Participant's participation in the Universal Benefits Consortium for any reason by giving written notice to the Universal Benefits Consortium governing board sixty (60) before the end of the term of this Agreement;

9. No provision of this Agreement shall affect or waive any sovereign or governmental immunity available to either party and/or its elected officials, officers, employees and agents under Texas or federal law nor waive any defenses or remedies at law available to either party and/or its elected officials, officers, employees and agents under Texas or federal law;

10. The parties to this Agreement do not enter the Agreement to protect any specific third party. The parties intend to exclude any benefit to be conferred upon a third party;

11. This Agreement contains the entire Agreement between the Parties and correctly sets forth the rights, duties and obligations of each to the other as of the effective date of the Agreement. Any oral representations or modifications concerning this Agreement will be of no force of effect excepting written modification by both parties.

BE IT FURTHER RESOLVED that the Board of Trustees of the Participant authorizes its, superintendent of a school district to execute any and all documents and take whatever action necessary to carry out the intentions of the Board of Trustees as stated and manifest herein.

I certify that the foregoing is a true and correct copy of the Resolution and Interlocal Agreement adopted by the Board of Trustees of Medina Valley Independent School District during a meeting on July 7, 2020. A quorum of the Board being then present, it was duly moved and seconded that the Resolution and Interlocal Agreement be adopted and agreed to, and such Resolution and Agreement were then adopted.

By: _____
Mario De Leon
President, Board of Trustees

Date:_____

ATTEST:

_____
Jennilea Campbell, Secretary, Board of Trustees

Date:_____

Participant Address: Medina Valley Independent School District
8449 FM 471 South
Castroville, Tx 78009

Participant
Contact Person: Jason Migura, Human Resources Director

Telephone No.: 830-931-2243

AGREED:

UNIVERSAL BENEFITS CONSORTIUM

By: _____

Dr Jerry Maze
Printed Name

Executive Director
Title
Date: _____