

Agenda of Regular Meeting

The Board of Trustees Judson ISD

A Regular Meeting of Judson ISD will be held October 10, 2019, beginning at 6:00 PM in the ERC Board Room, 8205 Palisades Dr, Live Oak, Texas 78233.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. MEETING CALLED TO ORDER
 - A. Roll Call, Establishment of Quorum, Invocation, Pledge of Allegiance
2. ACKNOWLEDGEMENT OF VISITORS/CITIZENS TO BE HEARD
 - A. Public Address
 - B. Public Comment
3. RECOGNITIONS
4. APPOINTMENT AND SWEARING IN OF NEW BOARD MEMBER TO FILL VACANCY IN DISTRICT 4
5. CONSIDERATION OF CONSENT ITEMS
 - A. Consider and take action regarding approving Board Minutes from the Regular Meeting held on September 12, 2019 and the Special Meetings held on September 23, and October 1, 2019
 - B. Consider and take action regarding approving Monthly Financial Information as of August 31, 2019
 - C. Consider and take action regarding approving Expenditure Equal to or Greater than \$50,000
 - D. Consider and take action regarding approving the submittals for Request for Proposals 16-01 Fundraiser Products and Services
 - E. Consider and take action regarding approving the ranking of the engineering firms for services related to the Material Testing Phase of the construction at Woodlake Elementary School
 - F. Consider and take action regarding approving the Capping of Judson I.S.D. Campuses
 - G. Consider and take action regarding approving the Campus Improvement Plan Executive Summary Reports
 - H. Consider and take action regarding approving the Superintendent's Evaluation Instrument for the 2019-2020 School Year
 - I. Consider and take action regarding approving the Board Self-Evaluation Instrument for the 2019-2020 School Year
 - J. Consider and take action regarding approving a Resolution declaring October 9, 2019 as Texas Education Human Resources Day
 - K. Consider and take action regarding approving a proclamation declaring October 20 - 26, 2019 as Friends of Libraries Week
 - L. Consider and take action regarding approving an order by the Board of Trustees of the Judson Independent School District amending the order of the Board of Trustees

authorizing the issuance of the "Judson Independent School District Unlimited Tax Refunding Bonds, Series 2010"; and other matters related thereto

- M. Consider and take action regarding approving an order authorizing the issuance by the Judson Independent School District of its unlimited tax refunding bonds in one or more series (as designated by purpose and series); Levying a continuing direct annual ad valorem tax for the payment of one or more series of bonds; delegating the authority to certain members of the Board of Trustees and District Staff to approve and execute certain documents relating to the sale of each series of bonds; and providing an effective date
- N. Consider and take action regarding approving resolution designating the investment officers for the Judson Independent School District

6. DISCUSSION/CONSIDERATION OF ACTION ITEMS

- A. Consider and take possible action regarding trademark royalty amount
- B. Consider and take possible action regarding approving the ranking of the submittals for Request for Competitive Sealed Proposal 19-20 Woodlake ES Modernizations & Improvements
- C. Consider and take possible action regarding approving method to fill vacancy and timeline for appointment of Board of Trustees vacancy created by resignation of Board Member Richard LaFoille in District 2
- D. Consider and take possible action(s) regarding approval of the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments

7. DISCUSSION ITEMS/REPORTS

- A. Superintendent Report
 - 1. Construction Report
 - 2. Equal Employment Opportunity (EEOC) Report
- B. Community Members to serve on JISD Hall of Honor Selection Committees
- C. Update on Board Advisory Committees
- D. Update on Board Training, Conferences, Events and Consider Future Agenda Item Requests by Board Members

8. CLOSED SESSION

- A. Pursuant to Texas Government Code Section 551.074, Discussing Personnel, the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments
- B. Pursuant to Texas Government Code Section 551.071, the Board will consult with its legal counsel regarding pending U.S. Equal Employment Opportunity Commission Charge and potential settlement authority for Charge Number 451-2019-02549 filed by Sharlene Alexander
- C. Pursuant to Texas Government Code Section 551.071, private consultation with the districts attorneys to discuss status of pending construction defects litigation

9. CONSIDER AND TAKE POSSIBLE ACTION(S) REGARDING ITEMS DISCUSSED IN CLOSED SESSION

- A. Consider and take possible action(s) regarding the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments
- B. The Board will consider and take possible action regarding pending U.S. Equal Employment Opportunity Commission Charge and potential settlement authority for Charge Number 451-2019-02549 filed by Sharlene Alexander.
- C. Consider and take possible action regarding status of construction defects litigation

10. ADJOURNMENT



Meeting Date: October 10, 2019

Submitted By: Dr. Jeanette Ball
Title: Superintendent

Agenda Item: Consider and take action regarding approving Board Minutes from the Regular Meeting held on September 12, 2019, and the Special Meetings held on September 23 and October 1, 2019.

CONSENT ITEM

RECOMMENDATION:

The Board approve the Minutes from the Regular Meeting held on September 12, 2019 and the Special Meetings held on September 23 and October 1, 2019,

IMPACT/RATIONALE:

Click here to enter text.

BOARD ACTION REQUESTED:

Approval/Disapproval

**Unofficial and Unapproved
Minutes of Regular Board Meeting
September 12, 2019
The Board of Trustees
Judson ISD**

A Regular Board Meeting of the Board of Trustees of Judson ISD was held Thursday, September 12, 2019, beginning at 6:00 PM in the ERC Board Room, 8205 Palisades Dr., Live Oak, Texas. Notice of this meeting was posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551. The meeting was audio and video tape recorded.

Present: Jennifer Rodriguez, Lynette Perez, Renée Paschall, Debra Eaton and Superintendent Dr. Jeanette Ball.

Absent: Suzanne Kenoyer and Richard LaFoilie

1. MEETING CALLED TO ORDER

- A. Roll Call, Establishment of Quorum, Invocation, Pledge of Allegiance
President Renée Paschall called the meeting to order at 6:01pm. Roll call was conducted and a quorum was established.

2. ACKNOWLEDGEMENT OF VISITORS/CITIZENS TO BE HEARD

- A. Public Comment
None
- B. Public Address
None

3. RECOGNITIONS

Paschall Elementary student Kobe Poyer recited the pledges. Colors were presented by the Judson High School Junior ROTC: Cadet Brix Baylon, Cadet, Keith Mayne, Cadet Justin Gonzalez and Cadet Matthew Huddman. Students from Kitty Hawk Middle School's SkillsUSA program were recognized as National Champion for the Opening and Closing Ceremony competitions. Team members are: Isis Agnew, Devan Hodges, Ayanna Thompson, Mia Wu, Rachael Zamora, Jaclyn Molina and Elliana Guardado. Their teachers/coaches are Mr. Acevedo and Ms. Herrera.

Ian Fernandez from Wagner High School was recognized for being selected into the NASA High School Aerospace Scholars STEM program in Houston.

The JEF Executive Director, Lexi Greathouse, recognized the top donors to the Judson Education Foundation and thanked them for their continued contributions. Pat McMahan with Alamo Insurance, Elizabeth Kuhlmann with Randolph Brooks Federal Credit Union, Duane, Alan and Nick Westerman from SAMCO and Manuel Long from Frost were in attendance. She also recognized those that were not able

to attend tonight: Edgenuity, Bandy Constructors, PBK, Stantec, HTS and Walsh Gallegos. Converse Mayor Suarez thanked the donors and handed out the official City of Converse coin. Peter Sonny-Merrill was also in attendance.

4. CONSIDER AND TAKE POSSIBLE ACTION TO ACCEPT THE RESIGNATION OF BOARD MEMBER JOSE MACIAS

Ms. Perez moved to accept the resignation of Jose Macias, Ms. Eaton seconded the motion. All voted in favor and the motion passed unanimously.

5. NOMINATIONS AND APPOINTMENT OF BOARD SECRETARY

Ms. Eaton moved to nominate Lynette Perez as Board Secretary. Ms. Rodriguez seconded the motion. There were no other nominations. All voted in favor and the motion passes unanimously.

6. CONSIDERATION OF CONSENT ITEMS

Consent Items A, B, C, E, G – K, Q, R, T, and V were unanimously approved.

Motion made by Ms. Rodriguez, seconded by Ms. Perez

For: 4 Against: 0 Abstained: 0

Motion passes.

A. Consider and take action regarding approving Minutes from the Regular Board Meeting held on August 8, 2019
Consent Item passed unanimously.

B. Consider and take action regarding approving Expenditure Equal to or Greater than \$50,000
Consent Item passed unanimously.

C. Consider and take action regarding approving Monthly Financial Information as of July 31, 2019
Consent Item passed unanimously.

D. Consider and take action regarding approving budget transfers across expenditure function categories

Motion made by Ms. Eaton, seconded by Ms. Perez

For: 4 Against: 0 Abstained: 0

Motion passes.

E. Consider and take action regarding approving the Submission of the 2019 Appraisal Roll as certified by Bexar Appraisal District for the Judson Independent School District
Consent Item passed unanimously.

F. Consider and take action regarding approving the Submission of the 2019 Effective and Rollback Tax Rates for the Judson Independent School District
Motion made by Ms. Perez, seconded by Ms. Eaton

For: 4 Against: 0 Abstained: 0

Motion passes

G. Consider and take action regarding approving the submission of 10/20 year Tax Levy Write Off as presented by the Bexar County Tax Assessor-Collector for tax accounts in the Judson Independent School District
Consent Item passed unanimously.

- H. Consider and take action regarding approving the submittals for Request for Proposal 20-02 Workers Compensation - Third Party Administrator (TPA), Cost Containment Services & 504/1305 Network Option
Consent Item passed unanimously.
- I. Consider and take action regarding approving the submittals for Request for Proposal 20-03 Construction Project Manager Consultant
Consent Item passed unanimously.
- J. Consider and take action regarding approving a Resolution Declaring Bexar County 4-H as an Extracurricular Activity and Bexar County 4-H Extension Staff Adjunct Faculty Status
Consent Item passed unanimously.
- K. Consider and take action regarding approving the Second Reading of Policy Update 113 affecting LOCAL Policies
Consent Item passed unanimously.
- L. Consider and take action regarding approving a Proclamation Declaring October Family and Community Engagement Month
Motion made by Ms. Eaton, seconded by Ms. Perez
For: 4 Against: 0 Abstained: 0
Motion passes.
- M. Consider and take action regarding approving a Proclamation Declaring October 2, 2019 as Custodial Appreciation Day
Motion made by Ms. Perez, seconded by Ms. Eaton
For: 4 Against: 0 Abstained: 0
Motion passes.
- N. Consider and take action regarding approving a Proclamation Declaring September 27, 2019 as American Indian Heritage Day
Motion made by Ms. Eaton, seconded by Ms. Rodriguez
For: 4 Against: 0 Abstained: 0
Motion passes.
- O. Consider and take action regarding approving a Proclamation Declaring September 15 - October 15, 2019 as National Hispanic Heritage Month
Motion made by Ms. Rodriguez, seconded by Ms. Perez
For: 4 Against: 0 Abstained: 0
Motion passes.
- P. Consider and take action regarding approving a Proclamation Declaring October 21 - 25, 2019 as National School bus Driver Appreciation and Bus Safety Week
Motion made by Ms. Eaton, seconded by Ms. Rodriguez
For: 4 Against: 0 Abstained: 0
Motion passes.
- Q. Consider and take action regarding approving the Fast Track Hiring of Teachers, Librarians, Nurses, Specialists, Counselors, Assistant Principals and Academic Coaches
Consent Item passed unanimously.

- R. Consider and take action regarding approving the additions to the Certified List of Appraisers for the 2019-2020 school year
Consent Item passed unanimously.
- S. Consider and take action regarding approving the local district updates made to the following local policies:
 - 1. EIA(LOCAL): Academic Achievement-Grading/Progress Reports to Parents
 - 2. EIC(LOCAL): Academic Achievement-Class Ranking
 - 3. FDA(LOCAL): Admissions-Interdistrict Transfers
 Motion made by Ms. Eaton, seconded by Ms. Perez
 For: 4 Against: 0 Abstained: 0
 Motion passes.
- T. Consider and take action regarding approving MOU for Handle With Care Program
Consent Item passed unanimously.
- U. Consider and take action regarding approving Reclassification of PEIMS Clerks and Educational Diagnosticians
Motion made by Ms. Eaton, seconded by Ms. Perez
 For: 4 Against: 0 Abstained: 0
 Motion passes.
- V. Consider and take possible action regarding approving an amendment to the Judson ISD Compensation Plan for the 2019-2020 Fiscal Year to add Adventure Club Supervisors as full time employees and provide flexibility to meet House Bill 3 requirements
Consent Item passed unanimously.

7. DISCUSSION/CONSIDERATION OF ACTION ITEMS

- A. Consider and take possible action regarding approving the 2019 Tax Rate
Motion made by Ms. Eaton, seconded by Ms. Perez
 After a brief discussion Ms. Perez moved that the property tax rate be decreased by the adoption of a tax rate of \$1.3584, which is effectively a 5.66 percent decrease in the tax rate. The total tax rate consists of a rate of \$0.97 for maintenance and operations and a rate of \$0.3884 for debt services.
 Roll call vote was taken and all were in favor.
 For: 4 Against: 0 Abstained: 0
 Motion passes unanimously.
- B. Consideration and approval of a resolution by the Board of Trustee of the Judson Independent School District authorizing the issuance of obligations designation as "Judson Independent School District Maintenance Tax Notes, Series 2019", making provision for the payment thereof by the annual levy of the districts maintenance and operations ad valorem taxes, and providing an effective date
 Motion made by Ms. Rodriguez, seconded by Ms. Eaton
 After a brief discussion Ms. Rodriguez moved that the Board of Trustees adopt a resolution authorizing the issuance of "Judson Independent School District Maintenance Tax Notes, series 2019"

For: 4 Against: 0 Abstained: 0
Motion passes.

C. Consider and take possible action regarding trademark royalty amount
Item was tabled, no action taken.

D. Consider and discuss possible method to fill vacancy created by resignation of
Board member Jose Macias
Motion made by Ms. Eaton, seconded by Ms. Paschall
Dr. Ball explained to the Board has an opportunity to fill the vacancy of District
4 by an election or by an appointment and made note of a clerical error, Mr.
Macias represented District 4 on item E below.
Ms. Perez recommended to use the process that Alamo Community Colleges
used to appoint Mr. Macias, Ms. Eaton agreed to application and appointment
process. The Board voted to fill the vacancy by application and appointment
Motion made by Ms. Eaton, seconded by Ms. Perez

For: 4 Against: 0 Abstained: 0
Motion passes.

E. Consider and take possible action regarding approving the timeline for
appointment of Board of Trustees vacant position District 2
Dr. Ball made note of a clerical error, Mr. Macias represented District 4, the
vacancy is in District 4
Ms. Rodriguez recommended changing the deadline to Monday, September 23rd
at 9:00am and follow the remainder of the timeline. The Board voted on the
updated timeline.
Motion made by Ms. Eaton, seconded by Ms. Rodriguez

For: 4 Against: 0 Abstained: 0
Motion passes.

F. Consider and take possible action(s) regarding approving the Personnel Report
and Updates Including New Hires, Resignations and Administrative
Appointments
See Item 10A.

8. DISCUSSION ITEMS/REPORTS

A. Superintendent Report

1. Construction Update

This information was included in BoardBook. Dr. Ball shared there will be a
Bond Building/Facilities Meeting on September 26th at Park Village
Elementary School.

B. Judson Education foundation 2019 second & third quarter update

Dr. Ball introduced Lexi Greathouse who share the second and third quarter
update that included the account balances from fundraisers. She also shared the
upcoming JEF fundraisers.

C. Update on Board Advisory Committees

Ms. Eaton will be attending the Bond Building/Facilities Meeting on September
26th.

- D. Update on Board Training, Conferences, Events and Consider Future Agenda Item Requests by Board Members
Ms. Paschall shared that several Board Members will be attending the TASA/TASB Convention in Dallas.

The Board adjourned into Closed Session at 7:15pm.

9. CLOSED SESSION

- A. Pursuant to Texas Government Code Section 551.074, Discussing Personnel, the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments

The Board reconvened in Open Session at 8:48pm. No final action, decision or vote was taken while in Closed Session.

10. CONSIDER AND TAKE POSSIBLE ACTION(S) REGARDING ITEMS DISCUSSED IN CLOSED SESSION

- A. Consider and take possible action(s) regarding the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments

Motion made by Ms. Rodriguez, seconded by Ms. Eaton

For: 4 Against: 0 Abstained: 0

Motion passes

11. ADJOURNMENT

There being no further business, the meeting was adjourned at 8:48pm.

**Unofficial and Unapproved
Minutes of Special Meeting
September 23, 2019
The Board of Trustees
Judson ISD**

A Special Meeting of the Board of Trustees of Judson ISD was held Monday, September 23, 2019, beginning at 6:00 PM in the Administration Building, 8012 Shin Oak Dr., Live Oak, Texas. Notice of this meeting was posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551. The meeting was audio and video tape recorded.

Present: Debra Eaton, Jennifer Rodriguez, Lynette Perez, Renée Paschall and Superintendent Dr. Jeanette Ball

Absent: Suzanne Kenoyer and Richard LaFoilie

1. MEETING CALLED TO ORDER

A. Roll Call, Establishment of Quorum

President Renée Paschall called the meeting to order at 6:14pm. Roll call was conducted and a quorum was established.

The Board adjourned into Closed Session at 6:14pm.

2. CLOSED SESSION

A. Pursuant to Texas Government Code Section 551.074, consider and discuss applicants for appointment to fill vacancy on the Board

The Board reconvened in Open Session at 7:14pm. No final action, decision or vote was taken while in Closed Session.

3. CONSIDER AND TAKE POSSIBLE ACTION(S) REGARDING ITEMS DISCUSSED IN CLOSED SESSION

A. Consider and take possible action related to appointment to fill vacancy on the Board

Ms. Rodriguez moved to authorize the Board President to proceed as discussed in closed session with regard to the applicants to fill the vacancy on the board, seconded by Ms. Perez

For: 4

Against: 0

Abstained: 0

Motion passes.

4. ADJOURNMENT

There being no further business, the meeting was adjourned at 7:15pm.

**Unofficial and Unapproved
Minutes of Special Meeting
October 1, 2019
The Board of Trustees
Judson ISD**

A Special Meeting of the Board of Trustees of Judson ISD was held Tuesday, October 1, 2019, beginning at 5:00 PM in the ERC Board Room, 8205 Palisades Dr., Live Oak, Texas. Notice of this meeting was posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551. The meeting was audio and video tape recorded.

Present: Richard LaFoilie, Jennifer Rodriguez, Lynette Perez, Debra Eaton, Suzann Kenoyer, Renée Paschall and Superintendent Dr. Jeanette Ball

Absent: None

1. MEETING CALLED TO ORDER

A. Roll Call, Establishment of Quorum

President Renée Paschall called the meeting to order at 5:00pm. Roll call was conducted and a quorum was established.

The Board adjourned into Closed Session at 5:01pm.

2. CLOSED SESSION

A. Pursuant to Texas Government Code Section 551.071, private consultation with the Districts attorneys to discuss status of pending construction defects litigation

B. Pursuant to Texas Government Code Section 551.074, consider and discuss applicants for appointment to fill vacancy on the Board

The Board reconvened in Open Session at 9:02pm. No final action, decision or vote was taken while in Closed Session.

**3. CONSIDER AND TAKE POSSIBLE ACTION(S) REGARDING ITEMS
DISCUSSED IN CLOSED SESSION**

A. Consider and take possible action related to appointment to fill vacancy on the Board

Ms. Perez made a motion that the Board appoint Rafael “Rafa” Diaz, Jr. to the vacant position in district 4 for the Judson Independent School District and that the President contact him so that he can either accept or not accept that appointment and be at our next Board Meeting to be sworn in. Seconded by Mr. LaFoilie

For: 6
Motion carries.

Against: 0

Abstained: 0

4. ADJOURNMENT

There being no further business, the meeting was adjourned at 9:02pm.



Meeting Date: October 10, 2019

Submitted By: William E. Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving the Monthly Financial Information as of August 31, 2019

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve the financial statements as of August 31, 2019.

IMPACT/RATIONALE:

The accounting department compiles various financial reports each month to inform the Board of Trustees on the financial position of the District.

The following reports are included for this purpose:

Revenue and Expenditure (Budget vs. Actual) for the General Operating, Child Nutrition, and Interest & Sinking;

Tax Collections status report;

Bond Constructions reports

BOARD ACTION REQUESTED:

Approval/Disapproval

**Judson Independent School District
Monthly Financial Report**

General Fund

**Year To Date
Revenues and Expenditures
(Budget Vs Actual)
Cash Basis
Cumulative as of August 31, 2019**

<u>Code(s)</u>	<u>Revenues</u>	<u>Budget (Annual)</u>	<u>Actual (To Date)</u>	<u>Balance</u>	<u>Percent Actual/ Budget</u>
57XX	Local Revenues	\$ 101,260,146	\$ 973,971	\$ 100,286,175	1%
58XX	State Revenues	91,917,000	272,029	91,644,971	0%
59XX	Federal Revenues	<u>3,600,000</u>	<u>49,247</u>	<u>3,550,753</u>	1%
	Total Revenues	<u>\$ 196,777,146</u>	<u>\$ 1,295,246</u>	<u>\$ 195,481,900</u>	1%
	<u>Expenditures</u>				
61XX	Employee Salaries/Benefits	\$ 173,266,601	\$ 4,509,087	\$ 168,757,514	3%
62XX	Professional Services	16,937,097	1,068,270	15,868,827	6%
63XX	Supplies and Materials	10,205,782	780,845	9,424,937	8%
64XX	Other Operating	3,587,630	147,818	3,439,813	4%
65XX	Debt Service	351,810	4,102	347,708	1%
66XX	Capital Outlay	<u>562,799</u>	<u>1,829,635</u>	<u>(1,266,836)</u>	325%
	Total Expenditures	<u>\$ 204,911,719</u>	<u>\$ 8,339,755</u>	<u>\$ 196,571,964</u>	4%

Notes: If Revenues exceed the amount budgeted, the budget variance is Favorable ("Fav"); otherwise, the variance is Unfavorable "Unfav".

If Expenditures exceed the amount budgeted, the budget variance is Unfavorable ("Unfav"); otherwise, the variance is Favorable "Fav".

**Judson Independent School District
Monthly Financial Report**

Child Nutrition

**Year To Date
Revenues and Expenditures
(Budget Vs Actual)
Cash Basis**

Cumulative as of August 31, 2019

<u>Code(s)</u>	<u>Revenues</u>	<u>Budget (Annual)</u>	<u>Actual (To Date)</u>	<u>Balance</u>	<u>Percent Actual/ Budget</u>
57XX	Local Revenues	\$ 1,929,800	\$ 282,415	\$ 1,647,385	15%
58XX	State Revenues	70,000		70,000	0%
59XX	Federal Revenues	<u>12,711,000</u>	<u>11,185</u>	<u>12,699,815</u>	0%
	Total Revenues	<u>\$ 14,710,800</u>	<u>\$ 293,601</u>	<u>\$ 14,417,199</u>	2%
	<u>Expenditures</u>				
61XX	Employee Salaries/Benefits	\$ 6,080,000	\$ 264,677	\$ 5,815,323	4%
62XX	Professional Services	321,300	78,606	242,694	24%
63XX	Supplies and Materials	8,187,300	350,399	7,836,901	4%
64XX	Other Operating	33,000	371	32,629	1%
66XX	Capital Outlay	<u>40,000</u>	<u>-</u>	<u>40,000</u>	0%
	Total Expenditures	<u>\$ 14,661,600</u>	<u>\$ 694,053</u>	<u>\$ 13,967,547</u>	5%

Notes: If Revenues exceed the amount budgeted, the budget variance is Favorable ("Fav"); otherwise, the variance is Unfavorable "Unfav".

If Expenditures exceed the amount budgeted, the budget variance is Unfavorable ("Unfav"); otherwise, the variance is Favorable "Fav".

**Judson Independent School District
Financial Report**

Debt Service Fund

**Year To Date
Revenues and Expenditures
(Budget Vs Actual)
Cash Basis
Cumulative as of August 31, 2019**

<u>Code(s)</u>	<u>Revenues</u>	<u>Budget (Annual)</u>	<u>Actual (To Date)</u>	<u>Balance</u>	<u>Percent Actual/ Budget</u>
57XX	Local Revenues	\$ 38,712,700	\$ 74,340	\$ 38,638,360	0%
	Total Revenues	\$ 38,712,700	\$ 74,340	\$ 38,638,360	0%
	<u>Expenditures</u>				
64XX	Other Operating	\$ 50,000	\$ -	\$ 50,000	0%
65XX	Debt Service	38,428,513	12,650,869	25,777,644	33%
	Total Expenditures	\$ 38,478,513	\$ 12,650,869	\$ 25,827,644	33%

Notes: If Revenues exceed the amount budgeted, the budget variance is Favorable ("Fav"); otherwise, the variance is Unfavorable "Unfav".
If Expenditures exceed the amount budgeted, the budget variance is Unfavorable ("Unfav"); otherwise, the variance is Favorable "Fav".

**TAX COLLECTION REPORT
TAXES COLLECTED 2019**

TAXABLE VALUATION
ADJUSTED TAXABLE VALUATION
TAX RATE

AUGUST 1, 2019 TO AUGUST 31, 2019

THE MONTH OF AUGUST, 2019

CURRENT TAX ROLL
ADJUSTMENTS TO ROLL
TOTAL

CURRENT TAXES COLLECTED

TOTAL

DELINQUENT TAX ROLL	\$4,703,625.48
ADJUSTMENTS TO ROLL	(\$593,422.79)
TOTAL	<u>\$4,110,202.69</u>

DELINQUENT TAXES COLLECTED	\$1,198,382.42
PENALTIES & INTEREST	\$103,745.76
RENDITION PENALTY COMMISSION	<u>(\$29.26)</u>

\$34,949.16
\$43,030.49
<u>(\$21.25)</u>

TOTAL	<u>\$1,302,098.92</u>
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\$77,958.40

TOTAL COLLECTIONS	<u><u>\$1,302,098.92</u></u>
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\$77,958.40

8/31/2019

8/31/2018

RATIO OF COLLECTIONS
TO CURRENT TAXES

RATIO OF COLLECTIONS TO DELINQUENT TAXES	29.16%
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29.91%

RATIO OF TOTAL COLLECTIONS

I CERTIFY THAT THIS IS A TRUE AND
CORRECT REPORT OF THE COLLECTION
OF TAXES FOR JUDSON INDEPENDENT
SCHOOL DISTRICT.



DIRECTOR OF ACCOUNTING

Project Description	Budget	Adjusted Budget	Actual Expenditures & Encumbrances	Remaining Balance
Veterans Memorial High School*	\$ 60,022,200.00	\$ 64,646,430.71	\$ 64,646,430.71	\$ -
Copperfield Elementary	\$ 22,977,800.00	\$ 22,275,626.44	\$ 22,275,626.44	\$ -
Candlewood Elementary: Chiller Compressor	\$ -	\$ 34,582.00	\$ 34,582.00	\$ -
Coronado Village Elementary Switch Gear	\$ -	\$ 13,044.00	\$ 13,044.00	\$ -
Crestview Elementary: Chiller Replacement	\$ -	\$ 48,690.00	\$ 48,690.00	\$ -
Metzer Middle Compressor Replacement	\$ -	\$ 34,216.00	\$ 34,216.00	\$ -
Olympia Elementary RTU Replacement	\$ -	\$ 33,552.00	\$ 33,552.00	\$ -
Spring Meadows Elementary: Temporary Chiller Rental	\$ -	\$ 36,544.00	\$ 36,544.00	\$ -
Unallocated	\$ -	\$ 277,314.85	\$ -	\$ 277,314.85
	\$ 83,000,000.00	\$ 87,400,000.00	\$ 87,122,685.15	\$ 277,314.85

	Interest Earned to Date	Allocated Interest	Unallocated Interest
Interest Earned to Date	\$ 109,442.69	\$ -	\$ 109,442.69

Transfer from General Fund \$3,100,000*
Transfer from General Fund \$1,300,000

Proposition 1

Project Description	Bond Amount	Adjusted Budget	Actual Expenditures & Encumbrances	Remaining Balance
Candlewood Elementary Renovations	\$ 3,084,930.00	\$ 3,084,930.00	\$ 296,658.95	\$ 2,788,271.05
Converse Elementary Upgrades	\$ 597,000.00	\$ 597,000.00	\$ 7,313.60	\$ 589,686.40
Coronado Village Elementary Renovations	\$ 2,218,420.00	\$ 2,218,420.00	\$ 60,666.35	\$ 2,157,753.65
Crestview Elementary Upgrades	\$ 5,737,020.00	\$ 5,737,020.00	\$ 46,238.00	\$ 5,690,782.00
Elof Elementary Upgrades* [■]	\$ 6,163,705.00	\$ 5,780,705.00	\$ 1,997,506.25	\$ 3,783,198.75
Franz Elementary Renovations	\$ 1,732,485.00	\$ 1,732,485.00	\$ 252,525.99	\$ 1,479,959.01
Hartman Elementary Upgrades	\$ 286,750.00	\$ 286,750.00	\$ 179,087.79	\$ 107,662.21
Hopkins Elementary Upgrades*	\$ 685,150.00	\$ 685,150.00	\$ 422,765.96	\$ 262,384.04
Masters Elementary Upgrades* [■]	\$ 17,450.00	\$ 125,450.00	\$ 117,115.52	\$ 8,334.48
Miller's Point Elementary Upgrades	\$ 4,664,800.00	\$ 4,664,800.00	\$ 444,928.02	\$ 4,219,871.98
Olympia Elementary Upgrades	\$ 3,852,220.00	\$ 3,852,220.00	\$ 400,719.38	\$ 3,451,500.62
Park Village Elementary Upgrades*	\$ 9,456,475.00	\$ 9,456,475.00	\$ 1,509,648.00	\$ 7,946,827.00
Paschall Elementary Upgrades*	\$ 5,082,500.00	\$ 5,082,500.00	\$ 712,720.00	\$ 4,369,780.00
Rolling Meadows Elementary Upgrades	\$ 185,000.00	\$ 185,000.00	\$ -	\$ 185,000.00
Salinas Elementary Upgrades	\$ 74,500.00	\$ 74,500.00	\$ 48,871.76	\$ 25,628.24
Spring Meadows Elementary Renovations	\$ 2,256,910.00	\$ 2,256,910.00	\$ 335,728.00	\$ 1,921,182.00
Woodlake Elementary Upgrades	\$ 6,440,220.00	\$ 6,440,220.00	\$ 1,132,122.14	\$ 5,308,097.86
Judson Middle School Upgrades	\$ 2,566,411.00	\$ 2,566,411.00	\$ 368,375.23	\$ 2,198,035.77
Kirby Middle School Renovations	\$ 26,685,372.00	\$ 26,685,372.00	\$ 25,510,024.24	\$ 1,175,347.76
Kitty Hawk Middle School Renovations	\$ 26,146,753.00	\$ 26,146,753.00	\$ 24,992,349.30	\$ 1,154,403.70
Metzger Middle School Upgrades	\$ 346,020.00	\$ 346,020.00	\$ 181,072.06	\$ 164,947.94
Woodlake Hills Middle School Upgrades*	\$ 7,122,118.00	\$ 7,122,118.00	\$ 5,452,027.93	\$ 1,670,090.07
Secondary Alternative School Upgrades	\$ 676,880.00	\$ 676,880.00	\$ 383,217.68	\$ 293,662.32
Performing Arts Center Upgrades	\$ 2,254,828.00	\$ 2,254,828.00	\$ 1,727,049.00	\$ 527,779.00
Judson High School Upgrades	\$ 825,000.00	\$ 825,000.00	\$ 181,481.82	\$ 643,518.18
Wagner High School Upgrades* [■]	\$ 1,265,090.00	\$ 1,540,090.00	\$ 737,612.40	\$ 802,477.60
Police Department Upgrades	\$ 67,960.00	\$ 67,960.00	\$ 49,712.08	\$ 18,247.92
Transportation Upgrades	\$ 183,500.00	\$ 183,500.00	\$ -	\$ 183,500.00
Administrative Costs	\$ 1,379,000.00	\$ 1,359,000.00	\$ 212,242.06	\$ 1,146,757.94
Technology Upgrades-Network Services	\$ 6,300,000.00	\$ 6,300,000.00	\$ 2,357,996.87	\$ 3,942,003.13
Technology Upgrades-Desktop Services	\$ 5,700,000.00	\$ 5,700,000.00	\$ 3,970,400.86	\$ 1,729,599.14
Stadium Upgrades	\$ 1,432,460.00	\$ 1,514,137.32	\$ 1,514,137.32	\$ -
Contingency	\$ 433,073.00	\$ 351,395.68	\$ -	\$ 351,395.68
	\$ 135,920,000.00	\$ 135,900,000.00	\$ 75,602,314.56	\$ 60,297,685.44

*Hail Damage - Owner Betterment

■ Transferred Budget

	Interest Earned to Date	Allocated Interest	Unallocated Interest
Interest Earned to Date	\$ 5,136,747.41	\$ -	\$ 5,136,747.41

2016 BOND FUNDS

AS OF AUGUST 31, 2019

Proposition 2

Project Description	Bond Amount	Adjusted Budget	Actual Expenditures & Encumbrances	Remaining Balance
Administrative Costs	\$ 730,800.00	\$ 730,800.00	\$ 401,613.15	\$ 329,186.85
Escondido Elementary	\$ 36,174,600.00	\$ 36,174,600.00	\$ 28,558,350.19	\$ 7,616,249.81
Wortham Oaks Elementary	\$ 36,174,600.00	\$ 36,174,600.00	\$ 28,688,785.16	\$ 7,485,814.84
	\$ 73,080,000.00	\$ 73,080,000.00	\$ 57,648,748.50	\$ 15,431,251.50

	Interest Earned to Date	Allocated Interest	Unallocated Interest
Total Interest Earned	\$ 1,690,004.86	\$ -	\$ 1,690,004.86

Veterans Memorial High School Phase II	Bond Amount	Adjusted Budget	Actual Expenditures & Encumbrances	Remaining Balance
Athletic Fields	\$ 6,400,000.00	\$ 6,500,000.00	\$ 6,483,738.36	\$ 16,261.64
New Academic Wing, Performing Arts Auditorium, Junior ROTC Area, Additional Parking				
Construction Costs	\$ 37,550,000.00	\$ 37,550,000.00	\$ 29,864,408.17	\$ 7,685,591.83
Design related fees, includes architect, engineers, consultants, testing, feasibility studies, printing	\$ 3,828,000.00	\$ 3,828,000.00	\$ 3,685,845.34	\$ 142,154.66
Site development, includes land purchase cost, impact fees, water, sewer, electrical hookup	\$ 200,000.00	\$ 200,000.00	\$ 16,794.93	\$ 183,205.07
FF&E (furniture, fixtures and equipment)	\$ 1,500,000.00	\$ 1,500,000.00	\$ 41,786.49	\$ 1,458,213.51
Technology	\$ 625,000.00	\$ 625,000.00	\$ 47,108.69	\$ 577,891.31
Subtotal	\$ 50,103,000.00	\$ 50,203,000.00	\$ 40,139,681.98	\$ 10,063,318.02
Contingency*	\$ 9,897,000.00	\$ 5,397,000.00	\$ -	\$ 5,397,000.00
TOTAL	\$ 60,000,000.00	\$ 55,600,000.00	\$ 40,139,681.98	\$ 15,460,318.02

*Transfer to General Fund reimbursement for athletic fields \$4,400,000

	Interest Earned to Date	Allocated Interest	Unallocated Interest
Interest Earned to Date	\$ 1,773,012.37	\$ -	\$ 1,773,012.37



Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving expenditures equal to or greater than \$50,000

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve the expenditures listed in the attachment that are equal to or greater than \$50,000 and delegate the authority to the Superintendent or her designee to execute all contracts and related documents necessary to complete this project.

IMPACT/RATIONALE:

Board Policy CH (Local) states that any single, budgeted purchase of goods or services that cost \$50,000 or more shall require Board approval before a transaction may take place, unless the purchase falls into a categorical exemption as reflected in the policy.

A categorical exemption shall be defined as:

- Board approved contract;
- Continuing or periodic purchases under a board-approved contract or bid;
- Expenditures for utilities including electricity, natural gas, telecommunications, water and wastewater;
- Expenditures for impact and permitting fees imposed by municipalities and county governments;
- Payments to the County Appraisal District.
- Expenditures for vehicle fuels procured through board-approved purchasing cooperatives;
- Expenditures for food service products procured through board-approved purchasing cooperatives.

The expenditures indicated on the attached document are not covered under the categorical exceptions as contained in Board policy.

BOARD ACTION REQUESTED:

Approval/Disapproval



MEMORANDUM

September 30, 2019

To: William Atkins, Chief Financial Officer

From: J.J. McQuade, Director of Purchasing

RE: Purchases Equal to or Exceeding \$50,000

Board Policy CH (Local) states that any single, budgeted purchase of goods or services at a cost of \$50,000 or more shall require Board approval before a transaction may take place, unless the purchase falls into a categorical exemption as reflected in the policy.

A categorical exemption shall be defined as:

- Board approved contract;
- Continuing or periodic purchases under a board-approved contract or bid;
- Expenditures for utilities including electricity, natural gas, telecommunications, water and wastewater;
- Expenditures for impact and permitting fees imposed by municipalities and county governments;
- Payments to the County Appraisal District.
- Expenditures for vehicle fuels procured through board-approved purchasing cooperatives;
- Expenditures for food service products procured through board-approved purchasing cooperatives.

The expenditures indicated on the attached document are not covered under the categorical exceptions as contained in Board policy.

Once a recommendation to make the purchase was established, the prospective vendor was requested to complete a Texas Ethics Commission Form 1295. This requirement became effective on January 1, 2016 and is related to the passage of House Bill 1295 which is now incorporated into the Texas Government Code 2252.908. The form is attached and identifies all interested parties associated with the vendor as it relates to this procurement. Upon approval by the Board of Trustees and issuance of a district purchase order, the form will be posted on the Texas Ethics Commission's website as required by statute.

All board members, employees and agents involved in the planning, recommending, selecting or contracting of a vendor should be reminded of the conflict of interest reporting requirements as mandated in Chapter 176 of the Local Government Code. A copy of Form CIS has been included as an additional attachment. In the event that a conflict exists, the form should be completed and submitted to the Purchasing Department not later than the 7th day after the conflict is identified.

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

FORM CIS

(Instructions for completing and filing this form are provided on the next page.)

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.

This is the notice to the appropriate local governmental entity that the following local government officer has become aware of facts that require the officer to file this statement in accordance with Chapter 176, Local Government Code.

OFFICE USE ONLY

Date Received

1 Name of Local Government Officer

2 Office Held

3 Name of vendor described by Sections 176.001(7) and 176.003(a), Local Government Code

4 Description of the nature and extent of employment or other business relationship with vendor named in item 3

5 List gifts accepted by the local government officer and any family member, if aggregate value of the gifts accepted from vendor named in item 3 exceeds \$100 during the 12-month period described by Section 176.003(a)(2)(B).

Date Gift Accepted _____ Description of Gift _____

Date Gift Accepted _____ Description of Gift _____

Date Gift Accepted _____ Description of Gift _____

(attach additional forms as necessary)

6 AFFIDAVIT

I swear under penalty of perjury that the above statement is true and correct. I acknowledge that the disclosure applies to each family member (as defined by Section 176.001(2), Local Government Code) of this local government officer. I also acknowledge that this statement covers the 12-month period described by Section 176.003(a)(2)(B), Local Government Code.

Signature of Local Government Officer

AFFIX NOTARY STAMP / SEAL ABOVE

Sworn to and subscribed before me, by the said _____, this the _____ day
of _____, 20 _____, to certify which, witness my hand and seal of office.

Signature of officer administering oath

Printed name of officer administering oath

Title of officer administering oath

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

Section 176.003 of the Local Government Code requires certain local government officers to file this form. A "local government officer" is defined as a member of the governing body of a local governmental entity; a director, superintendent, administrator, president, or other person designated as the executive officer of a local governmental entity; or an agent of a local governmental entity who exercises discretion in the planning, recommending, selecting, or contracting of a vendor. This form is required to be filed with the records administrator of the local governmental entity not later than 5 p.m. on the seventh business day after the date on which the officer becomes aware of the facts that require the filing of this statement.

A local government officer commits an offense if the officer knowingly violates Section 176.003, Local Government Code. An offense under this section is a misdemeanor.

Please refer to chapter 176 of the Local Government Code for detailed information regarding the requirement to file this form.

INSTRUCTIONS FOR COMPLETING THIS FORM

The following numbers correspond to the numbered boxes on the other side.

- 1. Name of Local Government Officer.** Enter the name of the local government officer filing this statement.
- 2. Office Held.** Enter the name of the office held by the local government officer filing this statement.
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- 5. List gifts accepted, if the aggregate value of the gifts accepted from vendor named in item 3 exceeds \$100.** List gifts accepted during the 12-month period (described by Section 176.003(a)(2)(B), Local Government Code) by the local government officer or family member of the officer from the vendor named in item 3 that in the aggregate exceed \$100 in value.
- 6. Affidavit.** Signature of local government officer.



Vendor	Requesting Department	Procurement Method	Funding Source	Amount
Rush Truck Centers of Texas	Transportation Department	NEISD 97-16	Local	\$262,975.70

This is for the purchase of ten (10) bus engines. The purchase will include the engines, all related parts and installation.

Doggett Freightliner of South Texas	Transportation Department	Buyboard 521-16	Local	\$36,496.63
-------------------------------------	---------------------------	-----------------	-------	-------------

This is for the purchase of one (1) bus engine. The purchase will include the engine, all related parts and installation.

Dodson House Moving	Facilities Planning	Buyboard 556-18	Bond 2016	\$55,970.48
---------------------	---------------------	-----------------	-----------	-------------

This purchase is for the demolition of a portable building at JCARE and the relocation of a portable building from Park Village to JCARE.

Procurement Method Definitions

NEISD: This is purchased through a shared agreement with Northeast ISD.

Buyboard: The contract is offered through a nationwide purchasing cooperative.



Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving the submittals for Request for Proposal 16-01 Fundraiser Products and Services

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board approve Request for Proposal (RFP) 16-01 Fundraiser Products Services as presented in the attachments and delegate the authority to the Superintendent or her designee to execute all contracts and related documents necessary to complete this project.

IMPACT/RATIONALE:

Allows the District to purchase goods and services in accordance with Section 44.031 of the Texas Education Code.

Expenditures will be made from local and activity funds.

All awards will be valid through June 30, 2024.

BOARD ACTION REQUESTED:

Approval/Disapproval



MEMORANDUM

October 1, 2019

To: Bill Atkins, Chief Financial Officer

From: J.J. McQuade, Director of Purchasing

RE: Request for Proposals (RFP) 16-01 Fundraiser Products and Services

The purpose of this RFP is to pre-qualify vendors providing fundraiser products and services for use throughout Judson Independent School District on an as needed basis.

It is recommended that the Board of Trustees approve the submittal as presented and delegate the authority to the superintendent or her designee to execute all contracts and related documents necessary to complete this project.

This solicitation was created on behalf of all campus locations. All vendors that are currently enrolled in the District's vendor registration system were notified of the opportunity via email. In addition, information was posted on the District's website. In accordance with state law, a notice was published in *The Hart Beat* on June 12th & 15th 2015. Submittals were opened as received. The District has received fifty-three (53) responses that were previously approved by the Board. At this time, two (2) additional response has been received. The Purchasing Department will continue to accept submittals for this offering and present vendors for approval on a quarterly basis. When proposals are received, a review is completed by district staff members. The review includes evaluating the proposals for legitimacy, verifying pricing, and conducting research on the proposing vendors and their offering.

All board members, employees and agents involved in the planning, recommending, selecting or contracting of a vendor should be reminded of the conflict of interest reporting requirements as mandated in Chapter 176 of the Local Government Code. A copy of Form CIS has been included as an additional attachment. In the event that a conflict exists, the form should be completed and submitted to the Purchasing Department not later than the 7th day after the conflict is identified. It is recommended that the Board of Trustees approve the submittals as presented in the attached listing.

Each vendor was requested to complete a Texas Ethics Commission Form 1295. This requirement became effective on January 1, 2016 and is related to the passage of House Bill 1295 which is now incorporated into the Texas Government Code 2252.908. The form is attached and identifies all interested parties associated with the vendor as it relates to this procurement. Upon approval by the Board of Trustees and issuance of a notification of award, the form will be posted on the Texas Ethics Commission's website as required by statute.

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

FORM CIS

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Date Gift Accepted _____ Description of Gift _____

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(attach additional forms as necessary)

6 AFFIDAVIT

I swear under penalty of perjury that the above statement is true and correct. I acknowledge that the disclosure applies to each family member (as defined by Section 176.001(2), Local Government Code) of this local government officer. I also acknowledge that this statement covers the 12-month period described by Section 176.003(a)(2)(B), Local Government Code.

Signature of Local Government Officer

AFFIX NOTARY STAMP / SEAL ABOVE

Sworn to and subscribed before me, by the said _____, this the _____ day
of _____, 20 _____, to certify which, witness my hand and seal of office.

Signature of officer administering oath

Printed name of officer administering oath

Title of officer administering oath

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

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**RFP 16-01 Fundraising Products and Services
September 2019**

Item	Company	Catalog	Discount	1295 Received
1	Big Time Fundraising	Cookie Dough, Shopper Catalogs, Discount Books	N/A	Yes
2	Fundraising "R" US	Candy Bars, Fortune Cookies, Pretzels	N/A	Yes



Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving the ranking of the engineering firms for services related to the material testing phase of the construction at Woodlake Elementary School

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve the ranking of the engineering firms to provide services for the material testing phase of the construction at Woodlake ES. It is further recommended that the Board of Trustees delegate the authority to the superintendent or her designee to execute contracts upon successful negotiations.

IMPACT/RATIONALE:

Allows the district to procure professional services in accordance with §2254.004 of the Texas Government Code and comply with Board Policy CV (LOCAL).

Expenditures will be paid from 2016 Bond Funds.

The contracts will be for a specific projects and will expire upon their completion.

BOARD ACTION REQUESTED:

Approval/Disapproval



MEMORANDUM

October 1, 2019

To: Bill Atkins, Chief Financial Officer

From: JJ McQuade, C.P.M., Director of Purchasing

RE: RFQ 16-08 Engineering Services for Material Testing Services for Woodlake Elementary School

A Request for Qualifications for engineering services was completed in 2016 in order to develop a pool of highly qualified providers that would be available as specific projects become necessary. A pool of 49 firms responded with statements of qualifications. For this project, nine (9) firms have been identified as able to provide the services required by the District. A thorough review has been conducted and each firm has been ranked according to their qualifications. Approval of this ranking will allow the superintendent or his designee to attempt to negotiate a contract for a fair and reasonable price with the top-ranked provider. In the event that an agreement cannot be reached, all negotiations will cease with that vendor. At that point, an attempt will be made to negotiate with the next highest ranked vendor and so on until an agreement is reached.

Firms in order of ranking:

1. PSI
2. RKCI
3. Alpha Testing
4. Terracon
5. Fugro
6. Arias
7. Rock Engineering
8. HVJ
9. Drash

All board members, employees and agents involved in the planning, recommending, selecting or contracting of a vendor are reminded of the conflict of interest reporting requirements as mandated in Chapter 176 of the Local Government Code. A copy of Form CIS has been included as an additional attachment. In the event that a conflict exists, the form should be completed and submitted to the Purchasing Department not later than the 7th day after the conflict is identified.

Expenditures are estimated to be \$120,000 to \$150,000. Expenditures will be made from 2016 bond funds.

This contract will be for a specific project and will expire upon its completion.

It is recommended that the Board of Trustees approve the ranking as presented in the attachment.



MEMORANDUM

Date: September 30, 2019

To: James McQuade
Director of Purchasing

From: Ruben Moreno
Director of Facilities Planning *RM*

Project: Woodlake Elementary – Modernization and Improvements
Materials Testing Services

Re: RFQ 16-08 B - Engineering Consultant Services

Below are the rankings for Material Testing Services based on the RFQ 16-08 (B). Also included are supporting documentation. The office of Facilities Planning found PSI to be the highest ranked firm. The cost to procure these services is approximately \$120,000.00 to \$150,000.00.

Rankings are as follows:

1. PSI
2. RKCI
3. Alpha Testing
4. Terracon
5. Fugro
6. Arias
7. Rock Engineering
8. HVJ
9. Drash

CC: Dr. Milton (Rob) Fields, Deputy Superintendent of Administration & Operations

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

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Date Gift Accepted _____ Description of Gift _____

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(attach additional forms as necessary)

6 AFFIDAVIT

I swear under penalty of perjury that the above statement is true and correct. I acknowledge that the disclosure applies to each family member (as defined by Section 176.001(2), Local Government Code) of this local government officer. I also acknowledge that this statement covers the 12-month period described by Section 176.003(a)(2)(B), Local Government Code.

Signature of Local Government Officer

AFFIX NOTARY STAMP / SEAL ABOVE

Sworn to and subscribed before me, by the said _____, this the _____ day
of _____, 20 _____, to certify which, witness my hand and seal of office.

Signature of officer administering oath

Printed name of officer administering oath

Title of officer administering oath

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

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- 6. Affidavit.** Signature of local government officer.

09-30-19 JUDSON ISD RFQ EVALUATION FORM RFQ 16-08 B - ENGINEERING CONSULTANT SERVICES for Material Testing Services - Woodlake Elementary	Alpha Testing	Arlas	Drash	Fugro	HVJ Associates	PSI	RKCI	Rock Engineering	Terracon

1) Firm's Establishment									
Number Of Years In Business (5 Points Possible)	5	5	2	5	5	5	5	5	5
Subtotal	5	5	2	5	5	5	5	5	5

2) General Information									
Submitted Requested Information (3 Points Possible)	3	3	3	3	3	3	3	3	3
Subtotal	3								

3) Disclosure Forms									
Felony Disclosure Statement (1 Point)	1	1	1	1	1	1	1	1	1
Subtotal	1								

4) Firm Background and Staff (30 Points)									
i. Number of employees in firm locally:	10	10	10	8	10	10	10	8	10
ii. Total of employees in firm all locations	1	0	0	1	1	1	1	1	1
a. Number of Registered Engineers	10	10	10	10	10	11	11	10	10
b. Number of Draftsmen/CAD/Designers/EITs/Interns/Inspectors	1	1	3	4	2	5	5	1	1
c. Others certified or licensed professionals	0	0	1	0	5	1	1	1	1
d. Administrators	1	1	1	1	1	1	1	1	1
Subtotal	23	22	25	24	29	29	29	22	24

5) Building Information Modeling (BIM)									
Only when applicable. (10 Points Possible)	NA								
Subtotal	0								

6) Insurance Claims									
Claims asserted against your within the past five years? (Y = Yes) (N = No)	N	Y	N	N	N	N	N	N	N

7) Personnel Qualifications									
Project Manager (3 Points Possible)	3	3	3	3	3	3	3	3	3
Subtotal	3								

8) Organizational Structure									
Organizational Chart: (2 Points Possible)	2	2	2	2	2	1	2	2	2
Subtotal	2	2	2	2	2	1	2	2	2

9) Completed Projects (see guideline for appropriate criteria)									
Projects (10 Points Possible)	10	10	0	10	6	10	10	10	10
Subtotal	10	10	0	10	6	10	10	10	10

10) Current Workload									
Current Workload Availability (10 Points Possible)	10	4	6	10	0	8	8	4	10
Subtotal	10	4	6	10	0	8	8	4	10

11) Technical Certification									
Geologist, TxDOT 14.2.1, TxDOT 14.4.1 (3 points)	3	3	3	0	0	3	1	0	1
Subtotal	3	3	3	0	0	3	1	0	1

12) Technology/Electronic Expertise									
Ability to Meet Requirements (Y = Yes, N = No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

13) RFQ Submission									
Organization of RFQ (3 Points)	2	2	2	2	2	2	2	2	2
Subtotal	2								

14) Interview (Optional)									
Maximum (20 Points)	n/a								
Subtotal	0								

TOTAL	62	55	47	60	51	65	64	52	61
RANK	3	6	9	5	8	1	2	7	4



Meeting Date: October 10, 2019

Submitted By: Marco Garcia

Title: Assistant Superintendent of Human Resources

Agenda Item: Consider and take action regarding approving the Capping of Judson I.S.D. Campuses

CONSENT ITEM

RECOMMENDATION:

That the Board approve the capping of the Judson ISD campuses as listed.

IMPACT/RATIONALE:

Click here to enter text. Hartman Elementary – 815 projected students with 802 actual students.

Grade: 1st grade monolingual is currently at 2 classes of 26 students and 1 class of 25 students. 2nd grade monolingual is currently at 2 classes of 24 students and 1 class of 25 students. 3rd grade monolingual is currently at 3 classes of 24 students.

Hartman will refer students at these grade levels to Park Village Elementary.

Hopkins Elementary – 835 projected students with 756 actual students.

Grade: Pre-kinder dual is currently at 1 class of 26 students.

Hopkins will refer students at this grade level to Hartman Elementary.

Spring Meadows Elementary – 600 projected students with 643 actual students.

Grade: 2nd grade bilingual is currently at 1 class of 25 students.

Spring Meadows will refer students at this grade level to Crestview Elementary.

BOARD ACTION REQUESTED:

Approval/Disapproval



MEMORANDUM

To: Dr. Jeanette Ball
Superintendent

Date: September 30, 2019

From: Marco Garcia
Assistant Superintendent

Subject: Capped Schools for 2019-2020

The following schools are at capacity for enrollment in certain grade levels. Projected enrollments for 2019-2020 for the following campuses are indicated with recommendations for capping of those campuses.

Table with 2 columns: School Name, Campus, Grade, and Send Students to. Rows include Hartman Elementary, Hopkins Elementary, and Spring Meadows Elementary.

Criteria for TEA Waivers

- Recommendation for a TEA Waiver request in all K- 4th grade classes across the district, with a ratio above 22:1. Currently, only 12 grades at 10 campuses have more than a maximum class size ratio of 22:1...

At an elementary campus, if all classes in a grade level are above the Board approved K- 4th grade teacher/student ratio of 24:1, Operations Division and Human Resources will consult with the Superintendent, other senior staff members and the campus principals.

Hartman Elementary – 815 projected students with 802 actual students. Grade: 1st grade monolingual is currently at 2 classes of 26 students and 1 class of 25 students. 2nd grade monolingual is currently at 2 classes of 24 students and 1 class of 25 students. 3rd grade monolingual is currently at 3 classes of 24 students. Hartman will refer students at these grade levels to Park Village Elementary.

Hopkins Elementary – 835 projected students with 756 actual students. Grade: Pre-kinder dual is currently at 1 class of 26 students. Hopkins will refer students at this grade level to Hartman Elementary.

Spring Meadows Elementary – 600 projected students with 643 actual students. Grade: 2nd grade bilingual is currently at 1 class of 25 students. Spring Meadows will refer students at this grade level to Crestview Elementary.



Meeting Date: October 10, 2019

Submitted By: Rebecca Robinson

Title: Deputy Superintendent of Teaching and Learning

Agenda Item: Consider and take action regarding approving the Campus Improvement Plan Executive Summary Reports

CONSENT ITEM

RECOMMENDATION:

That the Board approve campus Executive Summaries.

IMPACT/RATIONALE:

According to the Texas Education Code under section §11.251 PLANNING AND DECISION MAKING PROCESS, the board of trustees shall annually approve the campus Executive Summaries to include performance objectives and shall ensure that the campus plans are mutually supportive to accomplish the identified objectives and support the state goals and objectives.

BOARD ACTION REQUESTED:

Approval/Disapproval



Converse Elementary School
Cynthia L. Davis, Principal
Executive Summary
2019-2020

Converse Elementary received a C rating this year from TEA. As a school in Targeted Improvement, the campus has identified several school success factors that will be used to improve the learning outcomes for all students. The campus will emphasize common planning, data collection and analysis, and find different ways to reteach and assess areas of need.

Goals

1. During the 2019-20 school year, Converse Elementary students in grades 3-5 will improve Domain I STAAR scores as follows:
Approaches: 67% to 72% Meets: 30% to 35% Masters: 12% to 17%
2. During the 2019-20 school year, Converse Elementary students in grades 3-5 will improve Domain III scores by meeting a minimum of 5 targets in Student Achievement, 9 targets in Student Growth, and 3 targets in Student Success.
3. During the 2019-20 school year, a minimum of 75% of Converse Elementary students in grades K-2 will read on grade level based on pre and post DRA scores.

Focus for Converse Elementary

- **Planning Support to Teachers:** Teachers (K-5) will be provided bi-monthly planning sessions with the administrative team to work on the creation of a pacing calendar, develop strong and aligned lessons and activities, and to plan for areas of need presented in student data. Teachers will also be provided with a ½ day planning session every 6-8 weeks to plan for additional spiraling activities to support low assessment areas.
- **Regular Unit Assessments and Data Analysis:** All grade level teachers (K-5) will administer JISD unit assessments in math, science, reading, and writing, meet bi-monthly to analyze data, and determine actions to take in order to reteach needy standards identified through the data analysis. We will pay special attention the standard to ensure alignment and rigor.
- **Classroom Meetings:** All grade level teachers will hold weekly classroom meetings in their rooms with students to build classroom community. Classroom meetings will focus on a variety of topics including student to student respect, good decision-making, and how communities work together for the common good.



Copperfield Elementary School
Sherri Wrather, Principal
Executive Summary
2019-2020

FIRST, Copperfield has continually worked on All students making progress at each level. Copperfield earned all six distinctions-Reading/ELA, Science, Mathematics, Top 25% Student Progress, Top 25% Closing Performance Gaps, and Postsecondary Readiness. Copperfield's 2019 STAAR scores at the Approaches Grade Level were 78% in Reading and Math; Writing 69%; Science 74%. Since writing had the lowest passing rates at Approaches Level, it will be the primary focus for the 2019-2020 academic school year. In addition, Copperfield will closely monitor students at the Meets and Masters Level to ensure expected progress is met.

Goals

1. To demonstrate sustained growth in student achievement in all core subject areas by May 2020. We will progress monitor at each Benchmark assessment as we analyze student growth for ALL students.
2. To increase student achievement on the 2019-2020 STAAR Writing assessments to 90% for all student groups by May 2020. Progress monitoring will be analyzed in November-2019 and February-2020.
3. To increase the percentage of students performing at Level III- Masters Level, across all content areas.
4. To increase special education student achievement on the 2019-2020 STAAR Math/Reading by five Percentage points.

Focus for Copperfield Elementary

- **Writing Instruction:** Copperfield students in PK-5 will engage in meaningful writing lessons and activities. Also, we will increase writing across the content areas to include targeted journaling in science and math and process writing according to grade level TEKS. Grade levels will be expected to publish several writing pieces throughout the school year with opportunities to share and analyze essays data at PLCs.
- **Academic Intervention Plan:** Copperfield will offer after-school tutoring. In addition, PLCs, Reflective Practice and Data Meetings will be conducted on a regular basis to review data and plan instruction and interventions that meet the rigor of the grade level's TEKS, as well as, STAAR Readiness and Supporting Standards. Campus wide W.I.N. Time (What I Need) – Small Group intervention DAILY during the school day from 1:45 – 2:30pm. Staff members will receive additional RTI training to find new ways to help students who are struggling academically and behaviorally. Training will be provided by administration, campus RTI teachers and JISD Curriculum Specialists during PLCs.
- **Enrichment Intervention Plan:** Copperfield will provide enrichment lessons and activities for students in grades 3-5 before, during, and after school by our TAG teacher. During PLC, Staff members will also receive additional training on differentiation to find new ways to challenge students who are performing above their grade-level and get them to advanced level III. Some of the strategies will also be implemented during our W.I.N. Time small group instruction.



Crestview Elementary School
Linda Cruz, Principal
Executive Summary
2019-2020

Crestview's spring 2019 STAAR scores at the Approaches Grade Level were 94% in Reading and 97% in Mathematics; Writing 79%; Science 91%. Crestview earned an "A" rating through the TEA Accountability System, but earned only 4 out of 6 distinctions. Crestview did not earn a distinction in Science or in Comparative Academic Growth. A significant loss of progress is evident in Reading, Writing and Science STAAR. Crestview will closely monitor students at Meets and Masters Levels to ensure expected progress is met. Results of spring surveys of staff, students, and parents indicate that 95% of students feel safe at school; we will focus on fostering a positive environment and decrease bullying so that 100% of students feel safe at Crestview.

Goals

1. To demonstrate sustained growth in student achievement in all core subject areas
2. To increase student achievement on the 2019-2020 STAAR Writing assessments to 90% for all student groups
3. To increase the percentage of students performing at Level II-Meets and Level III- Masters Grade Level, across all content areas
4. To increase special education student achievement on the 2019-2020 STAAR Math/Reading assessment by 5 percentage points

Focus for Crestview Elementary

- **Writing Process:** Crestview students in PK-5 will engage in meaningful writing lessons and activities. All students will be taught the writing process at grade level expectation. Staff will be provided writing professional development throughout the school year, specifically the writing process. Grade levels will be expected to publish several writing pieces throughout the school year with opportunities to share and score essays at RPMs.
- **Science Activities/Camps:** Crestview students in grades PK-5 will enjoy science day camps at various parks, including Live Oak Park, Frederick Park, Medina River Natural Area, and Edwards Aquifer Research Center. Crestview students will learn through demonstrations by SAWS, the Texas Parks and Wildlife Department, the Live Oak Police Department, and the Edwards Aquifer. Crestview fifth grade students will attend a 3-day, 2-night science adventure at Camp Honey Creek. Students will study native grasses and plants, plant adaptations, stream ecology, land forms, constructive and destructive forces, wildlife, and the night sky. Physical and Earth science teaching will be enhanced this year.
- **Academic Intervention Plan:** Crestview will offer after-school tutoring in the spring for at-risk students in grades 3-5 using SCE Funds. Staff members will receive additional RTI training to find new ways to help students who are struggling academically and behaviorally. Training will be provided by the campus RTI facilitator and JISD RTI specialists.
- **Enrichment Intervention Plan:** Crestview will provide enrichment lessons and activities for students in grades 3-5 before, during, and after school. Staff members will receive additional training on differentiation to find new ways to challenge students who are performing above their grade-level and get them to Masters Level.



Coronado Village Elementary School
Liza M. Guerrero, Principal
Executive Summary
2019-2020

The 2019 TEA Accountability Rating Report indicated that Coronado Village earned an overall rating of a B. This is an increase from the previous year's rating of a D. It also met distinction Designations in the area of Comparative Closing the Gaps. While the campus overall rating was a B, the Student achievement overall score was a C with the STAAR performance score a 48. Our academic emphasis will be to continue to focus on student academic growth, but this year add overall STAAR performance.

Goals

1. Coronado Village will increase STAAR Approaches Percentages as follows by the end of 2019-2020 accountability cycle:
 - a. Reading from 82% to 90%
 - b. Mathematics from 86% to 90%
 - c. Writing from 75% to 80%
 - d. Science from 61% to 70%
2. Coronado Village will increase STAAR Meets Percentages as follows by the end of 2019-2020 accountability cycle:
 - a. Reading from 50% to 55%
 - b. Mathematics from 49% to 55%
 - c. Writing from 25% to 30%
 - d. Science from 35% to 40%

Focus for Coronado Village Elementary

- **Academic Vocabulary Instruction K-5:** Increase vertically aligned academic vocabulary to include word walls, journaling, and teacher-lead job embedded PD according to grade level TEKS.
- **Reader's Workshop, Guided Reading, Explicit Phonics Instruction, and Guided Math:** Coronado Village will continue to focus on literacy through the use of Reader's Workshop in grades 2nd – 5th, Guided Reading at all grade levels, and Explicit Phonics Instruction in grades PK-2, and Guided Math across all grade levels.
- **Collaborative Planning, PLCs, and Instructional Power Hour:** All teachers will continue to grow in their understanding of STAAR Readiness, Supporting and Process standards, instructional practices, engagement strategies, data disaggregation to use to guide instruction. This will be done through weekly collaborative planning, bi-weekly PLCs, and bi-weekly Instructional Power Hour.
- **Student Academic Intervention Plan:** Coronado Village will offer tutoring during the day starting in the late fall for students in grades 3-5 using SCE Funds. In addition, Reflective Practice and Data Meetings will be conducted on a regular basis to review data and plan instruction and interventions that meet the rigor of the grade level's TEKS, as well as, STAAR Readiness and Supporting Standards.



Candlewood Elementary School
Andrea Johnson, Principal
Executive Summary
2019-2020

The 2019 TEA Accountability Rating Report indicated that Candlewood Elementary did meet state accountability, but has been identified as a school of targeted support needed. Moving forward our academic emphasis will be Domain II- Student Growth of all students, and Domain III- Closing Performance Gaps of Eco Dis, White, and Hispanic subpops, thus having an effect on Domain I, Student Achievement. Additional focus will concentrate on Writing due to our low performance in writing.

Goals

1. 70% of 3rd and 4th grade students will meet progress measure.
2. 85% of 5th grade students will meet progress measure.
3. 70% of 4th grade students will meet progress measure in Writing.
4. 100% of all students will show growth.

Focus for Candlewood Elementary

- **Objective-driven daily lesson plans with formative assessments:** Explicitly stated lesson plans will include data driven Tier 1 instruction in order to improve quality of instruction. Administration will review lesson plans and provide precise and timely feedback with recommendations. Faculty will identify the gaps between student work and exemplary work in order to start and finish the reteach cycle and bridge the gaps. Various assessments will be used to attain individual and class data that will drive reteaching and remediation throughout the grade levels.
- **Alignment, Collaboration, and Reflection:** The master schedule was restructured to allow weekly times for teachers to engage in collaborative planning and professional learning communities. Alignment is closely monitored with a structured process for submitting lesson plans through Google Docs. Instructional Rounds will allow teachers to learn from one another as they hone in on their craft. A coaching cycle, to include administration and district support staff has been established to provide teacher feedback and modeling.
- **Campus Wide Writing:** Students campus wide will participate in a monthly writing prompt, exhibiting their increasing knowledge of the writing process.
- **Campus instructional leaders with clear roles and responsibilities:** Administration/lead teachers will include scheduled time for observations/feedback of classroom instruction across grade levels. Administration will schedule time in which feedback is provided to team leads about the critical conversations they have post-observation with team members.



Elof Elementary School
Scott Wilson, Principal
Executive Summary
2019-2020

Elof is very excited to announce that we met standard and received an overall campus grade of 79. Our challenge is 3 and 4 grade students have less than a 70% pass rate on (2019) reading STAAR. Campus continues to make efforts to vertically align the reading and writing systems to build foundational skills in students.

Goals

1. All 3-5 grade students will have an 85% pass rate on 2020 reading STAAR
2. All 3-5 grade students will have an 85% pass rate on 2020 math STAAR
3. All 4th grade students will increase from 60% to a 70% pass rate on 2020 writing STAAR
4. All students will increase attendance from 95.8% to 97%

Focus for Elof Elementary

- **Balanced Literacy:** with teacher training and support campus wide. Teachers will utilize balance literacy to address the 5 elements of reading (phonological awareness, phonics, vocabulary, fluency and comprehension).
- **Writers Workshop:** campus wide. Teachers will utilize writing resources, writing strategies and will receive professional development for writer's workshop from the Academic Facilitator and the C&I team.
- **Guided Math Spiral Review and Numeracy Activities:** campus wide. Teachers will utilize Lone Star digital math resource and Hand 2 mind Guided math lessons. We will have Academic Facilitator/C&I do a professional development on Primary numeracy framework and leveled teaching, proper use of manipulatives, fluency with math facts, etc.
- **CHAMPS:** campus wide. Teachers will utilize the CHAMPS classroom management model to improve school climate, improve academic performance, increase learning time and increase the use of quality data. Teachers will receive ongoing training through coaching and modeling from a consultant.



Escondido Elementary School
Mary Kay Tyson, Principal
Executive Summary
2019-2020

Escondido Elementary met standards for State Accountability for the 2018-2019, which was the opening year. Escondido received a rating of “C” for the year. Student achievement in reading, writing, and science will be a priority campus-wide. The campus will implement initiatives to increase student and staff attendance and decrease tardy and early release numbers.

Goals

1. Escondido will receive a “B” rating for TEA accountability for the 2019-2020 school year.
2. 3rd through 5th grade students will increase the average passing rate on Reading STAAR from 77% to 82%. 3rd through 5th grade students will increase the average passing rate on Math STAAR from 80% to 85%. 4th grade students will increase the average passing rate on Writing STAAR from 64% to 70%. 5th grade students will increase the average passing rate on Science STAAR from 65% to 75%.
3. Escondido students will increase student attendance to 97% in the 2019-2020 school year.
4. Escondido students will show a 25% reduction in students tardy to class throughout the 2019-2020 school year.

Focus for Escondido Elementary

- **Reading:** 100% of K-5 teachers will be trained and implement campus-wide reading strategy (ROAR).
- **Writing:** Several Escondido teachers will participate in two district wide writing initiatives and train remaining staff on strategies learned.
- **Science:** Stemsopes (Rice University) on-line curriculum purchased for grades 3 – 5. Two Science Lab experiences are scheduled for all 3-5 grade students each week.
- **Attendance:** Student and staff attendance will be increased and tardy count decreased through the use of 9 week and semester assemblies recognizing student attendance. Administration will meet with parents and District Attendance to create intervention plans for high-risk students.
- **Restorative Justice:** Escondido faculty and staff will implement year 1 of Restorative Justice Practices through a partnership with My Brothers Keeper San Antonio. The eight member committee will meet monthly to examine behavior data and present additional restorative practices to faculty.



Ed Franz Elementary School
Kelle Lofton, Principal
Executive Summary
2019-2020

Ed Franz Elementary has an overall Accountability Rating of “D”. Our major areas of focus for the 2019-2020 as determined by our school report card are academic growth and closing the gaps. In order to raise our domain scores in those areas, we do the following: continue to focus on effective practices in math and reading instruction through the use of guided math/math workshop and guided reading/reader’s workshop; improving attendance; strengthening instructional systems; and using data more intentionally to plan for effective instruction.

Goals

1. Ed Franz Elementary students will demonstrate growth in K-2 using Imagine reading and math, in grade 3-5 by demonstrating growth on each MOCK STAAR, and in 4-5 by meeting or exceeding progress measure in reading and math.
2. Ed Franz Elementary will increase performance in meets and masters through monitoring, data analysis, and use of enrichment strategies.
3. Ed Franz Elementary will increase attendance from 95.18% to 97% through the use of incentives, monitoring, and parent contact.

Focus for Ed Franz Elementary

- **Collaborative Planning:** Wednesdays will be designated as collaborative planning day. Administration will lead planning meetings with each grade level, where TEKS, activities, alignment, and rigor will be addressed. Teachers will receive immediate feedback on their lessons and decisions for teaching and learning will be made as a group. Planning sessions will also be attended by TAG, RTI, and Special Education teachers.
- **Student Data Folders:** Students will be responsible in grades 2-5 for tracking their own data on Imagine Learning, Unit Assessments, Mock STAAR, and Campus Created Assessments. They will set goals with the help of their teacher. Administration will roll-out the data folders in each classroom. Grades K-1 will have data conferences with their students to help them understand their goals and progress towards those goals.
- **Attendance:** We will improve attendance by tracking and monitoring student attendance with a schoolwide chart in the front foyer and by grade levels in each hallway. We will call parents when students have been out for more than two days. Incentives will be provided for students with perfect attendance. We will partner with the district attendance office to assist with improving attendance.
- **Intervention and Enrichment:** We will use an RTI block schedule to provide intervention and enrichment opportunities during the day so students are not missing classroom instruction. RTI tier 3 students will be pulled out by RTI teachers, RTI tier 2 and tutoring students will receive interventions with a grade level teacher, while the other students are on Imagine Reading and Math. Enrichment will also be provided at this time for students who are achieving at or above grade level in an attempt to help all students achieve at higher levels. The dyslexia therapist and special education teachers will pull their students at this time as well.
- **Professional Learning Communities (PLC):** We will meet monthly for PLC meetings with a focus on instructional strategies and analyzing vertical data by content area. The 2nd, 3rd and 4th Monday of the month will be used for ELAR, Math and Science content PLCs. We will discuss vertical TEKS, and present instructional strategies that we will use campus wide, and resources that would benefit all students.



Hopkins Elementary School
Terry Combs, Principal
Executive Summary
2019-2020

Hopkins Elementary was a Met Standard Campus for the 2019 school year. Our campus analysis of the STAAR data for 2018-2019 shows 3rd and 4th grade reading and math was below the district average for meets and masters. 5th Grade Math was above district average for meets and masters. 4th Grade Writing performance was below district average. SPED and ELL student groups made progress in Reading and Math. White student group is the indicator we must improve on all tests for Federal Accountability. All students will receive support through identified instructional strategies to meet Federal Indicators. Our school is dedicated to improving student success with an engaging and challenging curriculum that will increase scores above the district and state averages on all tests and student groups.

Goals

1. By June 2020, 80% of all students will pass STAAR Reading Assessment
2. By June 2020, 85% of all students will pass STAAR Math Assessment
3. Increase student attendance by 1.5% for ADA for school year 2019-2020 to reach 97%.

Focus for Hopkins Elementary

- **Balanced Literacy/Guided Reading:** Teachers will implement instructional techniques to develop vocabulary, word skills, and comprehension strategies learned through campus/district-based PD and provide targeted reading instruction for students. This will be monitored through targeted walkthrough observations by Administration and Academic Coach.
- **Math:** Teachers will implement a daily comprehensive spiral review of skills to include problem solving strategies to increase math fluency. Guided math and math stations will be used as instructional techniques to develop problem solving strategies, computation, and create depth and complexity. This will be monitored through targeted walkthrough observations by Administration and Academic Coach.
- **Writing:** Continue implementing targeted writing strategies focusing on process writing through writer's workshop.
- **Science Instruction:** Lab activities will be increased in all grade levels by providing hands-on lab opportunities using STEMscopes and Super Outrageous Science Days. Strategic Lessons will be delivered to create depth and complexity. Teachers will have the opportunity to collaborate with district science content professional to strengthen science instruction and delivery of science curriculum.
- **Student Intervention Support:** Campus Interventions include RTI Block, Homework Center, Extended Day (Math & Reading), and Saturday Science Camp.
- **PLCs:** Teachers will be provided planning time to participate in PLC's, Collaborative Planning, and Dual Language PLC's.
- **Attendance Initiative:** Provide a safe and secure school culture, increase parent contact through "Call Notes", and provide student incentives to improve attendance and academics.



Masters Elementary
Dr. LaTanya L. Baker, Principal
Executive Summary
2019-2020

Masters Elementary is an EC-5 elementary campus. Identified needs for state accountability shows the following: students achieved an 84% passing rate on STAAR Reading and 86% Math for grades 3-5, and 67% passing rate on STAAR Writing at the Approaches Level. Masters Elementary met T.E.A.'s accountability standards with a campus rating of 77 (C). The campus has taken immediate steps to improve the overall campus rating.

Goals

1. Masters Elementary will increase STAAR Reading scores by a minimum of 10%, from 84% to 94% by the end of 2019-2020 school year.
2. Masters Elementary will increase STAAR Math scores by a minimum of 10%, from 87% to 97% by the end of 2019-2020 school year.
3. Masters Elementary will increase STAAR Writing scores by a minimum of 10%, from 67% to 77% by the end of 2019-2020 school year.

Focus for Masters Elementary

- **Professional Learning Communities:** Implement bi-weekly PLCs where there is collaboration, analysis and discussion of student data, and professional development on best practices that can be implemented in the classroom.
- **In-School Tutoring:** Implement In-school tutoring during the instructional day twice a month in order to improve student academic performance for K-5 students, including all sub-pops.
- **Instructional Rounds:** Implement at least three Campus-Wide Instructional Rounds in order to improve quality of instruction and academic performance.
- **Writing Check-Ins:** PK-5 Teachers will implement monthly Writing Check-Ins in order to improve students' writing skills, which will help in increasing STAAR Writing performance.



MaryLou Hartman Elementary School
Monica M. Rodriguez, Principal
Executive Summary
2019-2020

Hartman Elementary School is a bilingual, dual language campus serving multi-cultural students achieving a C for the academic year (receiving a score of 70 out of 100). Under the TEA 2018-2019 Accountability Rating, spring STAAR scores were as follows: 72% of “Students Approached Grade Level,” 36% “Met Standard,” and 16% “Master Grade Level.” We also received ratings for Closing the Gaps from the TEA as follows: Student Achievement was rated at 4 of 9 state targets met (44% goal achievement), English Language Proficiency was rated at 1 out of 1 target met (100% goal achievement), and Academic Growth was rated at 6 out of 14 targets met (43% goal achievement). MHES will work on a Target Improvement Plan to meet the state targets as noted above for reading, math, and writing content areas while maintaining science achievement. MHES earned one science distinction from the TEA.

Goals:

1. Attendance will meet and exceed the district goal of 98% for elementary campuses
2. Increase the percentage of students performing at Level II and III- Meets and Masters Grade Level, across all content areas as follows:
 - a. STAAR Masters Grade Level achievement for Reading 17% to 20%, Math 18% to 20%, Writing 2% to 10%
 - b. STAAR Meets Grade Level achievement for Reading 35% to 45%, Math 35% to 45%, Writing 27% to 40%
3. To sustain academic growth and student achievement in Science as follows and retain our Science distinction: Science 51% to 55%

Focus for Hartman Elementary

- **Parent Involvement:** Increase parent engagement and coach parents to monitor student achievement through increased use of Parent Access Center in conjunction with PTO support/parent nights
- **Supplemental Reading/Science Plan:** MHES will provide students in grades 2-5 access to Amplify Reading and Science which will allow students to access a personalized reading and science curriculum
- **Academic Intervention Plan:** MHES will offer afterschool tutoring to targeted at-risk students in grades 3-5 using SCE Funds/Title 1 funds. Students and teachers will receive additional RTI support through push-in services “Intervention Hour” throughout the school year for instruction and differentiation
- **Enrichment Plan:** MHES will provide pull-out TAG class and also push-in support to students and teachers during “Enrichment Hour” during the school year for instruction and differentiation. This will challenge students who are requiring increased rigor for mastery of their grade level.
- **Science Camps:** MHES grade 5 will attend a 3-day, 2-night science camp at YMCA Camp Twin Lakes. Students will study plantlife, physical and earth science, water sources, and wildlife with TEKS aligned curriculum. MHES students will attend in January, 2020.
- **Student Groups:** *Robotics:* MHES teachers will sponsor a robotics team to improve science, technology, math and will compete amongst other elementary schools in the area. Last year, MHES students earned second place in the area competition. *Running Group:* MHES teachers will sponsor a health-related running group that participates in weekly cross country style running, weekend coordinated community runs, and campus wide Color Run. *Student Council:* MHES teacher will sponsor a Student Council and elections will be held to identify new officers. Students will draft their first constitution, learn about student government and leadership, and meet with the Principal on a monthly basis to discuss student body concerns and suggestions for improvement.



Miller's Point Elementary School
Barbara Smejkal, Principal
Executive Summary
2019-2020

Miller's Point received four distinctions: 1) Academic Achievement in Math with Accelerated Growth and Performance at Masters in 3rd and 4th grade; 2) Postsecondary Readiness for Performance at Meets or Above for all subjects including Reading and Math; 3) Comparative Academic Growth; and 4) Comparative Closing the Gaps. Overall Miller's Point Met Standard with an 89-scale score which stands at a "B" school.

The release of the spring 2019 STAAR data revealed steady growth in scores for 3rd, 4th and 5th grades and a need for higher expectations and support in 3rd and 5th grade reading and math, along with 5th grade science.

Goals

1. To increase the percentage of students performing at Meets by 20 percentage points for math and reading from 53% to 73% by May 2020 STAAR
2. To increase special education student achievement on the 2020 STAAR math and reading assessment by 20 percentage points from 55% to 75% by May 2020 STAAR
3. To increase the percentage passing rate for STAAR Reading from 84% to 94% and increase the percentage passing rate for STAAR Math from 88% to 96% by May 2020 STAAR

Focus for Miller's Point Elementary

- **Building Science Capacity - Science Camp:** Fifth grade students will attend a 3-day, 2-night science adventure at Twin Lakes YMCA camp in Cedar Park, TX. Students will study tree/forest ecology, animal and plant adaptations, water systems and mammals/wildlife ecology, landforms and night sky/moon phases. Earth Science and a STEM activity will be incorporated.
- **Academic Intervention Plan:** After-school tutoring, Saturday tutoring & morning tutoring/open computer labs – September 21st through May 2nd: 1 day per week for 3rd – 5th grades will be provided to reinforce TEKS. TEKS support will be held from 3:15 pm to 4:15 pm with at least 10 students total in each session. Morning labs/Chromebooks: open for Imagine Math and Reading, StemScopes and Prodigy after Breakfast in the Classroom
- **Saturday Writing Camp:** Fourth grade STAAR: writing teacher will host camp during September through March from 8:00-11:00 on specific Saturdays to be announced. Fourth grade also will have a STAAR writing tutoring Lunch Bunch throughout the entire year. Continued training in writing will be required for our staff to build a deeper integration of ideas in writing for students using TREES.
- **Math Spiral Review and Numeracy:** Teachers will use Lone Star digital math resource campus-wide for spiral math and increase of math fluency along with 3rd through 5th grades increasing TEKS understanding with Countdown to STAAR spiral activities



Olympia Elementary School
Karli Sitton, Principal
Executive Summary
2019-2020

Olympia's focus this year based on the 2018-19 STAAR data will be on student growth, specifically meets and masters for reading and math. Although our domain 1 and 2a scores are higher than the district's average, our goal is to achieve a B rating. Our data indicates that we have a high passing rate at approaches however our students are not obtaining meets and master's performance level. We will continue to focus on meeting grade level standards with an emphasis on growth and mastery and above.

Goals

1. In order to meet our academic growth raw score of 72 for our 2020 STAAR accountability rating, we need to increase our overall growth points by 15.
2. By the 2020 STAAR administration, we will increase our overall Meets rating from 49% to 55% by analyzing and aligning curriculum-based student data and reteaching performing TEKS.

Focus for Olympia Elementary School

- **On-going PLCs:** A block of time was built into the master schedule to allow time for grade levels to PLC with the instructional team. During this time, we will use data (STAAR, focus walks, common assessments, district assessments, and universal screeners) to enhance learning through vertical alignment. This time will also be utilized for collaborative planning and professional development.
- **Built in Intervention/Enrichment Blocks:** A block of time was built into the master schedule to provide a time for students that need targeted intervention to be pulled out of class without missing grade level instruction. We are also addressing the students that performed at the approaches level but need enrichment opportunities to help make gains towards the meets and masters levels.
- **Purposeful Planning:** Lesson planning will now include evidence of differentiation and time allotments, where teachers will utilize a standardized formative tool to provide intentional instruction to students at the low, middle, and high mastery of the objective. During PLC time teachers, along with the instructional team, will look at the curriculum map and formative assessments to allocate time for reteaching purposes. The instructional team is comprised of the Principal, Assistant Principal, RTI teachers, and the SPED lead teacher.



Paschall Elementary School
Tricia A. Davila, Principal
Executive Summary
2019-2020

Paschall Elementary's accountability rating for the 2019 STAAR was a "C". Scores at the approaches grade level were: 73% in reading, 71% in mathematics, 60% in writing and 57% in science. Meets grade level scores were: 37% in reading, 37% in mathematics, 26% in writing and 27% in science. Masters grade level scores were: 16% in reading, 20% in mathematics, 3% in writing and 10% for science. The areas of focus for the 2019-2020 school years will be in the key practices of campus instructional leaders and in the monitoring of lesson plans/assessments to ensure that they are objective driven.

Goals

1. To demonstrate academic growth in student achievement in all core subject areas.
2. To increase student achievement on the 2020 STAAR Reading and Math to 75% for all student groups and Science and Writing assessments to 70% for all student groups.
3. To increase the percentage of students performing at Level III- Masters Grade Level to 20% across all content areas.

Focus for Paschall Elementary

- **Campus Instructional Leaders:** Campus instructional leaders have clear, written, transparent roles and responsibilities and core leadership tasks to include teacher observations/walkthroughs, teacher walkthrough debriefs, and leadership meetings that are scheduled on weekly calendars.
- **Horizontal Planning:** Grade level PLC meetings will be held weekly to review/create student assessments, analyze data and complete a plan of action to address the needs of our students. PLC meetings will follow a consistent written protocol.
- **Lesson Plans:** TEA exemplar will be modeled to create a universal lesson plan template to be used by all teachers to submit daily lesson plans that are aligned, curriculum driven, data-driven, detailed and timely. Lesson plans will be evaluated by administration and immediate feedback will be given to teachers so that changes (if necessary) can be made prior to lesson delivery.



Park Village Elementary School
Sharon Missy Balderas, Principal
Executive Summary
2019-2020

Park Village Elementary met state accountability standards for the 2018-2019 school year with a campus rating of 75 (C). We began the 2019-2020 school year as a School of Improvement campus. Park Village ES is a Title I, a CEP identified campus that serves students in EE- 5th Grade with an enrollment of approximately 470 students. Park Village ES is classified as 98 % economically disadvantaged.

Goals

1. In conjunction with our 2019-2020 Targeted Improvement Plan (TIP) through implementation of Essential Action 1.1: Develop Campus Instructional Leaders (CIL) (principal, assistant principal, teacher leaders, and counselors) with clear roles and responsibilities, Admin team will meet weekly and CIL team will meet monthly to analyze data and student progress
2. In conjunction with our 2019-2020 Targeted Improvement Plan (TIP) through implementation of Essential Action 5.1: Objective-driven daily lesson plans with formative assessments, lesson plans will be submitted weekly and reviewed for alignment and assessments during weekly PLC/Extended Planning meetings. Admin team will conduct daily instructional walks for a minimum of 20 per a week to ensure effective implementation of lessons. Reflections on instructional strategies of lessons taught will be conducted during weekly PLC/Extended Planning meetings.
3. In conjunction with our 2019-2020 Targeted Improvement Plan (TIP) through implementation of Essential Action 5.3: Data-driven instruction, 45% of all 3rd, 4th, and 5th grade students will achieve the Meets Performance Level standard and 11% will achieve the Masters Performance Level standard on the 2020 Reading, Math, Writing and Science STAAR test.

Focus for Park Village Elementary

- **My Brother's Keeper (SA)- Restorative Justice Program:** PVE will actively participate in *My Brother's Keeper* program through the establishment of community circles and building relationships to restore student behaviors and improve campus culture.
- **Community in Schools:** PVE will partner with Community in School (CIS) in an effort to improve attendance, behavior and academics. CIS will assist in tracking students at PVE who are at-risk, and provide services such as, students' basic needs, parent and family engagement, career awareness, academic achievement, school attendance and supportive guidance.
- **Parent Involvement Community Center:** PVE will establish of a Parent Teacher Organization (PTO), as well a Parent Center on campus. PVE will work to strengthen the relationship with our families by building a bridge between school, family, and community.
- **New Teacher Coaching and Campus Support:** PVE will engage in New Teacher Coaching and Support in an effort to retain newly hire employees/ first year teachers. This will include planning support, instructional modeling and coaching to meet the needs of the teacher and students.
- **Objective-Driven Lesson Plans:** PVE will incorporate objective-driven lesson plans with formative assessments and differentiation strategies.
- **Data-Driven Instruction:** PVE teachers will analyze data in weekly PLCs to drive instruction and close the gaps in our subpopulation groups and increase our Meets and Masters Performance Levels.



Rolling Meadows Elementary School
Michelle La Rue, Principal
Executive Summary
2019-2020

The TEA 2019 Accountability report indicated that Rolling Meadows met standard on all three performance Domains. We saw gains in all three Accountability Domains going from an overall score of 84 to 87. Our biggest gain was in the area of student growth moving from 69 to 79. Further data desegregation defined specific areas for consideration. Our most immediate concern is drop in 3rd grade Reading scores in the Approaches and Meets proficiency levels and the drop in STAAR Writing scores at the Meets performance level. We have put plans in place to ensure instruction and interventions address those areas where growth is needed.

Goals

1. To increase the number of students attaining Meets and Masters on Grade 3 Reading STAAR by 5 percentage points.
2. To maintain student attendance of 97% by the end of the 2019-2020 school year.

Focus for Rolling Meadows Elementary

- **Third Grade Reading Intervention and Support:** Improve student growth by focusing on strengthening early childhood literacy in grades K-2 by implementing guided reading and Phonics Dance with fidelity, increase the use of the close reading strategy in primary grades, implement the co-teach model for Special Education students, analyzing student performance, identify areas of need, increase the use of small group instruction, and provide targeted interventions to close student gaps.
- **Attendance Intervention and Support:** Improve attendance through a systematic approach of commitment and collaboration with all stakeholders. Rolling Meadows faculty and staff will recognize appropriate and improved attendance by providing incentives on multiple levels to include individual students, classes, grade levels and school-wide celebrations. We will provide mentors for chronically absent students, promote afterschool clubs on Mondays, and communicate why regular attendance is key to student success.



Salinas Elementary School
Martin Silverman, Principal
Executive Summary
2019-2020

An analysis of the STAAR data for 2018-2019 shows that our school is at or above the district and state average on most tests and subgroups. Reading/Writing are the main areas of concern since they affect all other tests. Support will be given to students in all subgroups, with special emphasis on SPED, through identified instructional strategies.

Goals

1. By May 2020, 88% of all students and each student group will pass the Reading STAAR with 35% of students scoring at Mastery level. (2019 passing was 83% and Mastery was 24%)
2. By May 2020, 80% of all students and each student group in 4th grade will pass the Writing STAAR with 20% of students scoring at Mastery level. (2019 passing was 61% and Mastery was 14%)
3. By May 2020, 93% of all students and each student group will pass the Math STAAR with 35% of students scoring at Mastery level. (2019 passing was 87% and Mastery was 27%)
4. By May 2019, 90% of all students and each student group in 5th grade will pass the Science STAAR with 35% of students scoring at Mastery level. (2019 passing was 81% and Mastery was 24%)

Focus for Salinas Elementary

- **ELAR:** All teachers will provide guided reading/small group instruction every day. Teachers (K-2) will be required to meet with guided reading groups a minimum of 5 times per week for students who are below level or have been retained.
- **Math:** Teachers will implement daily mixed practice math problems to develop math fluency. Students will be required to spend in-depth time working on problem solving strategies to develop communication skills.
- **Targeted Support:** All students in grades 3-5 will receive support during the scheduled RTI block. Specific students will be targeted to receive closer monitoring of interim progress with the intent of moving up levels of performance (DNM>Approaches; Approaches>Meets; Meets>Masters). Focus of support will be to increase Mastery level performance. Primary grades will have increased support to move DRA levels from below, to on grade level by end of year for 90% of students.
- **Data Monitoring:** A coaching model will be continued and refined, with each grade level having a support staff member for planning, PD, and implementation of campus and district initiatives. This includes data reporting tools, and close monitoring of staff/student progress.



Spring Meadows Elementary School
Destiny Barrera, Principal
Executive Summary
2019-2020

Our domain scores are Student Achievement- 69, Student Progress- 74 and Closing Performance Gaps- 72. In order to continue to grow, it is imperative that we continue to provide our teachers effective planning support in classroom instructional lessons/strategies that align with the TEKS, while using our data to make data driven decisions for all students.

Goals

1. To increase MEETS/MASTERS academic performance in reading/writing in all grade levels on the 2020 STAAR assessment by 10%.
3rd grade MEETS in reading from 30% to 40%, 3rd grade MASTERS in reading from 15% to 25%.
4th grade MEETS in reading from 28% to 38%, 4th grade MASTERS in reading from 14% to 24%.
4th grade MEETS in writing from 20% to 30%, 4th grade MASTERS in writing from 4% to 14%.
5th grade MEETS in reading from 44% to 54%, 5th grade MASTERS in reading from 24% to 34%.
2. To increase MEETS/MASTERS academic performance in math in all grade levels on the 2020 STAAR assessment by 10%.
3rd grade MEETS in math from 45% to 55%, MASTERS in math from 21% to 31%.
4th grade MEETS in math from 39% to 49%, MASTERS in math from 20% to 30%.
5th grade MEETS in math from 41% to 51%, MASTERS in math from 28% to 38%.
3. To increase MEETS/MASTERS student performance in 5th grade science on the 2020 STAAR assessment by 10%.
5th grade MEETS in science from 41% to 51%, 5th grade MASTERS in science from 17% to 27%.
4. To increase student attendance rate from 95.06% to 97% for the 2019-2020 school year.

Focus for Spring Meadows Elementary

- **Effective Planning Support:** Teachers will plan with grade levels three times per week. They will receive planning support from our campus academic facilitator and share out weekly with principal.
- **Data Driven Decisions:** Teachers will track student progress every three weeks with campus common assessments. Data reflection will be used to spiral back in low Student Expectation's (SE's) that students did not master.
- **Purposeful Targeted Student Support:** We will look at all student data and target concerns of students maintaining or continuing growth. This will be supported by teachers, RTI, SPED, Admin., and support staff.
- **Attendance:** Attendance incentives for students/parents and parent education sessions at campus community events.
- **Community and Family Relations:** The campus will create events to build the family and community involvement. Content area/grade level will plan for academic events throughout the year in the evening to promote student academics and highlight our student successes.



Woodlake Elementary School
Kristin Saunders, Principal
Executive Summary
2019-2020

Woodlake Elementary met state accountability for the 2018-2019 school year(s). Woodlake ES earned a distinction for Academic Achievement in ELAR and Top 25% Comparative Closing the Gap. Woodlake ES is a Title I, EE-05 campus with an enrollment of approximately 586 students. Woodlake ES has an average mobility rate of 24.4% and 75.3% of our students are classified as economically disadvantaged.

Goals

1. From August 2019 to May 2020, 50% of all 3rd-5th graders will reach the Meets PL standard on the 2020 Reading, Math, Writing, and Science STAAR test.
2. From August 2019 to May 2020, 100% of all 3rd-5th grade teachers will demonstrate an Academic Growth Score of 75.

Focus for Woodlake Elementary

- **Instructional Systems:** Professional Learning Communities will meet every two weeks for the purpose of analyzing data, monitoring and adjusting instructional goals, verifying common assessments, developing and adjusting our professional development plan. This time will also include reflecting on instructional strategies and practices for the purposes of closing the achievement gaps for specific student groups (all students and white students).
- **Guided Instructional Model:** Woodlake ES will continue to refine the Guided Reading and Guided Math training was developed and delivered in August 2018. Monitoring the instructional model will continue through model lessons, co-teach lessons, and observation of teacher delivered lessons. The process will also continue based on teacher need and assessment data analysis.
- **Attendance:** A campus-based attendance committee has been developed for the purpose of recognizing both students and families who demonstrate exemplary attendance per nine-week grading period.



Wortham Oaks Elementary School
Mrs. Yvonne I. Muñoz, Principal
Executive Summary
2019-2020

Wortham Oaks 2019 spring STAAR scores at the “approaches grade level” were above 92% in reading and mathematics; writing 79%; science 78%. Additionally, the TEA Accountability Rating Report indicated that Wortham Oaks Elementary is an A campus. Wortham Oaks earned five of the six Distinction Designations-Reading/ELA, Mathematics, Top 25% Student Progress, Top 25% Closing Performance Gaps, and Postsecondary Readiness. Further disaggregation of data has defined some specific areas to consider. Since science and writing had the lowest passing rates, they will be the primary focus for the 2019-2020 academic school year. Results of spring surveys of staff, students, and parents indicate that 93% of students feel safe at school; we will focus on fostering a positive learning environment at Wortham Oaks Elementary.

Goals

1. To demonstrate sustained academic growth in student achievement in all core subject areas
2. To increase the percentage of students performing at Level II and III- Meets and Masters Grade Level, across all content areas
3. To increase student achievement on the 2019-2020 STAAR Science and Writing assessments to 90% for all student groups

Focus for Wortham Oaks Elementary

- **Supplemental Reading Plan:** Wortham Oaks will provide all students’ access to Raz Plus which will allow students to access a personalized reading library (instructionally leveled) that can be accessed online using a computer or mobile device.
- **Academic Intervention Plan:** Wortham Oaks will offer after-school tutoring in the spring for at-risk students in grades 3-5 using SCE Funds/Title Funds. Staff members will receive additional RTI training to find new ways to help students who are struggling academically and behaviorally. Training will be provided by the campus RTI facilitator.
- **Enrichment Intervention Plan:** Wortham Oaks will provide enrichment lessons and activities for students in grades 3-5. Staff members will receive additional training on differentiation to find new ways to challenge students who are performing above their grade-level and get them to advanced level III.
- **Writing Instruction K-5:** Increase writing across the content areas to include targeted journaling in science and math and process writing according to grade level TEKS
- **Science Camps:** Wortham Oaks fifth and sixth grade students will attend a 3-day, 2-night science adventure at the YMCA Camp Twin Lakes. Students will study native grasses and plants, plant adaptations, stream ecology, landforms, constructive and destructive forces, wildlife, and the night sky. Physical and Earth science teaching will be enhanced this year. Students in grades PK-6 will enjoy science day camps or science evening events including educational field trips to Frederick Park, Medina River Natural Area, and Edwards Aquifer Research Center. Wortham Oaks students will learn through demonstrations by SAWS, the Texas Parks and Wildlife Department, and the Edwards Aquifer.
- **Robotics:** Wortham Oaks teachers will sponsor a robotics team to improve science, technology, and mathematics skills. Sponsors will take a Wortham robotics team to compete in the First Lego League Alamo Area Region competition; the Wortham Oaks staff will host the event.



Judson Middle School & JSTEM Academy
Dawn N. Worley, Principal
Executive Summary
2019-2020

Judson Middle School serves as a traditional middle school and houses JSTEM Academy. The purpose of the academy is to promote STEM education through project based learning and extensive after-school initiatives that are STEM based. JSTEM houses 382 students selected from across the district through a public lottery. All JSTEM classes are classified as Pre-AP, and the accelerated curriculum is an expectation for all students. JSTEM is designated as a school within a school; however, student data is combined with Judson Middle School for state accountability. We scored a “C” overall in our final accountability. We did achieve a “B” in Relative Performance; however, we failed to meet appropriate progress in “Closing the Gaps” accountability category, classifying us as “additional targeted campus” for the white student population and two or more races. We plan to increase performance of every student by at least 1 point.

Goals

1. Increase student performance at meets and mastery level on all STAAR tests as follows:

<u>Reading:</u>	Meets: 43% to 48%	Masters: 21% to 26%
<u>Writing:</u>	Meets: 44% to 49%	Masters: 18% to 23%
<u>Math:</u>	Meets: 42% to 47%	Masters: 17% to 23%
<u>Science:</u>	Meets: 55% to 60%	Masters: 27% to 33%
<u>S. Studies:</u>	Meets: 32% to 37%	Masters: 21% to 27%
2. Increase parental involvement opportunities at JMS & J-STEM by providing multiple parent events by the end of the 2019-2020 school year that elicit feedback and educate parents on student performance.
3. Increase student attendance to 97%.

Focus for Judson Middle School & JSTEM

- **PLC’s:** Departments will have PLCs bi-weekly to analyze data, reflect on instructional practices, and make additional instructional decisions. Instructional practice will be guided by our data and our targeted intervention plan
- **Professional Development:** PD opportunities, implemented in a variety of ways, will focus on improving instructional strategies. We will complete our implementation through mini PD sessions during PLC time, faculty meetings, grade level planning meetings and informal job-embedded lessons modeled by peer teachers on campus. There will be a strong focus on lesson planning, data reflection and use of data to guide our instructional practices. This will culminate in enhanced student engagement; improved academic vocabulary usage; thus affecting all students, to include all special populations.
- **Targeted Interventions:** Utilization of State Comp funds will allow the purchase of technology resource materials to support students that require additional instruction through in-class remediation.
- **Pre-AP Instruction:** We will increase our enrollment of students participating in Pre-AP classes for all grade levels in all content areas.
- **Rigor and Relevance:** JSTEM will improve performance by increasing opportunities for students to engage in real world problem solving and engagement in relevant work applications through mentorships and PBL projects.



Kitty Hawk Middle School Beverly Broom, Principal Executive Summary 2019-2020

Kitty Hawk Middle School scored an overall 78 or C on the A-F accountability system for 2019. We scored an 81 (B) in overall Student Achievement for our STAAR scores, an 82 (B) for School Progress, 63(D) for Academic Growth, 82(B) for Relative Performance, and 70(C) in Closing the Gaps. We received one Distinction Designation for Social Studies. Students showed growth in the Average Performance Level of 2019 STAAR tests on all tests except 6th grade reading and 7th grade math and reading. Student behavior and attendance continue to be focus areas for improvement in an effort to keep students in class and actively learning. The campus is in year two of implementation of Positive Behavior Interventions and Supports, or PBIS. We are seeing improvement in promoting a positive school culture and climate while supporting student social, emotional and academic growth. Kitty Hawk did not meet Annual Yearly Progress and is implementing a Targeted Improvement Plan.

Goals

1. Increase student performance at mastery level on all STAAR tests as follows: Reading – 6th from 13% to 20%, 7th from 26% to 35%, 8th from 25% to 35%; 7th Writing from 18% to 23%; Math– 6th from 15% to 25%, 7th from 4% to 15%, 8th from 21% to 26%, Algebra from 87% to 93%; 8th Science from 27% to 40%; and 8th Social Studies from 29% to 35% in order to increase the number of Distinctions earned by Kitty Hawk for 2020.
2. Increase student attendance at Kitty Hawk to 97% or above.
3. Decrease the number of student discipline referrals thereby decreasing ISS, OSS, and DAEP placements, resulting in increased instructional time.

Focus for Kitty Hawk Middle School

- **PBIS:** Implement campus-wide behavior support system using the Positive Behavior Interventions and Supports model in order to proactively establish behavior supports and social culture needed for all students at Kitty Hawk to achieve social, emotional and academic success.
- **Attendance:** Kitty Hawk MS will improve student attendance to reach a goal of 97% through the use of incentive programs and targeted interventions for students with attendance issues as well as rewards for students with good attendance.
- **Readers/Writers Workshop:** English Language Arts teachers have been trained in the Readers Workshop model. Teachers are supported through weekly focus walkthroughs by administrators looking for alignment and implementation of the program with fidelity. Teachers continue to update the Reading Bookroom to support the needs of the program.
- **Math Strategies and Vocabulary:** Vertically align math content vocabulary and math strategies taught so that students receive consistent instruction from one grade level to the next.
- **Science Journal Writing:** Students will demonstrate mastery of science concepts using expository writing through reflective journal entries in order to make connections between lab activities and tested material.
- **Social Studies:** Focus on expository writing and content vocabulary using journals and document based questions.



Kirby Middle School
Sue Arredondo, Principal
Executive Summary
2019-2020

Kirby Middle School failed to meet state accountability requirements for the 2019 academic year. We have identified several areas of improvement for the 2019-2020 school year. For closing the gaps, the campus needs to focus on several subpopulations including our English Language Learner and Special Education. Additionally, the campus needs to focus on our white and African-American populations especially in the areas of reading and math. Overall, the main focus for this school year is planning solid lessons and creating common assessments where data can be derived in order to track student progress.

Goals

1. By the end of the 2019-2020 school year, all subject areas will increase STAAR scores by a minimum of 10% at the approaches level and 8% at the meets level.

Grade	Subject tested	Approaches	Meets
6 th	Reading	46% to 56%	14% to 22%
6 th	Math	57% to 67%	17% to 25%
7 th	Reading	62% to 72%	24 % to 32%
7 th	Writing	51% to 61%	21% to 29%
7 th	Math	52% to 62%	17% to 25%
8 th	Reading	67% to 77%	30% to 38%
8 th	Math	78% to 88%	38% to 45%
8 th	Science	59% to 69%	28% to 35%
8 th	Social Studies	36% to 50%	11% to 20%

2. Kirby Middle School will increase student attendance rate from 93.35% to 96%.

Focus for Kirby Middle School

- **Collaborative Planning:** Core subject areas will have weekly meetings for collaborative planning. Teachers will plan lessons collaboratively by specific content for each core subject assisted by administration and academic coach. The teachers will create objective, TEK aligned lesson plans. The planning will also include creation of aligned common assessments for each core content area and data discussion after each assessment.
- **Professional Learning Communities:** Monthly campus wide professional development will be provided and follow up will be held in monthly department meetings. The topics covered in these areas will be based on administrative walkthroughs and instructional focus walkthroughs conducted by district staff.
- **Social and Emotional Support:** In collaboration with Communities in Schools, we will work with students and families to provide social and emotional needs. By helping with these needs, students can better focus in the classroom.
- **Attendance:** Strategic intervention meetings with parents, student, counselor, and truancy officer for students. Incentives and recognitions for students on a weekly/monthly basis for students with perfect attendance that includes game tickets, T-shirts, and gift cards donated by staff members.



Metzger Middle School
Loretta Davidson, Principal
Executive Summary
2019-2020

Metzger Middle School is currently rated as a 1st Year Overall F and identified as a Comprehensive Support Campus. We will participate in TEA’s Effective School Foundations Diagnostic Interventions through the Division of School Improvement. In order to close the gaps, the campus will have an instructional focus on all of our subpopulations both in academic achievement and growth status.

Goals

1. By the end of the 2019-2020 school year, all subject areas will increase STAAR scores by a minimum of 10% at the approaches and 8% at the meets level.

Grade	Subject Tested	Approaches	Meets
6 th	Reading	48% to 58%	17% to 25%
6 th	Math	66% to 76%	23% to 31%
7 th	Reading	54% to 64%	27% to 35%
7 th	Math	42% to 52%	9% to 17%
7 th	Writing	52% to 62%	18% to 26%
8 th	Reading	63% to 73%	34% to 42%
8 th	Math	89% to 99%	57% to 65%
8 th	Science	72% to 82%	39% to 47%
8 th	Social Studies	48% to 58%	14% to 22%

2. Metzger Middle School will increase student attendance from 96.62% to 97.5%.

Focus for Metzger Middle School

- **Professional Learning Communities:** Monthly campus wide professional development will be provided during Instructional Power Hours and reinforced during content area planning meetings. After District MOCK STAAR and Unit assessments content area teachers along with administration will disaggregate the data as a part of continually monitoring student progress.
- **Objective driven lesson plans:** Teachers will enter commonly planned lesson plans into Google Classrooms and Administration will review and provide feedback. These plans will align to TEKS and adhere to the districts’ Scope and Sequence.
- **Academic Achievement:** Increase the number of students enrolled in TAG, Honors, and Pre-AP classes. Revitalize the National Junior Honor Society as well as continuing our partnership with Young Achiever, a nationally recognized program working to increase improvement in self-confidence, academic motivation, and writing skills of our 8th grade students.
- **Social and Emotional Learning:** Metzger will have the support of Community in Schools. We will work with the families and support students helping to keep students in the classroom.
- **Attendance:** Intervention meetings with parents, students, counselors, administrator as well as a district truancy officer for students not attending school. Recognitions and incentives for students for perfect attendance and “almost perfect” attendance to include items donated by local business.



Woodlake Hills Middle School
Daniel Brooks, Principal
Executive Summary
2019-2020

WHMS received a C as well as received a TEA Distinction in Science. WHMS state assessment scores are as follows: All tests (71%), Science (83%, 11% increase), Social Studies (58%, 9% increase), Reading (66%, 6% decrease), Writing (62%, 9% decrease) and Math (78%, 4% increase). WHMS has been identified as a Targeted Support campus for 19-20 school year in the areas of math and reading for All Students, as well as the White student group. WHMS will utilize Data Driven Instruction and Objective Driven Daily Lesson Plans to address the Targeted Support needs for White and All student groups by implementing a Targeted Improvement Plan. WHMS enjoys overall positive parental involvement and works to increase the number of opportunities to foster good family and community relationships. WHMS has made gains in increasing positive campus culture and climate through consistent communication of campus expectations, targeted professional development opportunities, and the implementation of R3S (Respect for Self, Students, and School).

Goals

1. There will be an increase of 10 percentage points in the number of students attaining “Meets” on the reading and math STAAR in order to address the Targeted Support requirements for All Students.
2. There will be an increase of 10 percentage points in the number of students attaining “Meets” on the reading and math STAAR in order to address the Targeted Support requirements for the White student group.

Focus for Woodlake Hills Middle School

- **Objective Driven Daily Lesson Plans with a Focus on Formative Assessment:** Grade level teams meet weekly in to common plan starting with identifying and deconstructing the standards, using those standards to look at the summative assessment for the unit, and then gathering aligned resources and activities to write detailed daily lesson plans with formative assessments specifically written that let a teacher know if students are attaining the objective. After receiving quality instruction students are assessed and the data is reviewed in order to drive further instructional decisions.
- **Data Driven Instruction:** Teachers will meet with grade level teams within 3 days of students taking summative unit assessment to complete the Data Driven Instructional cycle and plan reteach and create plans to target specific groups that are not reaching mastery of the content.
- **Development of Staff:** WHMS offers supplemental professional development to staff based on specific needs determined by the Data Driven Instruction cycle. WHMS requires sheltered instruction training for sheltered team teachers to support ELL students, as well as requiring all ELAR teachers to be ESL certified. Coteach model training has been and will continue to be offered for coteach pairs to support quality instruction of SPED students.
- **Additional Support for Students:** Use of Title 1 and SCE funds to provide two RTI Reading and two RTI Math teacher.
- **LIT (Literacy Implementation Time):** WHMS implements a daily literacy time during Advisory where all students are reading grade-level, high interest texts and responding to those with writing in order to foster a culture of literacy and develop stamina and schema for students.



Judson Care Academy
Ricci Bethely-Day, Principal
Executive Summary
2019-2020

Judson Care Academy will focus on three key areas for the 2019–2020 school year.

Performance Rate: Judson Care Academy will improve student achievement by increasing the state and federal performance rate by 5% in Math, Reading and Writing for all students as indicated by CBA’s and the STAAR assessment.

Recidivism Rate: During the 2017 - 2018 school year 532 students were placed at the DAEP. Of the 532 student, 61 (11.5%) students were placed two or more times. During the 2018 - 2019 school year 453 students were placed at the DAEP. Of the 453 students 53 (12%) of students were placed 2 or more times. From 2017 - 2018 to 2018 - 2019 the recidivism rate increased by 0.5%.

Attendance: JCARE will improve student attendance for the 2019 – 2020 school year by 5% as indicated by TAC attendance reporting.

Goals

1. During the 2019 – 2020 school year Judson Care Academy will work to support the district goal of increasing the performance of General Education, Special Education, and English Language Learners in all EOC content areas by 5%.
2. During the 2019 – 2020 school year Judson Care Academy administrative team will continue implement a campus transition plan the promotes student achievement and focuses on the social emotional wellbeing and needs of all students in an effort to reduce the recidivism rate by 15%.
3. During the 2019 – 2020 school year Judson Care Academy will work to support the districts goal to increase student attendance rate by 5%.

Focus for Judson Care Academy

- **Professional Learning Communities:** Judson Care Academy will work to support the district goal of increasing student achievement at the highest academic level by increasing the state and federal performance rate of students in General Education, Special Education, and English Language Learners in all EOC content areas by collaborating with the district specialist, conducting bimonthly PLC and department meetings, as well as providing teachers with opportunities to continue their professional development in order to build capacity and ensure student success. Additional topics will be based on campus needs in order to grow instructional practices. Campus data will be analyzed to drive decisions.
- **Develop and Implement a District Transition Plan:** To reduce the recidivism rate the campus will continue to implement a campus transition plan to ensure procedures are in place to support a successful transition to each student’s home campus.
- **Increase Student Attendance:** To increase student academic achievement the campus will work to increase the attendance rate.



Judson Early College Academy
Dr. Josephine Juarez, Principal
Executive Summary
2019-2020

The Judson Early College Academy (JECA) has achieved the highest rating from the Texas Education Agency for four consecutive years: Academic Achievement in English Language Arts/Reading Academic Achievement in Mathematics Academic Achievement in Science Academic Achievement in Social Studies Top 25 Percent: Student Progress Top 25 Percent: Closing Performance Gaps Postsecondary Readiness. JECA's needs are based on continuing student success in these areas.

Goals

1. To increase the average daily attendance rate (ADA) yearly average from 97.84% to 99.00% by the end of the 2019-2020 school year
2. To increase the STAAR EOC Mastery performance level in English I and English II by a minimum of 5% from the 2018-2019 school year to the 2019-2020 school year

Focus for School Name

- **Optional Flexible School Day Program**: JECA students in Grade 12 participate in the Optional Flexible School Day Program, which will allow them to meet state attendance requirements, attend college on a full-time basis, and engage in employment/internship opportunities. The purpose of participation in the program is to promote a higher attendance rate for students in Grade 12, thereby increasing the overall attendance rate for the campus.
- **Early Intervention**: JECA students in Grades 9 and 10 are enrolled in new ELAR and Math classes to strengthen their knowledge and skills in preparation for:
 - Texas Success Initiative Assessment (TSIA) Reading, Writing, and Math
 - STAAR EOC Algebra I, English I, and English II; and
 - Northeast Lakeview College (NLC) courses with a minimum grade requirement (e.g, ENGL 1301/1302, College Algebra).



Judson High School
Jesús Hernández III, Principal
Executive Summary
2019-2020

With regards to state accountability, Judson High School is moving towards a positive direction. We are working to improve our academic performance with students in special education and our white student population in Domain I of our state accountability. We are, also, targeting our academic growth dimension in Domain 2b on our campus accountability report. Finally, we are working towards increasing the employee survey results on communication and discipline.

Goals

1. Judson High School will increase the STAAR Performance for students in special education and our white student population (10% points in ELA and 13% points in Math) to meet or exceed the federal targets on the 2019-2020 TEA Accountability Report in Domain 2.
2. Judson High School will increase the Academic Growth Dimension (2B) by at least 2 points to a score of C on the 2019-2020 TEA Accountability Report.
3. Judson High School will increase employee satisfaction regarding communication and discipline by 15% points by the summative employee survey for 2019-2020.

Focus for Judson High School

- The Targeted Implementation Plan that was developed by the Campus Leadership Team will add a focus to new planning methods that focus on the use of data and a thorough lesson planning process.
- Quarterly Transfer Reviews-The campus team will meet regularly to discuss the appropriateness of transfers on the campus. Student academic, behavioral, and attendance data will be taken into consideration.
- Instructional Showcase-Judson High School will have teachers teaching teachers. Several times throughout the year, Judson teachers will showcase an instructional strategy being used to diversify the lesson plans. We are focusing on small group instructional strategies to add more variety as we plan activities in stations.



Judson Learning Academy
Liza M. Guerrero, Principal
Executive Summary
2019-2020

Judson Learning Academy is a non-traditional high school, Alternative Education campus. This campus was evaluated by alternative education accountability provisions. The 2019 AEA Accountability Overall rating for JLA was a B. STAAR Performance had a component score of 30, College, Career, and Military Readiness component score of 28, and Graduation Rate component score of 98. The campus will continue to work towards the increasing its overall enrollment and overall EOC scores during the next accountability cycle in order improve in all AEA accountability areas.

Goals

1. Judson Learning Academy will increase EOC scores as follows by the end of 2019-2020 accountability cycle:
 - a. ELA from 22% to 30%
 - b. Algebra 1 from 50% to 55%
 - c. Science from 50% to 55%
 - d. Social Studies from 70% to 75%
2. Judson Learning Academy will increase the percentage of EOC Retest Assessments at Approaches Grade Level or Above from 21% to 25% by the end of 2019-2020 accountability cycle.
3. Judson Learning Academy will increase the percentage RHSP/DAP/FHSP-E/FHSP-DLA Graduates from 47% to 50% by the end of 2019-2020 accountability cycle.

Focus for Judson Learning Academy

- **Student/Teacher Interaction/Engagement:** Increase of student/teacher interaction during instructional time (not just the Direct Teach STAAR remediation time). Professional development will be provided after school, at minimum, once a month. Topics will be based on campus needs in order to grow instructional practices and testing data will be analyzed to drive decisions.
- **Direct Teach (STAAR Remediation):** To improve students' performance on STAAR EOC scores, direct teach will be implemented four times a week for students needing STAAR ELA and Algebra I EOCs and twice a week for US History and Biology EOCs. Direct teach will be documented on lesson plans. Additionally, individual student data portfolios will be maintained to track student progress on specific TEKS.
- **Graduation Portfolios:** Graduation portfolios will continue to be a part of the student graduation expectations at JLA. This year, we will focus on two different graduation portfolios to better meet students' post-graduation needs. One portfolio will be focused on college-bound students and the other will be workforce/military-bound focused.



Veterans Memorial High School
Greg Brauer, Principal
Executive Summary
2019-2020

The Student Growth measure is a priority this school year. While the overall STAAR numbers were 80 Approaches, 55 Meets, and 17 Masters, the Student Growth measure rated at a 59. As a campus, we need to focus on high quality instruction developed in collaborative planning sessions.

Goals

1. Targeted subpopulation performance on the 2020 STAAR Assessments will increase a minimum of 7% points in the Meets performance category for all tests as outlined below:

Academic Growth				
Subpopulation	Reading		Math	
	2019	2020	2019	2020
White	66% to 73%		50% to 57%	
Special Education	52% to 59%		33% to 40%	
Economically Disadvantaged	65% to 72%		39% to 46%	

2. Veterans Memorial High School will implement a Professional Learning Community, Instructional Power Hour and Collaborative planning process as evidenced by lesson plan feedback, alignment-walk feedback and common assessment data.

Focus for Veterans Memorial High School

- **Professional Learning Community:** Once per month, teachers assemble in the library during their conference periods to receive professional development directly from the campus principal. Topics are chosen based on data trends and campus needs.
- **Instructional Power Hour:** Once per month, the week after PLC’s, departments meet with their assigned Assistant Principal to discuss how their department can implement the PD provided in PLC and discuss vertical alignment opportunities.
- **Collaborative Planning:** Once per week, content teams meet with their assistant principal during their common conference period to create aligned lessons focused on the gradual release process. Scaffolding opportunities are determined based on examination of common assessment data in Eduphoria. Lesson plan feedback is then provided in writing by administrators.



Wagner High School
Mary Duhart-Toppen, Principal
Executive Summary
2019 - 2020

Wagner High School received a Met Standard Accountability Rating for 2018 - 2019. In addition, the campus received a distinction in Post-Secondary Readiness. English Language Arts is an area of focus for all student groups. This campus is identified for targeted support and improvement specifically in the area of White student population. However, after analyzing the data, there is a need for a campus-wide focus on literacy, academic vocabulary, and content vocabulary to improve the overall performance in all STAAR EOC areas.

Goals

1. Student performance on the 2020 STAAR Assessments will increase a minimum of 5% points in the Approaches, Meets, and Master performance categories for all tests as outlined below:

STAAR	Approaches	Meets	Masters
English I	60% to 65%	42% to 45%	7% to 12%
English II	67% to 72%	45% to 52%	3% to 10%
Algebra I	83% to 88%	53% to 58%	30% to 35%
Biology	84% to 89%	52% to 57%	13% to 18%
US History	91% to 96%	74% to 79%	43% to 48%

2. Wagner High School will increase student attendance rate from 92.4% to 95%.

Focus for Wagner High School

- **Professional Learning Communities:** Monthly campus-wide professional development will be provided by administration focused on a problem of practice to improve teaching and learning. Campus administration will support professional development through Instructional Power Hours that will focus on content-specific instructional strategies to improve teaching and learning.
- **Collaborative Planning PLC:** Core subject areas will have weekly meetings for collaborative planning and professional development in instructional delivery. Teachers will plan lessons collaboratively by specific content for each core subject assisted by administration and lead teachers. Collaborative planning will also include modeling of research-based instructional strategies, pedagogy and critical thinking activities to increase rigor.
- **Literacy:** To improve reading and writing, the entire campus will implement literacy strategies through their content area. Lesson plans will be monitored for reading and writing activities to support the literacy initiative. Each content area will be given a specific window completing a literacy assessment.
- **Attendance:** Weekly meetings with the Attendance Committee to address students with attendance concerns. Strategic intervention meetings with parents, student, counselor, and truancy officer for students. Incentives and recognitions for students on a weekly basis for students with perfect attendance that includes game tickets, T-shirts, and gift cards donated by staff members.



Meeting Date: October 10, 2019

Submitted By: Renée A. Paschall
Title: School Board President

Agenda Item: Consider and take action regarding approving the Superintendent's Evaluation Instrument for the 2019-2020 School Year

CONSENT ITEM

RECOMMENDATION:

The Board approve the Superintendent's Evaluation Instrument..

IMPACT/RATIONALE:

The Superintendent shall be evaluated on an annual basis with an instrument that has been selected and approved by the Board.

BOARD ACTION REQUESTED:

Approval/Disapproval

Judson Independent School District Superintendent Evaluation Instrument

General Information

The TASB Recommended Instrument consists of three parts: 1) Report on student performance and additional information required in the Annual Performance Report, 2) Key performance indicators, and 3) Other management responsibilities of the superintendent. In completing the evaluation, the board will consult data provided by the superintendent and other legally appropriate data the board deems relevant.

At the start of the evaluation cycle, the board and superintendent shall agree upon the process for evaluation and weight given to each part. Please note that the commissioner's recommended appraisal process and criteria in 19 Tex. Admin. Code § 150.1031 requires that a student performance domain, "at a minimum," be considered in the evaluation. Other procedures and criteria are determined by the board. In addition, the information in a district's annual performance report as set forth in Tex. Educ. Code § 39.306 must be a primary consideration of the board for the superintendent's evaluation. Tex. Educ. Code § 39.307(3)(C).

Part One: Report on student performance features a worksheet prepared by the superintendent using the most recent student performance data from the Texas Academic Performance Reports (TAPR). The Texas commissioner of education, through Region 13 ESC, annually provides the [Commissioner-Recommended Student Performance Domain](#) worksheet. The completed worksheet should be distributed to the board at the same time that all parts of the instrument are given to trustees for individual completion. (Please refer to your local board practice concerning your evaluation cycle.)

Additional information required to be reported in the district's annual report under Tex. Educ. Code § 39.306 must be considered for the superintendent's evaluation, including the following: campus performance objectives; the district's accreditation status; special education compliance status; statement on violent or criminal incidents; information on school violence and intervention policies and procedures; evaluative findings under the Safe and Drug-Free School and Communities Act; information on student performance in post-secondary institutions; the number of school counselors providing counseling services; and the financial section of the TAPR.

Part Two: Key performance indicators are developed in alignment with your district goals. The superintendent develops superintendent performance targets, which are reviewed by the

board. The job targets should be SMART—Specific, Measurable, Attainable, Results-Oriented, and Time-Bound.

Part Three: Other management responsibilities is designed to function as an evaluation of general management performance and to assist the board and superintendent in identifying priorities for the coming year. These responsibilities include the superintendent’s individual and collaborative duties identified in Board Policy BJA(Legal) and BJA(Local).

Reflecting the philosophy that the Superintendent Evaluation Instrument is a planning document, at the same meeting when the board and superintendent review the Instrument for the coming year, agreement is reached on which areas of Part Three items will be included. Not all may be relevant in a particular evaluation cycle. In this manner, an individual board may customize Part Three of the instrument.

Rating Scale:

E Exceptional	Progress exceeds expectation and criteria noted in the instrument
P Proficient	Progress meets the expectation and criteria noted in the instrument
N Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument

Comments may be added on any item. Any rating of “Needs Improvement” must be accompanied by a comment indicating the nature of the deficiency or a statement of what the board expected to see in performance that was not evident.

Part One: Report on student performance

The board reviews and uses the completed [Commissioner-Recommended Student Performance Domain Worksheet](#) for the portion of the superintendent appraisal on student performance.

The board reviews and uses the additional information required to be reported in the district's annual performance report as set forth in Tex. Educ. Code § 39.306.

Part Two: Key performance indicators

The board, in discussion with the superintendent, established the following Superintendent performance targets for the year.

District Goal – Student performance

Click or tap here to enter text.

Key performance indicators

Click or tap here to enter text.

Rating: Click or tap here to enter text.

Comments: Click or tap here to enter text.

District goal (replicate for each goal adopted by the Board of Trustees for the evaluation cycle)

Click or tap here to enter text.

Key performance indicators

Click or tap here to enter text.

Rating: Click or tap here to enter text.

Comments: Click or tap here to enter text.

Part Three: Assessment of ongoing responsibilities

Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

A. Instructional management: The superintendent manages an assessment and improvement system for student learning in the major academic subjects that results in the ongoing improvement in student achievement. The board may want to see:

- Information on how the district determines deficiencies or areas for improvement in instruction and curriculum.
- An annual report of instructional areas needing attention, as revealed by the system.
- Annual reports of remediation and instructional improvement efforts implemented, cost, progress, and results as they become available.
- A trend of ongoing improvement as reflected in longitudinal data on student scores.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

B. Student services management: The superintendent oversees a program of students services tied to defined goals and objectives. The board may want to see:

- Annual goals, targets, or benchmarks, and the rationale behind them for counseling services, health and safety programs, extracurricular programs, and students discipline.
- Semi-annual monitoring reports for student services programs, related to goals and targets.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

C. Staff development and professional growth: The superintendent oversees a program of staff development designed to improve district performance. The board may want to see:

- An annual summary of the staff development plan, including goals for the program tied to district assessment data and staff appraisal data, and administration-defined measures for assessing program success.
- An annual report on the success of the staff development program as demonstrated by administration-defined measures.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments

District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

A. Facilities and operations management: The superintendent maintains a management system designed to produce ongoing efficiencies in major district operations, including transportation, food services, and building maintenance and operations. The board may want to see:

- Annual goals, targets, or benchmarks and the monitoring process, to be used by administration to assess efficiency in the targeted areas.
- An annual report on success in terms of the goals, including longitudinal data.
- A general trend toward improvement in each area, as defined by the goals, targets, and benchmarks used.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

B. Fiscal management: The superintendent manages a budget development, implementation, and monitoring process that reflects sound business and fiscal practices and that supports district goals. The board may want to see:

- Budget assumptions and priorities, prior to development of the budget.
- Contingency plans for addressing any anticipated changes in district circumstances that could affect district finances in future years.
- Recommended budget in line with established assumptions and strict priorities. Quarterly financial reports showing implementation compared to adopted budget.
- End of year results that are generally consistent with adopted budget.
- Administrative procedures instituted to reduce the risk of fraud.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

C. Human resources management: The superintendent oversees a comprehensive human resources program (recruitment, retention, staff organization, compensation and benefits, staff recognition, and support), tied to defined goals and targets developed by administration for board review. The board may want to see:

- An annual list of goals, targets, or benchmarks for human resource services, related to one or more of the major functions listed above.
- An annual report of district success toward meeting the year's goals, targets, or benchmarks.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

Board and Community Relations

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

A. Board relations: The superintendent maintains a positive and productive working relationship with the board of trustees. The board may want to see:

- Evidence that during the prior evaluation year the board was kept informed of significant issues as they arose.
- Evidence that during the prior evaluation year the superintendent responded in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.
- Recommendations and appropriate supporting materials on matters for board decision.
- Evidence that the superintendent's actions appropriately supported board policy and decisions with the staff and community.
- Other (Insert specific data or reports to be furnished by the administration.)

(The board acknowledges that individual members' judgment on the indicators above may vary from member to member and from incident to incident. Differences among members of the board about superintendent performance in this area should be discussed among the board so that consistent direction and expectations can be provided to the superintendent.)

*Board members should assess this item based on whether or not the members feel the superintendent exercised sound judgment on a **generally** consistent basis in meeting the corporate body's expectations in the above areas. The board's rating on this item should reflect the assessment of a majority of the board.)*

Rating:

Comments:

B. Community Relations: The superintendent maintains a positive and productive working relationship with the community. The board may want to see:

- Information detailing the district's internal and external communication strategies.
- Evidence of methods for community and business involvement in schools. Evidence of methods or programs to encourage community and business participation in and with the school district.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

Commissioner- Recommended Student Performance Domain

Superintendent: Dr. Jeanette Ball

District: Judson Independent School District

Date: 10/10/2019

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

To be included as one component of the locally developed appraisal instrument

Texas statute requires that the board use the district performance report as a primary consideration in its appraisal of superintendent performance (TEC §39.054). This worksheet provides an analysis of district student performance based on the district Accountability Reports.

To meet the statutory requirement for primary consideration, the board should consider the information on this worksheet in discussing and evaluating each area of superintendent responsibility on the local appraisal instrument. Such areas of responsibility often include: instructional management; personnel management; student management; management of fiscal, administrative, and facilities functions; organization morale; organization improvement; school-community relations; school board relations; and professional growth and development.

The information on this worksheet should be used as only one indicator of the success of the superintendent in managing specified areas of district operations for increased student achievement. In addition, the board should use locally determined and other indicators of success in discussing and evaluating the job performance of the superintendent in specified areas of responsibility.

Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

Directions for cover sheet: Click once on the “Click here to enter text” button to enter the Superintendent name and District. Click once on the “Click here to enter a date” button and a drop down arrow will appear. Click on the arrow and choose the completion date for this form.

Data Sources for worksheet: The superintendent should use the 2017 and 2018 Accountability Reports by District, the comprehensive online Texas Academic Performance Report system, 2016-2017 Texas Academic Performance Reports, and www.txschools.org to complete Steps 1-3.

STEP 1: 2018 STATUS

DISTRICT

Overall District Rating

- A B C D F
 Met Standard *Met Alternative Standard* *Improvement Required*
 District is identified for Distinction Designation in Post-Secondary Readiness

Student Achievement Domain Rating

- A B C D F
 Met Standard *Met Alternative Standard* *Improvement Required*

School Progress Domain Rating

- A B C D F
 Met Standard *Met Alternative Standard* *Improvement Required*

Closing the Gaps Domain Rating

- A B C D F
 Met Standard *Met Alternative Standard* *Improvement Required*

CAMPUS(ES)

Campus Information	
Number of campuses with Met Standard/Met Alternative Standard rating	
Number of campuses with Improvement Required rating	
Number of campuses with multi-year Improvement Required rating	
Number of Additional Targeted Support campuses	
Number of Comprehensive campuses	

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

Distinction Designations								
Number of Campuses	Read/ELA	Math	Science	Social Studies	Academic Growth	Gap	Post-Secondary	Total #
Eligible for Distinction Designation								0
Identified for Distinction Designation								0

Superintendent Comments: [Click here to enter text.](#)

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

Step 2: Closing the Gaps

Complete district information. Indicate types of campuses (i.e., elementary, secondary, etc.) and number of campuses within each category. The data can be found on the Closing the Gaps Report. Indicate number of campuses within each type which “Met Indicators”. For participation, enter percent of participation for All Students for ELA/Reading and Mathematics. When needed, use “NA” to indicate not applicable.

Closing the Gaps											
		Academic Achievement Status		Growth/Federal Graduation Status		English Language Proficiency Status		School Quality/ Student Success Status		Participation	
		# Indicators Met	# Indicators Evaluated	# Indicators Met	# Indicators Evaluated	# Indicators Met	# Indicators Evaluated	# Indicators Met	# Indicators Evaluated	% of ELA / Reading	% of Mathematics
District											
Campus Type	Number										
<i>EX. HS</i>	5	29	31	26	31	4	5	63	70	98%	97%

Superintendent Comments: [Click here to enter text.](#)

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

Step 3: Summary of Current Year Results.

A. Post district State Assessment results below. Possible data sources may include comprehensive online Texas Academic Performance Report system, 2017 Index 1 Student Achievement Data Table, and/or 2018 STAAR Performance Data Table. The column to the right of the percentage should be used to indicate direction of rates comparing 2018 to 2017. For an increase in percentage, mark a "+". For a decrease in percentage, mark a "-". For a neutral, mark a "/". When needed, use "NA" to indicate not applicable.

STAAR Percent at Approaches Grade Level or Above All Grades																												
	District*		African American*		Hispanic*		White*		American Indian*		Asian*		Pacific Islander*		Two or More Races*		Econ Disadv*		EL (Current & Monitored)*		Special Ed (Current)		Special Ed (Former)		Continuously Enrolled		Non-Continuously Enrolled	
	88%	+	84%	/	79%	-	93%	-	88%	+	84%	/	79%	-	93%	-	78%	-	93%	+	73%	-	73%	-	84%	+	82%	/
EXAMPLE	88%	+	84%	/	79%	-	93%	-	88%	+	84%	/	79%	-	93%	-	78%	-	93%	+	73%	-	73%	-	84%	+	82%	/
All Subjects																												
Reading																												
Mathematics																												
Writing																												
Science																												
Social Studies																												

*State Accountability student group for state assessment (if group size meets minimum requirements)

Superintendent Comments: [Click here to enter text.](#)

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

STAAR Percent at Meets Grade Level or Above All Grades																													
	District*		African American*		Hispanic*		White*		American Indian*		Asian*		Pacific Islander*		Two or More Races*		Econ Disadv*		EL (Current & Monitored)*		Special Ed (Current)		Special Ed (Former)		Continuously Enrolled		Non-Continuously Enrolled		
	EXAMPLE	88%	+	84%	/	79%	-	93%	-	88%	+	84%	/	79%	-	93%	-	78%	-	93%	+	73%	-	73%	-	84%	+	82%	/
All Subjects																													
Reading																													
Mathematics																													
Writing																													
Science																													
Social Studies																													

*State Accountability student group for state assessment (if group size meets minimum requirements)

Superintendent Comments: [Click here to enter text.](#)

STAAR Percent at Master Grade Level All Grades																													
	District*		African American*		Hispanic*		White*		American Indian*		Asian*		Pacific Islander*		Two or More Races*		Econ Disadv*		EL (Current & Monitored)*		Special Ed (Current)		Special Ed (Former)		Continuously Enrolled		Non-Continuously Enrolled		
	EXAMPLE	88%	+	84%	/	79%	-	93%	-	88%	+	84%	/	79%	-	93%	-	78%	-	93%	+	73%	-	73%	-	84%	+	82%	/
All Subjects																													
Reading																													
Mathematics																													
Writing																													
Science																													
Social Studies																													

*State Accountability student group for state assessment (if group size meets minimum requirements)

Superintendent Comments: [Click here to enter text.](#)

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

B. Post Academic Growth Rates below. Possible data sources may include 2018 Academic Growth Data Table. With the new accountability system implemented in 2018 by the Texas Education Agency, comparisons from 2017 to 2018 in Academic Growth does not yield useful data. Only 2018 points earned are shown.

	State	District
EXAMPLE	88	84
All Subjects	69	70
Reading	69	72
Mathematics	70	68

*State Accountability student group for state assessment (if group size meets minimum requirements)

Superintendent Comments: [Click here to enter text.](#)

C. Post district Graduation and Dropout Rates below. The data can be found on the 2018 Graduation Rate Data Table and online Texas Academic Performance Report system.

Graduation Rate											
	District*	African American*	Hispanic*	White*	American Indian*	Asian*	Pacific Islander*	Two or More Races*	Econ Disadv*	EL	Special Ed
4-Year Graduation Rate (Gr. 9-12) Class of 2017											
5-Year Extended Graduation Rate (Gr. 9-12) Class of 2016											
6-Year Extended Graduation Rate (Gr. 9-12) Class of 2015											

*State Accountability student group for Graduation (if group size meets minimum size requirements)

	District*	African American*	Hispanic*	White*	American Indian*	Asian*	Pacific Islander*	Two or More Races*	Econ Disadv*	EL	Special Ed
Grade 7-8											
Grade 9-12											

*State Accountability student group for dropout rate (if group size meets minimum requirements)

Superintendent Comments: [Click here to enter text.](#)

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

Step 4: Strengths and Areas of Need

Using the student performance data summarized in Steps 1-3 above, the superintendent and board should identify strengths and areas that may need to be addressed.

A. Strengths in district student performance: [Click here to enter text.](#)

B. Areas that may need to be addressed in district student performance. In the spaces provided, indicate approaches to improve student performance.

STAAR Reading/ELA	
STAAR Writing	
STAAR Math	
STAAR Social Studies	
STAAR Science	
Participation	
Dropout	
Graduation	
Special Education	
English Learners	
Economically Disadvantaged	
Other	

Superintendent Comments: [Click here to enter text.](#)

Commissioner-Recommended Student Performance Domain/Superintendent Appraisal WORKSHEET

Step 5: Goal Setting

The board should review the information on this worksheet as part of its local procedures for setting goals with the superintendent for the next evaluation cycle. District student performance identified on the worksheet as needing to be addressed should be reflected in appropriate locally developed goals. Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Legal Authority: The analysis of district student performance provided on this worksheet should be used by the board in the evaluation of the superintendent. The results of the analysis should be incorporated into the local appraisal instrument. TEC §39.054; TAC §150.1022(d)

The information in this domain should be incorporated into the locally adopted appraisal instrument in a manner consistent with locally adopted procedures for evaluating the superintendent. In addition, the information should be used to set priorities for ongoing improvement with the superintendent and as additional data to appraise other aspects of the superintendent's job performance.



Meeting Date: October 10, 2019

Submitted By: Renée A. Paschall
Title: School Board President

Agenda Item: Consider and take action regarding approving the Board Self-Evaluation Instrument for the 2019-2020 School Year

CONSENT ITEM

RECOMMENDATION:

The Board approve the Board Self-Evaluation Instrument.

IMPACT/RATIONALE:

Once approved, the document will be used for the Board's annual Self-Evaluation.

BOARD ACTION REQUESTED:

Approval/Disapproval

BOARD PARTICIPATION AND PERFORMANCE SURVEY
Judson Independent School District
2019-2020

Part I – Self Evaluation of Individual Performance as a Judson ISD Board Member

Please respond to the following questions as they relate to your governance in the 2018-2019 school year – particularly in the last 5-10 official Board activities. The questions are organized into specific categories of best practices in order to better target the training needs of the Board.

Preparation and Participation	Always	Frequently	Sometimes	Never
• I understand the policies and laws that govern both Board meetings and school district operations.				
• I understand the school district’s budgeting process.				
• I understand the curriculum and graduation requirements of both the state and the school district.				
• I read the agenda and supporting material prior to Board meetings.				
• I reserve all decisions on matters until the Board is in session.				
• I attend all regular and special Board meetings.				

Limitations of Authority	Always	Frequently	Sometimes	Never
• I am able to identify which issues relate to governance and policy and which issues relate to administrative duties of school district employees.				
• I avoid involvement in issues that relate to administrative duties of school district employees.				
• I use the chain of command and direct questions to the Superintendent when contacted by a district resident.				
• I am able to separate my authority as a Board member from that of the Superintendent.				
• I am judicious and prudent in the use of funds allocated for Board member activities, including for travel.				
• I refrain from exercising my authority as a Board member when the Board is not legally in session.				

Board Unity	Always	Frequently	Sometimes	Never
• I refrain from engaging in personal matters during Board activities.				
• I participate in Board team building activities.				
• I participate in training sessions, budget discussions, and work sessions.				
• I publicly support positions taken by a majority of the Board even if have expressed disagreement in non-public Board session.				
• I work toward building mutual trust between the Board and school district administration by refraining from public disputes.				

Part II – Assessment of the Total School Board Performance

Please respond to the following questions as they relate to your assessment of the overall operation of the School Board in the 2018-2019 school year. The questions are organized into specific categories of best practice for overall Board function in order to better target the training needs of the Board.

Board Relationship with the Superintendent	Strongly Agree	Agree	Disagree	Strongly Disagree
<ul style="list-style-type: none"> The Board keeps the Superintendent informed on issues, needs, and complaints in a manner allowing him/her the opportunity to solve related problems in a professional manner. 				
<ul style="list-style-type: none"> The Board is able to compromise on controversial matters and clearly communicate its final position to the Superintendent. 				
<ul style="list-style-type: none"> The Board supports the Superintendent’s administrative regulations and decisions to the public and staff members and relays disagreement in a private or executive session. 				
<ul style="list-style-type: none"> The Board is able to set aside personality conflicts and consider the recommendations of the Superintendent in an unbiased and objective manner. 				

Board Relationship with the Community	Strongly Agree	Agree	Disagree	Strongly Disagree
<ul style="list-style-type: none"> The Board acts in a way that upholds the trust of their fellow citizens to promote the educational development of the children and youth of this community. 				
<ul style="list-style-type: none"> The Board acts in a way that demonstrates that their first and greatest concern is for the academic success and safety of all students in the district without distinction to any particular group or individual. 				
<ul style="list-style-type: none"> The Board supports the efforts of the administration to inform the community about the performance and safety of all schools. 				

Board Relationship with other Board Members	Strongly Agree	Agree	Disagree	Strongly Disagree
<ul style="list-style-type: none"> Individual members of the Board treat others members of the Board with respect during Board meetings. 				
<ul style="list-style-type: none"> Differences of opinion influencing Board member votes are based on what is best for the school district rather than personality conflicts. 				
<ul style="list-style-type: none"> Each member of the Board only exercises his/her authority when convened in a legally conducted Board meeting. 				
<ul style="list-style-type: none"> Board members meet to discuss district matters only when a quorum is present. 				

Board Relationship with District Staff and Personnel	Strongly Agree	Agree	Disagree	Strongly Disagree
<ul style="list-style-type: none"> The Board refrains from participation in the hiring of staff. 				
<ul style="list-style-type: none"> The Board creates a climate of support for district staff. 				
<ul style="list-style-type: none"> The Board members do not allow personal friendships with district personnel to affect Board decisions. 				

Part IV – Evaluate Your School Board Team Effectiveness

How do you rate your team’s progress? (Circle Rating)

Communication						
Too little too late	1	2	3	4	5	Getting what I need

Respect between team members						
Little	1	2	3	4	5	Much

Conflict within the team						
Difficult issues not discussed	1	2	3	4	5	Issues are timely discussed

Working on relationships within the team						
Little effort	1	2	3	4	5	Much effort

TOTAL SCORE: _____



Meeting Date: October 10, 2019

Submitted By: Dr. Jeanette Ball
Title: Superintendent

Agenda Item: Consider and take action regarding approving a Resolution declaring October 9, 2019 as Texas Education Human Resources Day

CONSENT ITEM

RECOMMENDATION:

The Board approve the Resolution declaring October 9, 2019 as Texas Education Human Resources Day.

IMPACT/RATIONALE:

To encourage students, staff, and parents to express their appreciation to our human resources team members for their dedication and commitment to Judson ISD employees and students.

BOARD ACTION REQUESTED: **Approval/Disapproval**



Texas Education Human Resources Day Resolution Judson Independent School District Board of Trustees

Whereas, the Human Resources division is instrumental in recruiting, selecting, resourcing, and retaining quality staff in support of providing an excellent education for all students; and

Whereas, Human Resources plays a key role in fostering satisfaction and loyalty among employees by allowing for professional growth and development and keeping employees informed about policies, working conditions, compensation, and benefits; and

Whereas, Human Resources monitors and manages current and future workforce trends, organizational culture, legal and legislative trends, and ethical and social responsibility; and

Whereas, Human Resources is an important part of district leadership and is vital to the overall productivity and efficiency of the district's workforce; and

Whereas, Human Resources is a valued and respected department that sustains the district's most important asset—its people;

Therefore, the Board of Trustees of the Judson Independent School District does hereby resolve that October 9, 2019, be observed as Texas Education Human Resources Day throughout the district. The Board also encourages students, staff, and parents to express their appreciation to our human resources team members for their dedication and commitment to Judson ISD employees and students.

Renée A. Paschall
School Board President

Lynette Perez
School Board President



Meeting Date: October 10, 2019

Submitted By: Cecilia Davis

Title: Assistant Superintendent of Curr. Instruction

Agenda Item: Consider and take action regarding approving a Proclamation declaring October 20-26, 2019 as Friends of the Libraries Week

CONSENT ITEM

RECOMMENDATION:

To approve October 20-26, 2019 as Friends of the Libraries Week.

IMPACT/RATIONALE:

The purpose of the Friends of the Libraries Week is to acknowledge the contributions made by the Friends of the Libraries and to recognize the importance of our libraries as central to supporting a child's learning and intellectual growth.

BOARD ACTION REQUESTED:

Approval/Disapproval



National Friends of Libraries Week Proclamation – Academic/School Library Friends

Whereas, Friends of the Judson ISD Libraries raise money that enables our libraries to move from good to great – providing additional resources to support special collections, additional programming and special events throughout the year;

Whereas, the work of the Friends highlights on an on-going basis the fact that our library is the center of learning and intellectual growth on our campus -- connecting students with the thoughts, ideas, and intellectual contributions of others from ages past and to the present;

Whereas, the Friends understand the critical importance of a well funded library and work to articulate that importance to ensure that our library gets the resources it needs to provide a wide variety of services including access to print and electronic materials, along with expert assistance in research and reader's advisory;

Whereas, the very gift of the Friends' time and commitment to the library sets an example for all in how volunteerism leads to positive civic engagement and the overall betterment of campus life;

Now, therefore, be it resolved that, We, the Judson Independent School District Board of Trustees do hereby proclaim October 20-26, 2019, as Friends of Libraries week at all of the Judson ISD libraries throughout our district and urges everyone on campus to join and support the Friends of the Library and thank them for all they do to enrich our library and, therefore, enhance academic achievement.

Renée A. Paschall, President

Lynette Perez, Secretary





Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving an order by the Board of Trustees of the Judson Independent School District amending the order of the Board of Trustees authorizing the issuance of the "Judson Independent School District Unlimited Tax Refunding Bonds, Series 2010"; and other matters related thereto

CONSENT ITEM

RECOMMENDATION:

Adoption of an Order amending the Order authorizing the Judson Independent School District Unlimited Refunding Bonds, Series 2010.

IMPACT/RATIONALE:

This is an order to amend the 2010 Series Refunding Bonds Order adopted on April 15, 2010. In that order there was an error that stated the "call" date, when the District can refund or defease the bonds was February 1, 2021, when it should have been February 1, 2020.

Since this is one of the series of bonds that being refunded we must correct the original order before proceeding with the Series 2020 refunding.

BOARD ACTION REQUESTED:

Approval/Disapproval

AN ORDER BY THE BOARD OF TRUSTEES OF THE JUDSON INDEPENDENT SCHOOL DISTRICT AMENDING THE ORDER OF THE BOARD OF TRUSTEES AUTHORIZING THE ISSUANCE OF THE “JUDSON INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX REFUNDING BONDS, SERIES 2010”; AND OTHER MATTERS RELATED THERETO

WHEREAS, the Board of Trustees (the *Board*) of the Judson Independent School District (the *District*) previously adopted an order on April 15, 2010 (the *Original Order*) pursuant to Chapter 1207, as amended, Texas Government Code (the *Act*) authorizing the issuance of unlimited tax refunding bonds entitled “Judson Independent School District Unlimited Tax Refunding Bonds, Series 2010” (the *Bonds*), dated May 1, 2010, in the aggregate principal amount of \$24,404,982.05;

WHEREAS, pursuant to the Original Order, the Board delegated to each Designated Financial Officer (as defined in the Original Order) the authority to execute an approval certificate (the *Approval Certificate*) to evidence the final sales terms for the Bonds, including the redemption provisions, on the date of sale;

WHEREAS, the Approval Certificate was executed by a Designated Financial Officer on May 19, 2010 completing the sale of the Bonds,

WHEREAS, Section 4.B. of the Original Order provided the District’s authority to optionally redeem certain Bonds maturing after a certain date and, due to a scrivener’s error, incorrectly identified the Stated Maturities (as defined in the Original Order) that are eligible to be optionally redeemed and the date on which such Stated Maturities may be redeemed at the option of the District;

WHEREAS, the Approval Certificate provided that the optional redemption provisions as provided in the Original Order have not been amended since the adoption of the Original Order;

WHEREAS, the final numbers on the date of sale of the Bonds and the final Official Statement correctly provide that the Bonds have Stated Maturities on and after February 1, 2021 are shall be subject to redemption prior to Stated Maturity, at the option of the District, on February 1, 2020 or on any date thereafter;

WHEREAS, Section 24. of the Original Order authorizes the District to amend the Original Order in any manner not detrimental to the interests of the Bondholders, including the curing of any ambiguity, inconsistency, or formal defect or omission therein, and to do so without the consent of or notice to any Bondholders;

WHEREAS, the amendment of the Original Order to include the correct optional redemption provisions for the Bonds does not constitute a reissuance under Texas law which has been administratively determined by the Public Finance Division of the Office of the Texas Attorney General to mean (1) the extension of the time or times for the payment of the principal of and interest on the Bonds, (2) the reduction of the principal amount of the Bonds, (3) reduction

of the interest rate on the Bonds, and (4) the change in the security interest in the repayment of the Bonds; and

WHEREAS, the Board hereby finds and determines that the amendment of the Original Order is in the best interests of the residents of the District, now, therefore,

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE JUDSON INDEPENDENT SCHOOL DISTRICT THAT:

SECTION 1: Amendments to the Original Order.

A. Section 4.B. is replaced in its entirety as follows:

B. Optional Redemption of Current Interest Bonds. The Current Interest Bonds having Stated Maturities on and after February 1, 2021 shall be subject to redemption prior to Stated Maturity, at the option of the District, on February 1, 2020 or on any date thereafter, in whole or in part, in principal amounts of \$5,000 or any integral multiple thereof (and if within a Stated Maturity selected at random and by lot by the Paying Agent/Registrar) at the redemption price of par plus accrued interest to the date of redemption.

B. Section 8.B., the fifth full paragraph starting with “As specified in the Order” is replaced in its entirety as follows:

As specified in the Order, the Bonds having Stated Maturities on and after February 1, 2021 shall be subject to redemption prior to Stated Maturity, at the option of the District, on February 1, 2020, or on any date thereafter, in whole or in part in principal amounts of \$5,000 or any integral multiple thereof (and if within a Stated Maturity selected at random and by lot by the Paying Agent/Registrar) at the redemption price of par, together with accrued interest to the date of redemption, and upon thirty (30) days prior written notice being given by the Paying Agent/Registrar and subject to the terms and provisions relating thereto contained in the Order. If this Bond is subject to prior redemption and is of a denomination in excess of \$5,000, portions of the principal sum hereof in installments of \$5,000 or any integral multiple thereof may be redeemed, and, if less than all of the principal sum hereof is to be redeemed, upon the surrender of this Bond to the Paying Agent/Registrar at its corporate trust office there shall be issued to the Holder hereof, without charge therefor, for the then unredeemed balance of the principal sum hereof, a new Bond or Bonds of like Stated Maturity and interest rate in any authorized denominations provided by the Order.

[END OF AMENDMENT]

SECTION 2: Surviving Provisions. All other provisions of the Original Order not specifically amended herein are hereby confirmed and ratified.

SECTION 3: Incorporation of Preamble Recitals. The recitals contained in the preamble hereof are hereby found to be true, and such recitals are hereby made a part of this Order for all purposes and are adopted as a part of the judgment and findings of the Board.

SECTION 4: Inconsistent Provisions. All orders and resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Order are hereby repealed to the extent of such conflict, and the provisions of this Order shall be and remain controlling as to the matters ordered herein.

SECTION 5: Governing Law. This Order shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 6: Severability. If any provision of this Order or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Order and the application of such provision to other persons and circumstances shall nevertheless be valid, and the Board hereby declares that this Order would have been enacted without such invalid provision.

SECTION 7: Open Meeting. It is officially found, determined, and declared that the meeting at which this Order was adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Order, was given, all as required by Chapter 551, as amended, Texas Government Code.

SECTION 8: Effective Date. This Order shall be in force and effect from and after its final passage, and it is so resolved.

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PASSED AND ADOPTED on the 10th day of October, 2019.

JUDSON INDEPENDENT
SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(SEAL)



Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving an order authorizing the issuance by the Judson Independent School District of its unlimited tax refunding bonds in one or more series (as designated by purpose and series); Levying a continuing direct annual ad valorem tax for the payment of one or more series of bonds; delegating the authority to certain members of the Board of Trustees and District Staff to approve and execute certain documents relating to the sale of each series of bonds; and providing an effective date.

CONSENT ITEM

RECOMMENDATION:

Adoption of an Order and other related letters authorizing the issuance of one or more "Judson Independent School District Unlimited Tax Refunding Bonds, Series 2020" pursuant to a delegated authority

IMPACT/RATIONALE:

The refunding of certain eligible bonds will provide for a lower interest expense over the term of the bonds which will result in an estimated savings of \$700,000 depending on the actual interest rate at the time of the sale.

BOARD ACTION REQUESTED:

Approval/Disapproval

AN ORDER AUTHORIZING THE ISSUANCE BY THE JUDSON INDEPENDENT SCHOOL DISTRICT OF ITS UNLIMITED TAX REFUNDING BONDS IN ONE OR MORE SERIES (AS DESIGNATED BY PURPOSE AND SERIES); LEVYING A CONTINUING DIRECT ANNUAL AD VALOREM TAX FOR THE PAYMENT OF ONE OR MORE SERIES OF BONDS; PRESCRIBING THE FORM, TERMS, CONDITIONS, AND RESOLVING OTHER MATTERS INCIDENT AND RELATED TO THE ISSUANCE, SALE, AND DELIVERY OF ONE OR MORE SERIES OF BONDS, INCLUDING THE APPROVAL AND DISTRIBUTION OF ONE OR MORE OFFICIAL STATEMENTS PERTAINING THERETO; AUTHORIZING THE EXECUTION OF ONE OR MORE PAYING AGENT/REGISTRAR AGREEMENTS, PURCHASE CONTRACTS, AND ESCROW AGREEMENTS EACH PERTAINING TO A SERIES OF BONDS; COMPLYING WITH THE LETTER OF REPRESENTATIONS ON FILE WITH THE DEPOSITORY TRUST COMPANY; DELEGATING THE AUTHORITY TO CERTAIN MEMBERS OF THE BOARD OF TRUSTEES AND DISTRICT STAFF TO APPROVE AND EXECUTE CERTAIN DOCUMENTS RELATING TO THE SALE OF EACH SERIES OF BONDS; AND PROVIDING AN EFFECTIVE DATE

WHEREAS, pursuant to the provisions of Chapter 1207, as amended, Texas Government Code (*Chapter 1207*), the Board is authorized to issue refunding bonds and deposit the proceeds of sale directly with any designated escrow agent for the District's unlimited tax bonds refunded with the proceeds of such refunding bonds and, in reliance on this authority, the District has delegated to an Authorized Official (defined herein) authority to determine, pursuant to the applicable provisions hereof, whether to issue refunding bonds hereunder for such purpose; and

WHEREAS, the Board has heretofore issued, sold, and delivered, and there is currently outstanding obligations, payable from ad valorem taxes, in the aggregate original principal amount of \$14,045,000, being those obligations disclosed on Schedule I attached hereto and incorporated by reference for all purposes to this order (the *Refunded Obligations*); and

WHEREAS, pursuant to the provisions of Chapter 1207, the Board is authorized to issue refunding bonds and deposit the proceeds of sale directly with any designated escrow agent for the Refunded Obligations, and such deposit, when made in accordance with Chapter 1207, shall constitute the making of firm banking and financial arrangements for the discharge and final payment of the Refunded Obligations; and

WHEREAS, when firm banking arrangements have been made for the payment of principal and interest to the stated maturity or redemption dates of the Refunded Obligations, then the Refunded Obligations shall no longer be regarded as outstanding except for the purpose of receiving payment from the funds provided for such purpose and may not be included in or considered to be an indebtedness of the District for the purpose of a limitation on outstanding indebtedness or taxation or for any other purpose; and

WHEREAS, the Chapter 1207 permits that the deposit of the proceeds from the sale of the refunding bonds be deposited directly with any designated escrow agent for the Refunded Obligations which is not the depository bank of the District; and

WHEREAS, Regions Bank, Houston, Texas is the paying agent/registrar for the Refunded Obligations; and

WHEREAS, _____, _____, _____, which is not a depository bank of the District, is hereby designated as the Escrow Agent (hereinafter defined) and as Paying Agent/Registrar (hereinafter defined) for the refunding bonds; and

WHEREAS, the Board hereby finds and determines that the Refunded Obligations are scheduled to mature, or are subject to being redeemed, not more than twenty (20) years from the date of the refunding bonds herein authorized to realize debt service savings and such refunding will result in gross savings of \$_____ and a net present value savings of \$_____ (_____%), excluding the District's cash contribution of \$_____; and

WHEREAS, the Board hereby finds and determines that, pursuant to applicable Texas law, the delegation to the Authorized Officials with the authority to execute the Approval Certificate (a form of which is attached hereto as Schedule II) to approve the final terms of the Bonds as set forth in the Approval Certificate is in the best interest of the District; and

WHEREAS, the Governing Body hereby finds and determines that the issuance of the unlimited tax bonds is in the best interests of the residents of the District; now, therefore,

BE IT ORDERED BY THE BOARD OF TRUSTEES OF THE JUDSON INDEPENDENT SCHOOL DISTRICT THAT:

SECTION 1: Authorization - Designation - Principal Amount - Purpose – Dated Date. The District's bonds, to be designated "Judson Independent School District Unlimited Tax Refunding Bonds, Series 2019" (the *Bonds*) are hereby authorized to be issued and delivered in accordance with the Constitution and laws of the State of Texas, including particularly Chapter 1207 and Chapter 1371, as amended Texas Government Code (*Chapter 1371*). The Bonds shall be issued in the aggregate principal amount of \$_____ to provide funds for (i) the purpose of providing funds for the discharge and final payment of the Refunded Obligations, and (ii) paying the costs and expenses of issuance of the Bonds. The Bonds shall be dated _____, 2019 (the *Dated Date*) and interest shall accrue as provided in Section 2 hereof.

As authorized by Chapter 1207 and Chapter 1371, each Authorized Official is hereby authorized, appointed, and designated as the official of the District authorized to individually act on behalf of the District in selling and delivering one or more series of unlimited tax bonds authorized herein and carrying out the procedures specified in this Order, including approval of the following terms and provisions for each series of unlimited tax bonds:

1. Whether such series of Bonds shall be issued as refunding bonds and such series shall identify and select from the Refunding Candidates of those District obligations to be included as the Refunded Obligations refunded with proceeds of such series of Bonds.

2. The style of each series of Bonds, which style indicates (with respect to each series of Bonds) the use of proceeds thereof, calendar year of issuance, and (if necessary or desired) a letter or other sequential identification indicating that multiple series of Bonds of the same or similar type have been or will be issued hereunder during a particular calendar year.

3. The aggregate principal amount of each series of Bonds, as well as the principal amount of each stated maturity within a series of Bonds.

4. The rate of interest to be borne on the principal amount of each stated maturity within a series of Bonds and the interest payment dates for such series of Bonds.

5. The Dated Date for each series of Bonds.

6. Whether such series of Bonds is sold pursuant to a competitive or negotiated sale based upon the advice of the District's financial advisor.

7. The optional, extraordinary optional, and mandatory redemption provisions applicable, if at all, to each series of Bonds.

8. The selection of the senior managing underwriter and the co-managers to serve as the syndicate of underwriters selling the applicable series of Bonds, if applicable.

9. Pricing for each series of Bonds, including generation and use of reoffering premium and/or discount, determination of underwriters' compensation (if any), and applicable costs of issuance.

10. Whether or not to designate such series of Bonds is designated or deemed designated as "qualified tax-exempt obligations" pursuant to Section 265 of the Internal Revenue Code of 1986, as amended, subject to market conditions at the time of pricing and sale of such series of Bonds.

Each series of Bonds authorized by this Order shall be issued within the following parameters:

1. The combined principal amount of all series of Bonds issued hereunder shall not exceed \$14,045,000.

2. The maximum maturity of any series of Bonds authorized to be issued pursuant to this Order will be February 1, 2029.

3. The true interest rate (federal arbitrage yield) on each series of Bonds authorized to be issued pursuant to this Order shall not exceed a rate greater than 5.00% per annum.

4. A series of Bonds shall produce net present value of savings, determined on a comparative basis to the prior debt service on the Refunded Obligations then-being refunded by the particular series of Bonds, of at least 3.00% (taking into account any District contribution and applicable costs of issuance).

5. The final series of Bonds issued hereunder must be sold not later than October 10, 2020 (though the closing of a particular series of Bonds sold in accordance with this provision may occur after October 10, 2020, so long as such closing period is determined by an Authorized Official to be of reasonable duration).

Each Authorized Official, acting for and on behalf of the District, is authorized, with respect to a series of Bonds, to complete and execute an Approval Certificate, in substantially the form attached as Schedule II hereto. The execution of the Approval Certificate shall evidence the sale date of each series of the Bonds by the District to the initial purchasers thereof. Upon execution of an Approval Certificate, Bond Counsel is authorized to complete a copy of this Order as evidence of the issuance of a series of Bonds pursuant to the delegated authority granted hereunder and to reflect such final terms for such series of Bonds, which includes (A) completion of the preamble to this Order, included deletion of those recitals that are not applicable to the particular series of Bonds then being issued, (B) selection of the appropriate terms to reflect the final transaction structure and terms of sale evidenced in an applicable Approval Certificate, (C) if applicable, completion of Schedule I with those Refunding Candidates selected as Refunded Obligations to be refunded with the proceeds a particular series of Bonds, and (D) such other necessary technical modifications to this Order (including the renumbering of sections hereof) to accommodate all other terms and provisions of this Section 1. In addition to the foregoing, each Authorized Official is authorized to execute, as the act and deed of the District and on behalf of the Board, any and all contracts, agreements, letters, and certificates, relative to any series of Bonds that may be required by this Order, as supplemented in the manner described above, or determined to be necessary or advisable in connection with an issuance of Bonds hereunder. It is further provided, however, that notwithstanding the foregoing provisions, no Bonds shall be delivered unless prior to delivery, the particular series of Bonds shall have been rated by a nationally recognized rating agency for municipal securities in one of the four highest rating categories for long term obligations, as required by Chapter 1371.

SECTION 2: Fully Registered Obligations - Authorized Denominations - Stated Maturities - Interest Rates. The Bonds shall be issued as fully registered obligations, without coupons, totaling \$_____ in original principal amount. The Bonds shall be issued as fully registered obligations, without coupons, in denominations of \$5,000 or any integral multiple (within a Stated Maturity) thereof, shall be lettered "R" and numbered consecutively from One (1) upward and principal shall become due and payable on February 1 in each of the years and in amounts as described below (the *Stated Maturities*) and bear interest at the rates per annum in accordance with the following schedule:

<u>Years of Stated Maturity (2/1)</u>	<u>Principal Amounts (\$)</u>	<u>Interest Rates (%)</u>
2021		
2022		
2023		
2024		
2025		
2026		

<u>Years of Stated Maturity (2/1)</u>	<u>Principal Amounts (\$)</u>	<u>Interest Rates (%)</u>
2027		
2028		
2029		

The Bonds shall bear interest on the unpaid principal amounts from the Dated Date, or from the most recent Interest Payment Date (hereinafter defined) to which interest has been paid or duly provided for to Stated Maturity or prior redemption, while Outstanding, at the rates per annum shown in the above schedule (calculated on the basis of a 360-day year of twelve 30-day months). Interest on the Bonds shall be payable initially on February 1, 2020, and semiannually on August 1 and February 1 in each year thereafter (each, an *Interest Payment Date*).

SECTION 3: Payment of Bonds - Paying Agent/Registrar. The principal of, premium, if any, and the interest on the Bonds due and payable by reason of Stated Maturity, redemption, or otherwise shall be payable, without exchange or collection charges to the registered owners of the Bonds (the *Holder* or *Holder*s), appearing on the Security Register (hereinafter defined) maintained by the Paying Agent/Registrar (hereinafter defined), in any coin or currency of the United States of America which at the time of payment is legal tender for the payment of public and private debts.

The selection and appointment of _____, _____, _____ (the *Paying Agent/Registrar*) to serve as the initial Paying Agent/Registrar for the Bonds is hereby approved and confirmed, and the District agrees and covenants to cause to be kept and maintained at the corporate trust office of the Paying Agent/Registrar books and records (the *Security Register*) for the registration, payment, and transfer of the Bonds, all as provided herein, in accordance with the terms and provisions of a Paying Agent/Registrar Agreement, attached hereto, in substantially final form, as Exhibit A, and such reasonable rules and regulations as the Paying Agent/Registrar and the District may prescribe. The District covenants to maintain and provide a Paying Agent/Registrar at all times until the Bonds are paid and discharged, and any successor Paying Agent/Registrar shall be (i) a national or state banking institution, (ii) an association or a corporation organized and doing business under the laws of the United States or any state, authorized under such laws to exercise trust powers. The Paying Agent/Registrar shall be subject to supervision or examination by federal or state authority and shall be authorized by law to serve as a Paying Agent/Registrar.

The District reserves the right to appoint a successor Paying Agent/Registrar upon providing the previous Paying Agent/Registrar with a certified copy of a resolution or order terminating such agency. Additionally, the District agrees to promptly cause a written notice of this substitution to be sent to each Holder by United States mail, first-class postage prepaid, which notice shall also give the address of the corporate trust office of the successor Paying Agent/Registrar.

Principal of, premium, if any, and interest on the Bonds, due and payable by reason of Stated Maturity, redemption or otherwise, shall be payable only to the Holder whose name appears on the Security Register (i) on the Record Date (hereinafter defined) for purposes of paying interest

on the Bonds, and (ii) on the date of surrender of the Bonds for purposes of receiving payment of principal thereof and redemption premium thereon, if any, upon redemption of the Bonds or at the Bonds' Stated Maturity. The District and the Paying Agent/Registrar, and any agent of either, shall treat the Holder as the owner of a Bond for purposes of receiving payment and all other purposes whatsoever, and neither the District nor the Paying Agent/Registrar, or any agent of either, shall be affected by notice to the contrary.

Principal of and premium, if any, on the Bonds shall be payable only upon presentation and surrender of the Bonds to the Paying Agent/Registrar at its corporate trust office. Interest on the Bonds shall be paid to the Holder whose name appears in the Security Register at the close of business on the Record Date (the fifteenth day of the month next preceding each Interest Payment Date for the Bonds) and shall be paid (i) by check sent on or prior to the appropriate date of payment by United States mail, first-class postage prepaid, by the Paying Agent/Registrar, to the address of the Holder appearing in the Security Register or (ii) by such other method, acceptable to the Paying Agent/Registrar, requested in writing by the Holder at the Holder's risk and expense.

If the date for the payment of the principal of, premium, if any, or interest on the Bonds shall be a Saturday, Sunday, a legal holiday, or a day on which banking institutions in the city where the corporate trust office of the Paying Agent/Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not such a day. The payment on such date shall have the same force and effect as if made on the original date any such payment on the Bonds was due.

In the event of a nonpayment of interest on a scheduled payment date, and for thirty (30) days thereafter, a new record date for such interest payment (a *Special Record Date*) will be established by the Paying Agent/Registrar, if and when funds for the payment of such interest have been received. Notice of the Special Record Date and of the scheduled payment date of the past due interest (which shall be fifteen (15) days after the Special Record Date) shall be sent at least five (5) business days prior to the Special Record Date by United States mail, first-class postage prepaid, to the address of each Holder of a Bond appearing on the Security Register at the close of business on the last business day next preceding the date of mailing of such notice.

SECTION 4: Redemption.

A. Mandatory Redemption of Term Bonds. The Bonds stated to mature on February 1, 20__ are referred to herein as the "Term Bonds". The Term Bonds are subject to mandatory sinking fund redemption prior to their stated maturities from money required to be deposited in the Bond Fund for such purpose and shall be redeemed in part, by lot or other customary method, at the principal amount thereof plus accrued interest to the date of redemption in the following principal amounts on February 1 in each of the years as set forth below:

Term Bonds	
Stated to Mature	
<u>on February 1, 20__</u>	
<u>Year</u>	<u>Principal</u>
	<u>Amount (\$)</u>

*Payable at Stated Maturity.

The principal amount of a Term Bond required to be redeemed pursuant to the operation of such mandatory redemption provisions shall be reduced, at the option of the District, by the principal amount of any Term Bonds of such Stated Maturity which, at least fifty (50) days prior to the mandatory redemption date (1) shall have been defeased or acquired by the District and delivered to the Paying Agent/Registrar for cancellation, (2) shall have been purchased and canceled by the Paying Agent/Registrar at the request of the District with money in the Bond Fund, or (3) shall have been redeemed pursuant to the optional redemption provisions set forth below and not theretofore credited against a mandatory redemption requirement.

B. Optional Redemption of Bonds. The Bonds having Stated Maturities on and after February 1, 20__ shall be subject to redemption prior to Stated Maturity, at the option of the District, on February 1, 20__, or on any date thereafter, in whole or in part, in principal amounts of \$5,000 or any integral multiple thereof (and if within a Stated Maturity selected at random and by lot by the Paying Agent/Registrar) at the redemption price of par plus accrued interest to the date of redemption.

C. Exercise of Redemption Option. At least forty-five (45) days prior to a date set for the redemption of the Bonds (unless a shorter notification period shall be satisfactory to the Paying Agent/Registrar), the District shall notify the Paying Agent/Registrar of its decision to exercise the right to redeem the Bonds, the principal amount of each Stated Maturity to be redeemed, and the date set for the redemption thereof. The decision of the District to exercise the right to redeem the Bonds shall be entered in the minutes of the Board of the District.

D. Selection of Bonds for Redemption. If less than all Outstanding Bonds of the same Stated Maturity are to be redeemed on a redemption date, the Paying Agent/Registrar shall select at random and by lot the Bonds to be redeemed, provided that if less than the entire principal amount of a Bond is to be redeemed, the Paying Agent/Registrar shall treat such Bond then subject to redemption as representing the number of Bonds Outstanding which is obtained by dividing the principal amount of such Bond by \$5,000.

E. Notice of Redemption. Not less than thirty (30) days prior to a mandatory or optional redemption date for the Bonds, the Paying Agent/Registrar shall cause a notice of redemption to be sent by United States Mail, first-class postage prepaid, in the name of the District and at the District's expense, by the Paying Agent/Registrar to each Holder of a Bond to be redeemed in whole or in part at the address of the Holder appearing on the Security Register at the time such notice of redemption is mailed, and any notice of redemption so mailed shall be conclusively presumed to have been duly given irrespective of whether received by the Holder. This notice may also be published once in a financial publication, journal, or reporter of general circulation among securities dealers in the City of New York, New York (including, but not limited

to, *The Bond Buyer* and *The Wall Street Journal*), or in the State of Texas (including, but not limited to, *The Texas Bond Reporter*).

All notices of redemption shall (i) specify the date of redemption for the Bonds, (ii) identify the Bonds to be redeemed and, in the case of a portion of the principal amount to be redeemed, the principal amount thereof to be redeemed, (iii) state the redemption price, (iv) state that the Bonds, or the portion of the principal amount thereof to be redeemed, shall become due and payable on the redemption date specified, and the interest thereon, or on the portion of the principal amount thereof to be redeemed, shall cease to accrue from and after the redemption date, and (v) specify that payment of the redemption price for the Bonds, or the principal amount thereof to be redeemed, shall be made at the corporate trust office of the Paying Agent/Registrar only upon presentation and surrender thereof by the Holder.

If a Bond is subject by its terms to redemption and has been called for redemption and notice of redemption thereof has been duly given as hereinabove provided, such Bond (or the principal amount thereof to be redeemed) so called for redemption shall become due and payable, and if money sufficient for the payment of such Bonds (or of the principal amount thereof to be redeemed) at the then applicable redemption price is held for the purpose of such payment by the Paying Agent/Registrar, then on the redemption date designated in such notice, interest on the Bond (or the principal amount thereof to be redeemed) called for redemption shall cease to accrue and such Bonds shall not be deemed to be Outstanding.

F. Transfer/Exchange of Bonds. Neither the Issuer nor the Paying Agent/Registrar shall be required to transfer or exchange any Bonds called for redemption, in whole or in part, during a period beginning forty five (45) days prior to the redemption date; provided, however such limitation shall not be applicable to an exchange by the Holder of the unredeemed balance of a Bond which is subject to partial redemption.

SECTION 5: Registration - Transfer - Exchange of Bonds - Predecessor Bonds. The Paying Agent/Registrar shall obtain, record, and maintain in the Security Register the name and address of every owner of the Bonds or, if appropriate, the nominee thereof. Any Bond may, in accordance with its terms and the terms hereof, be transferred or exchanged for Bonds of other authorized denominations upon the Security Register by the Holder, in person or by his duly authorized agent, upon surrender of such Bond to the Paying Agent/Registrar for cancellation, accompanied by a written instrument of transfer or request for exchange duly executed by the Holder or by his duly authorized agent, in form satisfactory to the Paying Agent/Registrar.

Upon surrender for transfer of any Bond (other than the Initial Bond authorized in Section 7 hereof) at the corporate trust office of the Paying Agent/Registrar, the Paying Agent/Registrar shall register and deliver, in the name of the designated transferee or transferees, one or more new Bonds executed on behalf of, and furnished by, the District of authorized denomination and having the same Stated Maturity and of a like aggregate principal amount and interest rate as the Bond or Bonds surrendered for transfer.

At the option of the Holder, Bonds may be exchanged for other Bonds of authorized denominations and having the same Stated Maturity, bearing the same rate of interest, and of like aggregate principal amount as the Bonds surrendered for exchange, upon surrender of the Bonds

to be exchanged at the corporate trust office of the Paying Agent/Registrar. Whenever any Bonds are so surrendered for exchange, the Paying Agent/Registrar shall register and deliver new Bonds executed on behalf of, and furnished by, the District to the Holder requesting the exchange.

All Bonds issued upon any transfer or exchange of Bonds shall be delivered at the corporate trust office of the Paying Agent/Registrar, or sent by United States registered mail to the Holder at his request, risk, and expense, and upon the delivery thereof, the same shall be the valid obligations of the District, evidencing the same obligation to pay, and entitled to the same benefits under this Order, as the Bonds surrendered in such transfer or exchange.

All transfers or exchanges of Bonds pursuant to this Section shall be made without expense or service charge to the Holder, except as otherwise herein provided, and except that the Paying Agent/Registrar shall require payment by the Holder requesting such transfer or exchange of any tax or other governmental charges required to be paid with respect to such transfer or exchange.

Bonds canceled by reason of an exchange or transfer pursuant to the provisions hereof are hereby defined to be Predecessor Bonds, evidencing all or a portion, as the case may be, of the same debt evidenced by the new Bond or Bonds registered and delivered in the exchange or transfer therefor. Additionally, the term Predecessor Bonds shall include any Bond registered and delivered pursuant to Section 15 of this Order in lieu of a mutilated, lost, destroyed, or stolen Bond which shall be deemed to evidence the same obligation as the mutilated, lost, destroyed, or stolen Bond.

SECTION 6: Execution - Registration. The Bonds shall be executed on behalf of the District by the President of the Governing Body under its seal reproduced or impressed thereon and attested by the Secretary of the Governing Body. The signature of said officers on the Bonds may be manual or facsimile. Bonds bearing the manual or facsimile signatures of individuals who are or were the proper officers of the District on the Dated Date shall be deemed to be duly executed on behalf of the District, notwithstanding that such individuals or either of them shall cease to hold such offices at the time of delivery of the Bonds to the Purchasers and with respect to Bonds delivered in subsequent exchanges and transfers, all as authorized and provided in Chapter 1201, as amended, Texas Government Code.

No Bond shall be entitled to any right or benefit under this Order, or be valid or obligatory for any purpose, unless there appears on such Bond either a certificate of registration substantially in the form provided in Section 8C, executed by the Comptroller of Public Accounts of the State of Texas or his duly authorized agent by manual signature, or a certificate of registration substantially in the form provided in Section 8D, executed by the Paying Agent/Registrar by manual signature. Either of these certificates upon any Bond shall be conclusive evidence, and the only evidence required, that such Bond has been duly certified or registered and delivered.

SECTION 7: Initial Bond. The Bonds herein authorized shall be initially issued as a single fully registered Bond in the aggregate principal amount of \$ _____ with principal installments to become due and payable as provided in Section 2 hereof and numbered T-1 (the *Initial Bond*), and the Initial Bond shall be registered in the name of the Purchasers or the designee thereof as further described in Section 16. The Initial Bond shall be the Bond submitted to the Office of the Attorney General of the State of Texas for approval, certified and registered by the

Office of the Comptroller of Public Accounts of the State of Texas and delivered to the Purchasers. Any time after the delivery of the Initial Bond, the Paying Agent/Registrar, pursuant to written instructions from the Purchasers, or the designee thereof, shall cancel the Initial Bond delivered hereunder and exchange therefor definitive Bonds of like kind and of authorized denominations, Stated Maturities, principal amounts and bearing applicable interest rates for transfer and delivery to the Holders named at the addresses identified therefor; all pursuant to and in accordance with such written instructions from the Purchasers, or the designee thereof, and such other information and documentation as the Paying Agent/Registrar may reasonably require.

SECTION 8: Forms.

A. Forms Generally. The Bonds, the Registration Certificate of the Comptroller of Public Accounts of the State of Texas, the Registration Certificate of Paying Agent/Registrar, and the form of Assignment to be printed on each of the Bonds shall be substantially in the forms set forth in this Section with such appropriate insertions, omissions, substitutions, and other variations as are permitted or required by this Order and may have such letters, numbers, or other marks of identification (including identifying numbers and letters of the Committee on Uniform Securities Identification Procedures of the American Bankers Association) and such legends and endorsements (including the guarantee of the Permanent School Fund, insurance legends in the event the Bonds, or any Stated Maturities thereof, are insured and any reproduction of an opinion of Bond Counsel (hereinafter referenced)) thereon as may, consistent herewith, be established by the District or determined by the officers executing such Bonds as evidenced by their execution thereof. Any portion of the text of any Bond may be set forth on the reverse thereof, with an appropriate reference thereto on the face of the Bond.

The definitive Bonds shall be printed, lithographed, or engraved or produced in any other similar manner, all as determined by the officers executing the Bonds as evidenced by their execution thereof, but the Initial Bond submitted to the Attorney General of Texas may be typewritten or photocopied or otherwise reproduced.

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B. Form of Definitive Bonds.

REGISTERED
NO. R- _____

REGISTERED PRINCIPAL
AMOUNT
\$ _____

United States of America
State of Texas
County of Bexar
JUDSON INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX REFUNDING BOND,
SERIES 2019

Dated Date: _____, 2019 Stated Maturity: _____ Interest Rate: _____ CUSIP No. _____

REGISTERED OWNER: _____

PRINCIPAL AMOUNT: _____ AND NO/100 DOLLARS

The Judson Independent School District (the *District*), a body corporate and political subdivision in the County of Bexar, State of Texas, for value received, acknowledges itself indebted to and hereby promises to pay to the order of the Registered Owner named above (the *Holder*), or the registered assigns thereof, the Principal Amount specified above on the Stated Maturity Date specified above (or so much as shall not have been paid upon prior redemption) and to pay interest on the unpaid principal amount hereof from the Dated Date, or from the most recent Interest Payment Date (hereinafter defined) to which interest has been paid or duly provided for, to the earlier of redemption or to Stated Maturity, at the per annum rate of interest specified above computed on the basis of a 360-day year of twelve 30-day months; such interest being payable initially on February 1, 2020, and semiannually on August 1 and February 1 in each year thereafter (each, an *Interest Payment Date*).

Principal and premium, if any, of this Bond shall be payable to the Holder hereof, upon presentation and surrender, at the corporate trust office of the Paying Agent/Registrar executing the registration certificate appearing hereon, or its successor. Interest shall be payable to the Holder of this Bond (or one or more Predecessor Bonds, as defined in the Order hereinafter referenced) whose name appears on the Security Register maintained by the Paying Agent/Registrar at the close of business on the Record Date, which is the fifteenth day of the month next preceding each Interest Payment Date. All payments of principal of, premium, if any, and interest on this Bond shall be in any coin or currency of the United States of America which at the time of payment is legal tender for the payment of public and private debts. Interest shall be paid by the Paying Agent/Registrar by check sent on or before the appropriate date of payment, by United States mail, first-class postage prepaid, to the Holder hereof at the address appearing in the Security Register or by such other method, acceptable to the Paying Agent/Registrar, requested by, and at the risk and expense of, the Holder hereof.

This Bond is one of the series specified in its title issued in the aggregate principal amount of \$ _____ (the *Bonds*) pursuant to an order adopted by the Governing Body of the District (the *Order*) for the purpose of providing funds for (i) the purpose of providing funds for the discharge and final payment of the Refunded Obligations, and (ii) paying the costs and expenses of issuance of the Bonds. The Bonds are issued under the Order and in conformity with the laws of the State of Texas, including Chapters 1207 and 1371, as amended, Texas Government Code.

The Bonds are payable from the proceeds of an ad valorem tax levied, without limit as to rate or amount, upon all taxable property within the District.

The Bonds stated to mature on February 1, 20__ are referred to herein as the “Term Bonds”. The Term Bonds are subject to mandatory sinking fund redemption prior to their stated maturities from money required to be deposited in the Bond Fund for such purpose and shall be redeemed in part, by lot or other customary method, at the principal amount thereof plus accrued interest to the date of redemption in the following principal amounts on February 1 in each of the years as set forth below:

Term Bonds Stated to Mature on February 1, 20__
<u>Year</u> <u>Principal Amount (\$)</u>

*Payable at Stated Maturity.

The principal amount of a Term Bond required to be redeemed pursuant to the operation of such mandatory redemption provisions shall be reduced, at the option of the District, by the principal amount of any Term Bonds of such Stated Maturity which, at least fifty (50) days prior to the mandatory redemption date (1) shall have been defeased or acquired by the District and delivered to the Paying Agent/Registrar for cancellation, (2) shall have been purchased and canceled by the Paying Agent/Registrar at the request of the District with money in the Bond Fund, or (3) shall have been redeemed pursuant to the optional redemption provisions set forth below and not theretofore credited against a mandatory redemption requirement.

As specified in the Order, the Bonds stated to mature on and after February 1, 20__, may be redeemed prior to their Stated Maturities, at the option of the District, on February 1, 20__, or on any date thereafter, in whole or in part in principal amounts of \$5,000 or any integral multiple thereof (and if within a Stated Maturity selected at random and by lot by the Paying Agent/Registrar) at the redemption price of par, together with accrued interest to the date of redemption, and upon thirty (30) days prior written notice being given by the Paying Agent/Registrar and subject to the terms and provisions relating thereto contained in the Order. If

this Bond is subject to prior redemption and is of a denomination in excess of \$5,000, portions of the principal sum hereof in installments of \$5,000 or any integral multiple thereof may be redeemed, and, if less than all of the principal sum hereof is to be redeemed, upon the surrender of this Bond to the Paying Agent/Registrar at its corporate trust office there shall be issued to the Holder hereof, without charge therefor, for the then unredeemed balance of the principal sum hereof, a new Bond or Bonds of like Stated Maturity and interest rate in any authorized denominations provided by the Order.

If this Bond (or any portion of the principal sum hereof) shall have been duly called for redemption and notice of such redemption duly given, then upon such redemption date this Bond (or the portion of the principal sum hereof to be redeemed) shall become due and payable, and, if money for the payment of the redemption price and the interest accrued on the principal amount to be redeemed to the date of redemption is held for the purpose of such payment by the Paying Agent/Registrar, interest shall cease to accrue and be payable thereon from and after the redemption date on the principal amount scheduled to be redeemed. If this Bond is called for redemption, in whole or in part, the District or the Paying Agent/Registrar shall not be required to issue, transfer, or exchange this Bond, within forty-five (45) days from the date fixed for redemption; provided, however, such limitation of transfer shall not be applicable to an exchange by the Holder of the unredeemed balance of a Bond that is redeemed in part.

Reference is hereby made to the Order, a copy of which is on file in the corporate trust office of the Paying Agent/Registrar, and to all of the provisions of which the Holder by his acceptance hereof hereby assents, for definitions of terms; the description of and the nature and extent of the tax levied for the payment of the Bonds; the terms and conditions relating to the transfer or exchange of this Bond; the conditions upon which the Order may be amended or supplemented with or without the consent of the Holders; the rights, duties, and obligations of the District and the Paying Agent/Registrar; the terms and provisions upon which this Bond may be redeemed or discharged at or prior to its Stated Maturity and deemed to be no longer Outstanding thereunder; and for the other terms and provisions thereof. Capitalized terms used herein have the meanings assigned to them in the Order.

This Bond, subject to certain limitations contained in the Order, may be transferred only upon its presentation and surrender at the corporate trust office of the Paying Agent/Registrar, with the Assignment hereon duly endorsed by, or accompanied by a written instrument of transfer in form satisfactory to the Paying Agent/Registrar duly executed by, the Holder hereof, or his duly authorized agent, and such transfer is noted on the Security Register by the Paying Agent/Registrar. When a transfer occurs, one or more new fully registered Bonds of the same Stated Maturity, of authorized denominations, bearing the same rate of interest, and of the same aggregate or remaining principal amount that remains Outstanding will be issued to the designated transferee or transferees.

The District and the Paying Agent/Registrar, and any agent of either, shall treat the Holder whose name appears on the Security Register (i) on the Record Date as the owner entitled to payment of interest hereon, (ii) on the date of surrender of this Bond as the owner entitled to payment of principal hereof at its Stated Maturity, or redemption, in whole or in part, and (iii) on any date as the owner for all other purposes, and neither the District nor the Paying Agent/Registrar, or any agent of either, shall be affected by notice to the contrary. In the event of

nonpayment of interest on a scheduled payment date and for thirty (30) days thereafter, a new record date for such interest payment (a *Special Record Date*) will be established by the Paying Agent/Registrar, if and when funds for the payment of such interest have been received from the District. Notice of the Special Record Date and of the scheduled payment date of the past due interest (the *Special Payment Date* – which shall be fifteen (15) days after the Special Record Date) shall be sent at least five (5) business days prior to the Special Record Date by United States mail, first-class postage prepaid, to the address of each Holder appearing on the Security Register at the close of business on the last business day next preceding the date of mailing of such notice.

It is hereby certified, recited, represented, and declared that the District is a duly organized and legally existing governmental agency under and by virtue of the laws of the State of Texas; that the issuance of the Bonds is duly authorized by law; that all acts, conditions, and things required to exist and be done precedent to and in the issuance of the Bonds to render the same lawful and valid obligations of the District have been properly done, have happened, and have been performed in regular and due time, form and manner as required by the laws of the State of Texas and the Order; that the Bonds do not exceed any Constitutional or statutory limitations; and that due provision has been made for the payment of the principal of and interest on the Bonds by the levy of a tax as aforesated. In case any provision in this Bond or application thereof shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions and applications of this Bond shall not in any way be affected or impaired thereby. The terms and provisions of this Bond and the Order shall be construed in accordance with and shall be governed by the laws of the State of Texas.

[The remainder of this page intentionally left blank.]

IN WITNESS WHEREOF, the Board of Trustees of the District has caused this Bond to be duly executed under its official seal.

JUDSON INDEPENDENT SCHOOL
DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(DISTRICT SEAL)

[The remainder of this page intentionally left blank.]

C. *Form of Registration Certificate of Comptroller of Public Accounts to appear on Initial Bond only.

REGISTRATION CERTIFICATE OF
COMPTROLLER OF PUBLIC ACCOUNTS

OFFICE OF THE COMPTROLLER OF §
PUBLIC ACCOUNTS §
THE STATE OF TEXAS § REGISTER NO. _____
§

I HEREBY CERTIFY that this Bond has been examined, certified as to validity and approved by the Attorney General of the State of Texas, and duly registered by the Comptroller of Public Accounts of the State of Texas.

WITNESS my signature and seal of office this _____.

Comptroller of Public Accounts
of the State of Texas

(SEAL)

*NOTE TO PRINTER: Do Not Print on Definitive Bonds.

D. *Form of Registration Certificate of Paying Agent/Registrar to appear on Definitive Bonds only.

REGISTRATION CERTIFICATE OF PAYING AGENT/REGISTRAR

This Bond has been duly issued under the provisions of the within-mentioned Order; the Bond or Bonds of the above entitled and designated series originally delivered having been approved by the Attorney General of the State of Texas and registered by the Comptroller of Public Accounts, as shown by the records of the Paying Agent/Registrar.

Registered this date: _____, _____, _____,
as Paying Agent/Registrar

By: _____
Authorized Signature

*NOTE TO PRINTER: Print on Definitive Bonds.

E. Form of Assignment.

ASSIGNMENT

FOR VALUE RECEIVED the undersigned hereby sells, assigns, and transfers unto (Print or typewrite name, address, and zip code of transferee): _____

(Social Security or other identifying number): _____
the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints _____ attorney to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

DATED: _____

NOTICE: The signature on this assignment must correspond with the name of the registered owner as it appears on the face of the within Bond in every particular.

Signature guaranteed:

[The remainder of this page intentionally left blank.]

F. The Initial Bond shall be in the form set forth in paragraph B of this Section, except as follows:

[Form of Initial Bond]

Heading and first two paragraphs shall be amended to read as follows:

REGISTERED NO. T-1 REGISTERED PRINCIPAL AMOUNT \$ _____

United States of America
State of Texas
County of Bexar
JUDSON INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX REFUNDING BOND, SERIES 2019

Dated Date: Stated Maturity Interest Rate: CUSIP No.
_____, 2019 As Shown Below As Shown Below

REGISTERED OWNER: _____

PRINCIPAL AMOUNT: _____ AND NO/100 DOLLARS

The Judson Independent School District (the District), a body corporate and political subdivision in the County of Bexar, State of Texas, for value received, acknowledges itself indebted to and hereby promises to pay to the order of the Registered Owner named above (the Holder), or the registered assigns thereof, the Principal Amount specified above on the first day of February in each of the years and in the Principal Amounts and bearing interest at the per annum rates in accordance with the following schedule:

Years of Principal Interest
Stated Maturity Amounts (\$) Rates (%)

(Information to be inserted from schedule in Section 2 hereof).

(or so much thereof as shall not have been paid upon prior redemption) and to pay interest on the unpaid Principal Amount hereof from the Dated Date, or from the most recent Interest Payment Date (hereinafter defined) to which interest has been paid or duly provided for, to Stated Maturity, or prior redemption while Outstanding, at the per annum rates of interest specified above computed on the basis of a 360-day year of twelve 30-day months; such interest being payable initially on February 1, 2020, and semiannually on August 1 and February 1 in each year thereafter (each, an Interest Payment Date).

Principal and premium, if any, of this Bond shall be payable at its Stated Maturity, or prior redemption while Outstanding, to the Holder hereof, upon its presentation and surrender, at the corporate trust office of _____, _____, _____ (the Paying Agent/Registrar). Interest shall be payable to the Holder of this Bond whose name appears on the

Security Register maintained by the Paying Agent/Registrar at the close of business on the Record Date, which is the fifteenth day of the month next preceding each Interest Payment Date. All payments of principal of, premium, if any, and interest on this Bond shall be in any coin or currency of the United States of America which at the time of payment is legal tender for the payment of public and private debts. Interest shall be paid by the Paying Agent/Registrar by check sent on or prior to the appropriate date of payment by United States mail, first-class postage prepaid, to the Holder hereof at the address appearing in the Security Register or by such other method, acceptable to the Paying Agent/Registrar, requested by, and at the risk and expense of, the Holder hereof.

G. Permanent School Fund or Insurance Legends. If bond insurance is obtained by the Purchasers or if the Bonds are guaranteed by the Permanent School Fund of the State of Texas, the Definitive Bonds and the Initial Bond shall bear an appropriate legend as provided by the insurer or the Texas Education Agency, as applicable, to appear under the following header (as applicable):

[BOND INSURANCE] [PERMANENT SCHOOL FUND GUARANTEE]

SECTION 9: Definitions. For all purposes of this Order (as defined below), except as otherwise expressly provided or unless the context otherwise requires: (i) the terms defined in this Section have the meanings assigned to them in this Section, and certain terms used in Sections 19 and 39 of this Order have the meanings assigned to them in Sections 19 and 39 of this Order, and all such terms, include the plural as well as the singular; (ii) all references in this Order to designated “Sections” and other subdivisions are to the designated Sections and other subdivisions of this Order as originally adopted; and (iii) the words “herein”, “hereof”, and “hereunder” and other words of similar import refer to this Order as a whole and not to any particular Section or other subdivision.

A. The term *Authorized Officials* shall mean the President, Board of Trustees, the Secretary, Board of Trustees, the Superintendent of Schools, and the Chief Financial Officer, or any successor to any of the aforementioned persons serving in the indicated capacity.

B. The term *Closing Date* shall mean the date of physical delivery of the Initial Bond in exchange for the payment of the agreed purchase price for the Bonds.

C. The term *Government Securities* shall mean (i) direct noncallable obligations of the United States, including obligations that are unconditionally guaranteed by, the United States of America; (ii) noncallable obligations of an agency or instrumentality of the United States, including obligations that are unconditionally guaranteed or insured by the agency or instrumentality and that, on the date the governing body of the issuer adopts or approves the proceedings authorizing the issuance of refunding bonds, are rated as to investment quality by a nationally recognized investment rating firm not less than “AAA” or its equivalent; (iii) noncallable obligations of a state or an agency or a county, municipality, or other political subdivision of a state that have been refunded and that, on the date the governing body of the issuer adopts or approves the proceedings authorizing the issuance of refunding bonds, are rated as to investment quality by a nationally recognized investment rating firm not less than “AAA” or its equivalent; or (iv) any additional securities and obligations hereafter authorized by the laws

of the State of Texas as eligible for use to accomplish the discharge of obligations such as the Bonds.

D. The term *Holder* or *Holder*s shall mean the registered owner or owners of the Bonds appearing on the Security Register maintained by the Paying Agent/Registrar.

E. The term *Interest Payment Date* shall mean the date interest is payable on the Bonds, being initially on February 1, 2020, and semiannually on August 1 and February 1 in each year thereafter, while any of the Bonds remain Outstanding.

F. The term *Order* shall mean this order adopted by the Governing Body on the date hereof.

G. The term *Outstanding* shall mean, as of the date of determination, all Bonds issued and delivered under this Order, except:

(1) those Bonds canceled by the Paying Agent/Registrar or delivered to the Paying Agent/Registrar for cancellation;

(2) those Bonds for which payment has been duly provided by the District in accordance with the provisions of Section 22 of this Order; and

(3) those Bonds that have been mutilated, destroyed, lost, or stolen and replacement Bonds have been registered and delivered in lieu thereof as provided in Section 15 of this Order.

H. The term *Purchasers* shall mean the initial purchasers of the Bonds named in Section 16 of this Order.

I. The term *Refunding Candidates shall* mean those obligations styled:

(1) Judson Independent School District Unlimited Tax Refunding Bonds, Series 2010, dated May 1, 2010, in the original principal amount of \$24,404,982.05 and stated to mature on February 1 in each of the years 2021 through 2027, in the aggregate principal amount of \$10,775,000.00. These obligations have been called for redemption on February 1, 2020; and

(2) Judson Independent School District Unlimited Tax Refunding Bonds, Series 2012, dated May 1, 2012, in the original principal amount of \$9,370,000.00 and stated to mature on February 1, 2021, February 1, 2023, February 1, 2025, February 1, 2027, February 1, 2028, and February 1, 2029, in the aggregate principal amount of \$3,270,000.00. These obligations have been called for redemption on February 1, 2020.

J. The term *Stated Maturity* shall mean the annual principal payments of the Bonds payable on February 1 of each year as set forth in Section 2 of this Order.

SECTION 10: Bond Fund — Investments. For the purpose of paying the principal of and interest on the Bonds, at the earlier of redemption or Stated Maturity, there shall be and is hereby

created a special Fund to be designated “SERIES 2019 JUDSON INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX REFUNDING BONDS INTEREST AND SINKING FUND” (the *Bond Fund*), which Fund shall be kept and maintained at the District’s depository bank, and money deposited in such Fund shall be used for no other purpose and shall be maintained as provided in Section 16. Authorized Officials of the District are hereby authorized and directed to make withdrawals from the Bond Fund sufficient to pay the principal of and interest on the Bonds as the same become due and payable, or the purchase price thereof, and shall cause to be transferred to the Paying Agent/Registrar from money on deposit in the Bond Fund an amount sufficient to pay the purchase price or the amount of principal and/or interest falling due on the Bonds, such transfer of funds to the Paying Agent/Registrar to be made in such manner as will cause immediately available funds to be deposited with the Paying Agent/Registrar on or before the last business day next preceding each interest and principal payment date for the Bonds. To the extent that the District receives an allocation from the Existing Debt Allotment or the Instructional Facilities Allotment established pursuant to Chapter 46, as amended, Texas Education Code or credits a portion of its Basic Allotment established pursuant to Subchapter B of Chapter 42, as amended, Texas Education Code, in order to satisfy Section 45.0031, as amended, Texas Education Code, the District will comply with the provisions of Section 46.009(d), as amended, Texas Education Code, and the aforementioned Section 45.0031 concerning the deposit of these funds into the Bond Fund.

Pending the transfer of funds to the Paying Agent/Registrar, money in any fund created and established pursuant to the provisions of this Order may, at the option of the District, be placed in time deposits, certificates of deposit, guaranteed investment contracts, or similar contractual agreements, as permitted by the provisions of the Public Funds Investment Act, as amended, Chapter 2256, Texas Government Code, secured (to the extent not insured by the Federal Deposit Insurance Corporation) by obligations of the type hereinafter described, or be invested, as authorized by any law, including investments held in book-entry form, in securities including, but not limited to, direct obligations of the United States of America, obligations guaranteed or insured by the United States of America, which, in the opinion of the Attorney General of the United States, are backed by its full faith and credit or represent its general obligations, or invested in indirect obligations of the United States of America, including, but not limited to, evidences of indebtedness issued, insured or guaranteed by such governmental agencies as the Federal Land Banks, Federal Intermediate Credit Banks, Banks for Cooperatives, Federal Home Loan Banks, Government National Mortgage Association, Farmers Home Administration, Federal Home Loan Mortgage Association, Small Business Administration, or Federal Housing Association; provided that all such deposits and investments shall be made in such a manner that the money required to be expended from the Bond Fund will be available at the proper time or times. All interest and income derived from deposits and investments in any funds created pursuant to the provisions of this Order shall be credited to, and any losses debited to, such fund. All such investments shall be sold promptly when necessary to prevent any default in connection with the Bonds.

SECTION 11: Levy of Taxes — Surplus Bond Proceeds. To provide for the payment of Bonds, there is hereby levied, and there shall be annually assessed and collected in due time, form, and manner, a tax on all taxable property in the District, without legal limit as to rate or amount, sufficient to pay the principal of, premium, if any, and interest on the Bonds as the same becomes due and payable; and such tax hereby levied on each one hundred dollars valuation of taxable property in the District for the payment of the Bonds shall be at a rate from year to year as will be

ample and sufficient to provide funds each year to pay the principal of, premium, if any, and interest on the Bonds, while any Bond remains Outstanding; full allowance being made for delinquencies and costs of collection. The taxes levied, assessed, and collected for and on account of the Bonds shall be accounted for separate and apart from all other funds of the District and shall be deposited into the Bond Fund; and such tax hereby levied, and to be assessed and collected annually, is hereby pledged to the payment of the Bonds.

Accrued interest, if any, on the Bonds received from the Purchasers of the Bonds, along with any taxes collected after the Closing Date pertaining to the Refunded Obligations, shall be deposited into the Bond Fund. In addition, any surplus proceeds from the sale of the Bonds (which includes unspent Bond proceeds and investment income therefrom) not expended for authorized purposes shall be deposited into the Bond Fund, and such amounts so deposited shall reduce the sum otherwise required to be deposited in the Bond Fund from ad valorem taxes.

SECTION 12: Security of Funds. All money on deposit in the Fund for which this Order makes provision (except any portion thereof as may be at any time properly invested as provided herein) shall be secured in the manner and to the fullest extent required by the laws of Texas for the security of public funds, and money on deposit in such Fund shall be used only for the purposes permitted by this Order.

SECTION 13: Notices to Holders - Waiver. Wherever this Order provides for notice to Holders of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and sent by United States mail, first-class postage prepaid, to the address of each Holder as it appears in the Security Register.

In any case where notice to Holders is given by mail, neither the failure to mail such notice to any particular Holders, nor any defect in any notice so mailed, shall affect the sufficiency of such notice with respect to all other Holders. Where this Order provides for notice in any manner, such notice may be waived in writing by the Holder entitled to receive such notice, either before or after the event with respect to which such notice is given, and such waiver shall be the equivalent of such notice. Waivers of notice by Holders shall be filed with the Paying Agent/Registrar, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 14: Cancellation. All Bonds surrendered for payment, redemption, transfer, exchange, or replacement, if surrendered to the Paying Agent/Registrar, shall be promptly canceled by it and, if surrendered to the District, shall be delivered to the Paying Agent/Registrar and, if not already canceled, shall be promptly canceled by the Paying Agent/Registrar. The District may at any time deliver to the Paying Agent/Registrar for cancellation any Bonds previously certified or registered and delivered which the District may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly canceled by the Paying Agent/Registrar. All canceled Bonds held by the Paying Agent/Registrar shall be destroyed as directed by the District.

SECTION 15: Mutilated - Destroyed - Lost and Stolen Bonds. If (1) any mutilated Bond is surrendered to the Paying Agent/Registrar, or the District and the Paying Agent/Registrar receive evidence to their satisfaction of the destruction, loss, or theft of any Bond, and (2) there is delivered to the District and the Paying Agent/Registrar such security or indemnity as may be

required to save each of them harmless, then, in the absence of notice to the District or the Paying Agent/Registrar that such Bond has been acquired by a bona fide purchaser, the District shall execute and, upon its request, the Paying Agent/Registrar shall register and deliver, in exchange for or in lieu of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same Stated Maturity, interest rate, and of like tenor and principal amount, bearing a number not contemporaneously outstanding.

In case any such mutilated, destroyed, lost, or stolen Bond has become or is about to become due and payable, the District in its discretion may, instead of issuing a new Bond, pay such Bond.

Upon the issuance of any new Bond, or payment in lieu thereof, under this Section, the District may require payment by the Holder of a sum sufficient to cover any tax or other governmental charge imposed in relation thereto and any other expenses or charges (including attorney's fees and the fees and expenses of the Paying Agent/Registrar) connected therewith.

Every new Bond issued pursuant to this Section in lieu of any mutilated, destroyed, lost, or stolen Bond shall constitute a replacement of the prior obligation of the District, whether or not the mutilated, destroyed, lost, or stolen Bond shall be at any time enforceable by anyone, and shall be entitled to all the benefits of this Order equally and ratably with all other Outstanding Bonds.

The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of mutilated, destroyed, lost, or stolen Bonds.

SECTION 16: Sale of Bonds — Approval of Purchase Contract — Official Statement Approval – Use of Proceeds – District Contribution. The Bonds authorized by this Order are hereby sold by the District to _____, _____, _____, as the authorized representative of a group of underwriters at a negotiated sale (collectively, the *Purchasers*, having all the rights, benefits, and obligations of a Holder), in accordance with the provisions of a Purchase Contract (the *Purchase Contract*), dated _____, 2019, attached hereto as Exhibit B and incorporated herein by reference as a part of this Order for all purposes. The pricing terms of the sale of the Bonds are hereby found and determined to be the most advantageous reasonably obtainable by the District. The Initial Bond shall be registered in the name of _____. Any Authorized Official is hereby authorized and directed to execute the Purchase Contract for and on behalf of the District and as the act and deed of the Governing Body, and in regard to the approval and execution of the Purchase Contract, the Governing Body hereby finds, determines and declares that the representations, warranties, and agreements of the District contained in the Purchase Contract are true and correct in all material respects and shall be honored and performed by the District. Delivery of the Bonds to the Purchasers shall occur as soon as practicable after the adoption of this Order, upon payment therefor in accordance with the terms of the Purchase Contract.

Furthermore, the District hereby ratifies, confirms, and approves in all respects (i) the District's prior determination that the Preliminary Official Statement was, as of its date, "deemed final" in accordance with the Rule (hereinafter defined) and (ii) the use and distribution of the Preliminary Official Statement by the Purchasers in connection with the public offering and sale

of the Bonds. The final Official Statement, being a modification and amendment of the Preliminary Official Statement to reflect the terms of sale (together with such changes approved by any Authorized Official), shall be and is hereby in all respects approved and the Purchasers are hereby authorized to use and distribute the final Official Statement, dated _____, 2019, in the reoffering, sale and delivery of the Bonds to the public. The President and Secretary of the Governing Body are further authorized and directed to manually execute and deliver for and on behalf of the District copies of the Official Statement in final form as may be required by the Purchasers, and such final Official Statement in the form and content manually executed by said officials shall be deemed to be approved by the Governing Body and constitute the Official Statement authorized for distribution and use by the Purchasers. The proper officials of the District are hereby authorized to execute and deliver a certificate pertaining to such Official Statement as prescribed therein, dated as of the date of payment for and delivery of the Bonds.

Immediately following the delivery of the Bonds, certain proceeds of the sale along with a cash contribution, if any, from the District (less certain costs of issuance, and accrued interest, if any, received from the Purchasers of the Bonds) shall be deposited with the Escrow Agent for application and disbursement in accordance with the provisions of the Agreement (defined herein). The proceeds of sale of the Bonds not so deposited with the Escrow Agent for the refunding of the Refunded Obligations shall be disbursed for payment of costs of issuance or deposited in the Bond Fund for the Bonds, all in accordance with written instructions from any Authorized Official. Amounts held in the applicable interest and sinking fund for the related series of Refunded Obligations and not used as part of the District's contribution to the Escrow Fund, if any, shall be deposited into the Bond Fund and used to pay principal on the Bonds.

SECTION 17: Escrow Agreement Approval and Execution. The Escrow Deposit Letter, dated as of October 10, 2019 (the *Agreement*), by and between the District and _____, _____, _____ (the *Escrow Agent*), attached hereto as Exhibit C and incorporated herein by reference as a part of this Order for all purposes, is hereby approved as to form and content, and such Agreement in substantially the form and substance attached hereto, together with such changes or revisions as may be necessary to accomplish the refunding or benefit the District, is hereby authorized to be executed by an Authorized Official for and on behalf of the District and as the act and deed of this Board of Trustees; and such Agreement as executed by said officials shall be deemed approved by the Board and constitute the Agreement herein approved.

Furthermore, any Authorized Official and Bond Counsel in cooperation with the Escrow Agent are hereby authorized and directed to make the necessary arrangements for the purchase of the Escrowed Securities, if any, referenced in the Agreement and the delivery thereof to the Escrow Agent on the day of delivery of the Bonds to the Purchasers for deposit to the credit of the "JUDSON INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX REFUNDING BONDS, SERIES 2019 ESCROW FUND" (the *Escrow Fund*), including the execution of the subscription forms, if any, for the purchase and issuance of the "United States Treasury Securities - State and Local Government Series" for deposit to the Escrow Fund; all as contemplated and provided by the provisions of the Chapter 1207 this Order, and the Agreement.

SECTION 18: Redemption of Refunded Obligations. The Refunded Obligations referenced in the preamble hereof become subject to redemption prior to their stated maturity at the price of par and accrued interest to the date of redemption. The District shall give written

notice to the paying agent that the Refunded Obligations have been called for redemption, and the District orders that such obligations are called for redemption on the redemption date specified in each respective notice of redemption, and such order to redeem the Refunded Obligations on such date shall be irrevocable upon the delivery of the Bonds. A copy of each notice of redemption pertaining to each series of Refunded Obligations is attached to this Order as Exhibit D and such notices are incorporated herein by reference for all purposes. The paying agent is authorized and instructed to provide notice of redemption to the holders of the respective series of Refunded Obligations in the form and manner described in the orders authorizing the issuance of the Refunded Obligations.

Additionally, on or immediately prior to the date of the initial delivery of the Bonds to the Purchasers, an Authorized Official shall cause to be transferred any necessary funds in immediately available funds to the Escrow Agent from money on deposit in the interest and sinking fund maintained for the payment of the Refunded Obligations certain funds to accomplish the refunding of the Refunded Obligations.

SECTION 19: Covenants to Maintain Tax — Exempt Status.

A. Definitions. When used in this Section, the following terms have the following meanings:

Code means the Internal Revenue Code of 1986, as amended by all legislation, if any, effective on or before the Closing Date.

Computation Date has the meaning set forth in Section 1.148-1(b) of the Regulations.

Gross Proceeds means any proceeds as defined in Section 1.148-1(b) of the Regulations, and any replacement proceeds as defined in Section 1.148-1(c) of the Regulations, of the Bonds.

Investment has the meaning set forth in Section 1.148-1(b) of the Regulations.

Nonpurpose Investment means any investment property, as defined in section 148(b) of the Code, in which Gross Proceeds of the Bonds are invested and which is not acquired to carry out the governmental purposes of the Bonds.

Rebate Amount has the meaning set forth in Section 1.148-1(b) of the Regulations.

Regulations means any proposed, temporary, or final Income Tax Regulations issued pursuant to sections 103 and 141 through 150 of the Code, and 103 of the Internal Revenue Code of 1954, which are applicable to the Bonds. Any reference to any specific Regulation shall also mean, as appropriate, any proposed, temporary or final Income Tax Regulation designed to supplement, amend or replace the specific Regulation referenced.

Yield of

(1) any Investment has the meaning set forth in Section 1.148-5 of the Regulations; and

(2) the Bonds has the meaning set forth in Section 1.148-4 of the Regulations.

B. Not to Cause Interest to Become Taxable. The District shall not use, permit the use of, or omit to use Gross Proceeds or any other amounts (or any property the acquisition, construction or improvement of which is to be financed or refinanced directly or indirectly with Gross Proceeds) in a manner which if made or omitted, respectively, would cause the interest on any Bond to become includable in the gross income, as defined in section 61 of the Code, of the owner thereof for federal income tax purposes. Without limiting the generality of the foregoing, unless and until the District receives a written opinion of counsel nationally recognized in the field of municipal bond law to the effect that failure to comply with such covenant will not adversely affect the exemption from federal income tax of the interest on any Bond, the District shall comply with each of the specific covenants in this Section.

C. No Private Use or Private Payments. Except to the extent that it will not cause the Bonds to become “private activity bonds” within the meaning of section 141 of the Code and the Regulations and rulings thereunder, the District shall at all times prior to the last Stated Maturity of Bonds:

(1) exclusively own, operate and possess all property the acquisition, construction or improvement of which is to be financed or refinanced directly or indirectly with Gross Proceeds of the Bonds (including property financed with Gross Proceeds of the Refunded Obligations), and not use or permit the use of such Gross Proceeds (including all contractual arrangements with terms different than those applicable to the general public) or any property acquired, constructed or improved with such Gross Proceeds in any activity carried on by any person or entity (including the United States or any agency, department and instrumentality thereof) other than a state or local government, unless such use is solely as a member of the general public; and

(2) not directly or indirectly impose or accept any charge or other payment by any person or entity who is treated as using Gross Proceeds of the Bonds or any property the acquisition, construction or improvement of which is to be financed or refinanced directly or indirectly with such Gross Proceeds (including property financed with Gross Proceeds of the Refunded Obligations), other than taxes of general application within the District or interest earned on investments acquired with such Gross Proceeds pending application for their intended purposes.

D. No Private Loan. Except to the extent that it will not cause the Bonds to become “private activity bonds” within the meaning of section 141 of the Code and the Regulations and rulings thereunder, the District shall not use Gross Proceeds of the Bonds to make or finance loans to any person or entity other than a state or local government. For purposes of the foregoing covenant, such Gross Proceeds are considered to be “loaned” to a person or entity if: (1) property acquired, constructed or improved with such Gross Proceeds is sold or leased to such person or entity in a transaction which creates a debt for federal income tax purposes; (2) capacity in or service from such property is committed to such person or entity under a take-or-pay, output or

similar contract or arrangement; or (3) indirect benefits, or burdens and benefits of ownership, of such Gross Proceeds or any property acquired, constructed or improved with such Gross Proceeds are otherwise transferred in a transaction which is the economic equivalent of a loan.

E. Not to Invest at Higher Yield. Except to the extent that it will not cause the Bonds to become “arbitrage bonds” within the meaning of section 148 of the Code and the Regulations and rulings thereunder, the District shall not at any time prior to the final Stated Maturity of the Bonds directly or indirectly invest Gross Proceeds in any Investment, if as a result of such investment the Yield of any Investment acquired with Gross Proceeds, whether then held or previously disposed of, materially exceeds the Yield of the Bonds.

F. Not Federally Guaranteed. Except to the extent permitted by section 149(b) of the Code and the Regulations and rulings thereunder, the District shall not take or omit to take any action which would cause the Bonds to be federally guaranteed within the meaning of section 149(b) of the Code and the Regulations and rulings thereunder.

G. Information Report. The District shall timely file the information required by section 149(e) of the Code with the Secretary of the Treasury on Form 8038-G or such other form and in such place as the Secretary may prescribe.

H. Rebate of Arbitrage Profits. Except to the extent otherwise provided in section 148(f) of the Code and the Regulations and rulings thereunder:

(1) The District shall account for all Gross Proceeds (including all receipts, expenditures and investments thereof) on its books of account separately and apart from all other funds (and receipts, expenditures and investments thereof) and shall retain all records of accounting for at least six years after the day on which the last Outstanding Bond is discharged. However, to the extent permitted by law, the District may commingle Gross Proceeds of the Bonds with other money of the District, provided that the District separately accounts for each receipt and expenditure of Gross Proceeds and the obligations acquired therewith.

(2) Not less frequently than each Computation Date, the District shall calculate the Rebate Amount in accordance with rules set forth in section 148(f) of the Code and the Regulations and rulings thereunder. The District shall maintain such calculations with its official transcript of proceedings relating to the issuance of the Bonds until six years after the final Computation Date.

(3) As additional consideration for the purchase of the Bonds by the Purchasers and the loan of the money represented thereby and in order to induce such purchase by measures designed to insure the excludability of the interest thereon from the gross income of the owners thereof for federal income tax purposes, the District shall pay to the United States out of the Bond Fund or its general fund, as permitted by applicable Texas statute, regulation or opinion of the Attorney General of the State of Texas, the amount that when added to the future value of previous rebate payments made for the Bonds equals (i) in the case of a Final Computation Date as defined in Section 1.148-3(e)(2) of the Regulations, one hundred percent (100%) of the Rebate Amount on such date; and (ii) in the case of any

other Computation Date, ninety percent (90%) of the Rebate Amount on such date. In all cases, the rebate payments shall be made at the times, in the installments, to the place and in the manner as is or may be required by section 148(f) of the Code and the Regulations and rulings thereunder, and shall be accompanied by Form 8038-T or such other forms and information as is or may be required by section 148(f) of the Code and the Regulations and rulings thereunder.

(4) The District shall exercise reasonable diligence to assure that no errors are made in the calculations and payments required by paragraphs (2) and (3), and if an error is made, to discover and promptly correct such error within a reasonable amount of time thereafter (and in all events within one hundred eighty (180) days after discovery of the error), including payment to the United States of any additional Rebate Amount owed to it, interest thereon, and any penalty imposed under Section 1.148-3(h) of the Regulations.

I. Not to Divert Arbitrage Profits. Except to the extent permitted by section 148 of the Code and the Regulations and rulings thereunder, the District shall not, at any time prior to the earlier of the Stated Maturity or final payment of the Bonds, enter into any transaction that reduces the amount required to be paid to the United States pursuant to Subsection H of this Section because such transaction results in a smaller profit or a larger loss than would have resulted if the transaction had been at arm's length and had the Yield of the Bonds not been relevant to either party.

J. Bonds Not Hedge Bonds.

(1) The District reasonably expects to spend at least 85% of the spendable proceeds of the Bonds within three years after such Bonds are issued.

(2) Not more than 50% of the proceeds of the Bonds will be invested in Nonpurpose Investments having a substantially guaranteed Yield for a period of four years or more.

K. Current Refunding of the Refunded Obligations. The Bonds are issued to refund the Refunded Obligations, and the Bonds will be issued, and certain proceeds thereof used, within 90 days after the Closing Date for the redemption of the Refunded Obligations. In the issuance of the Bonds, the District has employed no "device" to obtain a material financial advantage (based on arbitrage), within the meaning of section 149(d)(4) of the Code, apart from savings attributable to lower interest rates. The District has complied with the covenants, representations, and warranties contained in the documents executed in connection with the issuance of the Refunded Obligations. Accordingly, the District expects to invest the Bond proceeds to be used to refund the Refunded Obligations without regard to Yield restrictions.

L. Elections. The District hereby directs and authorizes any Authorized Official, or any combination thereof, to make such elections in the Certificate as to Tax Exemption or similar or other appropriate certificate, form or document permitted or required pursuant to the provisions of the Code or the Regulations, as they deem necessary or appropriate in connection with the Bonds, in the Certificate as to Tax Exemption or similar or other appropriate certificate, form or document. Such elections shall be deemed to be made on the Closing Date.

M. Qualified Tax-Exempt Obligations. The District hereby designates the Bonds as *qualified tax exempt obligations* for purposes of section 265(b) of the Code. In furtherance of such designation, the District represents, covenants and warrants the following: (a) during the calendar year in which the Bonds are issued, the District (including any subordinate entities) has not designated nor will designate obligations, which when aggregated with the Bonds, will result in more than \$10,000,000 of “qualified tax-exempt obligations” being issued; (b) the District reasonably anticipates that the amount of tax-exempt obligations issued during the calendar year 2019 by the District (including any subordinate entities) will not exceed \$10,000,000; and (c) the District will take such action or refrain from such action as is necessary in order that the Bonds will not be considered “private activity bonds” within the meaning of section 141 of the Code.

SECTION 20: Permanent School Fund Guarantee. In accordance with the provisions of Subchapter C of Chapter 45 of the Texas Education Code, as amended, and 19 Texas Administrative Code Section 33.65, the District has made application to, and received approval from, the Commissioner of Education of the State of Texas (the *Commissioner*) for the Bonds to be guaranteed as to the payment of principal and interest thereon by the “Permanent School Fund”, created, established, and maintained pursuant to Article VII, Section 5 of the Constitution of the State of Texas, subject to compliance with the Texas Education Agency’s rules and regulations. This constitutional provision also provides for the creation and funding of the “Available School Fund”.

A. By virtue of the approval of the Bonds being eligible for such guarantee, the District hereby covenants, agrees, and acknowledges that:

(1) Immediately following a determination by the District of its inability to pay any principal payment or interest installment on the Bonds, and in no event later than five (5) days prior to a Stated Maturity or Interest Payment Date, the Superintendent of Schools of the District shall notify the Commissioner, in the name of the District, of (a) the District’s inability to pay all or any portion of the principal amount or interest installment of one or more Bonds, (b) the total dollar amount of funds required by the District to pay in full the principal of and interest on the Bonds which the District is unable to pay, (c) the name and address of the Paying Agent/Registrar for the Bonds, (d) the date when funds for the payment of the Bonds or interest thereon shall be required to be furnished to the District and deposited with the Paying Agent/Registrar, and (e) such other information as the Commissioner shall require;

(2) Any notices to be given to the Holders hereunder shall additionally be given to the Commissioner, when and as mailed to the Holders;

(3) If the District fails to pay the principal of and interest on any Bond and the payment thereof is provided with funds from the Permanent School Fund in accordance with the guarantee, the provisions of Section 45.059(b) of the Texas Education Code, as amended, shall prevail, to the extent of conflict, over the provisions of Section 14 hereof and such amount or amounts paid with funds from the Permanent School Fund or the Available School Fund, plus interest on such amount or amounts, shall be deducted from the first funds (being foundation school fund payments first, then available school fund

payments) the District would otherwise be lawfully entitled to receive from the State of Texas, until full reimbursement of such amount or amounts has been made to the Permanent School Fund;

(4) If two or more payments from the Permanent School Fund are made pursuant to the guarantee and the Commissioner determines that the District is acting in bad faith under the guarantee, the Attorney General of the State of Texas may institute appropriate legal action to compel the District and its officers, agents, and employees to comply with the duties required by law in regard to the Bonds; and

(5) If the District fails to pay principal or interest on a guaranteed bond when it matures, other amounts not yet mature shall not be accelerated and shall not become due by virtue of the District's default.

If the principal of, premium, if any, and interest on the Bonds are paid prior to Stated Maturity or if the Bonds are defeased as provided in Section 22, the guarantee as to payment of principal of and interest on the Bonds by the corpus and income of the Permanent School Fund shall immediately be terminated and be removed in its entirety. Notice of any such prepayment, redemption, or defeasance shall be forwarded to the Commissioner within ten (10) calendar days of such action.

SECTION 21: Control and Custody of Bonds. The President of the Board shall be and is hereby authorized to take and have charge of all necessary orders and records pending investigation by the Attorney General of the State of Texas, including the printing and supply of definitive Bonds, and shall take and have charge and control of the Initial Bond pending approval by the Attorney General, the registration thereof by the Comptroller of Public Accounts, and the delivery thereof to the Purchasers.

Furthermore, any Authorized Official is hereby authorized and directed to furnish and execute such documents relating to the District and its financial affairs as may be necessary for the issuance of the Bonds, the approval of the Attorney General and their registration by the Comptroller of Public Accounts and, together with the District's Financial Advisor, Bond Counsel, and the Paying Agent/Registrar, make the necessary arrangements for the delivery of the Initial Bond to the Purchasers and the initial exchange thereof for definitive Bonds.

SECTION 22: Satisfaction of Obligation of Issuer. If the District shall pay or cause to be paid, or there shall otherwise be paid to the Holders, the principal of, premium, if any, and interest on the Bonds, at the times and in the manner stipulated in this Order, then the pledge of taxes levied under this Order and all covenants, agreements, and other obligations of the District to the Holders shall thereupon cease, terminate, and be discharged and satisfied.

Bonds, or any principal amounts thereof, shall be deemed to have been paid within the meaning and with the effect expressed above in this Section when (i) money sufficient to pay in full such Bonds or the principal amounts thereof at Stated Maturity, or at the redemption date therefor, together with all interest due thereon, shall have been irrevocably deposited with and held in trust by the Paying Agent/Registrar, or an authorized escrow agent, and/or (ii) Government Securities shall have been irrevocably deposited in trust with the Paying Agent/Registrar, or an

authorized escrow agent, which Government Securities shall mature as to principal and interest in such amounts and at such times as will insure the availability, without reinvestment, of sufficient money, together with any money deposited therewith, if any, to pay when due the principal of and interest on such Bonds, or the principal amounts thereof, on and prior to the Stated Maturity thereof or (if notice of redemption has been duly given or waived or if irrevocable arrangements therefor acceptable to the Paying Agent/Registrar have been made) the redemption date thereof for the Bonds. In the event of a defeasance of the Bonds, the District shall deliver a certificate from its financial advisor, the Paying Agent/Registrar, an independent certified public accountant, or another qualified third party concerning the sufficiency of the deposit of cash and/or Government Securities to pay, when due, the principal of, redemption premium (if any), and interest due on any defeased Bonds. To the extent applicable, if at all, the District covenants that no deposit of money or Government Securities will be made under this Section and no use made of any such deposit which would cause the Bonds to be treated as arbitrage bonds within the meaning of section 148 of the Code (as defined in Section 19).

Any money so deposited with the Paying Agent/Registrar, and all income from Government Securities held in trust by the Paying Agent/Registrar, or an authorized escrow agent, pursuant to this Section which is not required for the payment of the Bonds, or any principal amounts thereof, or interest thereon with respect to which such money has been so deposited shall be remitted to the District or deposited as directed by the District. Furthermore, any money held by the Paying Agent/Registrar for the payment of the principal of and interest on the Bonds and remaining unclaimed for a period of three (3) years after the Stated Maturity or applicable redemption date of the Bonds such money was deposited and is held in trust to pay shall, upon the request of the District, be remitted to the District against a written receipt therefor, subject to the unclaimed property laws of the State of Texas.

Notwithstanding any other provision of this Order to the contrary, it is hereby provided that any determination not to redeem defeased Bonds that is made in conjunction with the payment arrangements specified in (i) or (ii) above shall not be irrevocable, provided that: (1) in the proceedings providing for such defeasance, the District expressly reserves the right to call the defeased Bonds for redemption; (2) gives notice of the reservation of that right to the owners of the defeased Bonds immediately following the defeasance; (3) directs that notice of the reservation be included in any redemption notices that it authorizes; and (4) at the time of the redemption, satisfies the conditions of (i) or (ii) above with respect to such defeased debt as though it was being defeased at the time of the exercise of the option to redeem the defeased Bonds, after taking the redemption into account in determining the sufficiency of the provisions made for the payment of the defeased Bonds.

SECTION 23: Order a Contract - Amendments - Outstanding Bonds. The District acknowledges that the covenants and obligations of the District herein contained are a material inducement to the purchase of the Bonds. This Order shall constitute a contract with the Holders from time to time, shall be binding on the District, and shall not be amended or repealed by the District so long as any Bond remains Outstanding except as permitted in this Section. The District, may, without the consent of or notice to any Holders, from time to time and at any time, amend this Order in any manner not detrimental to the interests of the Holders, including the curing of any ambiguity, inconsistency, or formal defect or omission herein. In addition, the District may, with the written consent of Holders holding a majority in aggregate principal amount of the Bonds

then Outstanding affected thereby, amend, add to, or rescind any of the provisions of this Order; provided that, without the consent of all Holders of Outstanding Bonds, no such amendment, addition, or rescission shall (1) extend the time or times of payment of the principal of, premium, if any, and interest on the Bonds, reduce the principal amount thereof, the redemption price therefor, or the rate of interest thereon, or in any other way modify the terms of payment of the principal of, premium, if any, or interest on the Bonds, (2) give any preference to any Bond over any other Bond, or (3) reduce the aggregate principal amount of Bonds required for consent to any such amendment, addition, or rescission.

SECTION 24: Facilities Allotment Revenues. In connection with the issuance of the Bonds, the District may make application to the Texas Education Agency for financial assistance from the State of Texas (the *State*) in accordance with the instructional facilities allotment funding program established pursuant to Chapter 46, Texas Education Code, as amended (the *Program*). In each fiscal year in which the District received funding under the existing debt allotment program, the Program, or any successor State funding programs which provide a debt service subsidy for the Bonds (such funds being collectively referred to herein as *Debt Subsidy Funds*), the District shall deposit immediately upon receipt the Debt Subsidy Funds received to the credit of the Bond Fund created pursuant to Section 10. Notwithstanding the requirements of Section 11, if the Debt Subsidy Funds are actually on deposit in the Bond Fund in advance of the time when ad valorem taxes are scheduled to be levied for any year, then the amount of taxes which otherwise would have been required to be levied pursuant to Section 11 shall be reduced to the extent and by the amount of the Debt Subsidy Funds then on deposit in the Bond Fund.

SECTION 25: Remedies in Event of Default. In addition to all the rights and remedies provided by the laws of the State of Texas, the District covenants and agrees particularly that in the event the District (a) defaults in the payments to be made to the Bond Fund, or (b) defaults in the observance or performance of any other of the covenants, conditions, or obligations set forth in this Order, the Holders of any of the Bonds shall be entitled to a writ of mandamus issued by a court of proper jurisdiction compelling and requiring the Governing Body and other officers of the District to observe and perform any covenant, condition, or obligation prescribed in this Order.

No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver of any such default or acquiescence therein, and every such right and power may be exercised from time to time and as often as may be deemed expedient. The specific remedies herein provided shall be cumulative of all other existing remedies and the specification of such remedies shall not be deemed to be exclusive.

SECTION 26: Printed Opinion. The Purchasers' obligation to accept delivery of the Bonds is subject to its being furnished a final opinion of Norton Rose Fulbright US LLP, San Antonio, Texas, as Bond Counsel, approving certain legal matters as to the Bonds, the opinion to be dated and delivered as of the date of initial delivery and payment for such Bonds. Printing of a true and correct copy of the opinion on the reverse side of each of the Bonds, with an appropriate certificate pertaining thereto executed by the facsimile signature of the Secretary of the Governing Body, is hereby approved and authorized.

SECTION 27: CUSIP Numbers. CUSIP numbers may be printed on the Bonds. It is expressly provided, however, that the presence or absence of CUSIP numbers on the Bonds shall

be of no significance or effect as regards the legality thereof and neither the District nor Bond Counsel are to be held responsible for CUSIP numbers incorrectly printed on the Bonds.

SECTION 28: Effect of Headings. The Section headings herein are for convenience only and shall not affect the construction hereof.

SECTION 29: Benefits of Order. Nothing in this Order, expressed or implied, is intended or shall be construed to confer upon any person other than the District, the Paying Agent/Registrar, Bond Counsel, Financial Advisors, the Purchasers, and the Holders, any right, remedy, or claim, legal or equitable, under or by reason of this Order or any provision hereof, this Order and all its provisions being intended to be and being for the sole and exclusive benefit of the District, the Paying Agent/Registrar, Bond Counsel, Financial Advisors, the Purchasers, and the Holders.

SECTION 30: Inconsistent Provisions. All orders, or parts thereof, which are in conflict or inconsistent with any provision of this Order are hereby repealed to the extent of such conflict, and the provisions of this Order shall be and remain controlling as to the matters herein provided.

SECTION 31: Construction of Terms. If appropriate in the context of this Order, words of the singular number shall be considered to include the plural, words of the plural number shall be considered to include the singular, and words of the masculine, feminine or neuter gender shall be considered to include the other genders.

SECTION 32: Governing Law. This Order shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 33: Severability. If any provision of this Order or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Order and the application thereof to other persons or circumstances shall nevertheless be valid, and the Governing Body hereby declares that this Order would have been enacted without such invalid provision.

SECTION 34: Public Meeting. It is officially found, determined, and declared that the meeting at which this Order is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Order, was given, all as required by Chapter 551, as amended, Texas Government Code.

SECTION 35: Authorization of Paying Agent/Registrar Agreement. The Governing Body hereby finds and determines that it is in the best interest of the District to authorize the execution of a Paying Agent/Registrar Agreement pertaining to the registration, transferability, exchange, and payment of the Bonds. A copy of the Paying Agent/Registrar Agreement is attached hereto, in substantially final form, as Exhibit A and is incorporated herein by reference as fully as if recopied in its entirety in this Order.

SECTION 36: Incorporation of Preamble Recitals. The recitals contained in the preamble to this Order are hereby found to be true, and such recitals are hereby made a part of this Order for all purposes and are adopted as a part of the judgment and findings of the Governing Body.

SECTION 37: Unavailability of Authorized Publication. If, because of the temporary or permanent suspension of any newspaper, journal, or other publication, or, for any reason, publication of notice cannot be made meeting any requirements herein established, any notice required to be published by the provisions of this Order shall be given in such other manner and at such time or times as in the judgment of the District or of the Paying Agent/Registrar shall most effectively approximate such required publication and the giving of such notice in such manner shall for all purposes of this Order be deemed to be in compliance with the requirements for publication thereof.

SECTION 38: No Recourse Against Issuer Officials. No recourse shall be had for the payment of principal of, premium, if any, or interest on any Bond or for any claim based thereon or on this Order against any official of the District or any person executing any Bond.

SECTION 39: Continuing Disclosure Undertaking.

A. Definitions.

As used in this Section, the following terms have the meanings ascribed to such terms below:

“*EMMA*” means the MSRB’s Electronic Municipal Market Access system, accessible by the general public, without charge, on the internet through the uniform resource locator (URL) <http://www.emma.msrb.org>.

“*Financial Obligation*” means a (a) debt obligation; (b) derivative instrument entered into in connection with, or pledged as security or a source of payment for, an existing or planned debt obligation; or (c) guarantee of a debt obligation or any such derivative instrument; provided that “financial obligation” shall not include municipal securities (as defined in the Securities Exchange Act of 1934, as amended) as to which a final official statement (as defined in the Rule) has been provided to the MSRB consistent with the Rule.

“*MSRB*” means the Municipal Securities Rulemaking Board.

“*Rule*” means SEC Rule 15c2-12, as amended from time to time.

“*SEC*” means the United States Securities and Exchange Commission.

“*Undertaking*” means the District’s continuing disclosure undertaking, described in Paragraphs B through F below, hereunder accepted and entered into by the District for the purpose of compliance with the Rule.

B. Annual Reports.

The District shall file annually with the MSRB (1) within six months after the end of each fiscal year ending in or after 2019, financial information and operating data with respect to the District of the general type included in the final Official Statement authorized by Section 16 of this Order, being the information described in Exhibit E hereto, and (2) if not provided as part of such financial information and operating data, audited financial statements of the District, when

and if available. Any financial statements so to be provided shall be (i) prepared in accordance with the accounting principles described in Exhibit E hereto, or such other accounting principles as the District may be required to employ from time to time pursuant to state law or regulation, and (ii) audited, if the District commissions an audit of such financial statements and the audit is completed within the period during which they must be provided. If the audit of such financial statements is not complete within such period, then the District shall file unaudited financial statements within such period and audited financial statements for the applicable fiscal year to the MSRB, when and if the audit report on such financial statements becomes available. Under current Texas law, including, but not limited to, Chapter 44, as amended, Texas Education Code, the District must keep its fiscal records in accordance with generally accepted accounting principles, must have its financial accounts and records audited by a certified or permitted public accountant and must file each audit report with the Texas Education Agency within 150 days after the close of the District's fiscal year. Copies of each audit report must also be filed in the office of the District and with the Secretary, Board of Trustees. The District's fiscal records and audit reports are available for public inspection during the regular business hours of the Superintendent of Schools. Additionally, upon the filing of these financial statements and the annual audit, these documents are subject to the Texas Open Records Act, as amended, Texas Government Code, Chapter 552.

If the District changes its fiscal year, it will file notice of such change (and of the date of the new fiscal year end) with the MSRB prior to the next date by which the District otherwise would be required to provide financial information and operating data pursuant to this Section.

C. Notice of Certain Events.

The District shall file notice of any of the following events with respect to the Bonds to the MSRB in a timely manner and not more than 10 business days after occurrence of the event:

- (1) Principal and interest payment delinquencies;
- (2) Non payment related defaults, if material;
- (3) Unscheduled draws on debt service reserves reflecting financial difficulties;
- (4) Unscheduled draws on credit enhancements reflecting financial difficulties;
- (5) Substitution of credit or liquidity providers, or their failure to perform;
- (6) Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB), or other material notices or determinations with respect to the tax status of the Bonds, or other material events affecting the tax status of the Bonds;
- (7) Modifications to rights of Holders of the Bonds, if material;
- (8) Bond calls, if material, and tender offers;
- (9) Defeasances;

- (10) Release, substitution, or sale of property securing repayment of the Bonds, if material;
- (11) Rating changes;
- (12) Bankruptcy, insolvency, receivership, or similar event of the District, which shall occur as described below;
- (13) The consummation of a merger, consolidation, or acquisition involving the District or the sale of all or substantially all of its assets, other than in the ordinary course of business, the entry into of a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material;
- (14) Appointment of a successor or additional paying agent/registrars or the change of name of a paying agent/registrars, if material;
- (15) Incurrence of a Financial Obligation of the District, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a Financial Obligation of the District, any of which affect security holders, if material; and
- (16) Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a Financial Obligation of the District, any of which reflect financial difficulties.

For these purposes, (a) any event described in the immediately preceding paragraph (12) is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent, or similar officer for the District in a proceeding under the United States Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the District, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement, or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the District, and (b) the District intends the words used in the immediately preceding paragraphs (15) and (16) and the definition of Financial Obligation in this Section to have the same meanings as when they are used in the Rule, as evidenced by SEC Release No. 34-83885, dated August 20, 2018.

The District shall file notice with the MSRB, in a timely manner, of any failure by the District to provide financial information or operating data in accordance with this Section by the time required by this Section.

D. Limitations, Disclaimers, and Amendments.

The District shall be obligated to observe and perform the covenants specified in this Section for so long as, but only for so long as, the District remains an “obligated person” with

respect to the Bonds within the meaning of the Rule, except that the District in any event will give notice of any deposit that causes the Bonds to be no longer Outstanding.

The provisions of this Section are for the sole benefit of the Holders and beneficial owners of the Bonds, and nothing in this Section, express or implied, shall give any benefit or any legal or equitable right, remedy, or claim hereunder to any other person. The District undertakes to provide only the financial information, operating data, financial statements, and notices which it has expressly agreed to provide pursuant to this Section and does not hereby undertake to provide any other information that may be relevant or material to a complete presentation of the District's financial results, condition, or prospects or hereby undertake to update any information provided in accordance with this Section or otherwise, except as expressly provided herein. The District does not make any representation or warranty concerning such information or its usefulness to a decision to invest in or sell Bonds at any future date.

UNDER NO CIRCUMSTANCES SHALL THE DISTRICT BE LIABLE TO THE HOLDER OR BENEFICIAL OWNER OF ANY BOND OR ANY OTHER PERSON, IN CONTRACT OR TORT, FOR DAMAGES RESULTING IN WHOLE OR IN PART FROM ANY BREACH BY THE DISTRICT, WHETHER NEGLIGENT OR WITH OR WITHOUT FAULT ON ITS PART, OF ANY COVENANT SPECIFIED IN THIS SECTION, BUT EVERY RIGHT AND REMEDY OF ANY SUCH PERSON, IN CONTRACT OR TORT, FOR OR ON ACCOUNT OF ANY SUCH BREACH SHALL BE LIMITED TO AN ACTION FOR MANDAMUS OR SPECIFIC PERFORMANCE.

No default by the District in observing or performing its obligations under this Section shall constitute a breach of or default under this Order for purposes of any other provision of this Order.

Nothing in this Section is intended or shall act to disclaim, waive, or otherwise limit the duties of the District under federal and state securities laws.

The provisions of this Section may be amended by the District from time to time to adapt to changed circumstances that arise from a change in legal requirements, a change in law, or a change in the identity, nature, status, or type of operations of the District, but only if (1) the provisions of this Section, as so amended, would have permitted an underwriter to purchase or sell Bonds in the primary offering of the Bonds in compliance with the Rule, taking into account any amendments or interpretations of the Rule to the date of such amendment, as well as such changed circumstances, and (2) either (a) the Holders of a majority in aggregate principal amount (or any greater amount required by any other provision of this Order that authorizes such an amendment) of the Outstanding Bonds consent to such amendment or (b) a person that is unaffiliated with the District (such as nationally recognized bond counsel) determines that such amendment will not materially impair the interests of the Holders and beneficial owners of the Bonds. The District may also repeal or amend the provisions of this Section if the SEC amends or repeals the applicable provisions of the Rule or any court of final jurisdiction enters judgment that such provisions of the Rule are invalid, and the District also may amend the provisions of this Section in its discretion in any other manner or circumstance, but in either case only if and to the extent that the provisions of this sentence would not have prevented an underwriter from lawfully purchasing or selling Bonds in the primary offering of the Bonds, giving effect to (a) such provisions as so amended and

(b) any amendments or interpretations of the Rule. If the District so amends the provisions of subsection B, it shall include with any amended financial information or operating data next provided in accordance with subsection B of this Section an explanation, in narrative form, of the reasons for the amendment and of the impact of any change in the type of financial information or operating data so provided.

E. Information Format; Incorporation by Reference.

The District information required under this Section shall be filed with the MSRB through EMMA in such format and accompanied by such identifying information as may be specified from time to time thereby. Under the current rules of the MSRB, continuing disclosure documents submitted to EMMA must be in word-searchable portable document format (PDF) files that permit the document to be saved, viewed, printed, and retransmitted by electronic means and the series of obligations to which such continuing disclosure documents relate must be identified by CUSIP number or numbers.

Financial information and operating data to be provided pursuant to this Section may be set forth in full in one or more documents or may be included by specific reference to any document (including an official statement or other offering document) available to the public through EMMA or filed with the SEC.

F. General Policies and Procedures Concerning Compliance with Federal Securities Laws.

Because the issuance of the Bonds is subject to the provisions of the Rule and because the potential “underwriters” in a negotiated sale of the Bonds or the initial purchasers in a competitive sale of the Bonds may be subject to MSRB rules and regulations with respect to such sale (including certain due diligence and suitability requirements, among others), the District hereby adopts the General Policies and Procedures Concerning Compliance with the Rule (the *Policies and Procedures*), attached hereto as Exhibit G, with which the District shall follow to assure compliance with the Undertaking. The District has developed these Policies and Procedures for the purpose of meeting its requirements of the Undertaking and, in connection therewith, has sought the guidance from its internal staff charged with administering the District’s financial affairs, its municipal or financial advisors, its legal counsel (including its Bond Counsel), and its independent accountants (to the extent determined to be necessary or advisable). The Policies and Procedures can be amended at the sole discretion of the District and any such amendment will not be deemed to be an amendment to the Undertaking. Each Authorized Official is hereby authorized to amend the Policies and Procedures as a result of a change in law, a future issuance of indebtedness subject to the Rule, or another purpose determined by the Authorized Official to be necessary or desirable for or with respect to future compliance with the Undertaking.

SECTION 40: Book-Entry-Only System.

The Bonds shall initially be registered so as to participate in a securities depository system (the *DTC System*) with the Depository Trust Company, New York, New York or any successor entity thereto (*DTC*), as set forth herein. Each Stated Maturity of the Bonds shall be issued (following cancellation of the Initial Bond described in Section 7) in the form of a separate single

definitive Bond. Upon issuance, the ownership of each such Bond shall be registered in the name of Cede & Co., as the nominee of DTC, and all of the Outstanding Bonds shall be registered in the name of Cede & Co., as the nominee of DTC. The District and the Paying Agent/Registrar are authorized to execute, deliver, and take the actions set forth in such letters to or agreements with DTC as shall be necessary to effectuate the DTC System, including the Letter of Representations attached hereto as Exhibit E (the *Representation Letter*).

With respect to the Bonds registered in the name of Cede & Co., as nominee of DTC, the District and the Paying Agent/Registrar shall have no responsibility or obligation to any broker-dealer, bank, or other financial institution for which DTC holds the Bonds from time to time as securities depository (a *Depository Participant*) or to any person on behalf of whom such a Depository Participant holds an interest in the Bonds (an *Indirect Participant*). Without limiting the immediately preceding sentence, the District and the Paying Agent/Registrar shall have no responsibility or obligation with respect to (i) the accuracy of the records of DTC, Cede & Co., or any Depository Participant with respect to any ownership interest in the Bonds, (ii) the delivery to any Depository Participant or any other person, other than a registered owner of the Bonds, as shown on the Security Register, of any notice with respect to the Bonds, including any notice of redemption, or (iii) the delivery to any Depository Participant or any Indirect Participant or any other Person, other than a Holder of a Bond, of any amount with respect to principal of, premium, if any, or interest on the Bonds. While in the DTC System, no person other than Cede & Co., or any successor thereto, as nominee for DTC, shall receive a bond certificate evidencing the obligation of the District to make payments of principal, premium, if any, and interest on the Bonds pursuant to this Order. Upon delivery by DTC to the Paying Agent/Registrar of written notice to the effect that DTC has determined to substitute a new nominee in place of Cede & Co., and subject to the provisions in this Order with respect to interest checks or drafts being mailed to the Holder, the word "Cede & Co." in this Order shall refer to such new nominee of DTC.

In the event that (a) the District determines that DTC is incapable of discharging its responsibilities described herein and in the Representation Letter, (b) the Representation Letter shall be terminated for any reason, or (c) DTC or the District determines that it is in the best interest of the beneficial owners of the Bonds that they be able to obtain certificated Bonds, the District shall notify the Paying Agent/Registrar, DTC, and DTC Participants of the availability within a reasonable period of time through DTC of bond certificates, and the Bonds shall no longer be restricted to being registered in the name of Cede & Co., as nominee of DTC. At that time, the District may determine that the Bonds shall be registered in the name of and deposited with a successor depository operating a securities depository system, as may be acceptable to the District, or such depository's agent or designee, and if the District and the Paying Agent/Registrar do not select such alternate securities depository system then the Bonds may be registered in whatever name or names the Holders of Bonds transferring or exchanging the Bonds shall designate, in accordance with the provisions hereof.

Notwithstanding any other provision of this Order to the contrary, so long as any Bond is registered in the name of Cede & Co., as nominee of DTC, all payments with respect to principal of, premium, if any, and interest on such Bond and all notices with respect to such Bond shall be made and given, respectively, in the manner provided in the Representation Letter.

SECTION 41: Further Procedures. The officers and employees of the District are hereby authorized, empowered and directed from time to time and at any time to do and perform all such acts and things and to execute, acknowledge and deliver in the name and under the corporate seal and on behalf of the District all such instruments, whether or not herein mentioned, as may be necessary or desirable in order to carry out the terms and provisions of this Order, the initial sale and delivery of the Bonds, the Paying Agent/Registrar Agreement, the Purchase Contract, the Agreement, and the Official Statement. In addition, prior to the initial delivery of the Bonds, any Authorized Official, and Bond Counsel are hereby authorized and directed to approve any technical changes or corrections to this Order or to any of the instruments authorized and approved by this Order necessary in order to (i) correct any ambiguity or mistake or properly or more completely document the transactions contemplated and approved by this Order and as described in the Official Statement, (ii) obtain a rating from any of the national bond rating agencies, or (iii) obtain the approval of the Bonds by the Texas Attorney General's office. In case any officer of the District whose signature shall appear on any certificate shall cease to be such officer before the delivery of such certificate, such signature shall nevertheless be valid and sufficient for all purposes the same as if such officer had remained in office until such delivery.

SECTION 42: District's Consent to Provide Information and Documentation to the Texas MAC: The Municipal Advisory Council of Texas (the *Texas MAC*), a non-profit membership corporation organized exclusively for non-profit purposes described in section 501(c)(6) of the Internal Revenue Code and which serves as a comprehensive financial information repository regarding municipal debt issuers in Texas, requires provision of written documentation regarding the issuance of municipal debt by the issuers thereof. In support of the purpose of the Texas MAC and in compliance with applicable law, the District hereby consents to and authorizes any Authorized Official, Bond Counsel to the District, and/or Financial Advisor to the District to provide to the Texas MAC information and documentation requested by the Texas MAC relating to the Bonds; provided, however, that no such information and documentation shall be provided prior to the Closing Date. This consent and authorization relates only to information and documentation that is a part of the public record concerning the issuance of the Bonds.

SECTION 43: Delegation Authorization Pursuant to HB 1295: Though such parties may be identified, and the entry into a particular form of contract may be authorized herein, pursuant to Chapter 1207 and Chapter 1371, and any other applicable law, the Board hereby delegates to the Superintendent of Schools and the Chief Financial Officer the authority to independently select the counterparty to the Paying Agent/Registrar Agreement, the Agreement, any agreement with any rating agency, open market securities bidding agent, verification agent, securities depository, or any other contract that is determined by such identified District official, the District's Financial Advisor, or the District's Bond Counsel to be necessary or incidental to the issuance of the Bonds as long as each of such contracts has a value of less than the amount referenced in Section 2252.908 of the Texas Government Code (collectively, the *Ancillary Bond Contracts*) and, as necessary, to execute the Ancillary Bond Contracts on behalf and as the act and deed of the District. The Board has not participated in the selection of any of the business entities which are counterparties to the Ancillary Bond Contracts.

SECTION 44: Effective Date. This Order shall be in force and effect from and after its passage on the date shown below.

[The remainder of this page intentionally left blank.]

PASSED AND ADOPTED, this 10th day of October, 2019.

JUDSON INDEPENDENT SCHOOL
DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(DISTRICT SEAL)

INDEX OF SCHEDULES AND EXHIBITS

- Schedule I - Refunded Obligations
- Schedule II - Approval Certificate
- Exhibit A - Paying Agent/Registrar Agreement
- Exhibit B - Purchase Contract
- Exhibit C - Escrow Deposit Letter
- Exhibit D - Notices of Redemption
- Exhibit E - Description of Annual Financial Information
- Exhibit F - DTC Letter of Representations
- Exhibit G - General Policies and Procedures Concerning Compliance with the Rule

SCHEDULE I

Refunded Obligations

- (1) Judson Independent School District Unlimited Tax Refunding Bonds, Series 2010, dated May 1, 2010, in the original principal amount of \$24,404,982.05 and stated to mature on February 1 in each of the years 2021 through 2027, in the aggregate principal amount of \$10,775,000.00. These obligations have been called for redemption on February 1, 2020.
- (2) Judson Independent School District Unlimited Tax Refunding Bonds, Series 2012, dated May 1, 2012, in the original principal amount of \$9,370,000.00 and stated to mature on February 1, 2021, February 1, 2023, February 1, 2025, February 1, 2027, February 1, 2028, and February 1, 2029, in the aggregate principal amount of \$3,270,000.00. These obligations have been called for redemption on February 1, 2020.

SCHEDULE II

Approval Certificate

See Tab No. __

EXHIBIT A

Paying Agent/Registrar Agreement

See Tab No. __

EXHIBIT B

Purchase Contract

See Tab No. __

EXHIBIT C

Escrow Agreement

See Tab No. __

EXHIBIT D

Notices of Redemption

See Tab No. __

EXHIBIT E

Description of Annual Financial Information

The following information is referred to in Section 39 of this Order.

Annual Financial Statements and Operating Data

The financial information and operating data with respect to the District to be provided annually in accordance with such Section are as specified (and included in the Appendix or under the headings of the Official Statement referred to) below:

1. The District's audited financial statements for the most recently concluded fiscal year or to the extent these audited financial statements are not available, the portions of the unaudited financial statements of the District appended to the Official Statement as Appendix B, but for the most recently concluded fiscal year.

2. [Tables 1 through 6 and 8 through 13 of the Official Statement and in Appendix B attached to the Official Statement.]

Accounting Principles

The accounting principles referred to in such Section are generally accepted accounting principles for governmental units as prescribed by the Government Accounting Standards Board from time to time.

EXHIBIT F

DTC Letter of Representations

See Tab No. __

EXHIBIT G

General Policies and Procedures Concerning Compliance with the Rule

I. Capitalized terms used in this Exhibit have the meanings ascribed thereto in Section 9 of the Order. “Bonds” refers to the Bonds that are the subject of the Order to which this Exhibit is attached.

II. As a capital markets participant, the District is aware of its continuing disclosure requirements and obligations existing under the Rule prior to February 27, 2019, the effective date of the most recent amendment to the Rule (the *Effective Date*), and has implemented and maintained internal policies, processes, and procedures to ensure compliance therewith. Adherence to these internal policies, processes, and procedures has enabled underwriters in non-exempt negotiated sales and initial purchasers in non-exempt competitive sales to comply with their obligations arising under various MSRB rules and regulations concerning due diligence and findings of suitability, among other matters, regarding the District’s compliance with the Rule.

III. The District is aware that the Rule was amended as of the Effective Date (the *Rule Amendment*) and has accommodated this amendment by adding subparagraphs (15) and (16) to Section 39 of the Order, which provisions are a part of the Undertaking.

IV. The District is aware that “participating underwriters” (as such term is defined in the Rule) of the Bonds must make inquiry and reasonably believe that the District is likely to comply with the Undertaking and that the standards for determining compliance have increased over time as a result of, among others, the United States Securities and Exchange Commission’s Municipalities Continuing Disclosure Cooperation Initiative and regulatory commentary relating to the effectiveness of the Rule Amendment.

V. The District now establishes the following general policies and procedures (the *Policies and Procedures*) for satisfying its obligations pursuant to the Undertaking, which policies and procedures have been developed based on the District’s informal policies, procedures, and processes utilized prior to the Effective Date for compliance with the District’s obligations under the Rule, the advice from and discussions with the District’s internal senior staff (including staff charged with administering the District’s financial affairs), its municipal or financial advisors, its legal counsel (including Bond Counsel), and its independent accountants, to the extent determined to be necessary or advisable (collectively, the *Compliance Team*):

(a) The Superintendent of Schools or the Chief Financial Officer (the *Compliance Officer*) shall be responsible for satisfying the District’s obligations pursuant to the Undertaking through adherence to these Policies and Procedures;

(b) the Compliance Officer shall establish reminder or “tickler” systems to identify and timely report to the MSRB, in the format thereby prescribed from time to time, the District’s information of the type described in Section 39 of the Order;

(c) the Compliance Officer shall promptly determine the occurrence of any of the events described in Section 39 of the Order;

(d) the Compliance Officer shall work with external consultants of the District, as and to the extent necessary, to timely prepare and file with the MSRB the annual information of the District and notice of the occurrence of any of the events referenced in Clauses (a) and (b) above, respectively, the foregoing being required to satisfy the terms of the Undertaking;

(e) the Compliance Officer shall establish a system for identifying and monitoring any Financial Obligations, whether now existing or hereafter entered into by the Issuer, and (upon identification) determining if such Financial Obligation has the potential to materially impact the security or source of repayment of the Bonds;

(f) upon identification of any Financial Obligation meeting the materiality standard identified in Clause (e) above, the Compliance Officer shall establish a process for identifying and monitoring any District agreement to covenants, events of default, remedies, priority rights, or other similar terms under such Financial Obligation;

(g) the Compliance Officer shall establish a process for identifying the occurrence of any default, event of acceleration, termination event, modification of terms, or other similar events under the terms of any Financial Obligation, the occurrence of any of which reflect financial difficulties of the District; and

VI. the Compliance Officer shall annually review these Policies and Procedures with the remainder of the Compliance Team, make any modifications on an internal document retained by the Compliance Officer and available to any “participating underwriter” (as defined in the Rule), if requested, and on the basis of this annual review (to the extent determined to be necessary or desirable), seek additional training for herself or himself, as well as other members of the District’s internal staff identified by the Compliance Officer to assist with the District’s satisfaction of the terms and provisions of the Undertaking.



Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Financial Officer

Agenda Item: Consider and take action regarding approving resolution designating the investment officers for the Judson Independent School District

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve the attached resolution designating the investment officers for the Judson Independent School District.

IMPACT/RATIONALE:

Due to a change in personnel in the Business Services Department, the administration is requesting that the attached resolution be approved which designates the staff which will be authorized to invest District funds in accordance with Board policy CDA Legal and Local.

Designation of the District's Investment Officer(s) by the Board of Trustees is a requirement of the Texas Public Funds Investment Act.

BOARD ACTION REQUESTED:

Approval/Disapproval

RESOLUTION

INVESTMENT OFFICERS DESIGNATION AND AUTHORIZATION

At a meeting of the Board of Trustees of the Judson Independent School District, duly called and held on the 10th day of October 2019, a quorum being present, it was on motion, RESOLVED, that any of the following officers or officials is hereby authorized to buy, sell, assign and endorse or transfer any obligations in which the District may legally invest as per the Public Funds Investment Act as may be further restricted by Board Policy CDA Local.

Name of Officers and Title

William E. Atkins	Chief Financial Officer
Nicole Dean	Director of Accounting
Leesa Roberts	Accountant II

I, Lynette Perez, secretary of the Judson Independent School District Board of Trustees, hereby certify that the foregoing is a true copy of a resolution duly adopted by the Board of Trustees of this organization, and a true copy of the whole said resolution, and that said resolution is in full force and effect as of the date hereof, and that it does not conflict with the Board policies of the Judson Independent School District.

Dated: October 10, 2019

Signed: _____
Lynette Perez, Secretary - School Board of Trustees



Meeting Date: October 10, 2019

Submitted By: Steve Linscomb
Title: Director of Communications

Agenda Item: Consider and take possible action regarding trademark royalty amount

DISCUSSION/ACTION ITEM

RECOMMENDATION:

It is recommended to reduce the trademark royalty amount of net sales and approve new trademark agreement.

IMPACT/RATIONALE:

Please see memo from Walsh Gallegos for findings and recommendations.

BOARD ACTION REQUESTED:

Approval/Disapproval

To: Dr. Jeanette Ball, Superintendent
Judson Independent School District

Rene Paschall, Board President
Board of Trustees of the Judson Independent School District

From: Winifred H. Dominguez, Attorney
Walsh Gallegos Treviño Russo & Kyle, P.C.

Re: Licensing Agreement Royalties and Board Questions

Date: October 3, 2019

During our recent conversation we discussed questions that had recently come up with regard to trademark licensing and the related royalties. You asked that I address the following:

- (1) review of your current License Agreement and advise the Board on any changes necessary to provide audit rights to the District on its collection of royalties for use of its trademark logos;
- (2) whether the District's requested royalty rate of 20% is within the range of the standard rates charged by others in the area; and
- (3) explain how royalty amounts are figured.

In order to answer your questions, I first reviewed your current Licensing Agreement (prepared several years ago by our firm). The Licensing Agreement provides for a percentage royalty to be charged to the license holder based on its net sales of merchandise bearing the licensed Judson logo. The "net sales" (net of taxes) was defined to include all sales to any source including "downstream" sales by distributors who purchase the products from the License holder and sell to ultimate retailers, as well as the sales by those retailers.

Since the current Licensing Agreement was drafted (a number of years ago) it was determined that this structure we were recommending for capturing revenue was broader than the industry standard definition of net sales. Under the current structure, the entity holding the license would pay a specified percentage of its sales on sales of the distributor to the stores it distributes to and the sales of those stores to the ultimate consumer. The more standard practice in the industry, for a number of reasons including the difficulty in tracking these downstream sales, is for the royalty to only be charged on first-tier of sales. Thus, if a local license holder sells directly to WalMart then the royalty would be charged based on his or her sales of merchandise to WalMart, but not sales by WalMart to the ultimate consumer. Similarly, if the license holder sells products with JISD's logo on them to a distributor who later distributes to WalMart and other retailers, a royalty will be owed based on the license holder's sales to that distributor but not the distributor's sales. This makes sense, since the distributor will likely have a larger order and will ultimately pass through the cost of his license to the entities distributing the products, effectively charging all or part of the license cost to them. As I recall, we made a change to at least one of JISD's contracts in the first year to reflect this, but we did not make the change unless it was requested by the licensee.

JISD's Licensing Agreement that was forwarded to me for review reflected this older "net sales" definition calling for the royalty percentage to be based on all downstream sales. This has been edited to reflect the more standard measure; which frankly, should be far easier for all parties to audit and will reflect what has, in all probability been followed by the parties, regardless of how the contract was written.

Industry Standards for Royalties on Athletic Wear and Branded Merchandize

Research regarding the standard royalty percentages revealed that the 20% royalty requested by JISD in its recent renewals is likely well above the industry average for use of high school logos on athletic wear and merchandize – even high schools and Districts like Judson, who have very successful football programs. While I found no industry information specifically addressing high school logo royalties, there was a great deal of information about college trademark royalties and those charged by pro-teams. Generally speaking, royalties for these teams range from 8% to 10%, with royalties above 10% being reserved for use of specific play-off logos or Super Bowl logos which are generally licensed in the 18% to 20% range. This led me to conclude that the 10% royalty being charged by the District prior to the increase, was probably closer to the industry standards expected by licensees. This may be why the District received some pushback when it increased the royalty to 20%. Returning the royalty back to the 10% level or even increasing it incrementally to 12% might be a more acceptable to the licensees.

Auditing Options

Your current Licensing Agreement does not include a specific provision allowing the District to audit the books and records of the Licensee to verify the sales on which the royalty percentage is based. I have a vague recollection of discussing this and deciding that the cost would probably outweigh any recovery, but I am not sure exactly why it was not included. I have added the following audit provision to the revised Licensing Agreement:

Books, Records and Audit Rights. The Licensee shall keep full and accurate books, source documents, records and accounts sufficient to substantiate all Net Sales, and the Judson shall have the right, through its representatives, and at all reasonable times upon no less than ten (10) business days' written notice to Licensee, to inspect and audit all such books and records as may be necessary to verify the reported Net Sales. All such books and records shall be made available to the Judson, upon the Judson's reasonable. For the purpose of verifying the Net Sales hereunder, or any other reasonable business purpose, the Judson reserves the right to audit the Licensee's books and records of receipts and charges at any time during the term of this Agreement, and any extensions thereof. If, as a result of such audit, it is established that the Licensee has understated its Net Sales by three percent (3%) or more of the amount reported to the Judson during the previous annual report period under this Agreement, all reasonable expenses of said audit shall be borne by the Licensee, and any additional Percentage Payments determined to be rightly due and owing by any audit, shall immediately be paid by the Licensee to the Judson, with interest thereon at a rate of ten percent (10%) per annum, from the original date the Percentage Payments became due.

Please feel free to contact me for additional information or with questions if you have them, regarding the information above.



Meeting Date: October 10, 2019

Submitted By: Bill Atkins
Title: Chief Finance Officer

Agenda Item: Consider and take possible action regarding approving the ranking of the submittals for the Request For Competitive Sealed Proposal 19-20 Woodlake ES Modernizations & Improvements

DISCUSSION/ACTION ITEM

RECOMMENDATION:

It is recommended the Board approve the ranking of the submittals for RFCSP 19-20 Woodlake ES Modernizations & Improvements for the hiring of a general contractor to complete the project as presented in the attachments and delegate the authority to the Superintendent or her designee to execute all contracts and related documents necessary to complete this project.

IMPACT/RATIONALE:

Allows the District to purchase goods and services in accordance with Section 44.031 of the Texas Education Code. Expenditures are anticipated to be \$7,610,000. Expenditures will be made from 2016 bond funds. The contract is for a specific project and will expire upon completion of all improvements.

BOARD ACTION REQUESTED:

Approval/Disapproval



MEMORANDUM

October 2, 2019

To: Bill Atkins, Chief Financial Officer
From: J.J. McQuade, Director of Purchasing
RE: Request for Competitive Sealed Proposals (RFCSP) 19-20 Woodlake ES Modernizations & Improvements

This proposal was created on behalf of the Office of Facilities Planning. Bid information was posted on the District’s website and in accordance with state law, a notice was published in *The Hart Beat News* on July 3 and 8, 2019. Submittals were opened on September 17, 2019. The District received one (1) response. The submittal was reviewed to determine the capability of the vendor to provide the related services based on the needs of the district.

Vendor	Points	Pricing
DL Bandy	80	\$7,610,000

Expenditures will be made from 2016 bond funds.

This proposal is for the one time purchase of construction services.

It is recommended that the Board of Trustees approve the ranking as presented in the attached proposal tabulation. The low responsive bid is 74% over the original amount budgeted in the 2016 Bond. Upon approval by the Board, we will at that time, only move forward with negotiating a contract at a lower price.

All board members, employees and agents involved in the planning, recommending, selecting or contracting of a vendor are reminded of the conflict of interest reporting requirements as mandated in Chapter 176 of the Local Government Code. A copy of Form CIS has been included as an additional attachment. In the event that a conflict exists, the form should be completed and submitted to the Purchasing Department not later than the 7th day after the conflict is identified.

Once a recommendation to make the purchase was established, the prospective vendor was requested to complete a Texas Ethics Commission Form 1295. This requirement became effective on January 1, 2016 and is related to the passage of House Bill 1295 which is now incorporated into the Texas Government Code 2252.908. The form is attached and identifies all interested parties associated with the vendor as it relates to this procurement. Upon approval by the Board of Trustees and issuance of a district purchase order, the form will be posted on the Texas Ethics Commission’s website as required by statute.



MEMORANDUM

To: James McQuade
Director of Purchasing

From: Ruben Moreno, 
Director of Facilities Planning

Date: September 30, 2019

Re: RFCSP 19-20 Woodlake Elementary – Modernization and Improvements
– Ranking Recommendation of Submittals.

The above noted project has been evaluated by the Department of Facilities Planning and the Design Professionals of record. The Facilities Planning Departments presents the evaluation to the Judson ISD Board of Trustees for consideration and approval.

Please, make note of the following:

- Only one proposal was received. This proposal was incomplete with information missing from the sub-contractor list.
- Approval of the ranking will give the authorization to begin discussions with the General Contractor DL Bandy and negotiate. Our proposed Bond budget for this project is \$4,367,000.00. Facilities Planning Department request to consider Value Engineering to get this project closer to budget and explore areas to reduce costs.
- The Geotechnical Engineer recommends 42" of select-fill to be placed due to expansive soil on the new building footprint.

Ranking order is as follows:

1. DL Bandy

CC: Dr. Milton R. Fields, III, Deputy Superintendent of Administration and Operations

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

FORM CIS

(Instructions for completing and filing this form are provided on the next page.)

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.

This is the notice to the appropriate local governmental entity that the following local government officer has become aware of facts that require the officer to file this statement in accordance with Chapter 176, Local Government Code.

OFFICE USE ONLY

Date Received

1 Name of Local Government Officer

2 Office Held

3 Name of vendor described by Sections 176.001(7) and 176.003(a), Local Government Code

4 Description of the nature and extent of employment or other business relationship with vendor named in item 3

5 List gifts accepted by the local government officer and any family member, if aggregate value of the gifts accepted from vendor named in item 3 exceeds \$100 during the 12-month period described by Section 176.003(a)(2)(B).

Date Gift Accepted _____ Description of Gift _____

Date Gift Accepted _____ Description of Gift _____

Date Gift Accepted _____ Description of Gift _____

(attach additional forms as necessary)

6 AFFIDAVIT

I swear under penalty of perjury that the above statement is true and correct. I acknowledge that the disclosure applies to each family member (as defined by Section 176.001(2), Local Government Code) of this local government officer. I also acknowledge that this statement covers the 12-month period described by Section 176.003(a)(2)(B), Local Government Code.

Signature of Local Government Officer

AFFIX NOTARY STAMP / SEAL ABOVE

Sworn to and subscribed before me, by the said _____, this the _____ day
of _____, 20 _____, to certify which, witness my hand and seal of office.

Signature of officer administering oath

Printed name of officer administering oath

Title of officer administering oath

LOCAL GOVERNMENT OFFICER CONFLICTS DISCLOSURE STATEMENT

Section 176.003 of the Local Government Code requires certain local government officers to file this form. A "local government officer" is defined as a member of the governing body of a local governmental entity; a director, superintendent, administrator, president, or other person designated as the executive officer of a local governmental entity; or an agent of a local governmental entity who exercises discretion in the planning, recommending, selecting, or contracting of a vendor. This form is required to be filed with the records administrator of the local governmental entity not later than 5 p.m. on the seventh business day after the date on which the officer becomes aware of the facts that require the filing of this statement.

A local government officer commits an offense if the officer knowingly violates Section 176.003, Local Government Code. An offense under this section is a misdemeanor.

Please refer to chapter 176 of the Local Government Code for detailed information regarding the requirement to file this form.

INSTRUCTIONS FOR COMPLETING THIS FORM

The following numbers correspond to the numbered boxes on the other side.

- 1. Name of Local Government Officer.** Enter the name of the local government officer filing this statement.
- 2. Office Held.** Enter the name of the office held by the local government officer filing this statement.
- 3. Name of vendor described by Sections 176.001(7) and 176.003(a), Local Government Code.** Enter the name of the vendor described by Section 176.001(7), Local Government Code, with whom the officer has an employment or other business relationship as described by Section 176.003(a)(2)(A), Local Government Code.
- 4. Description of the nature and extent of employment or business relationship with vendor named in item 3.** Describe the nature and extent of the employment or other business relationship with the vendor in item 3 as described by Section 176.003(a)(2)(A), Local Government Code.
- 5. List gifts accepted, if the aggregate value of the gifts accepted from vendor named in item 3 exceeds \$100.** List gifts accepted during the 12-month period (described by Section 176.003(a)(2)(B), Local Government Code) by the local government officer or family member of the officer from the vendor named in item 3 that in the aggregate exceed \$100 in value.
- 6. Affidavit.** Signature of local government officer.

RFCSP 19-20 Woodlake Elem.
Modernization and Improvement Project



Vendor	DL. BANDY
---------------	------------------

SUMMARY

1) Purchase Price (45 Points)	\$7,610,000
Point Value	45
2) Relevant Experience (15 Points)	15
3) Project Management Ability (10 Points)	6
4) Past Performance (10 Points)	7
5) Subcontractors & Suppliers (20 Points)	7.38
TOTAL	80
RANK	1

DEPARTMENT RECOMMENDATION

I have reviewed the submittals for this offering and recommend the following vendor(s) for award:

Ruben Moreno
Director of Facilities Planning

JJ McQuade, CPM
Director of Purchasing

DETAILED SCORE CARD

1) Purchase Price (45 Points)	
Base Proposal (Base Bid, 5B, 8, & 8A)	\$4,800,000.00
No. Alternate(s): (1, 4, & 7)	\$1,450,000.00
Total Proposed Pricing	\$7,610,000.00
The lowest price is given the maximum points as predetermined and stated in the proposal documents. The following formula is then applied to all subsequent pricing. Divide the lowest offer by the amount of the current proposer's offer. Multiply the result by the maximum number of points available. The sum is the number of points awarded to the current proposer in this category.	45
2) Relevant Experience (15 Points)	
Experience as a general contractor with specific experience in facilities construction projects of the same or similar type, size, nature and class as the Project being proposed, including work performed in connection with a facility which is occupied and in use during construction, if applicable. Consideration will be given to the number of years of experience, which a Bidder has. Representative projects (dollar value and/or scope/size) must be submitted as references to include the project name, architect or engineer, cost of the project and the contact person to include phone number. Consideration will only be given to projects which are occupied or substantially complete. Educational Facilities Projects may receive greater consideration.	15
3) Project Management Ability (10 Points)	
The Bidder shall provide evidence of sufficient resources necessary to, manage, staff, and successfully perform the work contemplated under this proposal. Provide a brief profile of the Bidder, including its principal line of business, the year founded, number and location of offices, and the number of employees. Identify any condition (bankruptcy, pending merger, pending litigation, planned office closures or others) that may enhance or impede the Bidder's ability to perform the services.	6
4) Past Performance (10 Points)	
Past performance will be considered in the evaluation process, including but not limited to, the following: Ability of Bidder to remain on schedule. Cooperation with Owner of project and staff. Proper and timely coordination of all trades and support personnel in completing the project. Minimum number of major deficiencies on the substantial completion punch list. Minimum number of warranty item call backs during the warranty phase, and warranty responsiveness. Consistent demonstration of commitment to excellence in workmanship. Safety record.	7
5) Subcontractors & Suppliers (20 Points)	
The Bidder shall submit a schedule of proposed Subcontractors for this Project. The Bidder should be capable of submitting resumes and references for each Subcontractor listed, if requested by Owner.	7.38
TOTAL	80
RANK	1

RFCSP 19-20 Woodlake Elem. Modernization and Improvement Project



Vendor		DL BANDY
1) Purchase Price (45 Points)		
Base Proposal (Base Bid, 5B, 8, & 8A)	\$6,160,000	
No. Alternate(s): (1, 4, & 7)	\$1,450,000	
Total Proposed Pricing	\$7,610,000	
The lowest price is given the maximum points as predetermined and stated in the proposal documents. The following formula is then applied to all subsequent pricing. Divide the lowest offer by the amount of the current proposer's offer. Multiply the result by the maximum number of points available. The sum is the number of points awarded to the current proposer in this category.	45	
2) Relevant Experience (15 Points)		
Experience as a general contractor with specific experience in facilities construction projects of the same or similar type, size, nature and class as the Project being proposed, including work performed in connection with a facility which is occupied and in use during construction, if applicable. Consideration will be given to the number of years of experience, which a Bidder has. Representative projects (dollar value and/or scope/size) must be submitted as references to include the project name, architect or engineer, cost of the project and the contact person to include phone number. Consideration will only be given to projects which are occupied or substantially complete. Educational Facilities Projects may receive greater consideration.	15	
3) Project Management Ability (10 Points)		
The Bidder shall provide evidence of sufficient resources necessary to, manage, staff, and successfully perform the work contemplated under this proposal. Provide a brief profile of the Bidder, including its principal line of business, the year founded, number and location of offices, and the number of employees. Identify any condition (bankruptcy, pending merger, pending litigation, planned office closures or others) that may enhance or impede the Bidder's ability to perform the services.	6	
4) Past Performance (10 Points)		
Past performance will be considered in the evaluation process, including but not limited to, the following: Ability of Bidder to remain on schedule. Cooperation with Owner of project and staff. Proper and timely coordination of all trades and support personnel in completing the project. Minimum number of major deficiencies on the substantial completion punch list. Minimum number of warranty item call backs during the warranty phase, and warranty responsiveness. Consistent demonstration of commitment to excellence in workmanship. Safety record.	7	
5) Subcontractors & Suppliers (20 Points)		
The Bidder shall submit a schedule of proposed Subcontractors for this Project. The Bidder should be capable of submitting resumes and references for each Subcontractor listed, if requested by Owner.	7.38	
TOTAL		80
RANK		1



Meeting Date: October 10, 2019

Submitted By: Renée A. Paschall
Title: School Board President

Agenda Item: Consider and take possible action regarding approving method to fill vacancy and timeline for appointment of Board of Trustees vacancy created by resignation of Board Member Richard LaFoille in District 2

DISCUSSION/ACTION ITEM

RECOMMENDATION:

It is recommended the Board approve the following timeline:

- October 11, 2019 - Open Applications
- October 21, 2019 - Close Applications at 9:00am
- October 21, 2019 - Special Board Meeting to screen candidates, 6:00pm
- October 24, 2019 - Candidate Interviews, 6:00 - 9:00pm
- October 30, 2019 - Special Board Meeting, 6:00pm, Appoint and swear in new Board Member

IMPACT/RATIONALE:

[Click here to enter text.](#)

BOARD ACTION REQUESTED:

Approval/Disapproval



Meeting Date: October 10, 2019

Submitted By: Marco Garcia

Title: Assistant Superintendent of Human Resources

Agenda Item: Consider and take possible action(s) regarding approval of the Personnel Report and Updates including New Hires, Resignations and Administrative Appointments

DISCUSSION/ACTION ITEM

RECOMMENDATION:

That the Board approve the Personnel Report and Update (if applicable) as presented.

IMPACT/RATIONALE:

The Personnel Report reflects New Hires and Administrative Appointments (if applicable).

BOARD ACTION REQUESTED:

Approval/Disapproval



Meeting Date: October 10, 2019

Submitted By: Dr. Jeanette Ball
Title: Superintendent

Agenda Item: Superintendent's Report

1. Construction Report
2. Equal Employment Opportunity (EEOC) Report

DISCUSSION ITEM

RECOMMENDATION:

The Superintendent share information/data regarding the District

Judson Independent School District



Facilities Planning

Monthly Board Construction Report

October 2019

Dr. Milton R. Fields III

Deputy Superintendent of Administration and Operations

Ruben Moreno

Director of Facilities Planning

José S. Cedillo, Architect

Assistant Director of Facilities Planning

Projects Included:

- Annex/Police Dept.
- Converse ES
- Candlewood ES
- Child Nutrition
- Crestview ES
- Elolf ES
- Hartman ES
- JCARE
- Judson MS/JSTEM
- Judson HS
- Kirby MS
- Kitty Hawk MS
- Metzger MS
- Miller's Point ES
- Olympia ES
- Park Village ES
- Paschall ES
- Performing Arts Center (PAC)
- Spring Meadows ES
- Veterans Memorial HS
- Woodlake ES
- Wortham Oaks ES

- **Annex/Police Dept.**
 - Re-Roofing Project (Phase II): Designer: Armko / Contractor: CS Advantage USAA
 - Project is 92% complete overall. Metal trim is pending installation. 8 RTUs installed. Completion expected Fall 2019.

- **Candlewood ES**
 - Modernizations & Improvements: Architect: LPA
 - Facilities Planning continues discussions with the Architect regarding the scope of work.
 - Fire Alarm Upgrade: Work is complete and pending inspections by City of San Antonio. Expected completion September 2019.
 - Re-Roofing Project (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - The contractor is 95% complete. Metal trim and metal roof on gym and entry, covered walk and paint roof vents remains to be done. Completion expected Fall 2019.

- **Child Nutrition**
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - The contractor continues progress on this roof. Project is 70% complete overall. RTUs to be installed. Completion expected Fall 2019.

- **Converse ES**
 - Modernizations & Improvements: Architect: Munoz
 - Facilities Planning has this project on hold.
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - Project is 85% complete overall. Cap sheet is complete. Metal trim, gutters, and downspouts are 80%. Metal roof remains to be completed. Completion expected Fall 2019.

- **Crestview ES**
 - Modernizations & Improvements: Architect: not selected
 - The original Architect declined this project. Facilities Planning will be selecting another architectural firm for this project.

- **Elof ES**
 - Modernizations & Improvements: Architect: Corgan & DHR
 - Facilities Planning has met with the architect for a kick off meeting at the campus. The Architect is in schematic design.

- **Hartman ES:** Design: Facilities Planning / General Contractor: Spaw Glass
 - Vestibule Project: Waiting for materials to be delivered for installation. Expected completion November 2019.
 - Re-Roofing Project (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - Project is currently 99% complete overall. Inspection by the roof manufacturers is scheduled. Metal trim, gutters, and downspouts are being finished. Completion expected October 2019.

- **JCARE (Alternative Campus)**
 - Re-Roofing (Phase II): Designer: Armko / Contractor: CS Advantage USAA
 - Project is 85% complete overall. RTUs installed. Built up roof is complete and metal trim, gutters, downspouts, and thru-wall flashing are pending installation. Completion expected Fall 2019.

- **Judson HS**
 - Re-Roofing (Phase II): Designer: Armko / Contractor: CS Advantage USAA
 - Project is currently 89% complete overall. Cap sheet is installed. Metal trim, gutters, and downspouts remain to be done. Completion expected Fall 2019.

- **Judson MS/JSTEM Academy**
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - Project is currently 93% complete overall. Metal trim and thru-wall flashing remains to be completed. Completion expected Fall 2019.

- **Kirby MS:**
 - Renovations: Architect: PBK / General Contractor: Bartlett Cocke
 - Project is 82% overall complete.
 - Phase I: Estimated Phase I construction completion is 98%.
 - Gymnasium area – Substantial Completion achieved.
 - Administration area – Substantial Completion achieved.
 - Phase II: Career & Tech Area and Road Improvements
 - CTE building foundation, piers, and mud slab are being worked on.
 - Phase III: Additional Road Improvements
 - Pending completion of Phase II.
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - Roofing contract is executed. Roofing contractor will begin pending completion of the major construction renovations in the Administration and Gym areas are complete and GC releases for work to be executed. Completion expected winter 2019.
- **Kitty Hawk MS:** Architect: Alamo / General Contractor: DL Bandy
 - Renovations: Second floor areas are painted. Mechanical, Electrical, Plumbing work continues throughout the building. Wood gym floor is being sanded and prepared for stripes to be painted. HVAC start-up has occurred in the academic section. Estimated construction completion is 72%.
- **Metzger MS**
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - The contractor is 95% complete. Metal roof, trim, gutters, and downspouts remain to be completed. Thru-wall flashing is also complete. Completion expected Fall 2019.
- **Miller's Point ES**
 - Modernizations & Improvements: Architect: VLK/Robey
 - The Architect is transitioning from schematic design phase to design development phase.

- **Olympia ES**
 - Modernizations & Improvements: Architect: Garza Bomberger
 - Facilities Planning has met with the Architect and they are currently in the schematic design phase.

- **Park Village ES**
 - Modernizations & Improvements: Architect: Huckabee
 - The value engineering data from the General Contractor was evaluated. Facilities Planning has submitted options to the administration.

- **Paschall ES**
 - Modernizations & Improvements: Architect: Lopez/Salas
 - Architect is currently in the schematic design phase.

- **Performing Arts Center**
 - Re-Roofing (Phase II): Designer: Armko / Contractor: CS Advantage USAA
 - Project is currently 95% complete overall. Thru-wall flashing complete. Metal roof, trim, gutters, and downspouts remain to be completed. Completion expected Fall 2019.

- **Spring Meadows ES**
 - Modernizations & Improvements: Architect: Gignac/GRG
 - Facilities Planning is waiting for the signed contract from the Architect. Once received, JISD will execute the contract and issue the Purchase order.
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - Project is currently 90% complete overall. Metal trim, window shades, gutters, and downspouts remain. Completion expected Fall 2019.

- **Veterans Memorial HS Phase II:** This project is two projects:
 - Athletic Fields: Architect: PBK / General Contractor: Bartlett Cocke
 - General Contractor at 98% complete and continues working on punch list items. Pending close-out documentation.
 - Building Addition (Academic Wing and Auditorium): Architect: PBK / General Contractor: Drymalla
 - Building envelope, masonry, and painting are on-going. Masonry and roof decking on-going at the Auditorium. Estimated overall completion at 47%.

- **Woodlake ES**
 - Modernizations & Improvements: Architect: RVK
 - Received one bid for General Contractor. Recommendation to JISD Board in October.
 - Fire Alarm Upgrade: Work is complete and pending inspections by City of San Antonio. Expected completion September 2019.
 - Re-Roofing (Phase III): Designer: Armko / Contractor: CS Advantage USAA
 - Project is 95% complete overall. Cap complete. Metal trim and gutters remain to be completed. Completion expected Fall 2019.

- **Wortham Oaks ES:** Architect: Stantec / General Contractor: Satterfield & Pontikes
 - Warranty items are on-going. Project is 98% complete. Contractor is working on close-out documentation.

- **Re-Roofing Projects:** Designer: Armko / General Contractor: CS Advantage USAA
 - See campus notes for status.
 - Phase I – Projects closed out
 - Eloff ES, Hopkins ES, Masters ES, Park Village ES, Paschall ES, and Wagner HS
 - Phase II - Annex/Police Department, Judson MS, Judson HS, PAC, and JECC.
 - Phase III - Candlewood ES, Child Nutrition, Converse ES, Hartman ES, Kirby MS, Metzger MS, Spring Meadows ES, and Woodlake ES.

Judson ISD Equal Employment Opportunity (EEO) Report

October 10, 2019

What is an EEO-5 Report?

- **Joint requirement of the U.S. Equal Opportunity Commission (EEOC) and the Office for Civil Rights (OCR) of the Department of Education. It is part of a mandate under Title VII of the Civil Rights Act of 1964.**
- **Conducted biennially, in the even numbered years, and covers all public schools.**
- **Indicates the composition of the work forces by gender and race/ethnic category.**
- **Data is used for purposes including enforcement, self-assessment by employers, and research.**

Judson ISD Employee Ethnicity Percentages (3 year Trends)

African American

17-18 = 17.8%

18-19 = 17.8%

19-20 = 18.4%

White

17-18 = 39.7%

18-19 = 38.4%

19-20 = 37.3%

% Difference = 0.6%

% Difference = - 2.4%

Judson ISD Employee Ethnicity Percentages (3 year Trends)

Asian

17-18 = 1.0%

18-19 = 1.0%

19-20 = 0.8%

Hispanic or Latino

17-18 = 41.3%

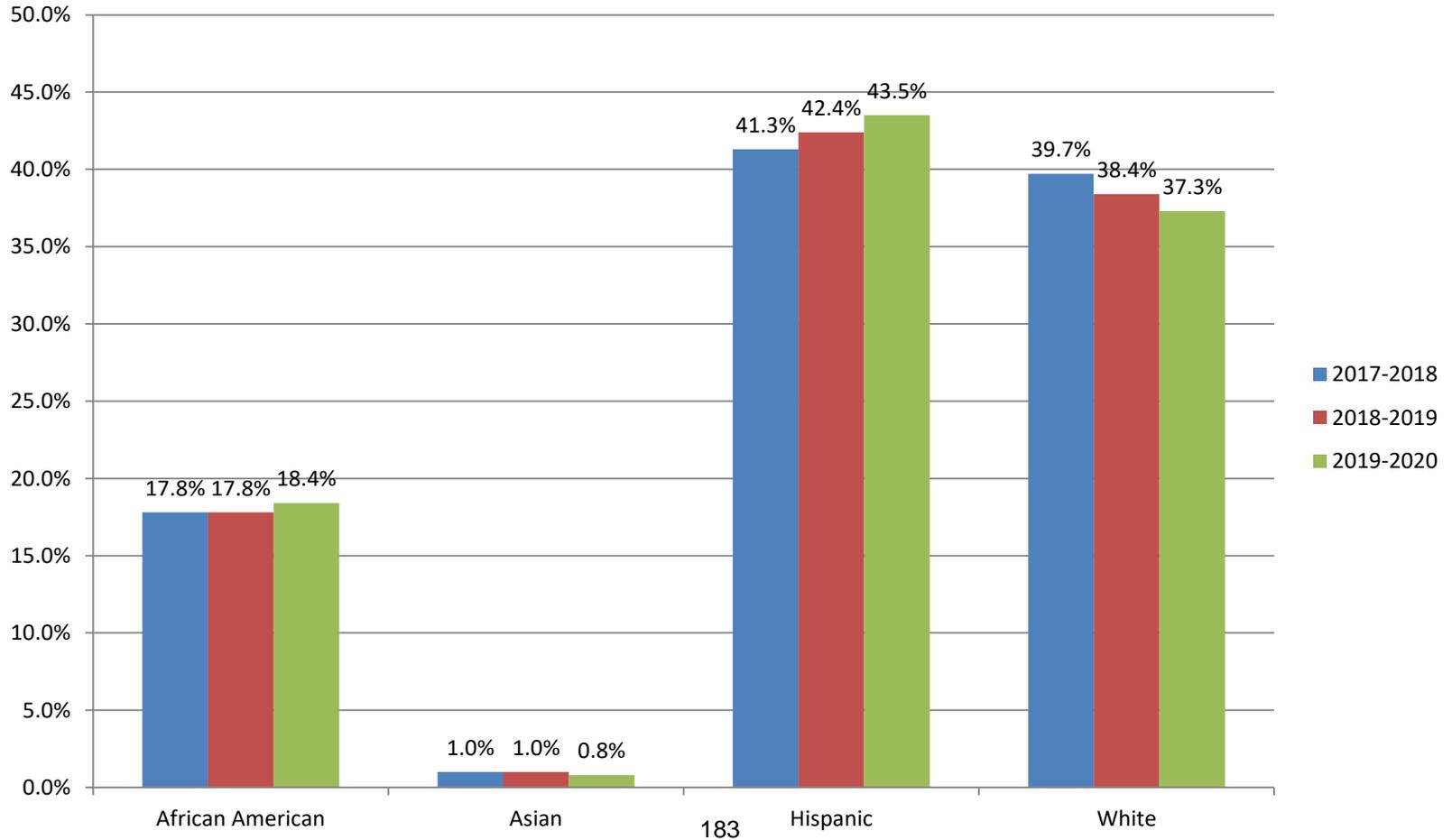
18-19 = 42.4%

19-20 = 43.5%

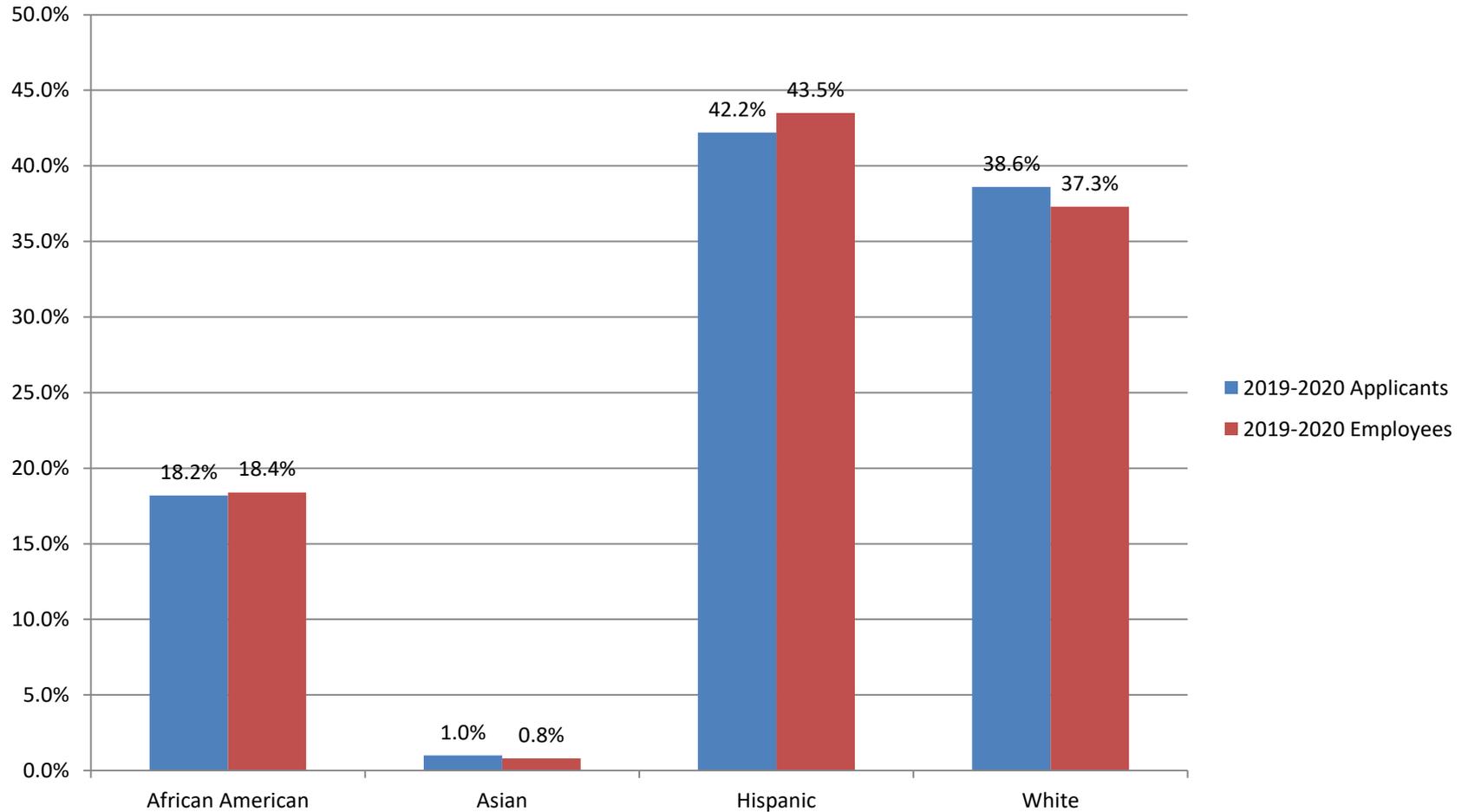
% Difference = - 0.2%

% Difference = 2.2%

Staff Ethnicity Percentages (3 year Trends)



Comparison of JISD 2019-2020 Applicant Ethnicity vs. Staff Ethnicity



Questions ?

JUDSON ISD Employee Ethnicity Report Summary 2018 through 2020

Location	African American			Asian			Hispanic or Latino			White		
	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent
JUDSON HS	15.4%	15.2%	15.3%	1.3%	1.4%	1.0%	36.9%	38.5%	37.3%	45.6%	43.8%	45.4%
JLA	22.2%	25.0%	12.5%	0.0%	0.0%	0.0%	22.2%	12.5%	12.5%	55.5%	62.5%	75.0%
JUD CARE ACADEMY	32.6%	36.2%	40.0%	4.1%	1.7%	1.6%	38.8%	31.0%	30.0%	24.5%	27.6%	25.0%
WAGNER HS	25.5%	23.4%	24.7%	1.3%	1.2%	1.1%	38.1%	43.3%	41.9%	33.5%	31.0%	30.8%
JECA	23.5%	21.9%	25.7%	2.9%	0.0%	0.0%	41.2%	50.0%	45.7%	32.4%	28.1%	28.6%
VETERANS MEMORIAL HS	14.6%	21.2%	23.3%	2.4%	0.7%	0.5%	48.0%	41.1%	38.1%	34.1%	36.3%	37.0%
KIRBY MS	20.0%	18.9%	16.5%	0.0%	0.0%	0.0%	41.9%	43.2%	46.1%	38.1%	37.8%	37.4%
KITTY HAWK MS	20.1%	18.6%	17.1%	0.7%	2.9%	1.9%	29.1%	33.6%	34.2%	48.5%	42.9%	44.3%
WOODLAKE HILLS MS	22.3%	26.9%	26.7%	0.0%	0.0%	0.0%	47.6%	44.4%	42.2%	29.1%	27.8%	29.3%
METZGER MS	30.8%	25.9%	25.9%	0.0%	0.0%	0.0%	38.3%	38.4%	36.3%	29.9%	33.9%	36.3%
JUDSON MS	23.3%	19.4%	18.8%	2.9%	1.9%	2.6%	34.0%	38.9%	39.3%	37.9%	38.9%	37.6%
STEM-JUDSON MS	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	31.6%	31.6%	31.6%	63.2%	68.4%	68.4%
CONVERSE ES	14.7%	17.1%	16.0%	0.0%	1.4%	1.3%	34.7%	34.3%	38.7%	49.3%	45.7%	42.7%
JOSEPH H HOPKINS ES	11.1%	12.9%	13.4%	2.5%	2.4%	1.8%	48.1%	51.8%	54.5%	35.8%	30.6%	28.6%
EDWARD E FRANZ ES	7.5%	9.8%	15.5%	0.0%	0.0%	0.0%	18.9%	19.6%	24.1%	71.7%	68.6%	58.6%
CORONADO VILLAGE ES	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	50.9%	58.0%	63.0%	43.4%	34.0%	29.6%
PARK VILLAGE ES	21.9%	22.2%	23.0%	1.4%	1.4%	1.4%	45.2%	40.3%	43.2%	27.4%	31.9%	29.7%
CRESTVIEW ES	3.1%	3.1%	4.0%	1.6%	1.5%	1.3%	51.6%	55.4%	62.7%	42.2%	36.9%	33.3%
WOODLAKE ES	21.2%	19.7%	20.0%	0.0%	0.0%	0.0%	31.8%	36.4%	34.7%	47.0%	43.9%	45.3%
OLYMPIA ES	5.6%	12.7%	5.7%	0.0%	0.0%	0.0%	27.8%	27.3%	34.0%	66.7%	60.0%	60.4%

**JUDSON ISD Employee Ethnicity Report Summary
2018 through 2020**

Location	African American			Asian			Hispanic or Latino			White		
	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent
SPRING MEADOWS ES	15.3%	15.1%	13.8%	0.0%	1.4%	1.3%	48.6%	49.3%	53.8%	33.3%	31.5%	28.8%
MILLER'S POINT ES	20.6%	20.6%	22.9%	0.0%	0.0%	0.0%	30.2%	35.3%	32.5%	47.6%	42.6%	33.8%
CANDLEWOOD ES	14.7%	20.5%	28.4%	2.9%	1.4%	1.1%	47.1%	43.8%	40.9%	32.4%	32.9%	28.4%
GALEN R ELOLF ES	15.6%	13.1%	13.8%	0.0%	0.0%	0.0%	32.8%	31.1%	33.8%	50.0%	54.1%	50.8%
PASCHALL ES	16.2%	13.9%	14.7%	1.4%	1.4%	1.3%	43.2%	45.8%	48.0%	40.5%	38.9%	36.0%
HARTMAN ES	3.8%	6.3%	6.5%	1.3%	0.0%	0.0%	70.0%	71.3%	69.9%	25.0%	22.5%	22.6%
SALINAS ES	15.7%	14.9%	13.0%	1.4%	0.0%	0.0%	32.9%	37.3%	42.9%	47.1%	44.8%	41.6%
JAMES L MASTERS ES	22.4%	36.5%	36.2%	1.3%	0.0%	0.0%	36.8%	38.5%	37.9%	32.9%	23.1%	24.1%
ROLLING MEADOWS ES	13.9%	11.8%	11.2%	1.3%	0.0%	1.1%	34.2%	34.2%	34.8%	50.6%	53.9%	52.8%
COPPERFIELD ES	16.4%	14.3%	16.1%	0.0%	0.0%	0.0%	31.3%	31.4%	34.4%	46.3%	48.6%	45.2%
ESCONDIDO ES		5.2%	16.5%		3.4%	2.5%		51.7%	48.1%		39.7%	31.6%
WORTHAM OAKS ES		2.4%	1.7%		2.4%	1.7%		45.2%	52.5%		47.6%	42.4%
SUPERINTENDENT OF SCHOOLS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
SCHOOL BOARD OF TRUSTEES	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%
HUMAN RESOURCES	0.0%	9.1%	10.0%	0.0%	0.0%	0.0%	66.7%	63.6%	70.0%	16.7%	9.1%	10.0%
PRINT SHOP/MAIL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%
COMMUNICATIONS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	25.0%	66.7%	66.7%	75.0%
ASSOC SUPT OPERATION	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PURCHASING DEPT	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	33.3%	50.0%	75.0%	66.7%
BUSINESS OFFICE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	35.7%	42.9%	35.7%	64.3%	57.1%	64.3%

**JUDSON ISD Employee Ethnicity Report Summary
2018 through 2020**

Location	African American			Asian			Hispanic or Latino			White		
	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent
EMPLOYEE SERVICES	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	75.0%	75.0%	75.0%
PUPIL SERVICES DEPT	25.0%	25.0%	33.3%	0.0%	0.0%	0.0%	25.0%	25.0%	33.3%	50.0%	50.0%	33.3%
SPECIAL EDUCATION	12.5%	12.5%	12.1%	0.0%	0.0%	0.0%	39.3%	37.5%	39.7%	46.4%	48.2%	46.6%
STUDENT SUPPORT	50.0%	100.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAREER & TECHNOLOGY	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	75.0%	75.0%	50.0%	25.0%
K-12 INSTRUCTION	25.0%	33.0%	50.0%	0.0%	0.0%	0.0%	25.0%	33.0%	0.0%	50.0%	33.0%	50.0%
SECONDARY CURRICULUM	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	60.0%	33.3%	50.0%	40.0%	66.7%	33.3%
DIR GUIDANCE & COUNSELING	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	33.3%	33.3%	33.3%
ATHLETIC DEPT	33.3%	33.3%	25.0%	0.0%	0.0%	0.0%	33.3%	33.3%	50.0%	33.3%	33.3%	25.0%
FED PROGRAMS & GRANT	60.0%	50.0%	66.7%	0.0%	0.0%	0.0%	20.0%	25.0%	0.0%	20.0%	25.0%	33.3%
ASSESSMENT SPEC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	66.7%	66.7%	33.3%	33.3%	33.3%
ASSOC SUPT INSTRUCT	40.0%	16.7%	0.0%	0.0%	0.0%	0.0%	40.0%	66.7%	60.0%	20.0%	16.7%	40.0%
LANG ARTS CURRIC SPEC	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	50.0%	50.0%	0.0%	50.0%	50.0%
CURRICULUM-ELEM MATH	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	33.3%	33.3%	50.0%	66.7%	66.7%
ATTENDANCE OFFICER	37.5%	44.4%	50.0%	0.0%	0.0%	0.0%	25.0%	22.2%	12.5%	25.0%	22.2%	25.0%
NETWORK SERVICES	0.0%	9.1%	9.1%	0.0%	0.0%	0.0%	40.0%	36.4%	36.4%	50.0%	45.5%	45.5%
SCIENCE SPEC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
SOCIAL STUDIES SPEC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
ADULT ED DEPT	20.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	80.0%	75.0%	25.0%

**JUDSON ISD Employee Ethnicity Report Summary
2018 through 2020**

Location	African American			Asian			Hispanic or Latino			White		
	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent
INSTRUCT TECHNOLOGY	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	100.0%	100.0%	20.0%	0.0%	0.0%
LIBRARY PROCESS CNTR	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	100.0%	100.0%
DATA SERVICES	0.0%	0.0%	0.0%	16.7%	16.7%	20.0%	33.3%	33.3%	40.0%	50.0%	16.7%	40.0%
DESKTOP SERVICES	18.2%	27.3%	16.7%	0.0%	0.0%	0.0%	45.5%	45.5%	41.7%	36.7%	27.3%	41.7%
TECHNOLOGY ADMIN	0.0%	20.0%	33.3%	0.0%	0.0%	0.0%	25.0%	20.0%	0.0%	75.0%	60.0%	66.7%
ESL-ED DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%	50.0%	50.0%	0.0%
BILINGUAL ED DEPT	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	83.3%	83.3%	100.0%	0.0%	0.0%	0.0%
DYSLEXIA DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
DATA RESEARCH & FINE ARTS DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%	50.0%	0.0%
ASST SUPER POST SEC	20.0%	25.0%	20.0%	0.0%	0.0%	0.0%	40.0%	75.0%	40.0%	40.0%	0.0%	40.0%
MAINTENANCE DEPT	6.3%	7.0%	10.2%	0.0%	0.0%	0.0%	50.8%	54.4%	52.5%	42.9%	38.6%	37.3%
CHILD NUTRITION DEPT	18.2%	16.1%	18.2%	3.0%	3.2%	3.0%	51.5%	51.6%	51.5%	27.3%	29.0%	27.3%
CHILD NUTR CNTRL KITCHEN	25.0%	14.3%	11.1%	0.0%	0.0%	0.0%	50.0%	57.1%	66.7%	25.0%	14.3%	11.1%
TRANSPORTATION DEPT	22.9%	26.0%	26.4%	0.0%	0.0%	0.4%	41.6%	42.1%	44.6%	33.3%	30.2%	26.8%
FACILITIES PLANNING	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	50.0%	57.1%	42.9%	50.0%	57.1%
ENERGY MANAGEMENT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	100.0%	100.0%
WAREHOUSE (CENTRAL)	66.7%	66.7%	66.7%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%
DISTRICT POLICE DEPT	6.9%	12.5%	9.1%	0.0%	0.0%	0.0%	69.0%	68.8%	69.7%	24.1%	18.8%	21.2%

JUDSON ISD Employee Ethnicity Report Summary 2018 through 2020

Location	African American			Asian			Hispanic or Latino			White		
	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent	17-18 Percent	18-19 Percent	19-20 Percent
CUSTODIAL SERVICE DW	18.2%	8.3%	9.1%	0.0%	0.0%	0.0%	63.6%	75.0%	63.6%	18.2%	16.7%	27.3%
District Totals	17.8%	17.8%	18.4%	1.0%	1.0%	0.8%	41.3%	42.4%	43.5%	39.7%	38.4%	37.3%

% of minorities increased or remained at 21 of 30 campuses

% of minorities increased or remained at 32 of 47 departments

IDENTIFICATION

TYPE REPORT- DISTRICT SUMMARY
TYPE AGENCY- PUBLIC SCHOOL SYSTEM
NO. SCHOOLS- 32
NO. ANNEXES- 60

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

OCTOBER 1ST ENROLLMENT: 22,866

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns for ethnicities (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL JUDSON SENIOR HS
 9142 FM 78
 CONVERSE, TX, 78109
 001

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 X X X X X X X X X * * * * X *

OCTOBER 1ST ENROLLMENT: 2,710

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	1	2	0	0	0	0	0	0	0	1	0	0	1	1	6
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	25	16	39	7	1	0	0	0	32	8	1	0	0	0	129
7.OTHR CLSRM TCHR	4	8	20	7	0	0	0	0	14	9	0	0	0	0	62
8.GUIDANCE	1	6	0	0	0	0	0	0	2	3	0	0	0	0	12
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	1	3	0	0	0	0	0	0	3	0	0	0	0	0	7
13.TEACHERS AIDES	0	5	2	3	0	0	0	0	6	2	0	0	0	1	19
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	7	0	0	0	0	0	0	9	2	0	0	0	0	18
16.SERVICE WRKRS	5	24	2	3	0	0	0	0	4	0	1	0	0	0	39
17.SKILLED CRAFTS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	38	72	63	20	1	0	0	0	71	25	2	0	1	2	295
B. PART TIME STAFF															
20.PROF INSTR	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
22.TOTAL (20-21)	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	1	7	1	0	0	0	0	4	1	0	0	0	0	14
26.OTHER PROF	0	2	0	0	0	0	0	0	1	0	0	0	0	0	3
27.NON-PROF	0	5	0	1	0	0	0	0	1	0	0	0	0	0	7
28.TOTAL (23-27)	0	8	7	2	0	0	0	0	6	1	0	0	0	0	24

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____

FAX _____

EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 JUD LEARNING ACADEMY
 6909 N LOOP 1604 E
 SAN ANTONIO, TX, 78247
 003

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 X X X X X X X X X * * * * X X

OCTOBER 1ST ENROLLMENT: 61

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	1	0	0	0	0	0	3	1	0	0	0	0	5
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	0	1	1	0	0	0	0	0	5	1	0	0	0	0	8
B. PART TIME STAFF															
20.PROF INSTR	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
21.ALL OTHER	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
22.TOTAL (20-21)	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____

FAX _____

EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 JUD SECONDARY ALTERN
 9327 SCHAEFER RD
 CONVERSE, TX, 78109
 005

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 X * * * * * * * * * * * * * X X

OCTOBER 1ST ENROLLMENT: 48

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	1	4	2	0	0	0	0	3	1	0	0	0	0	11
7.OTHR CLSRM TCHR	1	1	3	2	0	0	0	1	2	1	1	0	0	0	12
8.GUIDANCE	0	0	0	0	0	0	0	0	0	1	0	0	0	1	2
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	1	0	0	1	0	0	0	0	0	1	0	0	0	0	3
13.TEACHERS AIDES	1	8	0	0	0	0	0	0	2	8	0	0	0	0	19
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	1	2	0	0	0	0	0	3	0	0	0	0	7
16.SERVICE WRKRS	1	2	0	1	0	0	0	0	0	0	0	0	0	0	4
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	5	13	8	8	0	0	0	1	7	16	1	0	0	1	60
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	1	1	0	0	0	0	1	0	0	0	0	0	3
26.OTHER PROF	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
27.NON-PROF	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
28.TOTAL (23-27)	0	1	1	1	0	0	0	0	1	1	0	0	0	0	5

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL WAGNER HIGH SCHOOL
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
300 NORTH FOSTER RD
SAN ANTONIO, TX, 78244
008

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X * * * * X *

OCTOBER 1ST ENROLLMENT: 2,154

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL JUDSON EARLY COLLEGE
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
8230 PALISADES DRIVE
UNIVERSAL CITY, TX, 78148-3186
009

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X * * * * X X
OCTOBER 1ST ENROLLMENT: 481

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns for ethnicities (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL VETERANS MEMORIAL HS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
7618 EVANS ROAD
SAN ANTONIO, TX, 78266
010

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X * * * * X *

OCTOBER 1ST ENROLLMENT: 1,356

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 KIRBY MIDDLE SCHOOL
 5441 SEGUIN RD
 SAN ANTONIO, TX, 78219
 041

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 X X X X X X * * * X X X X X *

OCTOBER 1ST ENROLLMENT: 736

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	1	1	1	0	0	0	0	0	2	0	0	0	0	0	5
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	7	8	3	3	0	0	0	0	19	4	0	0	0	0	44
7.OTHR CLSRM TCHR	5	5	1	1	0	0	0	0	12	3	0	0	0	0	27
8.GUIDANCE	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
13.TEACHERS AIDES	0	2	0	1	0	0	0	0	2	4	0	0	0	0	9
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	7	0	0	0	0	0	0	0	0	0	0	0	0	7
16.SERVICE WRKRS	3	11	0	1	0	0	0	0	0	1	0	0	0	0	16
17.SKILLED CRAFTS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	16	37	5	6	0	0	0	0	38	13	0	0	0	0	115
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
22.TOTAL (20-21)	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
25.CLSRM TEACHERS	0	5	2	0	0	0	0	0	3	1	0	0	0	0	11
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
28.TOTAL (23-27)	0	7	3	0	0	0	0	0	3	1	0	0	0	0	14

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL KITTY HAWK MIDDLE SC
 840 OLD CIMMARRON TR
 UNIVERSAL CITY, TX, 78148
 042

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 X X X X X X * * * X X X X *

OCTOBER 1ST ENROLLMENT: 1,366

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	1	2	0	1	0	0	0	0	1	0	0	0	0	0	5
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	4	10	6	0	0	0	0	0	28	8	2	0	0	0	58
7.OTHR CLSRM TCHR	6	5	1	5	0	0	0	0	16	3	0	0	2	1	39
8.GUIDANCE	0	1	0	0	0	0	0	0	3	0	0	0	0	0	4
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
13.TEACHERS AIDES	1	7	1	0	0	0	0	0	4	1	1	0	0	1	16
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	5	0	0	0	0	0	0	3	1	0	0	0	0	9
16.SERVICE WRKRS	2	9	1	5	0	0	0	0	3	2	0	0	0	0	22
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	14	40	9	11	0	0	0	0	61	16	3	0	2	2	158
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
21.ALL OTHER	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	2	1	0	1	0	0	0	0	6	0	0	0	0	0	10
26.OTHER PROF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
27.NON-PROF	0	3	1	0	0	0	0	0	1	1	0	0	0	0	6
28.TOTAL (23-27)	2	4	1	1	0	0	0	0	8	1	0	0	0	0	17

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____

FAX _____

EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
WOODLAKE HILLS MS
6625 WOODLAKE PKWY
SAN ANTONIO, TX, 78244
043

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X * * * X X X X *

OCTOBER 1ST ENROLLMENT: 806

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL METZGER MIDDLE SCHOO
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
7475 BINZ ENGLEMAN
SAN ANTONIO, TX, 78244
044

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X * * * X X X X *

OCTOBER 1ST ENROLLMENT: 985

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL JUDSON MIDDLE SCHOOL
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
9695 SCHAEFER ROAD
CONVERSE, TX, 78109
045

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X * * * X X X X X *

OCTOBER 1ST ENROLLMENT: 879

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-28).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL STEM-JUDSON MIDDLE
9695 SCHAEFER ROAD
CONVERSE, TX, 78109
055

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X * * * X X X X X

OCTOBER 1ST ENROLLMENT: 379

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 CONVERSE ELEM
 6720 FM 1516
 CONVERSE, TX, 78109
 101

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 * * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 533

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
5.ELEM CLSRM TCHR	1	5	1	0	0	0	0	0	13	5	0	0	0	1	26
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	2	1	1	0	0	0	0	0	8	2	0	0	0	0	14
8.GUIDANCE	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	2	1	0	0	0	0	3
13.TEACHERS AIDES	2	7	0	0	0	0	0	0	3	1	0	0	0	0	13
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	2	0	0	0	0	0	0	2	0	0	0	0	0	4
16.SERVICE WRKRS	3	5	0	0	0	0	0	0	0	2	1	0	0	0	11
17.SKILLED CRAFTS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	8	21	2	0	0	0	0	0	30	12	1	0	0	1	75
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
21.ALL OTHER	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	2	1	0	0	0	0	3
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	1	0	0	0	0	0	1	1	0	0	0	0	3
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	2	3	0	0	0	0	0	0	0	1	0	0	0	0	6
28.TOTAL (23-27)	2	3	1	0	0	0	0	0	1	2	0	0	0	0	9

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL JOSEPH H HOPKINS ELE
8012 SHIN OAK DR 2440 ACKERMAN RD
SAN ANTONIO, TX, 78233-2457 SAN ANTONIO, TX, 78219
102

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 749

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 EDWARD E FRANZ ELEM
 12301 WELCOME DR
 SAN ANTONIO, TX, 78233
 103

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 405

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
5.ELEM CLSRM TCHR	0	5	2	0	0	0	0	0	13	1	0	0	0	1	22
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	1	2	0	0	0	0	0	6	1	0	0	0	0	10
8.GUIDANCE	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13.TEACHERS AIDES	1	2	0	0	0	0	0	0	5	2	0	0	0	0	10
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	0	0	0	0	0	0	0	2	1	0	0	0	0	3
16.SERVICE WRKRS	1	3	1	1	0	0	0	0	0	2	0	0	0	0	8
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	2	12	5	1	0	0	0	0	29	8	0	0	0	1	58
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
21.ALL OTHER	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	2	1	0	0	0	0	3
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	1	1	0	0	0	0	0	0	1	2	0	0	0	0	5
28.TOTAL (23-27)	1	1	0	0	0	0	0	0	1	3	0	0	0	0	6

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL CORONADO VILLAGE EL
 213 AMISTAD
 UNIVERSAL CITY, TX, 78148
 104

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 * * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 362

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
5.ELEM CLSRM TCHR	1	13	0	0	0	0	0	0	8	0	0	0	0	1	23
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	1	3	0	0	0	0	0	1	4	0	0	0	0	0	9
8.GUIDANCE	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
13.TEACHERS AIDES	0	6	0	0	0	0	0	0	2	0	0	0	0	1	9
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
16.SERVICE WRKRS	1	6	0	0	0	0	0	0	0	0	0	0	0	0	7
17.SKILLED CRAFTS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	3	32	0	0	0	0	0	1	16	0	0	0	0	2	54
B. PART TIME STAFF															
20.PROF INSTR	0	2	0	0	0	0	0	0	1	0	0	0	0	0	3
21.ALL OTHER	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
22.TOTAL (20-21)	0	2	0	0	0	0	0	0	1	1	0	0	0	0	4
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	1	2	0	0	0	0	0	0	0	0	0	0	0	0	3
28.TOTAL (23-27)	1	4	0	0	0	0	0	0	0	0	0	0	0	0	5

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 PARK VILLAGE ELEM
 5855 MIDCROWN
 SAN ANTONIO, TX, 78218
 105

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 491

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2.PRINCIPALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
5.ELEM CLSRM TCHR	2	6	0	0	0	0	0	0	13	4	1	0	0	1	27
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	3	2	0	1	0	0	0	0	4	4	0	0	0	1	15
8.GUIDANCE	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13.TEACHERS AIDES	0	9	0	2	0	0	0	0	2	1	0	0	0	0	14
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2
16.SERVICE WRKRS	2	3	0	0	0	0	0	0	2	3	0	0	0	0	10
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	8	24	0	3	0	0	0	0	22	14	1	0	0	2	74
B. PART TIME STAFF															
20.PROF INSTR	0	1	0	0	0	0	0	0	3	0	0	0	0	0	4
21.ALL OTHER	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
22.TOTAL (20-21)	0	3	0	0	0	0	0	0	3	0	0	0	0	0	6
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	3	0	0	0	0	0	0	4	2	0	0	0	0	9
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
28.TOTAL (23-27)	0	4	0	0	0	0	0	0	4	2	0	0	0	0	10

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
CRESTVIEW ELEM
7710 NARROW PASS
SAN ANTONIO, TX, 78233
106

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 564

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
5.ELEM CLSRM TCHR	2	17	0	0	0	0	0	0	14	2	0	1	0	0	36
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	1	2	0	0	0	0	0	0	6	0	0	0	0	0	9
8.GUIDANCE	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
13.TEACHERS AIDES	0	11	0	0	0	0	0	0	2	1	1	0	0	0	15
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	0	0	0	0	0	1	2
16.SERVICE WRKRS	4	4	0	0	0	0	0	0	0	0	0	0	0	0	8
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	7	37	0	0	0	0	0	0	25	3	1	1	0	1	75
B. PART TIME STAFF															
20.PROF INSTR	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	3	0	0	0	0	0	0	0	1	0	0	0	0	4
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	1	5	0	0	0	0	0	0	1	0	0	0	0	0	7
28.TOTAL (23-27)	1	8	0	0	0	0	0	0	1	1	0	0	0	0	11

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL WOODLAKE ELEM
8012 SHIN OAK DR 5501 LAKE BEND E
SAN ANTONIO, TX, 78233-2457 SAN ANTONIO, TX, 78244
107

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 572

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL OLYMPIA ELEM
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
8439 ATHENIAN
UNIVERSAL CITY, TX, 78148
109

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 401

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-27).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL SPRING MEADOWS ELEM
 7135 ELM TRAIL
 SAN ANTONIO, TX, 78244
 110

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 598

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
5.ELEM CLSRM TCHR	0	16	1	0	0	0	0	0	10	7	1	0	0	1	36
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	1	3	0	0	0	0	0	0	5	1	0	0	0	0	10
8.GUIDANCE	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	1	0	0	0	0	0	0	2	0	0	0	0	0	3
13.TEACHERS AIDES	0	13	0	0	0	0	0	0	2	1	0	0	0	0	16
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	2	0	0	0	0	0	3
16.SERVICE WRKRS	1	3	0	1	0	0	0	0	1	1	0	0	1	0	8
17.SKILLED CRAFTS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	3	40	1	1	0	0	0	0	22	10	1	0	1	1	80
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	6	0	0	0	0	0	0	2	0	0	0	1	0	9
28.TOTAL (23-27)	0	6	0	0	0	0	0	0	3	0	0	0	1	0	10

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL MILLER'S POINT ELEM
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
7027 MISTY RIDGE
CONVERSE, TX, 78109
111

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 553

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL CANDLEWOOD ELEM
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
3635 CANDLEGLENN
SAN ANTONIO, TX, 78244
112

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 662

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL GALEN R ELOLF ELEM
8012 SHIN OAK DR 6335 BEECH TRAIL
SAN ANTONIO, TX, 78233-2457 CONVERSE, TX, 78109
113

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 494

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL PASCHALL ELEM
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
6351 LAKEVIEW DRIVE
SAN ANTONIO, TX, 78244
114

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 619

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-27).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL HARTMAN ELEMENTARY
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
7203 WOODLAKE PKWY
SAN ANTONIO, TX, 78218
115

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 723

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL SALINAS ELEMENTARY
8012 SHIN OAK DR 10560 CIMARRON TRAIL
SAN ANTONIO, TX, 78233-2457 UNIVERSAL CITY, TX, 78148
116

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 662

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL JAMES L MASTERS ELEM
8012 SHIN OAK DR 2650 WOODLAKE PKWY
SAN ANTONIO, TX, 78233-2457 CONVERSE, TX, 78109
117

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X * * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 369

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 ROLLING MEADOWS ELEM
 17222 FM 2252
 SAN ANTONIO, TX, 78233
 118

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
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OCTOBER 1ST ENROLLMENT: 724

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
5.ELEM CLSRM TCHR	2	8	0	0	0	0	0	0	25	3	0	0	0	0	38
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	1	0	0	0	0	0	10	2	0	0	0	0	13
8.GUIDANCE	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
13.TEACHERS AIDES	2	10	1	1	0	0	0	0	2	3	0	0	0	0	19
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	0	0	0	0	0	0	0	2	0	1	0	0	0	3
16.SERVICE WRKRS	2	6	0	0	0	0	0	0	2	0	0	0	0	0	10
17.SKILLED CRAFTS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	6	25	2	1	0	0	0	0	45	9	1	0	0	0	89
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	4	0	0	0	0	0	0	3	1	1	0	0	0	9
28.TOTAL (23-27)	0	4	0	0	0	0	0	0	3	2	1	0	0	0	10

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____

FAX _____

EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL COPPERFIELD ELEMENT
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
7595 E LOOP 1604 N
CONVERSE, TX, 78109
119

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X *

OCTOBER 1ST ENROLLMENT: 695

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL ESCONDIDO ELEMENTARY
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
500 TEXAS PALM DR
CONVERSE, TX, 78109
123

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
* * * * * X X X X X X X X

OCTOBER 1ST ENROLLMENT: 448

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? YES

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 WORTHAM OAKS ELEMENT
 5710 CARRIAGE CAPE
 SAN ANTONIO, TX, 78261
 124

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 * * * * * X X X X X X X X

OCTOBER 1ST ENROLLMENT: 281

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
 PRINCIPAL ASSIGNED? YES

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
5.ELEM CLSRM TCHR	1	9	0	0	0	0	0	0	11	0	0	0	0	0	21
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	2	0	0	0	0	0	0	5	0	0	0	0	0	7
8.GUIDANCE	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
13.TEACHERS AIDES	0	8	2	0	0	0	0	0	1	1	0	0	1	0	13
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
16.SERVICE WRKRS	1	7	0	0	0	0	0	0	1	0	0	0	0	0	9
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	2	29	2	0	0	0	0	0	23	1	1	0	1	0	59
B. PART TIME STAFF															
20.PROF INSTR	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	1	0	0	0	0	0	0	2	0	0	0	0	0	3
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	1	4	0	0	0	0	0	0	0	0	0	0	0	0	5
28.TOTAL (23-27)	1	5	0	0	0	0	0	0	2	0	0	0	0	0	8

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
SUBSTITUTE
155

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
SUPERINTENDENT OF SC
8012 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL BOARD OF TRUS
8011 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL HUMAN RESOURCES DEPT
8012 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-27).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
PRINT SHOP/MAIL ROOM
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-27).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL COMMUNICATIONS
8012 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL ASSOC SUPT OPERATION
8012 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-28).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
PURCHASING DEPARTMEN
8012 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL BUSINESS OFFICE
8012 SHIN OAK DR 8012 SHIN OAK DRIVE
SAN ANTONIO, TX, 78233-2457 LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL EMPLOYEE SERVICES
8012 SHIN OAK DRIVE
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
PUPIL SERVICES DEPT
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
SPECIAL EDUCATION
102 SCHOOL STREET
CONVERSE, TX, 78109
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), FEMALE (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
STUDENT SUPPORT SERV
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
CAREER & TECHNOLOGY
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL K-12 INSTRUCTION DIR
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
SECONDARY CURRICULUM
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL DIR GUIDANCE & COUNS
102 SCHOOL ST
CONVERSE, TX, 78109
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 ATHLETIC DEPARTMENT
 9222 CONVERSE BUS LN
 CONVERSE, TX, 78109
 000

GRADES TAUGHT
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 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	0	2	1	0	0	0	0	0	0	1	0	0	0	0	4
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 FED PROGRAMS & GRANT
 8205 PALISADES DR
 LIVE OAK, TX, 78233
 000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	0	0	1	0	0	0	0	0	1	0	0	0	0	2
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	0	0	0	1	0	0	0	0	1	1	0	0	0	0	3
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
ASSESSMENT SPECIALIS
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 ASSOC SUPT INSTRUCT
 8205 PALISADES DR
 LIVE OAK, TX, 78233
 000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:
 000

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
12.OTHER PROF STF	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	1	0	0	0	0	0	2
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	0	3	0	0	0	0	0	0	2	0	0	0	0	0	5
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
LANG ARTS CURRIC SPE
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
CURRICULUM-ELEM MATH
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL ATTENDANCE OFFICER
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
NETWORK SERVICES
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
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OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL SOCIAL STUDIES SPECI
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 ADULT EDUCATION DEPT
 8205 PALISADES DR
 LIVE OAK, TX, 78233
 000

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	1	0	0	0	0	0	0	1	0	0	0	1	0	3
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	0	2	0	0	0	0	0	0	1	0	0	0	1	0	4
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
INSTRUCT TECHNOLOGY
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
LIBRARY PROCESS CNTR
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL DATA SERVICES
8205 PALISADES DR
LIVE OAK, TX, 78233

GRADES TAUGHT
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K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A - N O.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 DESKTOP SERVICES
 8205 PALISADES DR
 LIVE OAK, TX, 78233
 000

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
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OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	2	2	3	2	0	0	0	0	0	0	0	0	0	0	9
15.CLER/SEC STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	3	2	5	2	0	0	0	0	0	0	0	0	0	0	12
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL TECHNOLOGY ADMINISTR
8012 SHIN OAK DR 8205 PALISADES DR
SAN ANTONIO, TX, 78233-2457 LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A - N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL ESL-ENGLISH SND LANG
8012 SHIN OAK DR 8205 PALISADES DR
SAN ANTONIO, TX, 78233-2457 LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, and TOTAL COL A-N O.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL BILINGUAL ED DEPT
8012 SHIN OAK DR 8205 PALISADES DR
SAN ANTONIO, TX, 78233-2457 LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A - N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
DYSLEXIA DEPARTMENT
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL DATA RESEARCH & COMP
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 FINE ARTS DEPT
 8205 PALISADES DR
 LIVE OAK, TX, 78233
 000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16.SERVICE WRKRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22.TOTAL (20-21)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28.TOTAL (23-27)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
 FAX _____
 EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
SCHOOL ASST SUPER POST SEC
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

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PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19) and B. PART TIME STAFF (20-22).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
MAINTENANCE DEPARTME
6808 WOODLAKE PKWY
SAN ANTONIO, TX, 78244
000

GRADES TAUGHT
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K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A-O.

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
CHILD NUTRITION DEPA
210 SCHOOL ST
CONVERSE, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns for ethnicities (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL CHILD NUTR CNTRL KIT
210 SCHOOL STREET
SAN ANTONIO, TX, 78109
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT: 0

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION
PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include staff categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
TRANSPORTATION DEPT
9242 CONVERSE BUS LN
CONVERSE, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-28).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL
FACILITIES PLANNING
8205 PALISADES DR
LIVE OAK, TX, 78233
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PART II - STAFF STATISTICS AS OF 09/24/2019

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-columns NATHW, AMIND, TWO OR MORE, WHITE, BLACK, ASIAN, PACIF, AKNAT, and TOTAL COL A-N O.

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FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457
SCHOOL WAREHOUSE (CENTRAL)
6808 WOODLAKE PKWY
SAN ANTONIO, TX, 78244
000

GRADES TAUGHT
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OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include A. FULL TIME STAFF (1-19), B. PART TIME STAFF (20-22), and C. NEW-HIRES (23-27).

CERTIFICATION: I CERTIFY THAT THE INFORMATION GIVEN IN THIS REPORT IS CORRECT AND TRUE TO THE BEST OF MY KNOWLEDGE AND WAS PREPARED IN ACCORDANCE WITH ACCOMPANYING INSTRUCTIONS. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
JUDSON INDEPENDENT SCHOOL DIS
8012 SHIN OAK DR
SAN ANTONIO, TX, 78233-2457

SCHOOL
DISTRICT POLICE DEPT
210 SCHOOL ST
CONVERSE, TX, 78109
000

GRADES TAUGHT
P 0 0 0 0 0 0 0 0 0 1 1 1 U S
K K 1 2 3 4 5 6 7 8 9 0 1 2 N E

OCTOBER 1ST ENROLLMENT:

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

Table with columns: ACTIVITY ASSIGNMENT CLASSIFICATION, HISPANIC LATINO (MALE/FEMALE), NON-HISPANIC OR LATINO (MALE/FEMALE) with sub-categories (WHITE, BLACK, ASIAN, NATHW, AMIND, TWO OR MORE), and TOTAL COL A - N O. Rows include categories like OFF/ADM/MGR, PRINCIPALS, ASST PRIN-T, etc.

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DATE _____ PHONE _____ TYPED NAME/TITLE OF PERSON RESPONSIBLE FOR REPORT _____ SIGNATURE _____
FAX _____
EMAIL _____

IDENTIFICATION

TYPE REPORT- INDIVIDUAL SCHOOL
 TYPE AGENCY- PUBLIC SCHOOL SYSTEM

DISTRICT
 JUDSON INDEPENDENT SCHOOL DIS
 8012 SHIN OAK DR
 SAN ANTONIO, TX, 78233-2457

SCHOOL
 CUSTODIAL SERVICE DW
 9222 CONVERSE BUS LN
 CONVERSE, TX, 78109
 000

GRADES TAUGHT
 P 0 0 0 0 0 0 0 0 0 1 1 1 U S
 K K 1 2 3 4 5 6 7 8 9 0 1 2 N E
 X X X X X X X X X X X X X X X X

OCTOBER 1ST ENROLLMENT:
 000

PRINCIPAL INFORMATION

PRINCIPAL ASSIGNED? NO

PART II - STAFF STATISTICS AS OF 09/24/2019

ACTIVITY ASSIGNMENT CLASSIFICATION	HISPANIC LATINO		*****MALE*****							NON-HISPANIC OR LATINO *****FEMALE*****					TOTAL COL A - N O
	MALE	FEMALE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	WHITE	BLACK	ASIAN	NATHW PACIF	AMIND AKNAT	TWO OR MORE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
A. FULL TIME STAFF															
1.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2.PRINCIPALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.ASST PRIN-T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.ASST PRIN-NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.ELEM CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.SEC CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.OTHR CLSRM TCHR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8.GUIDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9.PSYCHOLOGICAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10.LIBR/AV STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.CONSL/SUPRV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.OTHER PROF STF	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13.TEACHERS AIDES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15.CLER/SEC STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16.SERVICE WRKRS	5	1	3	0	0	0	0	0	0	1	0	0	0	0	10
17.SKILLED CRAFTS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18.LABOR-UNSKLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19.TOTAL (1-18)	5	2	3	0	0	0	0	0	0	1	0	0	0	0	11
B. PART TIME STAFF															
20.PROF INSTR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21.ALL OTHER	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2
22.TOTAL (20-21)	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2
C. NEW-HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)															
23.OFF/ADM/MGR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24.PRIN/ASST PRIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.CLSRM TEACHERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26.OTHER PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27.NON-PROF	2	0	0	0	0	0	0	0	0	1	0	0	0	0	3
28.TOTAL (23-27)	2	0	0	0	0	0	0	0	0	1	0	0	0	0	3

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Meeting Date: October 10, 2019

Submitted By: Steve Linscomb
Title: Director of Communications

Agenda Item: Community members to serve on JISD Hall of Honor Selection Committees

DISCUSSION ITEM

RECOMMENDATION:

As per the Hall of Honor selection procedures, the Judson ISD Board of Trustees are asked to name community members as needed to serve on the selection committees for the JISD Athletic Hall of Honor and the Civic Hall of Honor. This year one individual has agreed to return to serve, but two individuals are still needed to have a complete panel.



Meeting Date: October 10, 2019

Submitted By: Renée A. Paschall
Title: School Board President

Agenda Item: Update on Board Advisory Committees

DISCUSSION ITEM

RECOMMENDATION:

The Board shares information received or discussed at various advisory committees held and discusses upcoming meetings to be scheduled.



Meeting Date: October 10, 2019

Submitted By: Renée A. Paschall
Title: School Board President

Agenda Item: Update on Training, Conferences, Events and Consider Future Agenda Item Requests by Board Members

DISCUSSION ITEM

RECOMMENDATION:

The Board shares information received at various trainings/conferences attended and discusses upcoming events or future agenda item requests or reports by individual board members.

October 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Special Meeting 6-9pm, Room 215	2	3	4	5
6	7 Special Meeting 8:30AM Curriculum Board Advisory Committee Mtg, 6pm, JECA Commons	8 JEF Mtg @ Admin Bldg Room 215, 5:30pm Finance Board Advisory Committee Mtg, 6pm, ERC Conf Rm A	9 DSBC 5pm ERC Boardroom	10 	11 Student Early Release Teacher PD	12
13	14 Columbus Day  District Offices Closed	15 Student Holiday Teacher PD Day	16	17	18	19
<i>Holdsworth</i>						
20	21	22	23	24	25	26
27	28	29 District Family & Community Showcase	30	31 		
	<p><u>City Council Meetings</u></p> <p>Converse (1st/3rd Tues-7pm) San Antonio (1st,2nd,3rd Thurs 9 am) Schertz (1st,2nd,3rd,4th Tues-6:30pm) Universal City (1st/3rd Tues-6:30pm)</p> <p>Selma (2nd Thur-6:30 pm) Kirby (2nd/4th Thurs-7pm) Live Oak (2nd/last Tues 7pm)</p>					

November 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
					1	2	
3	4	5	6	7	8	9	
		DSBC 5pm ERC Boardroom Bond, Building & Facilities Advisory Committee Mtg, 6pm, Judson MS					
10	11	12	13	14	15	16	
	Veterans Day HOLIDAY District Offices Closed	Board Agenda Items Due	Holdsworth				
17	18	19	20	21	22	23	
					Student Early Release	Wobble N' Gobble 8am 5K Fun Run, 11am & Thanksgiving Feast @ Wagner HS Café	
24	25	26	27	28	29	30	
							
	<u>City Council Meetings</u> Converse (1 st /3 rd Tues-7pm) San Antonio (1 st ,2 nd ,3 rd Thurs 9 am) Schertz (1 st ,2 nd ,3 rd ,4 th Tues-6:30pm) Universal City (1 st /3 rd Tues-6:30pm)					Selma (2 nd Thur-6:30 pm) Kirby (2 nd /4 th Thurs-7pm) Live Oak (2 nd /last Tues 7pm)	