

Regular Meeting
Monday, March 18, 2024 6:30 PM

Cannady Cedar Hill Room
285 Uptown Blvd.
Cedar Hill, Texas 75104

Agenda

1. CALL TO ORDER
FIRST ORDER OF BUSINESS - Announcement by the Board President whether a quorum is present, and that the notice of the meeting has been duly called, and posted in the time and manner required by the Texas Open Meetings Act, Texas Government Code Chapter 551.
2. CLOSED SESSION
Recess to Executive Session, pursuant to Texas Open Meetings Act, Texas Government Code Section: 551.071) Private consultation with the board's attorney,
551.074) To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.
551.082) Considering discipline of a public school child, or complaint or charge against personnel.
551.076) Deliberation regarding security devices or security audits
 - (1) the deployment, or specific occasions for implementation, of security personnel or devices; or
 - (2) a security audit.

If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Section listed above.

The Board will vote on matters in Open Session considered in Closed Session or matters considered if the Board enters into a Closed meeting during the meeting, if applicable.

3. PUBLIC SESSION
 - 3.A. Pledge to Flags

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: **March 18, 2024**

Presented by: **Dr. Gerald B. Hudson, Superintendent of Schools**

Subject: **March Student Pledge Leaders**

Information - Student Pledge Leaders

BACKGROUND INFORMATION:

Texas Pledge Leader: Samson Persley , Lake Ridge Elementary.

Meet Samson Persley, a diligent 5th grade student who thrives academically, ranking in the top 15% of his class. He’s a proud member of the National Elementary Honor Society, showcasing his commitment to excellence. Not only does he excel in academics, but he also showcases his talents on the basketball court and enjoys the mental challenge of the puzzle club. Outside of school, Samson finds joy in outdoor activities and hitting the gym with his mom. With aspirations to become a lawyer or work for Microsoft, he embodies the motto: "Keep working until you figure it out."

US Pledge Leader: Arianna & Aaliyah Holmes, Collegiate Academy Middle School.

Arianna and Aaliyah Holmes are the proud 7th-grade Collegiate Academy Scholars of Howard Holmes and Tanisha James. They have been in the pathway for 3 years. This set of twins are siblings to an older set of twins and a baby brother. The parents and scholars are all alumni of Cedar Hill High School. Their grandfather is the famous William Holmes. These scholars are high achievers, who are self-motivated, and active participants in the community. These young ladies participate in our award-winning step team. They are exemplary of the pride of a Longhorn.

BOARD ACTION REQUIRED:

None

POLICY AUTHORIZATION:

None

CONTACT PERSON:

Michael Sudhalter - CHISD Communications Coordinator
Heath Koenig - CHISD Executive Director of School Leadership

FUNDING SOURCE:

None

ENCLOSURES:

None

3.A.1. Pledge to the American Flag

3.A.2. Pledge to the Texas Flag

3.B. Prayer

4. COMMUNICATIONS/RECOGNITIONS

4.A. Recognitions and Acknowledgments

Presenter: Tierney Tinnin

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Recognitions for March 18, 2024

Information

BACKGROUND INFORMATION:

During the March 18, 2024 Board of Trustees Meeting, the Board will formally recognize:

- Theater in Schools Month
- PCAT Bus Driver of the Year
- Cedar Hill ISD Best Southwest STEAM Competition Winners

RECOMMENDATION:

Information Only

BOARD ACTION REQUIRED:

None

POLICY AUTHORIZATION:

None

CONTACT PERSON:

Tierney Tinnin, CHISD Communications

FUNDING SOURCE: None

ENCLOSURES:

Resolution

RECOGNIZING THEATRE IN OUR SCHOOLS MONTH

WHEREAS, Cedar Hill has a talented group of thespians and professional educators who are dedicated to performing some of the best musicals and theatre performances in the Metroplex.

WHEREAS, Cedar Hill ISD Theatre Scholars have learned about leadership and community service through their participation in the Theatre Program.

WHEREAS, according to The College Board, scholars who took four years of arts in high school scored 92 points higher on the SAT Exam.

WHEREAS, theatre scholars often earn college scholarships where they receive much (or all) of their education paid for, thanks to theatre. And in some cases, they pursue theatre as a professional career.

WHEREAS, theatre builds camaraderie and friendships that continue to exist after the final curtain in the high school musical closes.

PASSED BY THE BOARD OF TRUSTEES of the Cedar Hill Independent School District at a Regular meeting thereof held on the 18 day of March 2024 and approved by the Board President on the same day.

5. CITIZENS FORUM: The Board will now hear those who wish to make comments and who have completed and returned the Public Forum Citizen Participation Form. This section will be conducted in accordance with the Texas Open Meetings Act and Board Policy. Speakers must limit comments to issues that can be presented in a public forum. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels.
6. LONE STAR GOVERNANCE
Founded on research, Lone Star Governance (LSG) is a continuous-improvement model for governing teams—boards in collaboration with their superintendents—who choose to focus intensely on only one primary objective: Improving student outcomes. Lone Star Governance accomplishes this intense focus through tailored coaching aligned to the five pillars of the Texas Framework for School Board Development: Vision, Accountability, Structure, Advocacy, and Unity.
 - 6.A. Collegiate Academy Middle School Campus Spotlight
Presenter: Mr. John Edmun

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: LSG - Collegiate Academy Middle School

Information

BACKGROUND INFORMATION:

Presenting campus highlights and progress on the Lone Star Governance goals for 2023-2024 school year

RECOMMENDATION:

Information Only

BOARD ACTION REQUIRED:

None

POLICY AUTHORIZATION:

None

CONTACT PERSON:

Mr. John Edmun, Principal

Ms. Tyesha Lowe Smith, Executive Director of School Leadership

FUNDING SOURCE:

None

ENCLOSURES:

Spotlight Presentation

CAMPUS SPOTLIGHT

Collegiate Academy
John Edmun

March 18, 2024



Points of Pride



Motto: Pride, Purpose, Perseverance



Empower Others

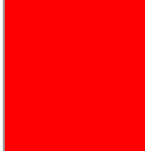
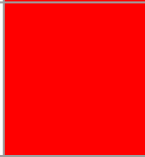

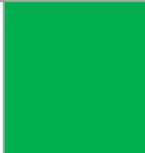


Lead with Heart



Expect Excellence

Status Report

Student Outcome Goals		Goal Performance Measures	Number Met	Actual	Status
Goal 1	Increase the percentage of scholars identified as College, Career and Military Ready Graduates from 80% to 100% by August 2028	1	0	0%	
Goal 2	Increase the percentage of 3rd grade (All students) scholars Reading at/or above grade level from 42% to 65% by 2028	8	3	38%	
Goal 3	Increase the percentage of Algebra 1 scholars scoring Meets or Above from 52% to 75% by 2024.	7	4	57%	
Goal 4	Increase the percentage of scholars participating in extra-curricular or co-curricular from 50% to 90% by August 2028	5	4	80%	

Demographics

Scholars	American Indian/Alaskan Native	1/296=<1%
	Asian	4/296=<1%
	Black/African-American	191/296=65%
	Hispanic-Latino	79/296=27%
	White	9/296=3%
	Two-or-More	12/296=4%
	Economically Disadvantaged	166/296=56%
	Gifted and Talented	62/296=21%
	Limited English Proficient (LEP)	21/296=7%
	Section 504	14/296=4.7%
	Special Education	4/296=<1%
Teachers	Fully Staffed in Core Tested Content	20/20=100%
	Certified	16/20=80%
	Non-Certified	7/29=24%
	First Year in Classroom	4/29=14%
	2+ Years on Current Campus	21/29=72%

Measures

- **Lead Fidelity**

- Instructional Walkthroughs with Actionable Feedback
- Coaching Videos (One Thing Huddle)

- **Lead Performance Measures (Math) -**

- 6, 8, Algebra I DCCA Meets/Masters
- 6, 8, Algebra I NWEA MAP Math BOY/MOY Projected Growth Proficiency
- 6, 8, Algebra I NWEA Math Growth (BOY/MOY)

- **Lag Measure**

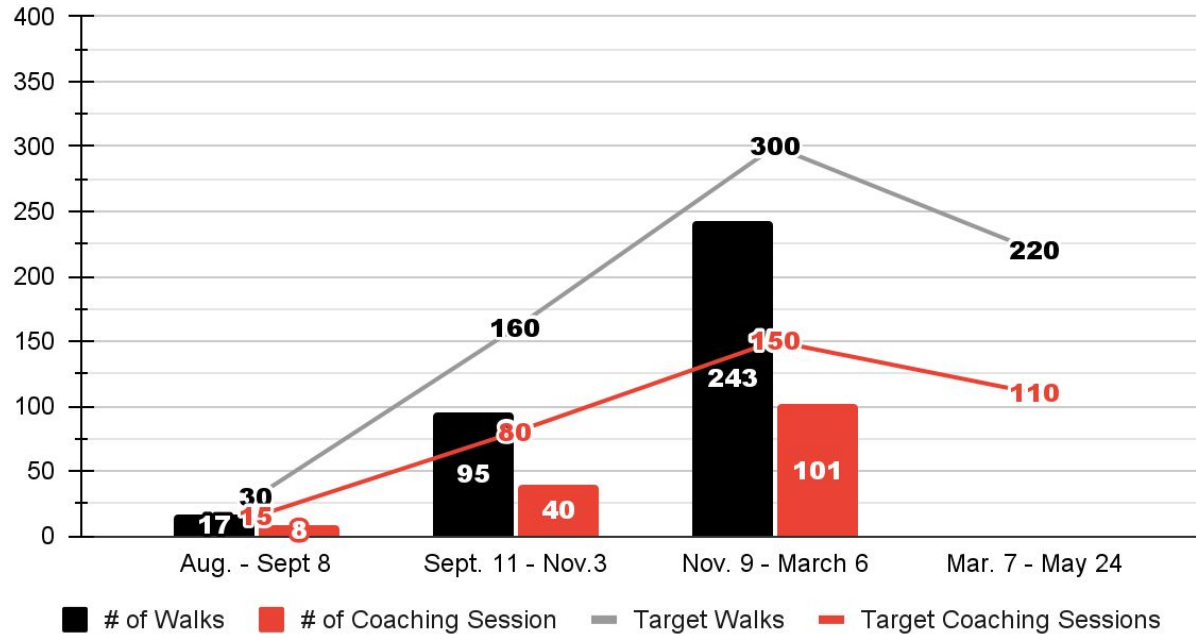
- STAAR 6 & 8 Math
- STAAR Algebra I EOC - Meets/Masters
- NWEA MAP Math EOY - Meets/Masters

- **Equity Measures**

- Hispanic Population at no more than 10% difference
- African American Population at no more than 15% difference

Campus Leadership Fidelity Measure

Number of Walkthroughs and Coaching Sessions



Ramp Up Target

less than Target

Final Status for this Measure

more than target

meet target walks and coaching sessions

1-9 walks or session behind

More than 10 walks and session behind

Final Target 100% of Target

243 walks in current window

101 coaching in current window

355 walks in 2023-2024

Lone Star Governance-CCMR

Goal 1: Increase the percentage of scholars graduating CCMR from 53% to 75% by August 2024.

Status Report

Student Outcome Goals		Final Goal	Ramp up Target	Actual	Status
GPM - 1.1.1	% of 8th Graders Who are CCMR Met	40%	10%	0%	

CCMR Accountability: Three A-F Domains

College Ready	Career Ready	Military Ready
<ul style="list-style-type: none">● Meet Texas Success Initiative (TSI) in ELAR AND Math (TSIA, SAT, ACT)● Earn dual credits - 3 credits ENGL, MATH, or 9 credits all other● Meet Criteria on AP/IB exam● Earn an Associate's Degree● Complete an OnRamps Course	<ul style="list-style-type: none">● Earn industry certification● Earn a Level I or II certificate● Graduate with completed IEP and workforce readiness● Graduate under an advanced degree plan (SPED)	<ul style="list-style-type: none">● Enlist in the United States Armed Forces

Lone Star Governance-Reading

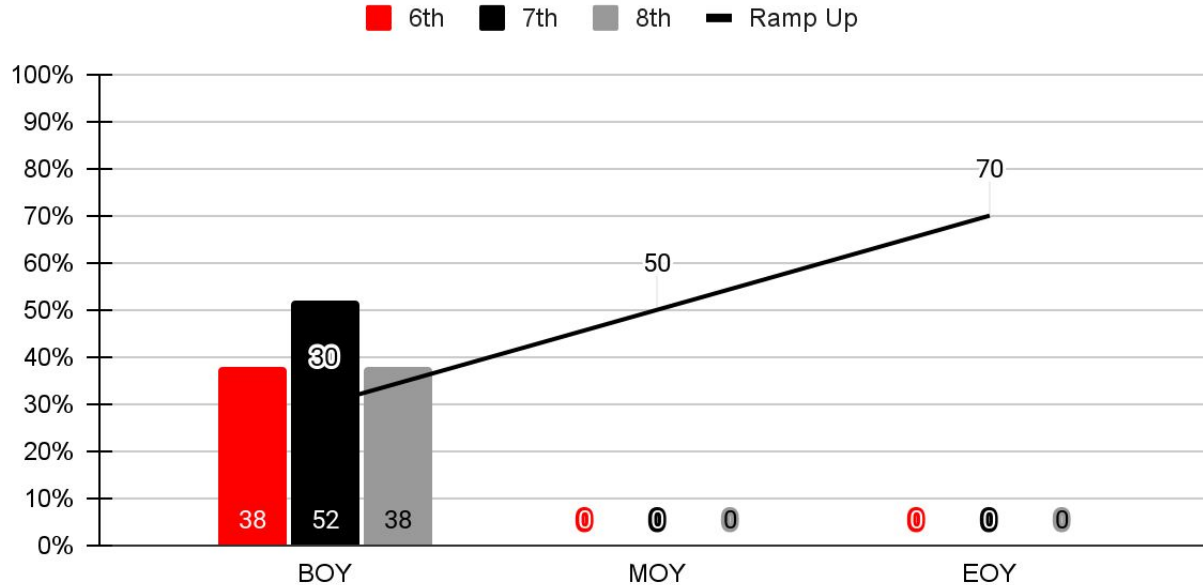
Goal 2: Increase the percentage of 3rd grade (All students) scholars reading at/or above grade level from 32% to 70% by 2024.

Status Report

Student Outcome Goal 2		Final Goal	Ramp up Target	Actual	Status
Achieve3000	% of Scholar who Score 75% on 1st Attempt	70%	15%	64%	Yellow
Achieve3000	Average Activity Score	75%	N/A	N/A	White
NWEA MAP	Projected Proficiency Meets	70%	70%	62%	Yellow
NWEA MAP	Projected Proficiency Masters	50%	50%	27%	Red
NWEA MAP	Growth	50%	50%	47%	Yellow
DCCA	% of Scholars Who Scored Meets or Above	70%	60%	68%	Green
Equity 1	Hispanic Population	<10%	N/A	<10%	Blue
Equity 2	AA Population	<15%	N/A	<15%	Blue

Reading - Achieve3000

% of Scholar who Score 75% on 1st Attempt



Ramp Up Target

at or above ramp up target by 2%

Final Status for this Measure

≥ 76%

75% - 70%

69% - 60%

≤ 59%

Final Target 75%

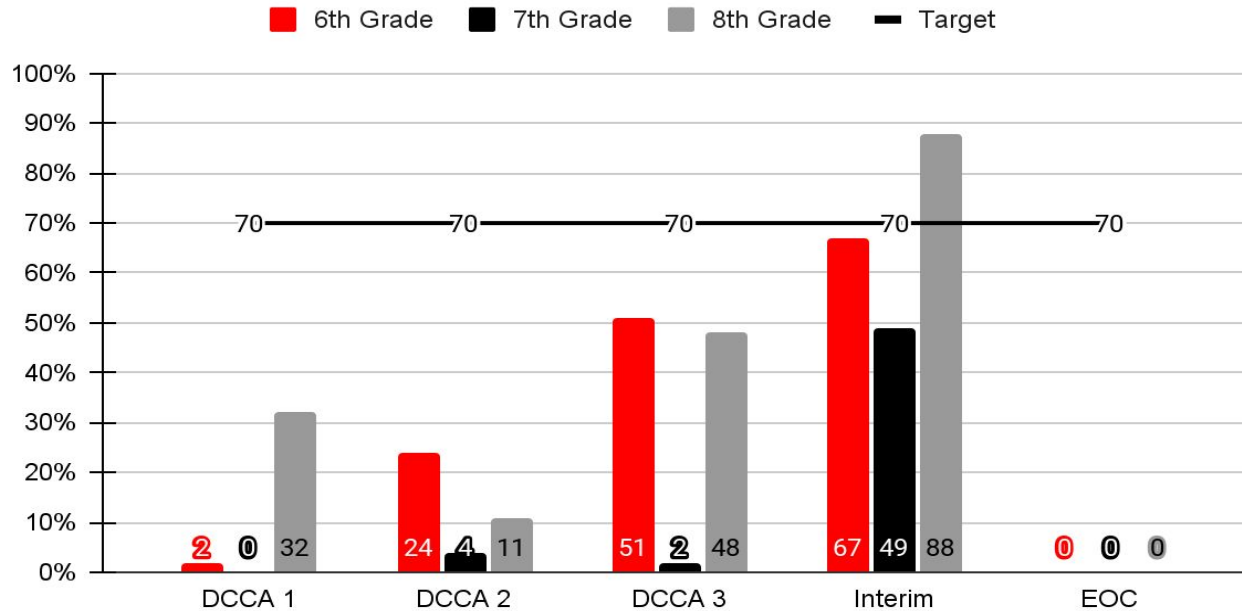
107/107 (100%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

86/86 (100%) - 8th Grade scholars tested

Reading - DCCA

% of scholars at meets or above



Ramp Up Target

at or above ramp up target by 2%

Final Status for this Measure

≥ 71%
70%- 62%
61% - 51%
≤ 50%

Final Target 70%

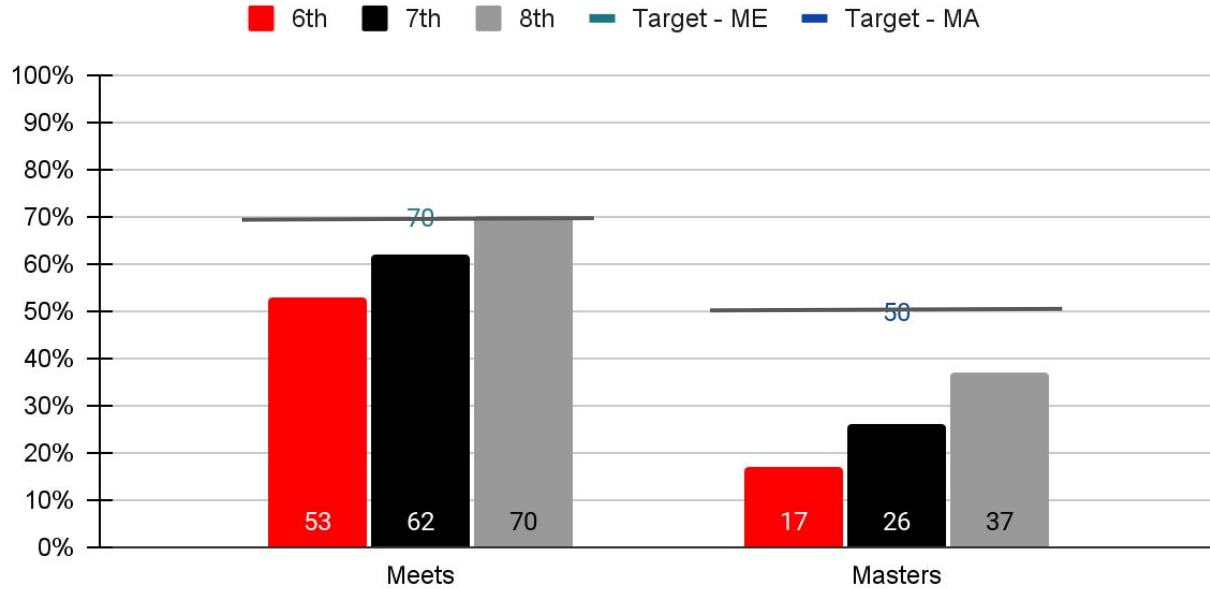
100/103 (97%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

83/86 (97%) - 8th Grade scholars tested

Reading Meets/Masters - NWEA

Projected Proficiency Percent of Scholars Projected to Score Meets and Masters Combined



Ramp Up Target

within 10% of ramp up target

Final Status for this Measure

≥ 71%

70%- 62%

61% - 51%

≤ 50%

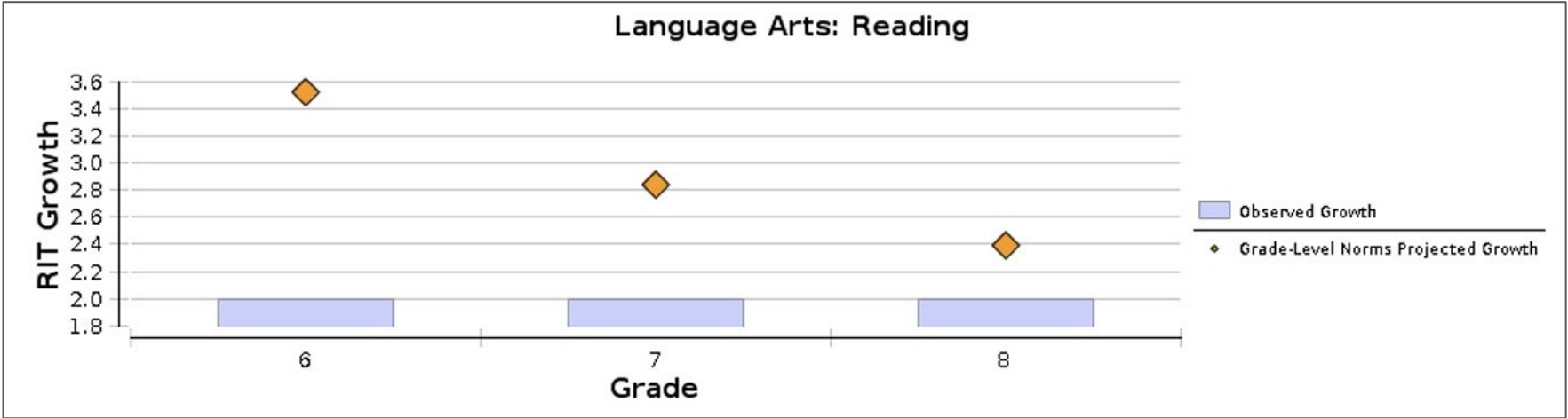
Final Target 70%

107/107 (100%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

86/86 (100%) - 8th Grade scholars tested

Reading - NWEA Growth

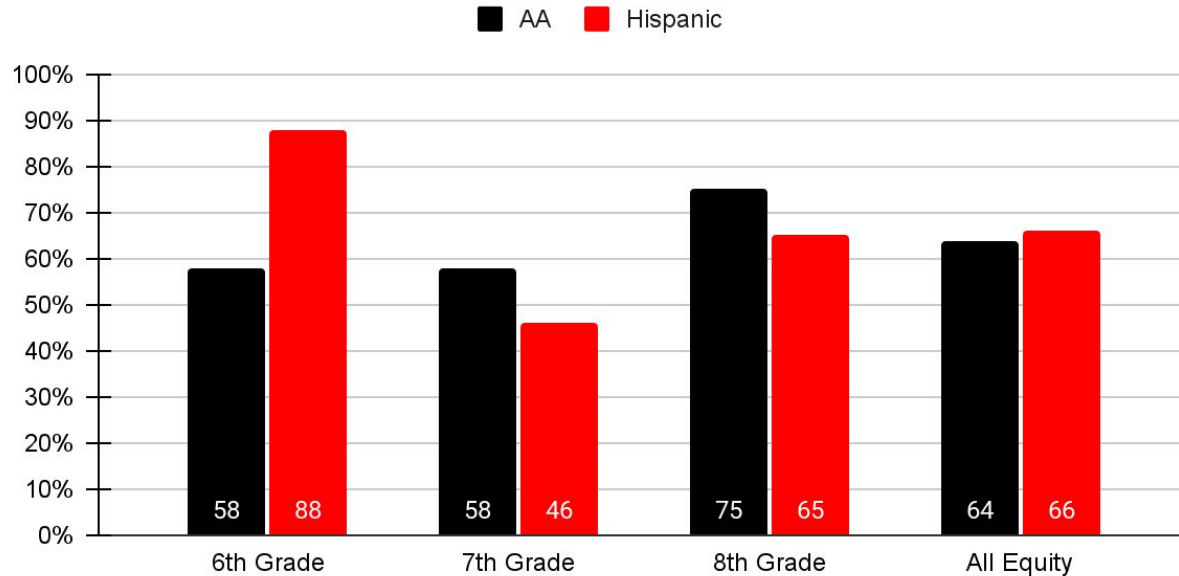


98/103 (95%) - 6th Grade scholars tested
86/104 (83%) - 7th Grade scholars tested
81/83 (98%) - 8th Grade scholars tested
265/290 (91%) of scholars tested

6th Grade scholar 41%
7th Grade scholars 49%
8th Grade scholars = 51%

DCCA Meets and Above- Equity Constraint

DCCA Equity Constraint



Ramp Up Target

No more than 10% Difference

Final Status for this Measure

>10%

10% - 12%

13% - 20%

≤ 21%

**Final Target No more than
10% difference to any
group**

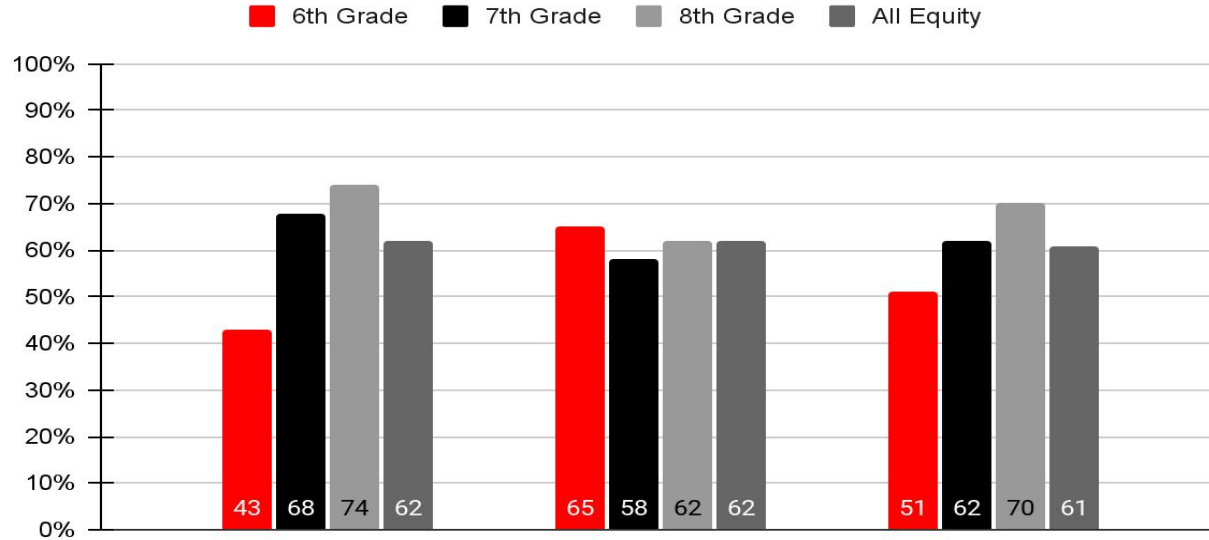
100/103 (97%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

83/86 (97%) - 8th Grade scholars tested

NWEA Meets and Above- Equity Constraint

NWEA Equity Constraint



67 - 6th Grade AA Scholars
 23 - 6th Grade Hispanic Scholars
 66 - 7th Grade AA Scholars
 27 - 7th Grade Hispanic Scholars

50 - 8th Grade AA Scholars
 24 - 8th Grade Hispanic Scholars

Ramp Up Target

No More than 10% Difference

Final Status for this Measure

>10%

10% - 12%

13% -20%

≤ 21%

Final Target No more than
 10% difference to any
 group

107/107 (100%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

86/86 (100%) - 8th Grade scholars tested

Lone Star Governance-Math

Goal 3: Increase the percentage of Algebra 1 scholars scoring Meets or Above from 52% to 75% by 2024.

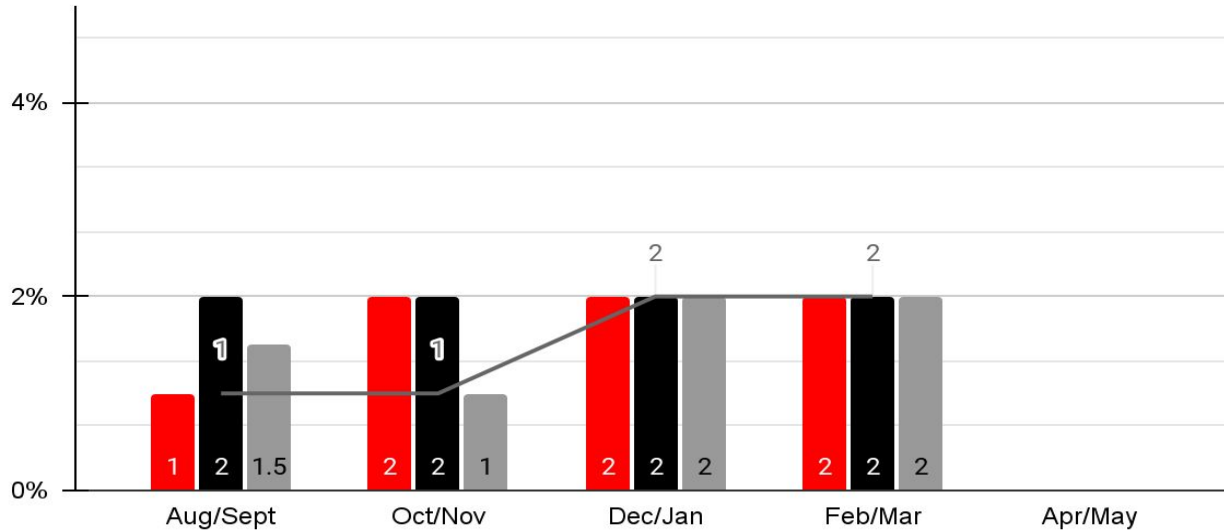
Status Report

Student Outcome Goal 3		Final Goal	Ramp up Target	Actual	Status
IXL	Average Number of Skills Mastered	75%	50%	60%	Green
DCCA	% of Scholars Who Score Meets or Above	70%	50%	51%	Yellow
NWEA MAP	% Projected Proficiency for Meets	70%	50%	64%	Yellow
NWEA MAP	% Projected Proficiency for Masters	50%	15%	22%	Red
NWEA MAP Growth	Average % of Scholars Meeting Growth Target	50%	15%	49%	Green
Equity Constraint 1	Hispanic Population	<10%	N/A	<10%	Blue
Equity Constraint 2	African American Population	<15%	N/A	<15%	Blue

Math - IXL

Average Number of Skills Mastered

6th 7th 8th Target



Ramp Up Target

at or above ramp up target by 2%

Final Status for this Measure

≥ 2.1

2.0- 1.75

1.74 -1.25

≤ 1.24

Final Target 2.00

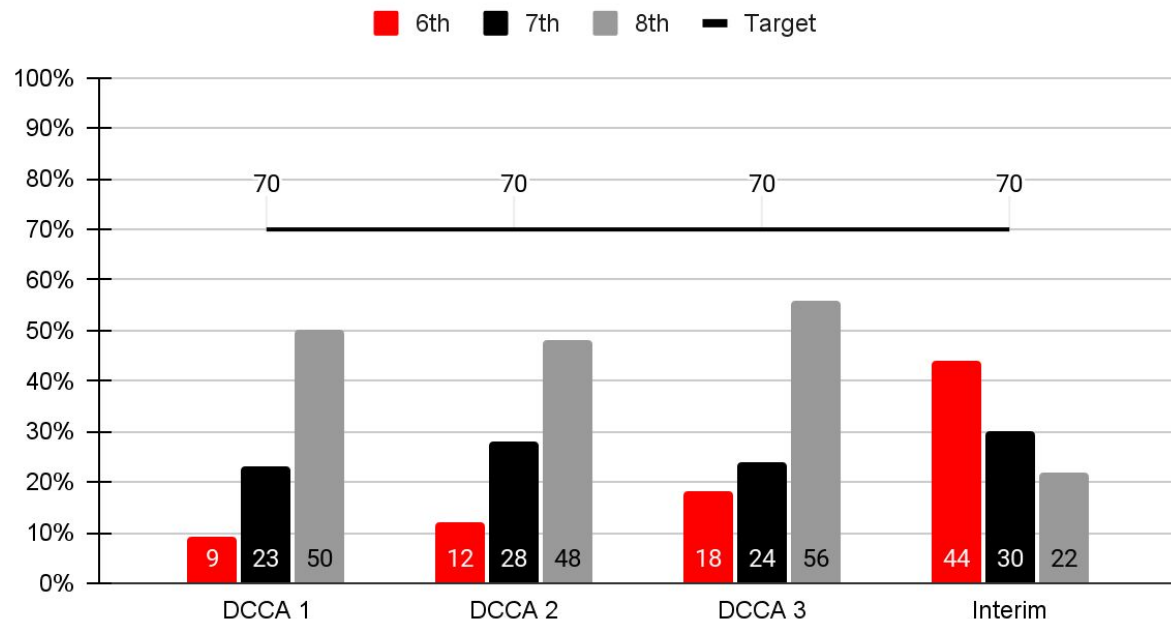
93/107 (76%) - 6th Grade scholars tested

89/106 (73%) - 7th Grade scholars tested

83/86 (97%) - 8th Grade scholars tested

DCCA - Math

% of DCCA Meets



Ramp Up Target

below 10% of target

Final Status for this Measure

≥ 71%

70%- 62%

61% - 51%

≤ 50%

Final Target 70%

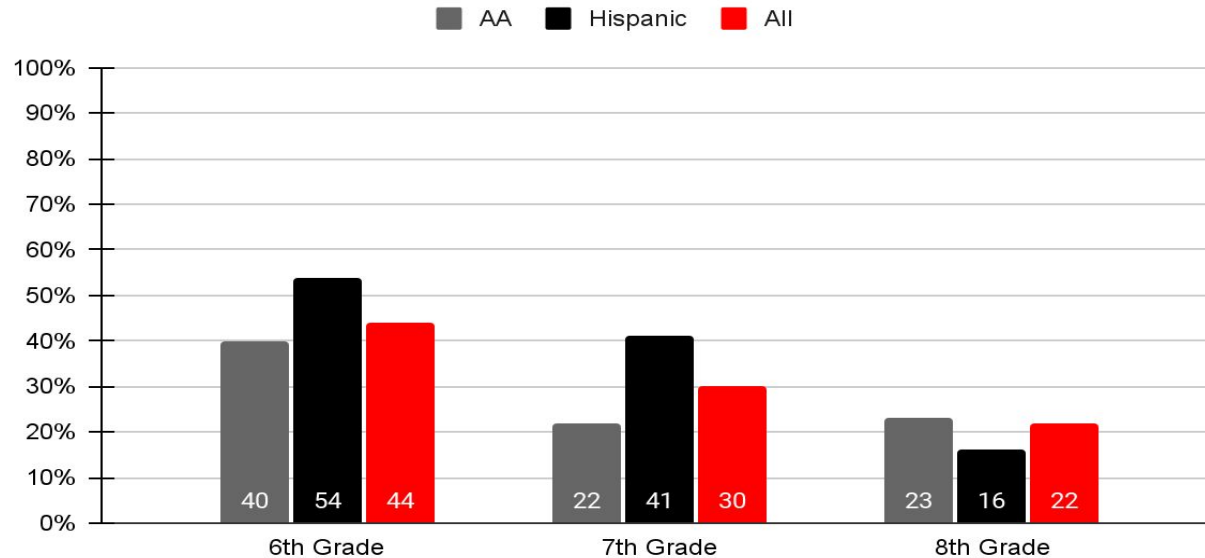
104/104 (100%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

80/83 (96%) - 8th Grade scholars tested

DCCA Math - Equity Constraint

DCCA Equity Constraint @ Meets or Higher



Ramp Up Target

No more than 10% Difference

Final Status for this Measure

>10%

10% - 12%

13% - 20%

≤ 21%

**Final Target No more than
10% difference to any
group**

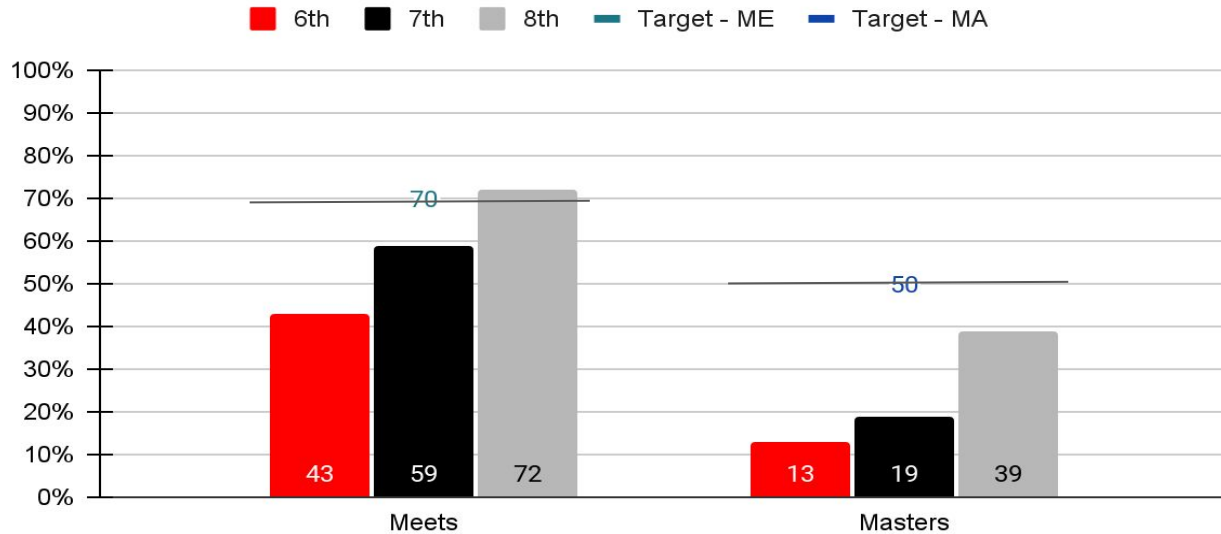
104/104 (100%) - 6th Grade scholars tested

106/106 (100%) - 7th Grade scholars tested

80/83 (96%) - 8th Grade scholars tested

NWEA- Math

Projected Proficiency Percent of Scholars Projected to Score Meets and Masters Combined



Ramp Up Target

below 10% of ramp up target

Final Status for this Measure

≥ 71%

70%- 62%

61% - 51%

≤ 50%

Final Target 70%

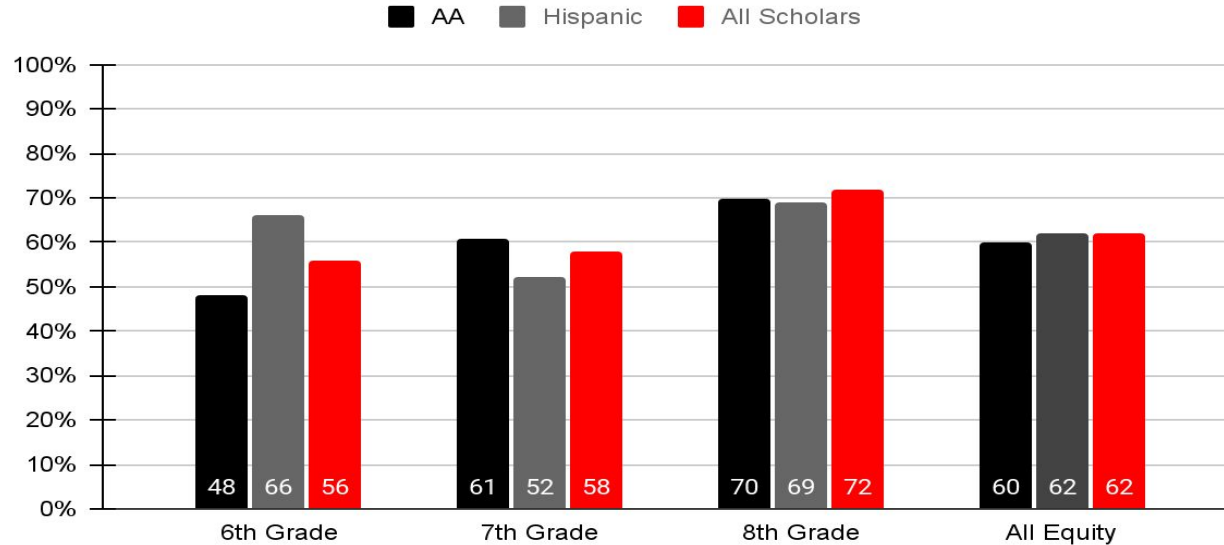
98/103 (95%) - 6th Grade scholars tested

89/104 (86%) - 7th Grade scholars tested

81/83 (98%) - 8th Grade scholars tested

NWEA Math - Equity Constraint

NWEA At Meets or Higher - Equity Constraint



70 - 6th Grade AA Scholars
 26 - 6th Grade Hispanic Scholars
 66 - 7th Grade AA Scholars
 27 - 7th Grade Hispanic Scholars

50 - 8th Grade AA Scholars
 24 - 8th Grade Hispanic Scholars

Ramp Up Target

No more than 10% Difference

Final Status for this Measure

>11%

10% - 12%

13% - 20%

≤ 21%

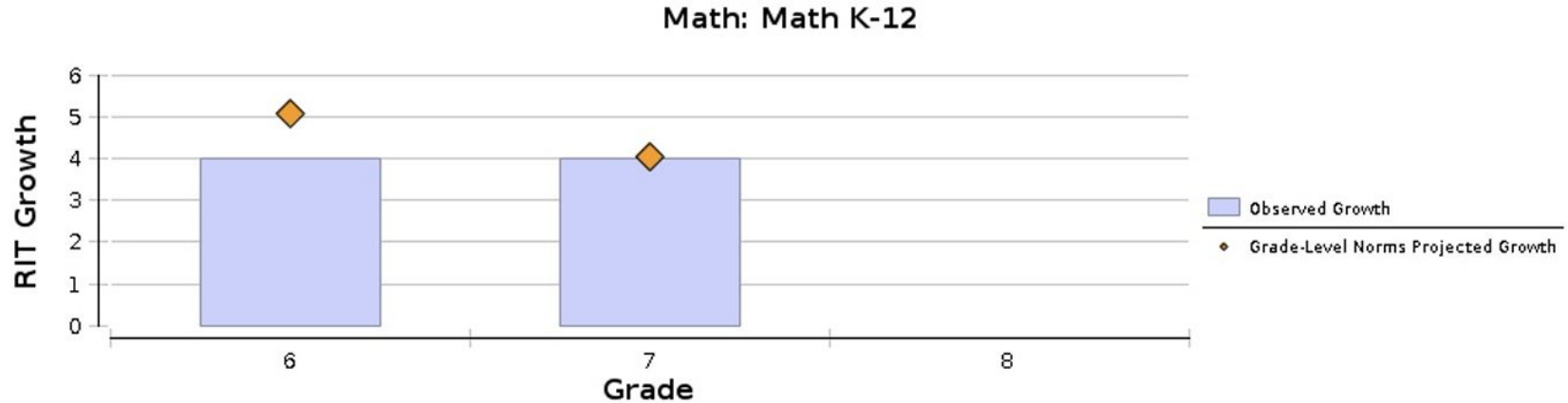
**Final Target No more than
10% difference to any
group**

98/103 (95%) - 6th Grade scholars tested

89/104 (86%) - 7th Grade scholars tested

81/83 (98%) - 8th Grade scholars tested

Math - NWEA Growth

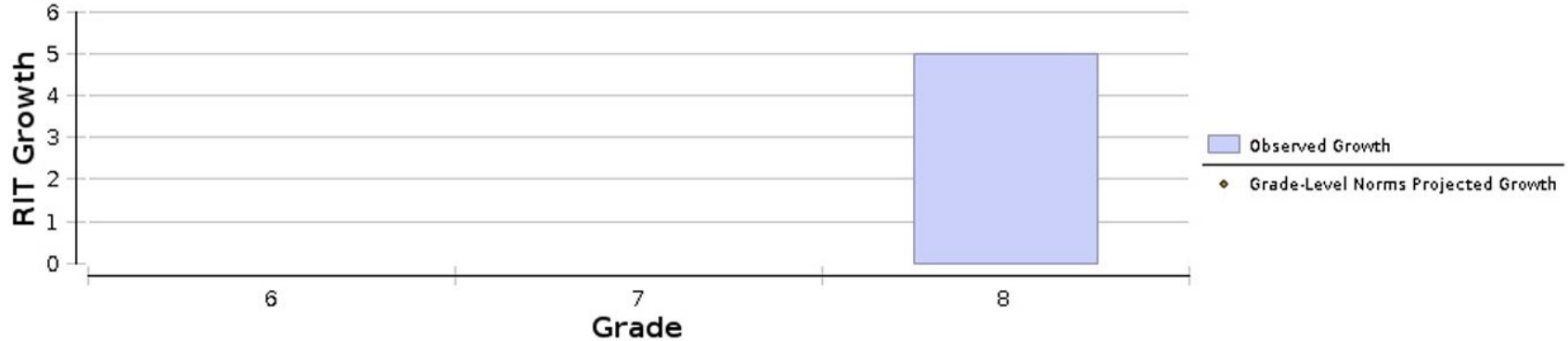


98/103 (95%) - 6th Grade scholars tested
89/104 (86%) - 7th Grade scholars tested
81/83 (98%) - 8th Grade scholars tested
265/290 (92%) of scholars tested

6th Grade = 41%
7th Grade (8th Math) = 51%
8th Grade (Algebra I) = 54%

Math - NWEA Growth

Math: Algebra 1



98/103 (95%) - 6th Grade scholars tested
89/104 (86%) - 7th Grade scholars tested
81/83 (98%) - 8th Grade scholars tested
265/290 (92%) of scholars tested

6th Grade = 41%
7th Grade (8th Math) = 51%
8th Grade (Algebra I) = 54%

Math - NWEA Growth

Ramp Up Target

within 10% of ramp up target

Final Status for this Measure

≥ 61%

60%- 55%

54% -45%

≤ 44%

Final Target 60%

50/50 (100%) - 9th w/ Growth Score

49/49 (100%) - 10th w/ Growth Score

19/20 (99%) - 11th w/ Growth Score

Lone Star Governance-Curricular

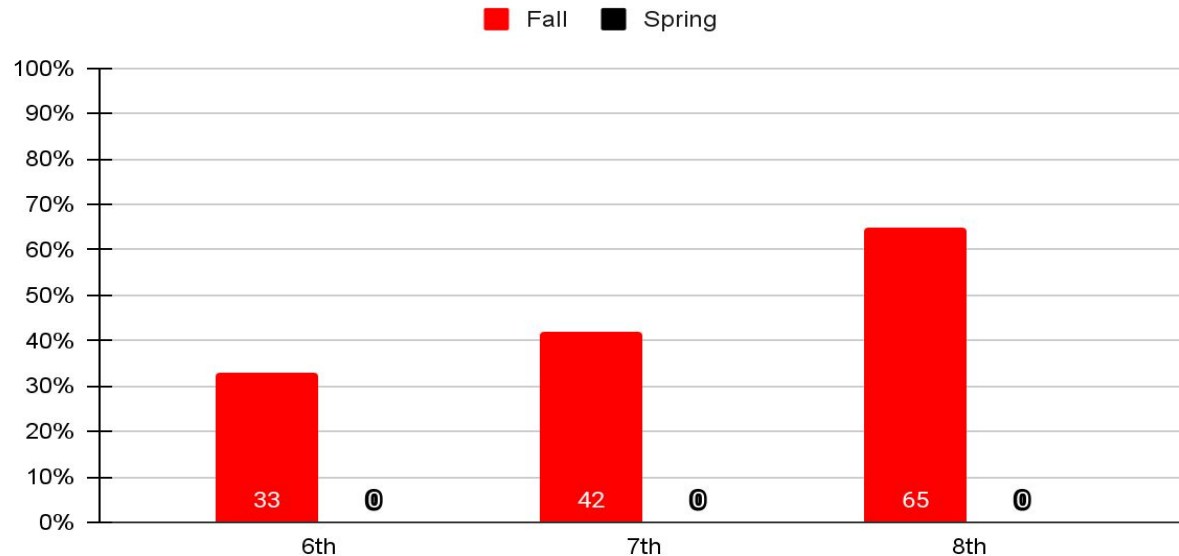
Goal 4: Increase the percentage of scholars participating in extra-curricular or co-curricular from 50% to 90% by August 2025

Status Report

Student Outcome Goals		Final Goal	Ramp up Target	Actual	Status
Goal 4	% of scholars in extra and co-curricular	80%	20%	47%	
Goal 4	Number of Clubs and Organization	13	1%	13	
Goal 4	% of Scholars in Clubs and Organizations	30%	30%	40%	
Goal 4	% of Scholars in Athletics-Secondary	25%	0%	25%	
Goal 4	% of Scholars in Fine Arts-Secondary	40%	10%	37%	

Extra Curricular/Co-Curricular

of Scholars in Clubs and Extra Curricular



Ramp Up Target

below 10% of ramp up target

Final Status for this Measure

≥ 81%

80%- 70%

69% -60%

≤ 60%

Final Target 80%

6th Grade 35/107 (33%) scholars

7th Grade - 44/106 (42%) scholars

8th Grade - 56/86 (65%) scholars

Key Actions

Effective classroom routines and instructional strategies (5.1)

- 7th Grade ELAR teacher will increase participation of Achieve3000 through class assignments, homework, and extended practice in weekly rotation
- Change the teacher in rotation for teacher with more experience
- Alg I Grade Math teacher will focus on management for instructional delivery

Build teacher capacity through observation and feedback cycles (5.2)

- Administration will provide weekly feedback of the Achieve3000 participation with proficiency

RTI for students with learning gaps (5.4)

- Provide extended support for scholars in need; study session, extended day, P3 study hall/Longhorn Time

QUESTIONS



6.B. Lake Ridge Elementary Campus Spotlight
Presenter: Dr. Amanda McCarther

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Campus Spotlight: Lake Ridge Elementary School

Information

BACKGROUND INFORMATION:

Presenting campus highlights and progress on the Lone Star Governance goals for 2023-2024 school year

RECOMMENDATION:

Information Only

BOARD ACTION REQUIRED:

None

POLICY AUTHORIZATION:

None

CONTACT PERSON:

Dr. Amanda McCarther, Principal

Ms. Tyesha Lowe Smith, Executive Director of School Leadership

FUNDING SOURCE:

None

ENCLOSURES:

Spotlight Presentation

CAMPUS SPOTLIGHT

Lake Ridge Elementary
Dr. Amanda McCarther

March 18, 2024



Points of Pride



Motto: The Race to Excellence Has No Finish Line.



Empower Others



Lead with Heart



Expect Excellence

Demographics

Scholars	American Indian/Alaskan Native	1/433=.25%
	Asian	8/433=1%
	Black/African-American	259/433=59%
	Hispanic-Latino	111/433=26%
	White	18/433=4%
	Two-or-More	36/433=8%
	Economically Disadvantaged	255/433=59%
	Gifted and Talented	28/433=6%
	Limited English Proficient (LEP)	15/433=3%
	Section 504	19/433=4%
	Special Education	93/433=21%
Teachers	Fully Staffed in Core Tested Content	9/9= 100%
	Certified	6/9=67% & 18/25=72%
	Non-Certified	3/9=33% & 7/25=28%
	First Year in Classroom	1/9= 11% & 1/25= .04%
	2+ Years on Current Campus	7/9=78% & 11/25=44%

Status Report

Student Outcome Goals		Goal Performance Measures	Number Met	Actual	Status
Goal 2	Increase the percentage of 3rd grade (All students) scholars Reading at/or above grade level from 32% to 70% by 2024	6	3	50%	
Goal 3	Increase the percentage of Algebra 1 scholars scoring Meets or Above from 52% to 75% by 2024.	6	2	33%	

Measures

- **Lead Fidelity**

- Instructional Walkthroughs with Actionable Feedback

- **Lead Performance Measures (Math)**

- NWEA Math- Projected Proficiency (3rd-5th BOY, MOY)
- IXL Math-Average Number of Questions Completed Per Week on Personal Learning Pathway (K-5)
- IXL Math-Average number of Skills Proficient Per Week on Personal Learning Pathway (K-5)
- DCCA Math-Percent of Scholars To Score Meets or Above

- **Lead Performance Measures (Reading)**

- NWEA Reading-Projected Proficiency (3rd-5th BOY, MOY)
- Achieve 3000-75% or Higher on First Try (3rd-5th BOY, MOY)
- Achieve 3000-Average Activity Score by Student
- DCCA Reading-Percent Meets or Above (3rd-5th)

- **Lag Measure**

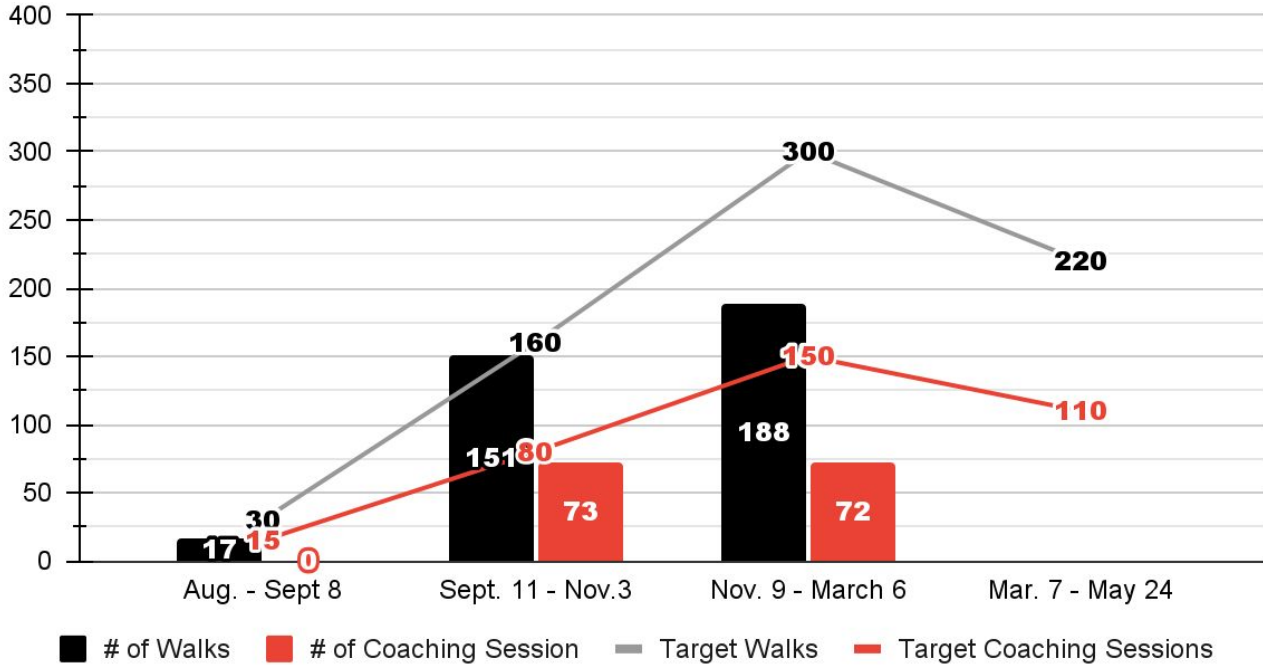
- STAAR Math (3rd-5th Scholars Who Score at the Meets and Masters Levels)
- STAAR Reading (3rd-5th Scholars Who Score at the Meets and Masters Levels)

- **Equity Measures**

- No more than 15% difference between 3rd-5th grade Hispanic scholars and all scholars who meet or master standards.
- No more than 15% difference between 3rd-5th grade Two or More race scholars and all scholars who meet or master standards.

Campus Leadership Fidelity Measure

Number of Walkthroughs and Coaching Sessions



Ramp Up Target

More than 10 Walks Behind

Final Status for this Measure

more than target
meet target walks and coaching sessions
1-9 walks or session behind
More than 10 walks and session behind

Final Target 100% of Target

Score

188 walks in current window
72 coaching in current window
356 walks in 2023-2024

Lone Star Governance-CCMR

Goal 1: Increase the percentage of scholars identified as College, Career and Military Ready Graduates from 80% to 100% by August 2028

Status Report

Student Outcome Goals		Final Goal	Ramp up Target	Actual	Status
Goal 1	% of Meet and Master Reading MAP Projected Proficiency				
Goal 1	% of Meet and Master Math MAP Projected Proficiency				
Goal 1	% of Meet and Master Science MAP Projected Proficiency				
Equity Constraint					

CCMR Projection

Ramp Up Target

More than 3% Above Target

Final Status for this Measure

>75%
70% - 75%
69% - 60%
< 49%

Final Target 75%

Number of Seniors with CMMR

Number of Senior in Class

CCMR Projection Equity Constraint

Ramp Up Target

More than 3% Above Target

Final Status for this Measure

>75%

70% - 75%

69% - 60%

< 49%

Final Target 75%

Number of Seniors with CMMR

Number of Senior im Class

Lone Star Governance-Reading

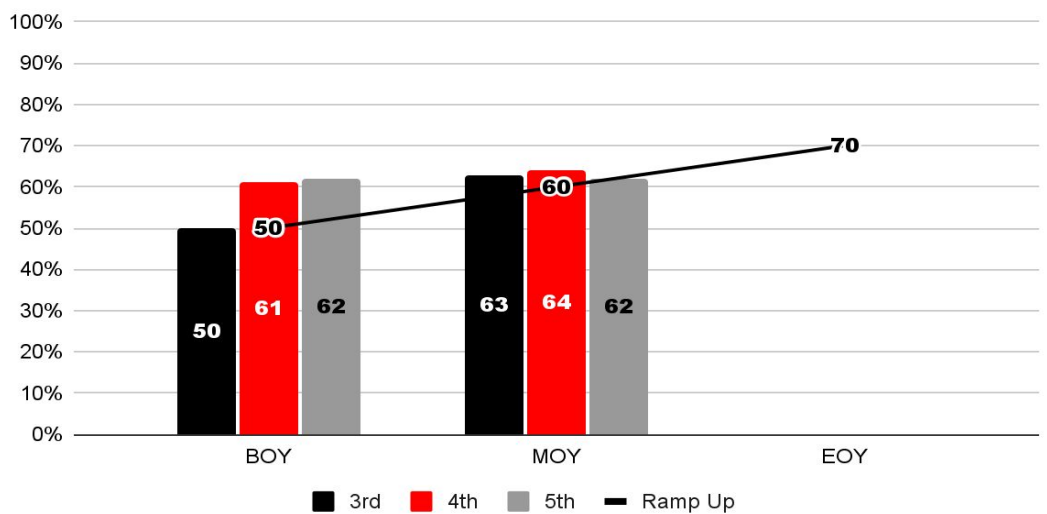
Goal 2: Increase the percentage of 3rd grade (All students) scholars Reading at/or above grade level from 32% to 70% by 2024

Status Report

Student Outcome Goal 2		Final Goal	Ramp up Target	Actual	Status
Achieve3000	Percent of Scholars Reading At or Above Grade Level	70%	50%	22%	
Achieve3000	Average Activity Score	70%	50%	63%	
DCCA	Percent of Scholars Who Score Meets or Above	70%	45%	64%	
NWEA MAP MOY	Projected Proficiency for Meets or Above	70%	50%	32%	
NWEA MAP Hispanic and ALL	Percent of Hispanic scholars and All Scholars to Score Meets or Masters	<10%	16-20%	13%	
DCCA Two or More and ALL	Percent of Two or more scholars and All Scholars to Score Meets or Masters	<10%	16-20%	21%	

Reading - Achieve3000

Average Activity Score



3rd Grade Scholars Assessed- 54/57= 95%
 4th Grade Scholars Assessed-58/62= 94%
 5th Grade Scholars Assessed- 51/56= 91%



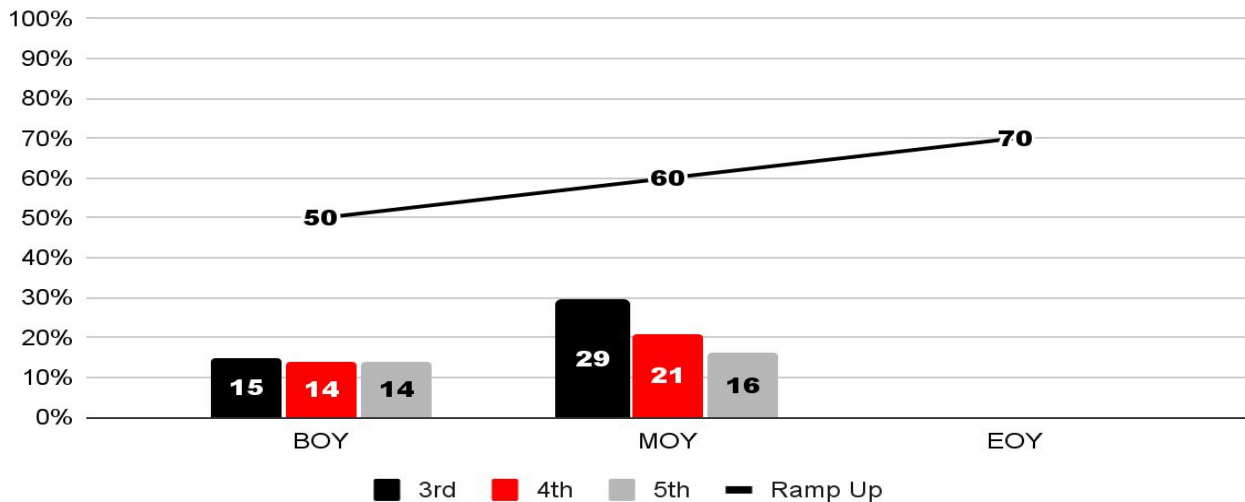
Ramp Up Target	
Blue	3% or more above ramp up Target
Green	at or above ramp up target by 2%
Yellow	within 10% of ramp up target
Red	below 10% of ramp up target

Final Status for this Measure	
Blue	≥ 73%
Green	70%-72%
Yellow	60%-69%
Red	≤ 59%

Final Target 70 %

Reading - Achieve3000

Percent of Scholars Reading At or Above Grade Level



3rd Grade Scholars Assessed- 54/57= 95%

4th Grade Scholars Assessed-58/62= 94%

5th Grade Scholars Assessed- 51/56= 91%

Ramp Up Target

3% or more above ramp up Target

at or above ramp up target by 2%

within 10% of ramp up target

below 10% of ramp up target

Final Status for this Measure

≥ 73%

70%-72%

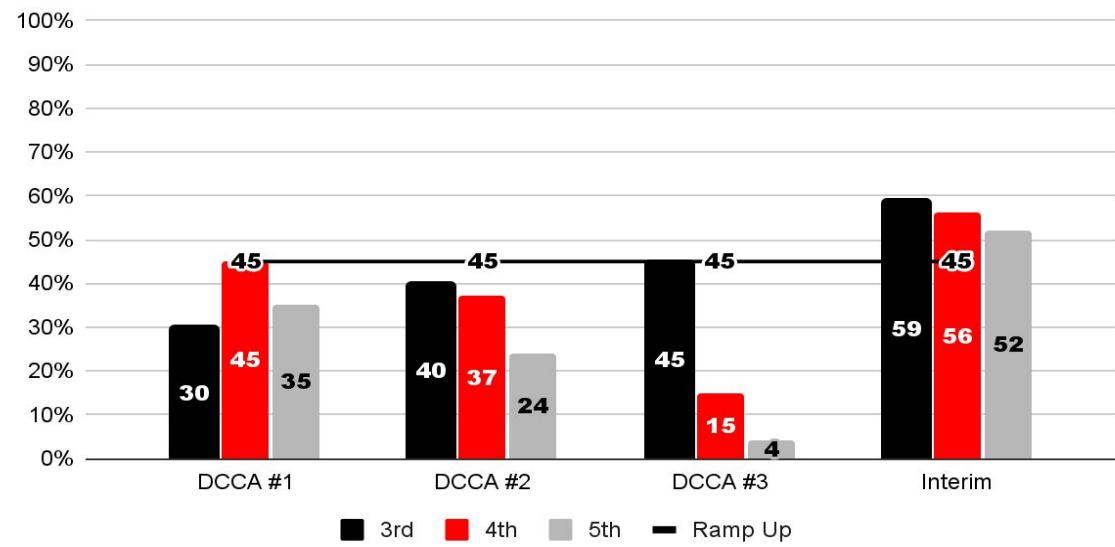
60%-69%

≤ 59%

Final Target 70 %

Reading - DCCA

Percent of Scholars to Score Meets or Above



3rd Grade Scholars Assessed- 54/57= 95%
 4th Grade Scholars Assessed-58/62= 94%
 5th Grade Scholars Assessed- 51/56= 91%



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

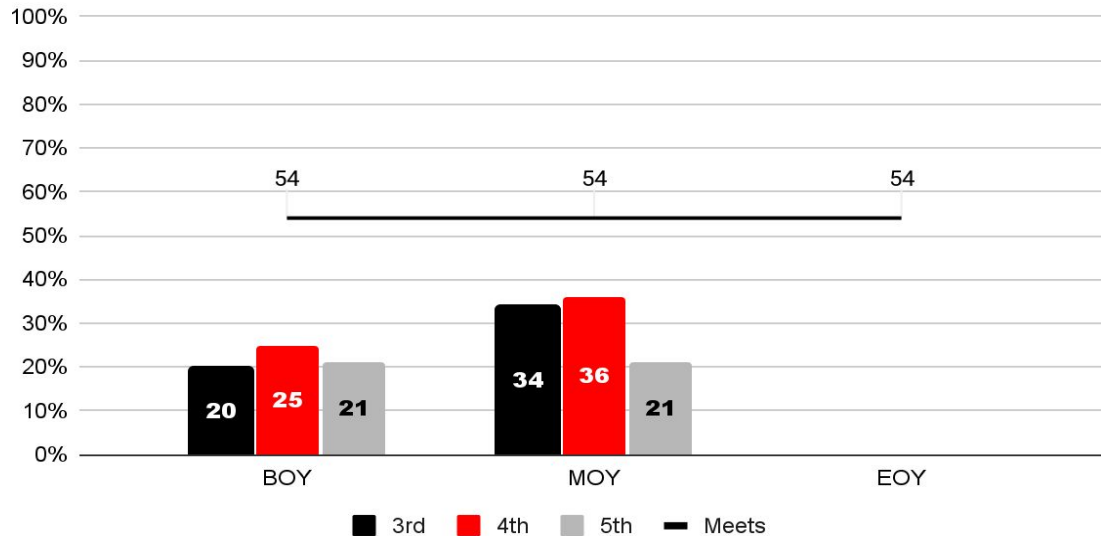
Final Status for this Measure

- ≥ 73%
- 70%-72%
- 60%-69%
- ≤ 59%

Final Target 70 %

Reading - NWEA

Reading STAAR Projected Proficiency Meets



3rd Grade Scholars Assessed- 56/56= 100%
 4th Grade Scholars Assessed- 57/58= 98%
 5th Grade Scholars Assessed- 48/48= 100%



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

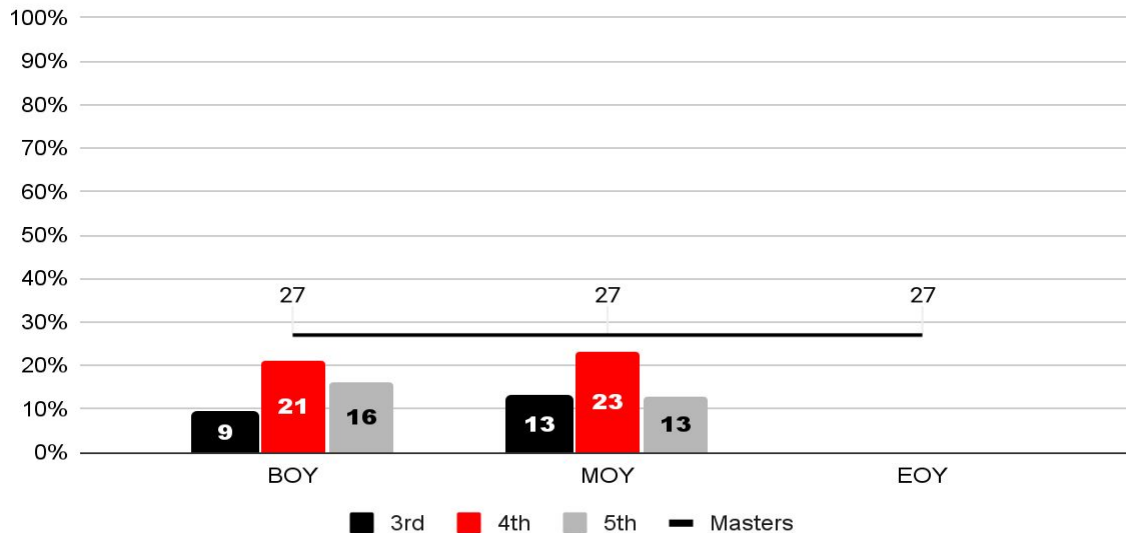
Final Status for this Measure

- ≥ 73%
- 70%-72%
- 60%-69%
- ≤ 59%

Final Target 70 %

Reading - NWEA

Reading STAAR Projected Proficiency Masters



3rd Grade Scholars Assessed- $56/56 = 100\%$
 4th Grade Scholars Assessed- $57/58 = 98\%$
 5th Grade Scholars Assessed- $48/48 = 100\%$



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

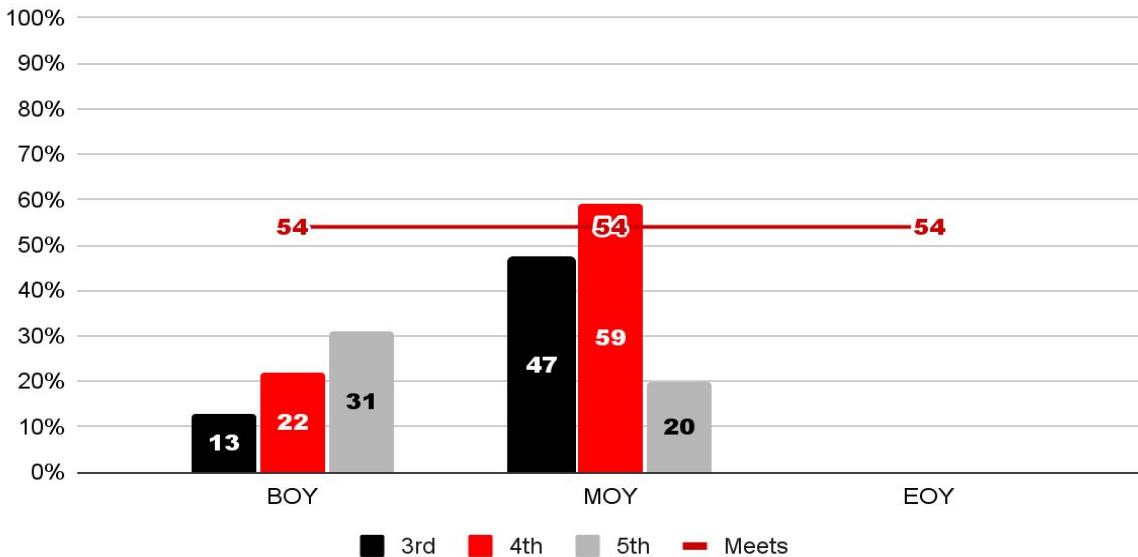
Final Status for this Measure

- $\geq 73\%$
- 70%-72%
- 60%-69%
- $\leq 59\%$

Final Target 70 %

Reading - NWEA

Projected STAAR Proficiency Meets and Above



3rd Grade Scholars Assessed- 56/56= 100%
 4th Grade Scholars Assessed-58/58=100%
 5th Grade Scholars Assessed- 48/48= 100%



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

Final Status for this Measure

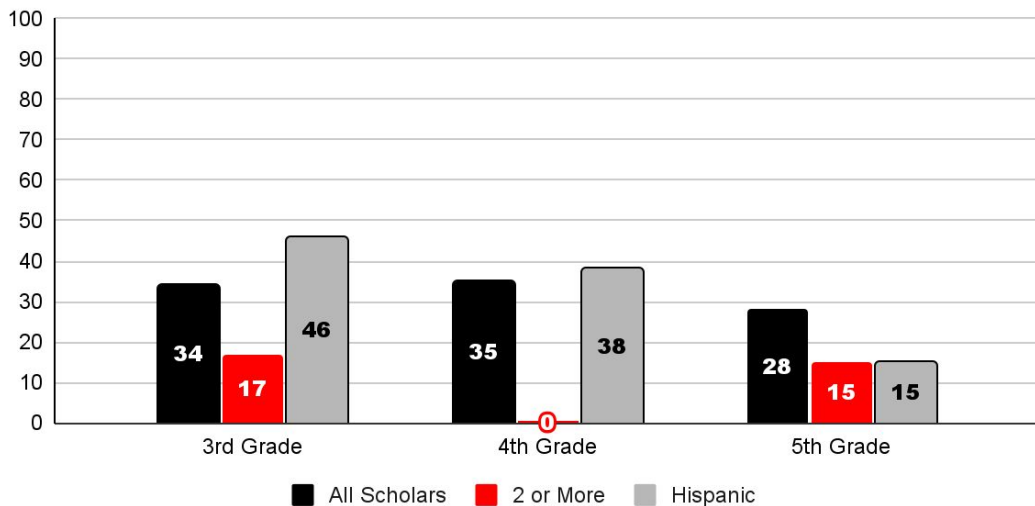
- ≥ 73%
- 70%-72%
- 60%-69%
- ≤ 59%

Final Target 54 %

Reading - NWEA Growth

NWEA - Equity Constraint

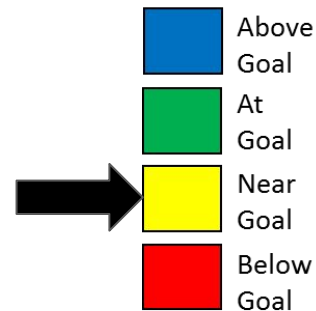
Difference between 3rd-5th grade 2 or More Scholars and All Scholars MEETS and Above Reading MAP Proficiency



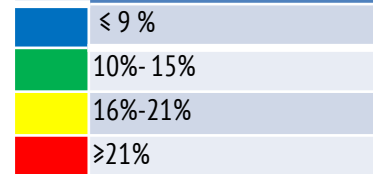
of Two or More Scholars in 3rd-5
All Students Tested-56/56

of Two or More Scholars in 4th Grade-6
All Students Tested-57/58

of Two or More Scholars in 5th Grade-6
All Students Tested-48/48



Final Status for this Measure



No More Than 10%

Lone Star Governance-Math

Goal 3: Increase the percentage of Algebra 1 scholars scoring Meets or Above from 52% to 75% by 2024.

Status Report

Student Outcome Goal 3		Final Goal	Ramp up Target	Actual	Status
DCCA	% of Scholars Who Score Meets or Above	75%	50%	11%	Red
IXL	Average Number of Questions Completed Per Week on Personal Learning Pathway	30	20	46	Blue
IXL	Average number of Skills Proficient or Better Per Week on Personal Learning Pathway	2.0	1.5	1.1	Yellow
NWEA MAP MOY	% of Scholars Who Score Meets or Above	75%	50%	31%	Red
NWEA MAP Hispanic and ALL	Percent of Hispanic scholars and All Scholars to Score Meets or Masters	<10%	16-21%	18%	Yellow
NWEA DCCA Two or More and ALL	Percent of Two or more scholars and All Scholars to Score Meets or Masters	<10%	16-21%	11%	Green

Additional Content Data

Lead Performance Measure

This presentation includes:

- 2-8 Math
- Alg I



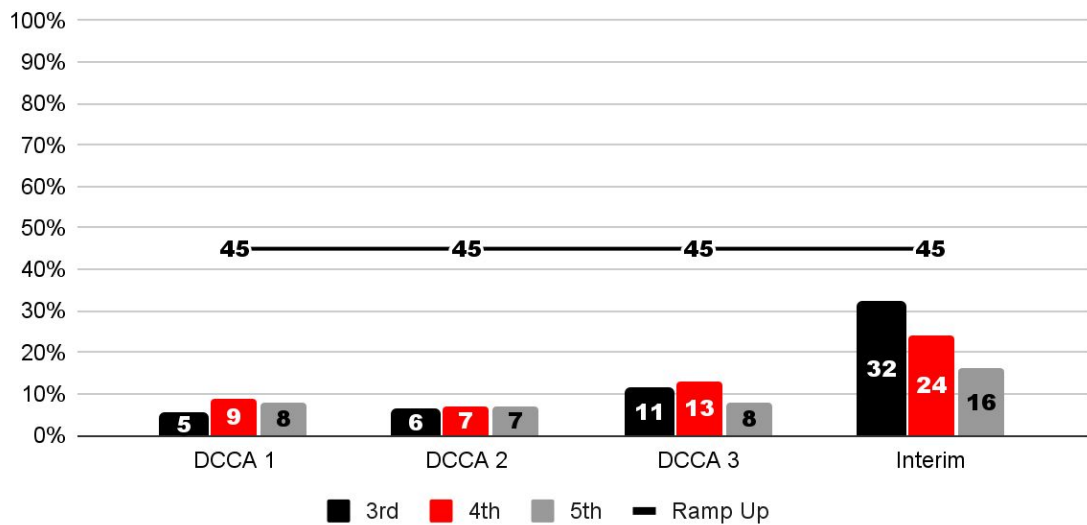
Ramp Up Target	
3% or more above ramp up Target	
at or above ramp up target by 2%	
within 10% of ramp up target	
below 10% of ramp up target	

Final Status for this Measure	
$\geq 50\%$	
49%- 39%	
38% - 26%	
$\leq 25\%$	

Final Target 50%

Math-DCCA

Math Percent of Scholars To Score Meets or Above



3rd Grade Scholars Assessed- 54/57= 95%
 4th Grade Scholars Assessed-59/62= 95%
 5th Grade Scholars Assessed- 48/56= 86%



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

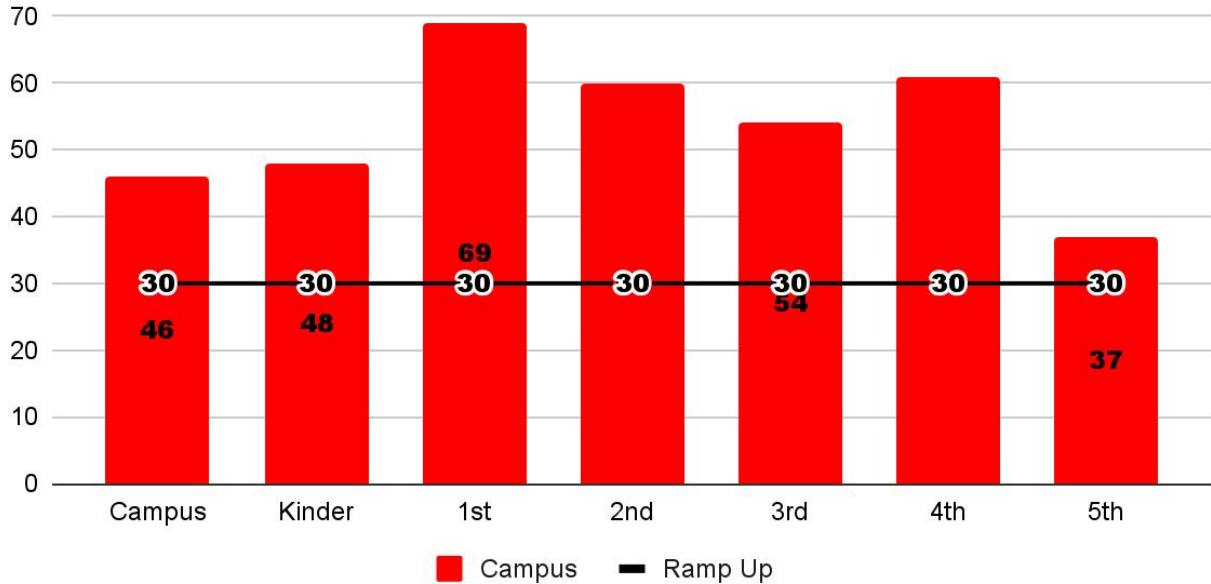
Final Status for this Measure

- ≥ 73%
- 70%-72%
- 60%-69%
- ≤ 59%

Final Target 70%

IXL Personal Learning Pathway

Average Number of Questions Completed Per Week on Personal Learning Pathway



Ramp Up Target

- 2 or more above ramp up Target
- at or above ramp up target by 1-2
- within 11-14 of ramp up target
- below 10 of ramp up target

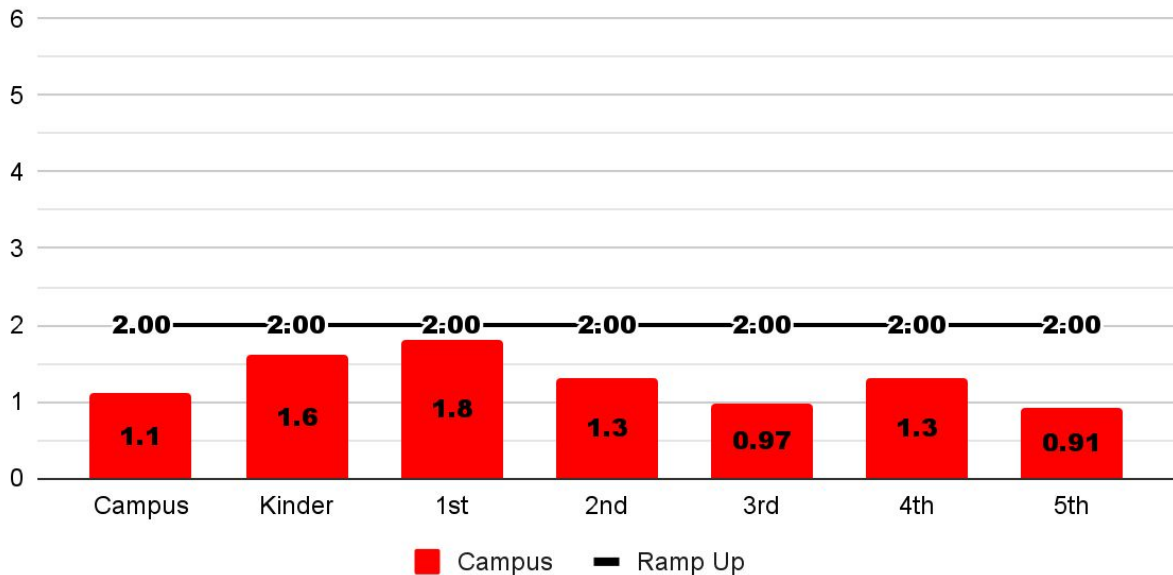
Final Status for this Measure

- ≥ 17
- 15-16
- 11-14
- ≤ 10

Final Target 20

IXL Personal Learning Pathway

Average number of Skills Proficient or Better Per Week on Personal Learning Pathway



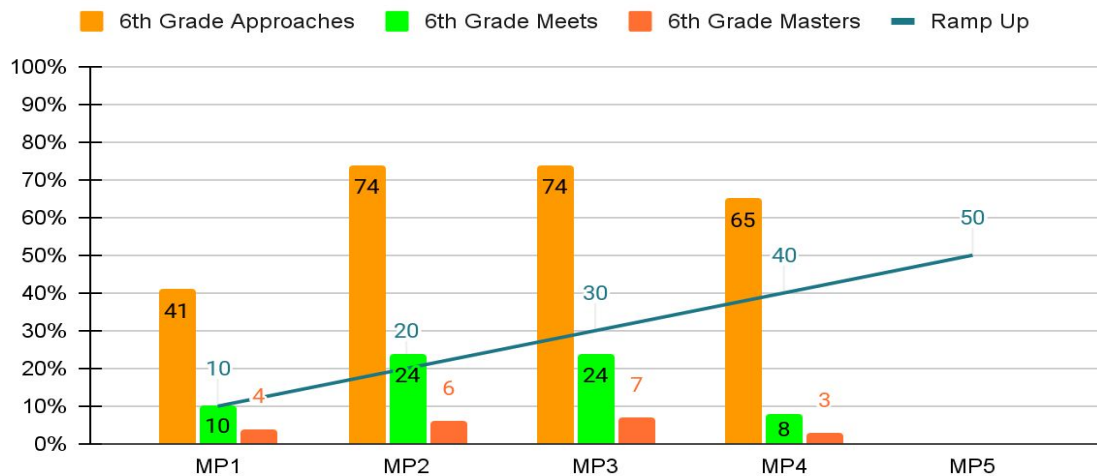
Ramp Up Target	
Blue	3 or more above ramp up Target
Green	at or above ramp up target by 2
Yellow	within 1.0-1.5 of ramp up target
Red	below 1 of ramp up target

Final Status for this Measure	
Blue	≥ 3
Green	2
Yellow	1.0-1.5
Red	≤ 1

Final Target 2.00

Math - DCCA Growth

Percentage of Scholars with Growth Assigned DCCA Skills - 6th Grade Math



77/77 (100%) Scholars Tested



Ramp Up Target

3% or more above ramp up Target

at or above ramp up target by 2%

within 10% of ramp up target

below 10% of ramp up target

Final Status for this Measure

≥ 50%

49% - 39%

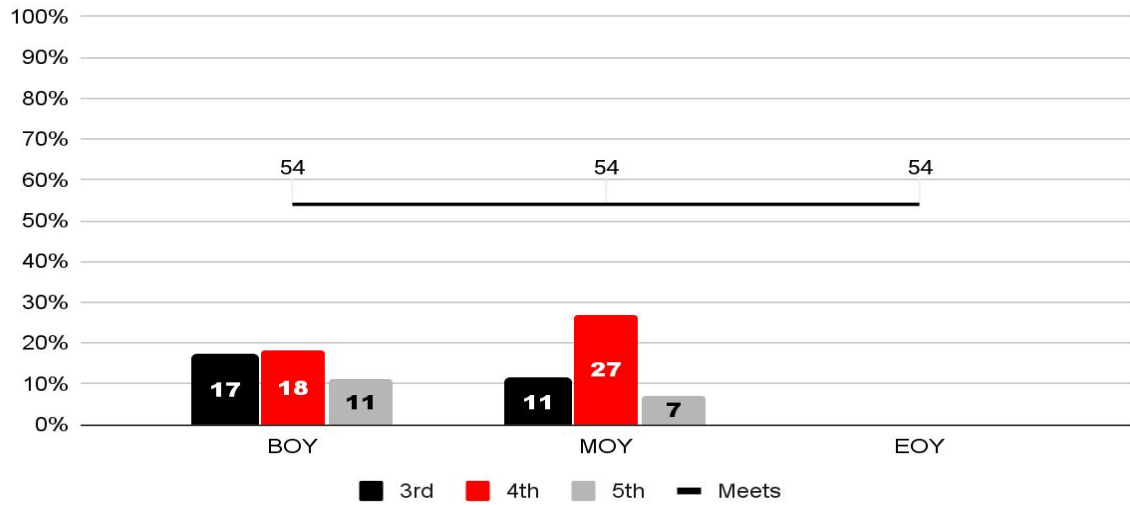
38% - 26%

≤ 25%

Final Target 50%

Math - NWEA

Math STAAR Projected Proficiency Meets



3rd Grade Scholars Assessed- 56/56= 100%
 4th Grade Scholars Assessed- 57/58= 98%
 5th Grade Scholars Assessed- 48/48= 100%



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

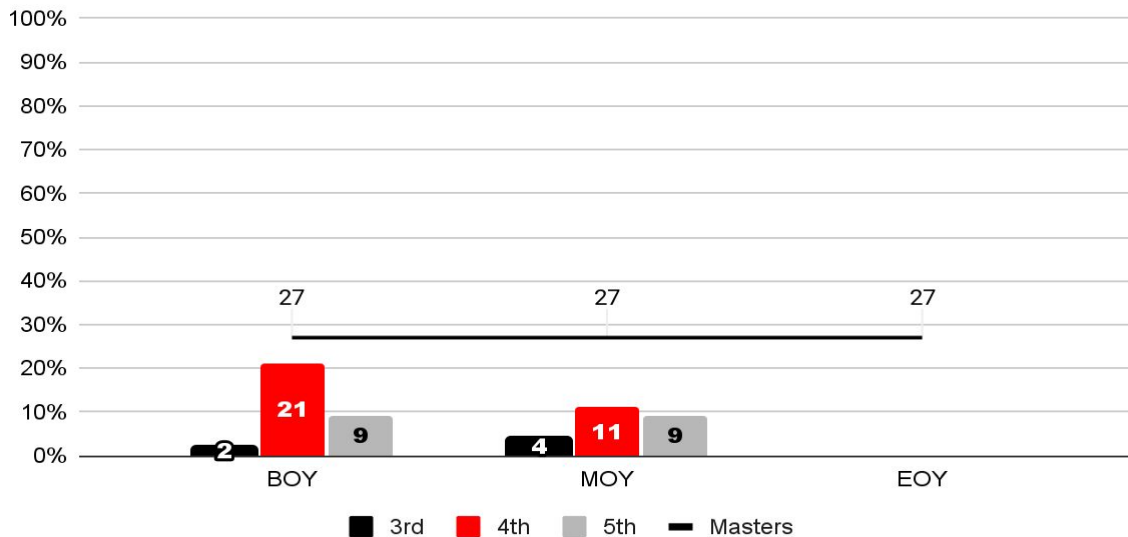
Final Status for this Measure

- ≥ 73%
- 70%-72%
- 60%-69%
- ≤ 59%

Final Target 54 %

Math - NWEA

Math STAAR Projected Proficiency Masters



3rd Grade Scholars Assessed- $56/56 = 100\%$
 4th Grade Scholars Assessed- $57/58 = 98\%$
 5th Grade Scholars Assessed- $48/48 = 100\%$



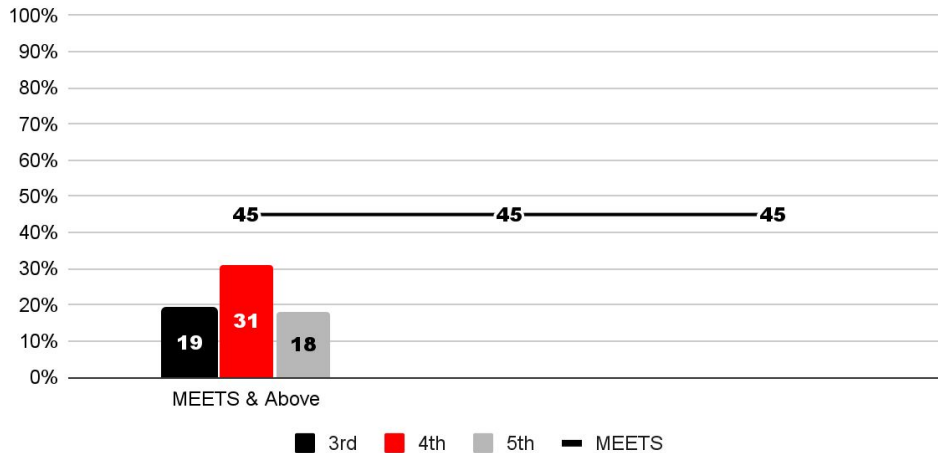
- Ramp Up Target**
- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

- Final Status for this Measure**
- $\geq 73\%$
 - 70%-72%
 - 60%-69%
 - $\leq 59\%$

Final Target 27 %

Math-NWEA

Projected Proficiency Percent of Scholars Projected to Score Meets and Above



3rd Grade Scholars Assessed- $54/57 = 95\%$
4th Grade Scholars Assessed- $55/62 = 89\%$
5th Grade Scholars Assessed- $49/56 = 88\%$



Ramp Up Target

3% or more above ramp up Target

at or above ramp up target by 2%

within 10% of ramp up target

below 10% of ramp up target

Final Status for this Measure

$\geq 73\%$

70%-72%

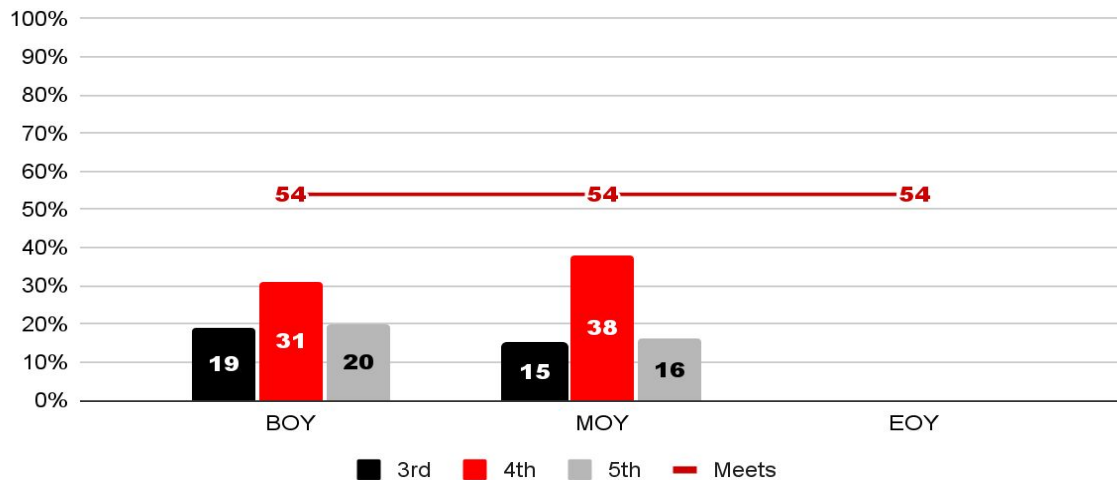
60%-69%

$\leq 59\%$

Final Target 70 %

Math - NWEA

Math Projected STAAR Proficiency Meets and Above



3rd Grade Scholars Assessed- 56/56= 100%
 4th Grade Scholars Assessed-58/58=100%
 5th Grade Scholars Assessed- 48/48= 100%

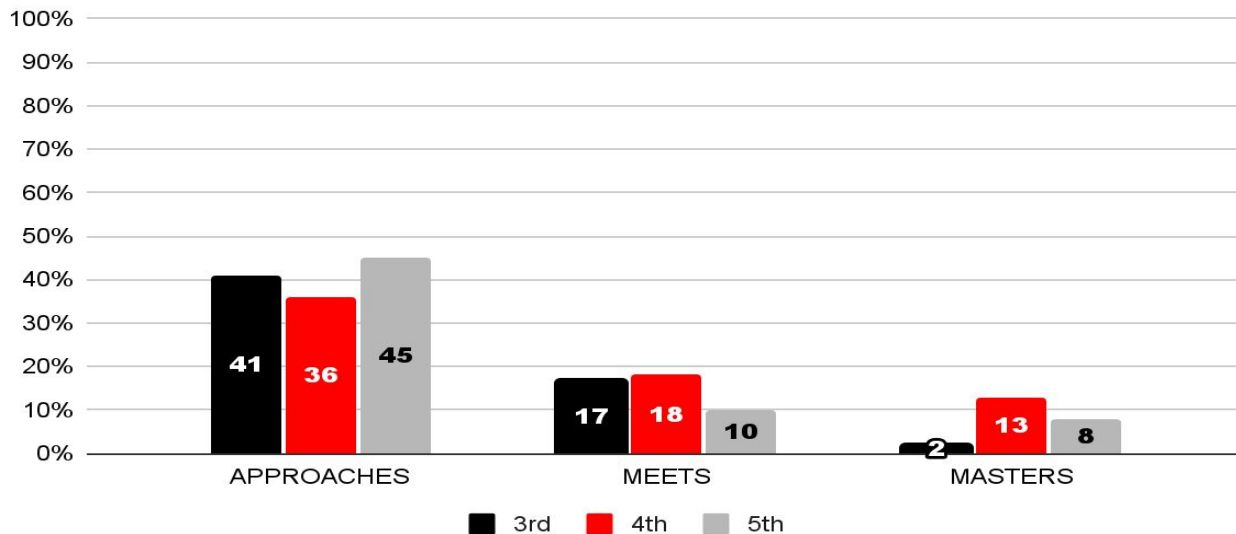


Ramp Up Target	
Blue	3% or more above ramp up Target
Green	at or above ramp up target by 2%
Yellow	within 10% of ramp up target
Red	below 10% of ramp up target

Final Status for this Measure	
Blue	≥ 73%
Green	70%-72%
Yellow	60%-69%
Red	≤ 59%

Final Target 70 %

Projected STAAR Proficiency

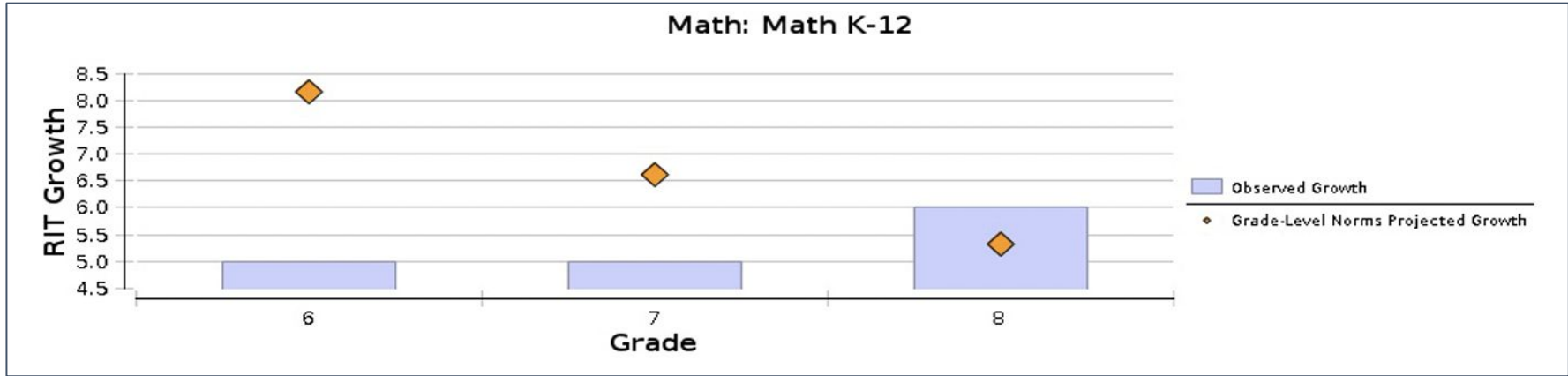


3rd Grade Scholars Assessed- 54/57= 95%

4th Grade Scholars Assessed-55/58= 94%%

5th Grade Scholars Assessed- 49/51= 96%

Math - NWEA Growth

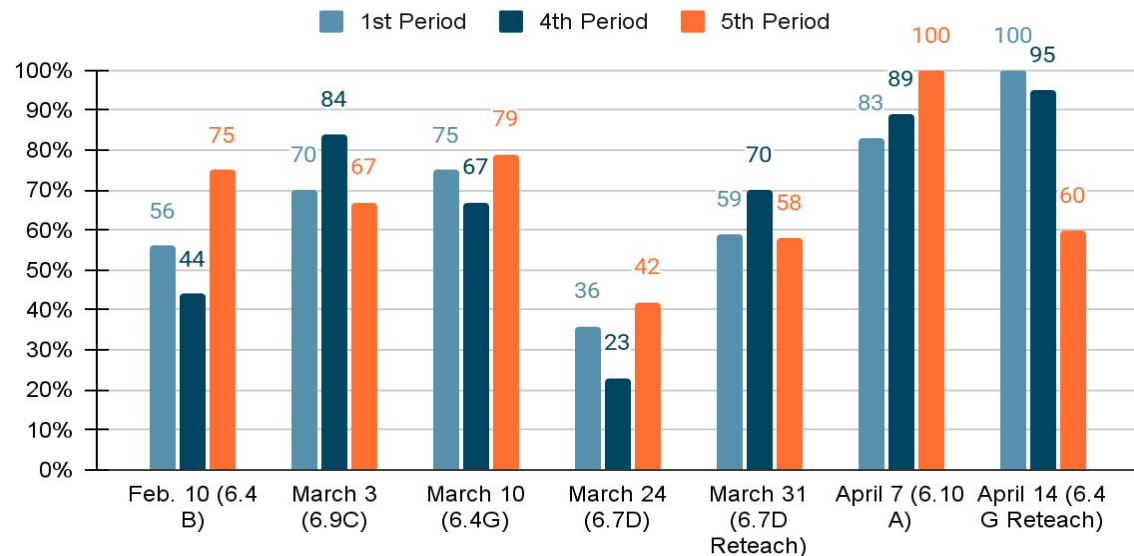


6th Grade - 77/77 (100%) scholars tested
7th Grade - 78/80 (98%) scholars tested
8th Grade (Algebra I) - 55/60 (92%) scholars tested

6th Grade = 35%
7th Grade (8th Math) = 48%
8th Grade (Algebra I) = 53%

Math - Weekly Growth Chart

Andrews 6th Grade DOL Chart



Ramp Up Target

- 3% or more above ramp up Target
- at or above ramp up target by 2%
- within 10% of ramp up target
- below 10% of ramp up target

Final Status for this Measure

- $\geq 73\%$
- 70%-72%
- 60%-69%
- $\leq 59\%$

Final Target 70%

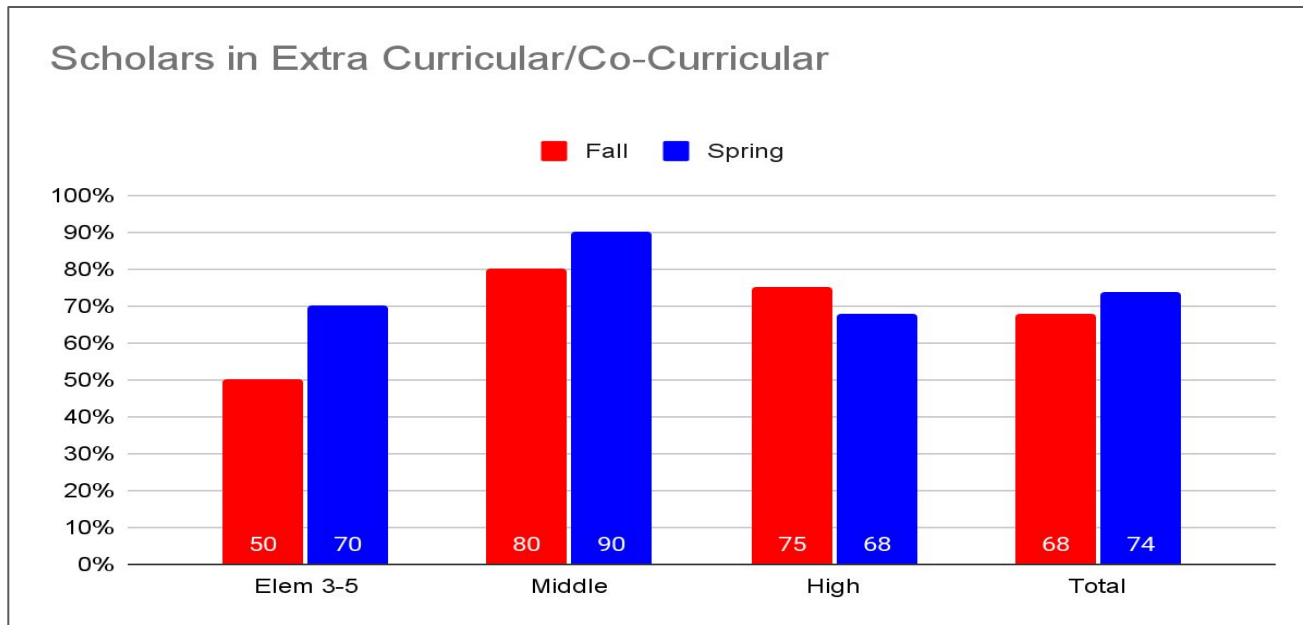
Lone Star Governance-Curricular

Goal 4: Increase the percentage of scholars participating in extra-curricular or co-curricular from 50% to 90% by August 2028

Status Report

Student Outcome Goals		Final Goal	Ramp up Target	Actual	Status
GPM 4.1	Increase the % of students participating in clubs and organizations from 25% to 40% by June of 2024	80%	70%	82%	
GPM 4.2	Increase the % of scholars participating in athletics from 32% to 38% by June 2024	120	120	152	
GPM 4.3	Increase the % of scholars participating in Fine Arts from 38% to 42% by June of 2024	30%	30%	40%	

Extra Curricular/Co-Curricular



5000 = # of students referenced



Ramp Up Target

3% or more above ramp up Target

at or above ramp up target by 2%

within 10% of ramp up target

below 10% of ramp up target

Final Status for this Measure

≥ 82%

78%-81%

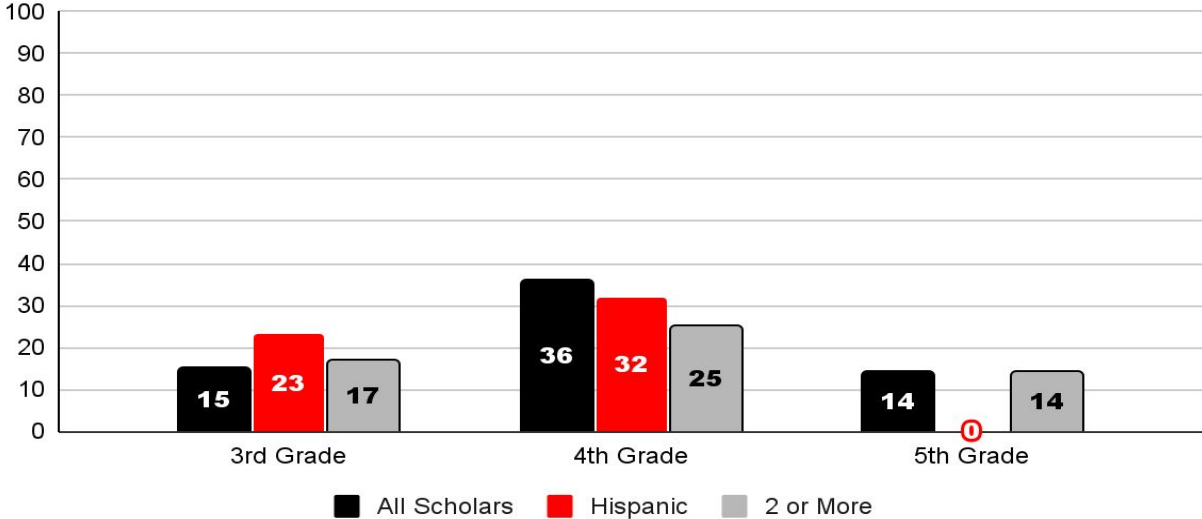
71%-77%

≤ 70%

Final Target 80%

NWEA - Equity Constraint

Difference between 3rd-5th grade 2 or More Scholars, Hispanic and All Scholars MEETS and Above MAP



of Hispanic Scholars in 3rd Grade-12
All Students Tested-38

of Hispanic Scholars in 4th Grade-15
All Students Tested-35

of Hispanic Scholars in 5th Grade-13
All Students Tested-44

- Above Goal
- At Goal
- Near Goal
- Below Goal

Final Status for this Measure

Above Goal	≤ 9%
At Goal	10%- 15%
Near Goal	16%-21%
Below Goal	≥21%

No More Than 10%

Key Actions

Build teacher capacity through observation and feedback cycles (5.2):

- Increase walkthroughs and provide actionable feedback for core instruction
- Collaborate with district math coordinator and implement plan
- Calibrate activities lessons during PLCs to support alignment of context and scaffolding
- Highlight IXL data, recognize scholars and post leader board (proficiency and fidelity)
- Provide feedback to 3rd and 4th grade regarding usage and skill proficiency

Data Driven Instruction (5.3)

- Reteach deficit skills during LHT
- Targeted individualized plan for Montessori scholars
- Progress monitor weekly (Skills reviewed during tutoring & LHT)
- Determine specific resources to use to reteach deficit areas
- Determine specific resources to use to extend scholars' learning

QUESTIONS



7. PRESENTATIONS

7.A. May Bond Election Update 2024- Transportation & Buses

Presenter: Tellauance Graham

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: May 2024 Bond Election - Transportation & Buses

Information

BACKGROUND INFORMATION:

On February 12, the Cedar Hill ISD Board of Trustees voted to include a Bond Election on the May 4 ballot. Registered voters residing within Cedar Hill ISD boundaries will be asked to consider a \$282.4 million proposal that will provide funding for capital improvements at every campus, a new transportation facility and buses, and renovations to strengthen CHISD's Academic Pathways in Fine Arts, Biomedical Science, and STEM. Leading up to the election, CHISD leaders will provide the Board and community with a closer look at district Transportation facility needs; and state of school buses in CHISD. the impact on the tax rate if the bond election is approved by voters.

RECOMMENDATION:

Information Only

BOARD ACTION REQUIRED:

None

POLICY AUTHORIZATION:

None

CONTACT PERSON:

Tellauance Graham, Asst. Superintendent of Student Services

FUNDING SOURCE: None

ENCLOSURES:

CEDAR HILL ISD 2024

BOND



Every School. Every Child.

March 18, 2024

Tellauance Graham, Asst. Superintendent of Student Services

**\$278.5
Million**



Funds capital improvements at every school, and renovations for Career & Technical Education (CTE), Science, Technology, Engineering & Math (STEM), Fine Arts, buses and a new Transportation Facility.

**\$3.9
Million**



Funds will replace aging laptop computers and tablets used by children and teachers that have reached the end of their lifecycle.

EMERGENCY EXIT

CEDAR HILL ISD 2024

BOND

PROPOSITION A - \$278.5 Million

CEDAR HILL I.S.D.

TRANSPORTATION FACILITY & NEW BUSES

\$21.8 Million



Purchase 7 new buses each year for 3 years



New facility with shop bays, fuel station, bus wash bay



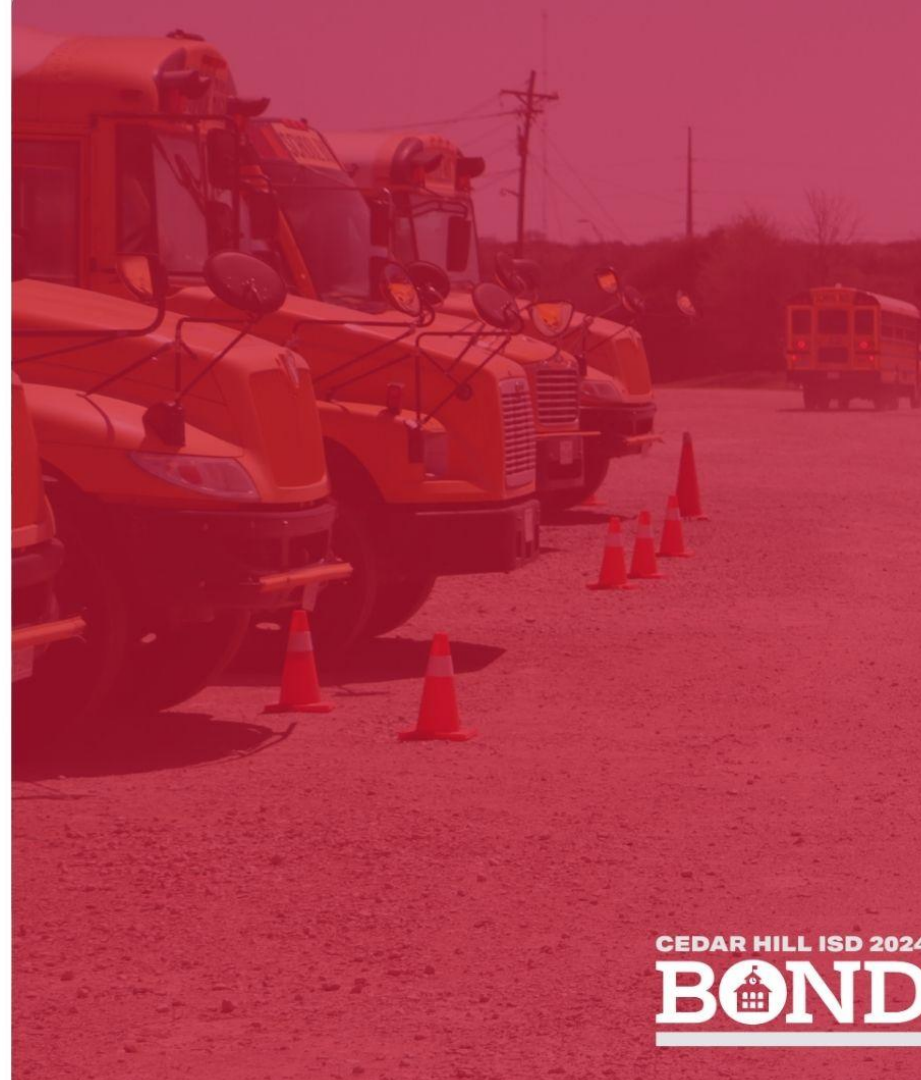
Current gravel parking affects the longevity of the tires and presents safety concerns

CURRENT TRANSPORTATION FACILITY



FACILITY NEEDS

- District Fueling Station - In-ground or above ground
- Bus Washing Station
- Security Cameras
- Adequate restrooms to accommodate staff
- More Bays for bus repairs
- Area for future expansion infrastructure for electric vehicles
- More parking for staff



TRANSPORTATION FACILITY

914 Cedarview Dr.

First lease contract - July 5, 2018- July 1, 2021

Term Extended - 3 years - July 1, 2021 - June 30, 2024

Insurance and Taxes - \$1,871/month

Base Rent \$11,500 - 2021 (annual \$160,452)

Base Rent \$12,127.50 - 2022 (annual \$167,982; 5% increase)

Base Rent \$12,733.88 - 2023 (annual \$175,258; 5% increase)

TRANSPORTATION COSTS

Current Cost - 2024/2025

Current Lease	\$24,000
Lease annually	\$320,000
Wet Fuel Station	\$308,000
Yearly Gravel replacement	\$5000

Future Cost Reduction with new facility

Lease payment	None
Fuel-In ground tank	\$220,000 est**
Gravel replacement	None
Yearly Savings est**	\$320,000

SCHOOL BUS FLEET

**Full 72 passenger
Buses**

43

**Special Education
Buses (48
Passenger)**

14

Vans

1

Total Fleet

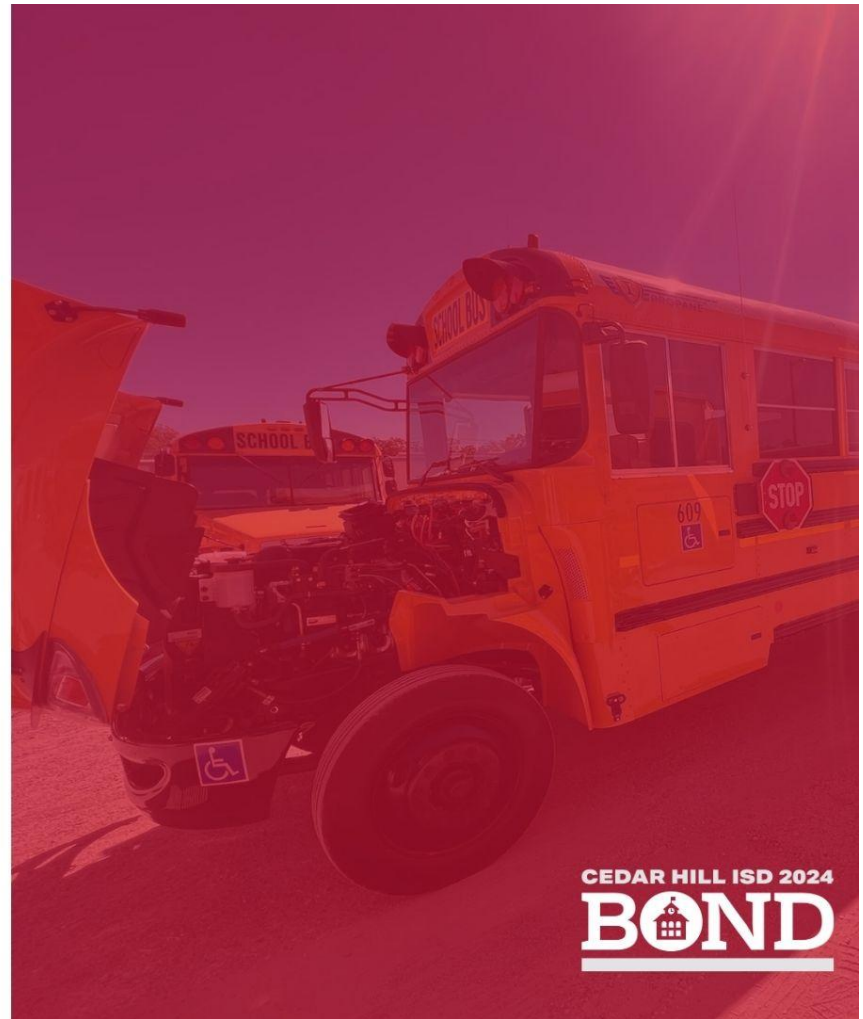
58

CEDAR HILL ISD 2024

BOND

BUS FLEET

- Average cost of 72 Passenger School Bus: \$130,000 per bus
- Average cost of 48 Passenger School Bus w/lift & Integrated seats: \$123,000 per bus
- Average age of school bus: 17 years old
- Replacement Plan: 11 years retire bus to Spare, auction after 15 years



OPTIONS FOR FUTURE FACILITY

- Consolidate a current Cedar Hill ISD property
- *Purchasing surrounding land and build out the current facility to hold Transportation and Maintenance*
- Build a new facility on Current Cedar Hill property



HALF-CENT TAX INCREASE

- Invest in Current CHISD Facilities
- Expand In-Demand Academic Programs
- New Transportation Facility & Buses
- Boost Safety & Security



CICI'S PIZZA CEDAR HILL



Large
Pizza
\$10.99

RECREATION CENTER



Membership
Cost
**\$150.00
Annually**

TAX IMPACT FOR A \$325,000 HOMEOWNER



**\$10.00
Annually**

Let learning take you around the world

QUESTIONS

7.B. Budget Update

Presenter: Mrs. Carla Settle

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Revenue Impacts & Enrollment Strategies

Information

BACKGROUND INFORMATION:

As required by the Financial Integrity Rating System of Texas (FIRST) report, the school district's administration and school board members must discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget.

CONTACT PERSON(S):

Carla Settle, Chief Financial Officer

Tellauance Graham, Asst. Superintendent of Administration and Student Services

Tierney Tinnin, Chief Communications Officer

ENCLOSURES:

Attached

8. CONSENT AGENDA

8.A. Budget Amendment 6- General Fund

Presenter: Mrs. Carla Settle

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Budget Amendment #6 – General Fund

Consent

SUPERINTENDENT CONSTRAINT:

- Shall not make budget decisions that increase taxes

BACKGROUND INFORMATION:

Budget amendments are to be made prior to exceeding a detailed functional expenditure category, and these amendments are to be recorded in the board minutes. The attached budget amendment is necessary to make adjustments by function to the General Operating budget highlighted as follows:

Expenditures – net neutral

1. *Realignment of the special education budget is necessary to meet increasing needs.*
2. *Curriculum and Instruction - additional purchase of standardized testing materials*
3. *Innovation – realignment of budget to increase instructional expense*

Expenditures increase per the VATRE

1. *Safety and Security*

RECOMMENDATION:

Administration recommends approval of the General Fund Budget Amendment #6 as presented in the attached supporting document.

BOARD ACTION REQUIRED:

Motion to approve budget amendment #6 as presented on the attached supporting document.

POLICY AUTHORIZATION:

CHISD POLICY CE (LOCAL) and Texas Education Code, Section 44.006

CONTACT PERSON(S):

Carla Settle, Chief Financial Officer
Paula McBride, Executive Director of Finance

Funding Source:

General Operating (199)

ENCLOSURES:

Attached

CEDAR HILL INDEPENDENT SCHOOL DISTRICT
Budget Amendment: General Fund #6
March 18, 2024 for Fiscal Year 2023-2024



		2023-2024 Original Budget	2023-2024 Revised Budget	Amendments Requested	Balance Neutral Transfers Requested	Proposed Amended Budget
5700	Local Sources	\$ 49,400,954	\$ 49,422,396	\$ -	\$ -	\$ 49,422,396
5800	State Program Revenues	16,057,316	17,233,634	-	-	17,233,634.00
5900	Federal Program Revenues	1,010,000	1,010,000	-	-	1,010,000.00
	Other Financing Sources		218,854	-	-	218,854.00
	Budgeted Revenue	\$ 66,468,270	\$ 67,884,884	\$ -	\$ -	\$ 67,884,884

11	Instruction	\$ 33,971,753	\$ 35,460,587	\$ -	\$ 66,789	\$ 35,527,376
12	Instructional Resources & Media Services	624,006	645,251	-	-	645,251
13	Curriculum Dev & Instructional Staff Dev	1,399,574	1,403,941	-	(29,105)	1,374,836
21	Instructional Leadership	979,676	861,236	-	-	861,236
23	School Leadership	4,667,714	4,473,141	-	(3,324)	4,469,817
31	Guidance, Counseling, & Evaluation Services	2,981,330	2,924,656	-	22,000	2,946,656
32	Social Work Services	34,368	35,383	-	-	35,383
33	Health Services	887,428	897,070	-	-	897,070
34	Student (Pupil) Transportation	4,756,728	4,831,992	-	-	4,831,992
35	Food Services	12,500	25,689	-	-	25,689
36	Extracurricular Activities	2,136,835	2,168,279	-	(2,595)	2,165,684
41	General Administration	3,620,513	3,621,092	-	-	3,621,092
51	Facilities Maintenance & Operations	9,048,547	9,129,707	-	-	9,129,707
52	Security & Monitoring Services	1,889,202	1,998,669	631,000	-	2,629,669
53	Data Processing Services	1,621,364	1,679,626	-	-	1,679,626
61	Community Services	196,936	223,090	-	-	223,090
71	Debt Service Cost	744,769	744,769	-	-	744,769
93	Payments to Fiscal Agent	153,518	98,000	-	(53,765)	44,235
95	Payments to JJAEP	30,000	30,000	-	-	30,000
99	Other Intergovernmental Charges	186,000	199,417	-	-	199,417
	Other Financing Uses	-	-	-	-	-
	Budgeted Expenditures	\$ 69,942,761	\$ 71,451,595	\$ 631,000	\$ -	\$ 72,082,595
	Net Revenue & Expenses	\$ (3,474,491)	\$ (3,566,711)	\$ (631,000)	\$ -	\$ (4,197,711)
	Net effect to Fund Balance	\$ (3,474,491)	\$ (3,566,711)	\$ (631,000)	\$ -	\$ (4,197,711)
	<i>Effect on Committed Fund Balance</i>					\$ -
	<i>Effect on Unassigned Fund Balance</i>					\$ (4,197,711)

CEDAR HILL INDEPENDENT SCHOOL DISTRICT
Budget Amendment: General Fund #6
March 18, 2024 for Fiscal Year 2023-2024



Function	Description	Increase	Neutral	Neutral	Neutral	Total
		Safety & Security	Curriculum & Instruction	Innovation	Special Education	
11	Instruction			13,024	53,765	\$ 66,789
12	Instructional Res & Media Services					\$ -
13	Curriculum Dev & Instructional Staff Dev		(22,000)	(7,105)		\$ (29,105)
21	Instructional Leadership					\$ -
23	School Leadership			(3,324)		\$ (3,324)
31	Guidance, Counseling, & Evaluation Services		22,000			\$ 22,000
32	Social Work Services					\$ -
33	Health Services					\$ -
34	Student (Pupil) Transportation					\$ -
35	Food Services					\$ -
36	Extracurricular Activities			(2,595)		\$ (2,595)
41	General Administration					\$ -
51	Facilities Maintenance & Operations					\$ -
52	Security & Monitoring Services	631,000				\$ 631,000
53	Data Processing Services					\$ -
61	Community Services					\$ -
71	Debt Services					\$ -
93	Payments to Fiscal Agent				(53,765)	\$ (53,765)
95	Payments to JJAEP					\$ -
99	Other Intergovernmental Charges					\$ -
	Budgeted Expenditures	631,000	-	-	-	631,000

8.B. RFP 23-24-01 Teaching Aids, Instructional Materials and Related Services

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Consideration of Vendor List for Teaching Aids, Instructional Materials, and Related Services pursuant to RFP 23-24-01

Dates: Open Date 8/15/23 Close Date 6/30/24 2:00 P.M.

Consent

BACKGROUND INFORMATION:

This is the legal requirement that will keep the District in compliance with Texas Education Code 44.031. The bid process allows procurement of goods and services at the best value with the use of public funds. Staff advertised and requested proposals for the purchase of Teaching Aids, Instructional Materials, and Related Services. The bid was designed to establish a discount from the vendor's regularly published price list and compare other cost related factors such as shipping and fees. The term of the contract will be the date after the award was made through June 30, 2027. This bid is a "Multiple Award RFP" and will allow additional vendors to respond and be awarded throughout the year. Each month, a new list of responsive bidders will be presented to the Board for approval. Proposed vendors are included in the RFP 23-24-01 Bid Tabulation for the purchase of Teaching Aids, Instructional Materials, and Related Services.

RECOMMENDATION:

Administration recommends approval of vendors for the purchase of Teaching Aids, Instructional Materials, and Related Services through June 30, 2027 as per the attached list.

BOARD ACTION REQUIRED:

Motion to approve the vendor list for the purchase of Teaching Aids, Instructional Materials, and Related Services through June 30, 2027 as per the attached list.

POLICY AUTHORIZATION:

CH – LEGAL Purchasing and Acquisition
CH – LOCAL Purchasing and Acquisition

CONTACT PERSON:

Carla Settle, Chief Finance Officer
Patricio Contreras, Purchasing Manager

FUNDING SOURCE:

2023-2024 Budget

ENCLOSURES:

Attached

Proposal Tabulation - RFP # 23-24-01
Teaching Aids, Instructional Materials, and Related Services

	TSH Speech Languge Services, PLLC	The Master Teacher	
	475 E. FM 1382 unit 2705	PO BOX 1207	
	Cedar Hill, TX 75106	Kansas 66505-1207	
Product/Service Provided	Speech Language Evaluations, Supervision of Licesnsed assistants and SLP Inters, ARD Meetings attendacne, Case Management and Related doucmetation	Online Professional Development for Administrators, Teachers, Paraeductors, Substitutue Teachers and Support Staff.	
Minimum Order	Yes, Minimum of 1 hour will be billed for any schedule onsite activties	No	
Accepts Pos	Yes	Yes	
Discount	No	No	
Consultant/PD Fees	Yes, \$85.00/Hour Contiguous Billing	No	
Shipping	No	Yes	
HUB	No	No	
EDGAR	No	Yes	
EPCNT/CTPA	Yes	Yes	
All Required Forms Completed, Signed and Returned	Yes	Yes	
Email	TRACY10562@GMAIL.COM	bids@masterteacher.com	

8.C. RFP- Maintenance, Custodial, Facilities Supplies and Services
Presenter: Carla Settle

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Consideration of Vendor List for Miscellaneous Contracted Services for Maintenance and Facilities pursuant to RFP 23-24-05

Dates: Open Date 2/1/24 Close Date 6-30-24 2:00 P.M.

Consent

BACKGROUND INFORMATION:

This is the legal requirement that will keep the District in compliance with Texas Education Code 44.031. The bid process allows procurement of goods and services at the best value with the use of public funds. Staff advertised and requested proposals for the purchase Miscellaneous Contracted Services for Maintenance and Facilities. The bid was designed to establish a discount from the vendor's regularly published price list and compare other cost. The term of the contract will be the date after the award was made through June 30, 2027. This bid is a "Multiple Award RFP" and will allow additional vendors to respond and be awarded throughout the year. Each month, a new list of responsive bidders will be presented to the Board for approval. Proposed vendors are included in the RFP 23-24-05 Bid Tabulation for Miscellaneous Contracted Services for Maintenance and Facilities.

RECOMMENDATION:

Administration recommends approval of vendors Miscellaneous Contracted Services for Maintenance and Facilities through June 30, 2027 as per the attached list.

BOARD ACTION REQUIRED:

Motion to approve the vendor list for Miscellaneous Contracted Services for Maintenance and Facilities through June 30, 2027 as per the attached list.

POLICY AUTHORIZATION:

CH – LEGAL Purchasing and Acquisition
CH – LOCAL Purchasing and Acquisition

CONTACT PERSON:

Carla Settle, Chief Finance Officer
Patricio Contreras, Purchasing Manager

FUNDING SOURCE:

2023-2024 Budget

ENCLOSURES:

Attached

Proposal Tabulation - RFP # 23-24-05
Miscellaneous Contracted Services for Maintenance and Facilities

	M&L Plumbing Services, LLC	SAS Security Alarm System CO., INC	Colden Hot Service
	1023 E. Walnut St	701 East Plano Parkway, Suite 200	1312 Corporate Dr. E Ste B2
	Hillsboro, TX 76645	Plano, TX 75074	Arlington, TX 76006
Product/Service Provided	All Plumbing services/ Exception no backflow	Parts, Installation & Service for Fire Alarm, Security Alarm, Video Surveillance, Access Control Fire Inspections and Monitoring	Install, Sales, & Repair Services to all commercial food equipment IE Steamers, Ovens, Tilt Skilletts, Warmers, Coolers, Refrigeration walk ins, Ice Machines, ETC
Minimum Order	No	No	No
Accepts Pos	Yes	Yes	Yes
Discount	No	Yes, 3%-15% Depending on Manufacture	Yes, Fixed Travel and Trip charge discount per year, 20% on most parts used during serviecs will be granted
Consultant/PD Fees	No	No	No
Shipping	No	Yes	No
HUB	No	No	No
EDGAR	Yes	Yes	Yes
EPCNT/CTPA	Yes	Yes	Yes
All Required Forms Completed, Signed and Returned	Yes	Yes	Yes
Email	melesio@mlplumbingservices.info	marty@sasfiretx.com	office@coldenhotserv.com

8.D. Consideration of Audit Firm for Financial Services FY 2024- Whitley Penn
Presenter: Mrs. Carla Settle

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Consideration of Audit Firm for Financial Services for FY2024

Consent

BACKGROUND INFORMATION:

A governmental entity shall make the selection of a certified public accountant on the basis of demonstrated competence and qualifications to perform services for a fair and reasonable price. Government Code Title 10, Subtitle F, Section 2254.003.

RECOMMENDATION:

Administration recommends approval of Whitley Penn for Financial Audit Services for FY2024 audit due to their past demonstration of competence, excellent service, qualifications, and overall best value to the district.

BOARD ACTION REQUIRED:

Motion to approve Whitley Penn for Financial Audit Services for FY2024 audit.

POLICY AUTHORIZATION:

CH – LEGAL Purchasing and Acquisition
CH – LOCAL Purchasing and Acquisition

CONTACT PERSON:

Carla Settle, Chief Financial Officer
Patricio Valdez Contreras, Purchasing Manager

FUNDING SOURCE:

General Fund – Function 41

ENCLOSURES:

Engagement Letter

February 27, 2024

To the Board of Trustees and Management
Cedar Hill Independent School District
285 Uptown Blvd
Cedar Hill, Texas 75104

You have requested that we audit the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Cedar Hill Independent School District (the "District"), as of June 30, 2024 and for the year then ended, and the related notes to the financial statements, which collectively comprise the District's basic financial statements, as listed in the table of contents.

In addition, we will audit the District's compliance over major federal award programs for the year ended June 30, 2024. We are pleased to confirm our acceptance and our understanding of this audit engagement by means of this letter. Our audits will be conducted with the objectives of our expressing an opinion on each opinion unit and an opinion on compliance regarding the entity's major federal award programs. The objectives of our audit of the financial statements are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America (GAAS) and in accordance with *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

The objectives of our compliance audit are to obtain sufficient appropriate audit evidence to form an opinion and report at the level specified in the governmental audit requirement about whether the entity complied in all material respects with the applicable compliance requirements and identify audit and reporting requirements specified in the governmental audit requirement that are supplementary to GAAS and *Government Auditing Standards*, if any, and perform procedures to address those requirements.

Accounting principles generally accepted in the United States of America require that certain information be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to the required supplementary information (RSI) in accordance with auditing standards generally accepted in the United States of America. These limited procedures will consist primarily of inquiries of management regarding their methods of measurement and presentation, and comparing the information for consistency with management's responses to our inquiries. We will not express an opinion or provide any form of assurance on the RSI. The following RSI is required by accounting principles generally accepted in the United States of America. This RSI will be subjected to certain limited procedures but will not be audited:

- 1) Management's Discussion and Analysis,
- 2) General Fund Budgetary Comparison Schedule,
- 3) Pension Information, and
- 4) Other Post-employment Benefits Information,

Supplementary information other than RSI will accompany the District's basic financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the basic financial statements and certain additional procedures, including comparing and reconciling the supplementary information to the underlying

accounting and other records used to prepare the financial statements or to the financial statements themselves, and additional procedures in accordance with auditing standards generally accepted in the United States of America. We intend to provide an opinion on the following supplementary information in relation to the financial statements as a whole:

- 1) Combining Fund Financial Statements;
- 2) Required Texas Education Agency Schedules; and
- 3) Schedule of Expenditures of Federal Awards

Also, the document we submit to you will include the following other additional information that will not be subjected to the auditing procedures applied in our audit of the financial statements:

- 1) Introductory Section,
- 2) Statistical Section, and
- 3) Schedule of Required Responses to Selected School FIRST Indicators.

Data Collection Form

Prior to the completion of our engagement, we will complete the sections of the Data Collection Form that are our responsibility. The form will summarize our audit findings, amounts and conclusions. It is management's responsibility to submit a reporting package including financial statements, schedule of expenditure of federal awards, summary schedule of prior audit findings and corrective action plan along with the Data Collection Form to the federal audit clearinghouse. The financial reporting package must be text searchable, unencrypted, and unlocked. Otherwise, the reporting package will not be accepted by the federal audit clearinghouse. We will assist you in the electronic submission and certification. You may request from us copies of our report for you to include with the reporting package submitted to pass-through entities.

The Data Collection Form is required to be submitted within the *earlier* of 30 days after receipt of our auditors' reports or nine months after the end of the audit period, unless specifically waived by a federal cognizant or oversight agency for audits. Data Collection Forms submitted untimely are one of the factors in assessing programs at a higher risk.

Auditor Responsibilities

We will conduct our audit in accordance with auditing standards generally accepted in the United States of America (U.S. GAAS), the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America; the audit requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). As part of an audit of financial statements in accordance with GAAS and in accordance with *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing concerning any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude, based on the audit evidence obtained, whether there are conditions or events, considered

in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, an unavoidable risk that some material misstatements or noncompliance may not be detected exists, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards* of the Comptroller General of the United States of America. Please note that the determination of abuse is subjective and *Government Auditing Standards* does not require auditors to detect abuse.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any other periods.

We will issue a written report upon completion of our audit of the District's basic financial statements. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph(s) to our auditor's report, or if necessary, withdraw from the engagement. If our opinions on the basic financial statements are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or to issue a report as a result of this engagement.

In accordance with the requirements of *Government Auditing Standards*, we will also issue a written report describing the scope of our testing over internal control over financial reporting and over compliance with laws, regulations, and provisions of grants and contracts, including the results of that testing. However, providing an opinion on internal control and compliance over financial reporting will not be an objective of the audit and, therefore, no such opinion will be expressed.

Audit of Major Program Compliance

Our audit of the District's major federal program(s) compliance will be conducted in accordance with the requirements of the Single Audit Act, as amended; and the Uniform Guidance, and will include tests of accounting records, a determination of major programs in accordance with the Uniform Guidance and other procedures we consider necessary to enable us to express such an opinion on major federal award program compliance and to render the required reports. We cannot provide assurance that an unmodified opinion on compliance will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion or withdraw from the engagement.

The Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether material noncompliance with applicable laws and regulations, the provisions of contracts and grant agreements applicable to major federal award programs, and the applicable compliance requirements occurred, whether due to fraud or error, and express an opinion on the entity's compliance based on the audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the entity's compliance with the requirements of the federal programs as a whole.

As part of a compliance audit in accordance with GAAS and in accordance with *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit. We also identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks.

Our procedures will consist of determining major federal programs and, performing the applicable procedures described in the U.S. Office of Management and Budget OMB Compliance Supplement for the types of compliance requirements that could have a direct and material effect on each of the entity's major programs, and performing such other procedures as we considers necessary in the circumstances. The purpose of those procedures will be to express an opinion on the entity's

compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

Also, as required by the Uniform Guidance, we will obtain an understanding of the entity's internal control over compliance relevant to the audit in order to design and perform tests of controls to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each of the entity's major federal award programs. Our tests will be less in scope than would be necessary to render an opinion on these controls and, accordingly, no opinion will be expressed in our report. However, we will communicate to you, regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we have identified during the audit.

We will issue a report on compliance that will include an opinion or disclaimer of opinion regarding the District's major federal programs, and a report on internal controls over compliance that will report any significant deficiencies and material weaknesses identified; however, such report will not express an opinion on internal control.

Management's Responsibilities

Our audit will be conducted on the basis that management and, when appropriate, those charged with governance acknowledge and understand that they have responsibility:

1. For the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America;
2. For the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error;
3. For identifying, in its accounts, all federal awards received and expended during the period and the federal programs under which they were received, including federal awards and funding increments received prior to December 26, 2014 (if any), and those received in accordance with the Uniform Guidance generally received after December 26, 2014;
4. For maintaining records that adequately identify the source and application of funds for federally funded activities;
5. For preparing the schedule of expenditures of federal awards (including notes and noncash assistance received) in accordance with the Uniform Guidance;
6. For the design, implementation, and maintenance of internal control over federal awards;
7. For establishing and maintaining effective internal control over federal awards that provides reasonable assurance that the nonfederal entity is managing federal awards in compliance with federal statutes, regulations, and the terms and conditions of the federal awards;
8. For disclosing accurately, currently, and completely the financial results of each federal award in accordance with the requirements of the award;
9. For identifying and providing report copies of previous audits, attestation engagements, or other studies that directly relate to the objectives of the audit, including whether related recommendations have been implemented;
10. For taking prompt action when instances of noncompliance are identified;
11. For addressing the findings and recommendations of auditors, for establishing and maintaining a process to track the status of such findings and recommendations and taking corrective action on reported audit findings from prior periods and preparing a summary schedule of prior audit findings;
12. For following up and taking corrective action on current year audit findings and preparing a corrective action plan for such findings;
13. For submitting the reporting package and data collection form to the appropriate parties;
14. For making the auditor aware of any significant vendor/contractor relationships where the vendor/contractor is responsible for program compliance;
15. To provide us with:
 - a. Access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements, and relevant to federal award programs, such as records, documentation, and other matters;
 - b. Additional information that we may request from management for the purpose of the audit; and

- c. Unrestricted access to persons within the District from whom we determine it necessary to obtain audit evidence.
16. For adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the current year period(s) under audit are immaterial, both individually and in the aggregate, to the financial statements as a whole;
17. For acceptance of nonattest services, including identifying the proper party to oversee nonattest work;
18. For maintaining adequate records, selecting and applying accounting principles, and safeguarding assets;
19. For informing us of any known or suspected fraud affecting the entity involving management, employees with significant role in internal control and others where fraud could have a material effect on compliance;
20. For the accuracy and completeness of all information provided;
21. For taking reasonable measures to safeguard protected personally identifiable and other sensitive information; and
22. For confirming your understanding of your responsibilities as defined in this letter to us in your management representation letter.

With regard to the supplementary information referred to above, you acknowledge and understand your responsibility (a) for the preparation of the supplementary information in accordance with the applicable criteria, (b) to provide us with the appropriate written representations regarding supplementary information, (c) to include our report on the supplementary information in any document that contains the supplementary information and that indicates that we have reported on such supplementary information, and (d) to present the supplementary information with the audited financial statements, or if the supplementary information will not be presented with the audited financial statements, to make the audited financial statements readily available to the intended users of the supplementary information no later than the date of issuance by you of the supplementary information and our report thereon.

As part of our audit process, we will request from management and, when appropriate, those charged with governance, written confirmation concerning representations made to us in connection with the audit.

We understand that your employees will prepare all confirmations we request and will locate any documents or invoices selected by us for testing.

If you intend to publish or otherwise reproduce the financial statements and make reference to our firm, you agree to provide us with printers' proofs or masters for our review and approval before printing. You also agree to provide us with a copy of the final reproduced material for our approval before it is distributed.

Nonattest Services

Nonattest services will include assistance with the preparation of financial statements, including government-wide journal entries and note disclosures, assistance with the preparation of the schedule of expenditures of federal award (SEFA) and related notes, and assistance with the preparation of the data collection form and its submission to the Federal Audit Clearinghouse. We will not assume management responsibilities on behalf of the District. However, we will provide advice and recommendations to assist management of the District in performing its responsibilities.

The District's management is responsible for (a) making all management decisions and performing all management functions; (b) assigning a competent individual to oversee the services; (c) evaluating the adequacy of the services performed; (d) evaluating and accepting responsibility for the results of the services performed; and (e) establishing and maintaining internal controls, including monitoring ongoing activities. We will perform the services in accordance with applicable professional standards, including *Government Auditing Standards*.

Our responsibilities and limitations of the nonattest services are described below:

The nonattest services are limited to the services we described above. Our firm, in its sole professional judgment, reserves the right to refuse to do any procedure or take any action that could be construed as making management decisions or

assuming management responsibilities, including determining account coding and approving journal entries. Our firm will advise the District regarding these nonattest services, but the District must make all decisions with regard to those matters.

Fees and Timing

The timing of our audit will be scheduled for performance and completion as follows:

Document internal control and preliminary tests	April/May 2024
Inventory observation (for material balances)	June 30, 2024 or agreed upon date
Perform year-end audit procedures	September 2024
Issue audit reports	November 2024

We anticipate meeting these deadlines barring any delays.

Roger Tovar, CPA is the engagement partner for the audit services specified in this letter. His responsibilities include supervising Whitley Penn, LLP's services performed as part of this engagement and signing or authorizing another qualified firm representative to sign the audit report.

Our fee for the audit services will be based on the amount of time required and the difficulty of the work involved which we estimate to be \$62,500 for the audit of the financial statements and \$10,000 for assistance with the preparation of the Annual Comprehensive Financial Report. The audit fee includes three (3) federal major programs. Each additional federal major program will be \$5,000. The fee estimate for the audit is based on anticipated cooperation from the District's personnel and the assumption that unexpected circumstances will not be encountered during the audit. If significant additional time is necessary, we will keep you informed of any problems we encounter, and our fees will be adjusted accordingly.

Our invoices for these fees will be rendered each month as work progresses and are payable on presentation and payment is due in Tarrant County. You agree to pay reasonable attorney fees and collection costs incurred relating to collection of fees for services performed under the terms of this engagement. In accordance with Whitley Penn, LLP policy, work may be suspended if your account becomes 30 days or more past due and will not resume until your account is paid in full. In addition, invoices not paid in full by the last day of the month will be assessed interest at a rate of one percent per month. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been complete even if we have not issued our report. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket expenditures through the date of termination. Our final auditors' report will be released upon final payment of any outstanding invoices.

You may request that we perform additional services not addressed in this engagement letter. If this occurs, we will communicate with you concerning the scope of the additional services and the estimated fees. We also may issue a separate engagement letter covering the additional services. In the absence of any other written communication from us documenting such additional services, our services will continue to be governed by the terms of this engagement letter.

We would like to make the following comments regarding the fee estimates:

1. Our fee estimates have not considered the effects of any changes to auditing standards and accounting principles, which may be promulgated by the AICPA, Congress, or any other regulatory body in the future and are unknown to us at this time. If significant additional time is necessary resulting in increased fees, we will endeavor to notify you of any such circumstances as they are assessed.
2. Our fee estimates are based on the assumption that we will be able to obtain internal control reports from the District's payroll service provider (where necessary), more commonly referred to as a SOC 1 Report and that we will be able to place reliance on these reports for internal control purposes in conjunction with the internal controls

present in the administration of the District. Any weaknesses noted in the internal control may affect the nature, timing, and extent of our procedures and accordingly our fees will be adjusted to reflect such changes.

3. The District's personnel are responsible for the preparation of all items requested in the Prepared by Client ("PBC") listing and received by the date requested. Any delays caused by not preparing the items when requested may result in additional fees, as well as the possibility of postponing our fieldwork. The PBC listing will be provided to you during the planning process of the engagement.
4. Time incurred for audit adjustments identified during our audit and the related additional testing required has not been considered in our fee estimates. Prior to performing any additional testing, we will notify you of the exceptions and obtain approval for any additional fees which may be incurred.
5. Our fee estimates are based on all general ledger sub ledgers being reconciled to the general ledger balance and any adjustment necessary should be recorded to the general ledger prior to our fieldwork start date.

The scheduling of our professional staff requires complex models to balance the needs of our clients and the utilization of our people. Last minute client requested scheduling changes result in costly downtime due to our inability to make alternate arrangements for our professional staff. If after scheduling our work, you do not provide proper notice, which we consider to be one week, of your inability to meet the agreed-upon date(s) for any reason, or do not provide us with sufficient information required to complete the work in a timely manner, additional billings will be rendered for any downtime of our professional staff.

The ethics of our profession prohibit the rendering of professional services where the fee for such services is contingent, or has the appearance of being contingent, upon the results of such services. Accordingly, it is important that our bills be paid promptly when received. If a situation arises in which it may appear that our independence would be questioned because of significant unpaid bills, we may be prohibited from issuing our auditors' report.

In the unlikely event that differences concerning our services or fees should arise that are not resolved by mutual agreement, to facilitate judicial resolution and save time and expense of both parties, the District and Whitley Penn, LLP agree not to demand a trial by jury in any action, proceeding or counterclaim arising out of or relating to our services and fees for this engagement. Any controversy, dispute, or questions arising out of or in connection with this agreement or our engagement shall be determined by arbitration conducted in accordance with the rules of the American Arbitration Association, and any decision rendered by the American Arbitration Association shall be binding on both parties to this agreement. The costs of any arbitration shall be borne equally by the parties. Any and all claims in arbitration relating to or arising out of this contract/agreement shall be governed by the laws of the State of Texas and to the extent any issue regarding the arbitration is submitted to a court, including the appointment of arbitrators or confirmation of an award, the District courts in Harris County shall have exclusive jurisdiction. Any action arising out of this agreement or the services provided shall be initiated within two years of the service provided.

This letter replaces and supersedes any previous proposals, correspondence and understanding, whether written or oral. The agreements contained in this engagement letter shall survive the completion or termination of this engagement. Our audit engagement ends on delivery of our audit report. Any follow-up services that might be required will be a separate, new engagement. The terms and conditions of that new engagement will be governed by a new, specific engagement letter for that service.

To ensure that Whitley Penn, LLP's independence is not impaired under the AICPA Code of Professional Conduct, you agree to inform the engagement partner before entering into any substantive employment discussions with any of our personnel.

Other Matters

During the course of the engagement, we may communicate with you or your personnel via fax or e-mail, and you should be aware that communication in those mediums contains a risk of misdirected or intercepted communications.

In the course of our services, our firm may transmit confidential information that you provided us to third parties in order to facilitate our services. As applicable, we require confidentiality agreements with all our service providers to maintain the confidentiality of your information and additionally the firm will take reasonable precautions to determine that our service providers have the appropriate procedures in place to prevent the unauthorized release of confidential information to others. We will remain ultimately responsible for the work provided by any third-party service providers used under this agreement. By your signature below, you consent to having confidential information transmitted to entities outside the firm. Please feel free to inquire if you would like additional information regarding the transmission of confidential information to entities outside the firm.

Regarding the electronic dissemination of audited financial statements, including financial statements published electronically on your Internet website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in these sites or to consider the consistency of other information in the electronic site with the original document.

Professional standards prohibit us from being the sole host and/or the sole storage for your financial and non-financial data. As such, it is your responsibility to maintain your original data and records and we cannot be responsible to maintain such original information. By signing this engagement letter, you affirm that you have all the data and records required to make your books and records complete.

In the event we are required by government regulation, required by subpoena or other legal process to produce information or our personnel for interviews or depositions in relation to a matter involving the District, the District will, so long as we are not a party or the focus of the proceeding or inquiry in which the information is sought, reimburse us for our professional time and expenses, as well as the fees and expenses of our counsel, incurred in responding to such requests.

The audit documentation for this engagement is the property of Whitley Penn LLP and constitutes confidential information. However, we may be requested to make certain audit documentation available to your pass-through regulatory entity and federal agencies and the U.S. Government Accountability Office pursuant to authority given to it by law or regulation, or to peer reviewers. If requested, access to such audit documentation will be provided under the supervision Whitley Penn, LLP's personnel. Furthermore, upon request, we may provide copies of selected audit documentation to these agencies and regulators. The regulators and agencies may intend, or decide, to distribute the copies of information contained therein to others, including other governmental agencies.

The District may wish to include our report on these financial statements in an exempt offering document. The District agrees that the aforementioned auditor's report, or reference to our Firm, will not be included in such offering document without prior permission or consent. Any agreement to perform work in connection with an exempt offering document, including an agreement to provide permission or consent, will be a separate engagement letter. For exempt offerings for which we are not involved, you will clearly indicate that we were not involved with the contents of such offering document and a disclosure as shown below will be included in the exempt offering:

"Whitley Penn, our independent auditor, has not been engaged to perform and has not performed, since the date of its report included herein, any procedures on the financial statements addressed in that report. Whitley Penn also has not performed any procedures relating to this offering document."

Further, we will be available during the year to consult with you on financial management and accounting matters of a routine nature.

During the course of the audit, we may observe opportunities for economy in, or improved controls over, your operations. We will bring such matters to the attention of the appropriate level of management, either orally or in writing.

We agree to retain our audit documentation or work papers for a period of 7 years from the date of our report.

You agree to inform us of facts that may affect the financial statements of which you may become aware during the period from the date of the auditor's report to the date the financial statements are issued.

At the conclusion of our audit engagement, we will communicate to the Board of Trustees the following significant findings from the audit:

- Our view about the qualitative aspects of the District’s significant accounting practices;
- Significant difficulties, if any, encountered during the audit;
- Uncorrected misstatements, other than those we believe are trivial, if any;
- Disagreements with management, if any;
- Other findings or issues, if any, arising from the audit that are, in our professional judgment, significant and relevant to those charged with governance regarding their oversight of the financial reporting process;
- Material, corrected misstatements that were brought to the attention of management as a result of our audit procedures;
- Representations we requested from management;
- Management’s consultations with other accountants, if any; and
- Significant issues, if any, arising from the audit that were discussed, or the subject of correspondence, with management.

In accordance with the requirements of *Government Auditing Standards*, we have attached a copy of our latest external peer review report of our firm for your consideration and files.

Please sign and return the attached copy of this letter to indicate your acknowledgment of, and agreement with, the arrangements for our audit of the financial statements’ compliance over major federal award programs including our respective responsibilities.

We appreciate the opportunity to be your financial statement auditors and look forward to working with you and your staff.

Respectfully,



Dallas, Texas

RESPONSE:

This letter correctly sets forth our understanding.

Acknowledged and agreed on behalf of Cedar Hill Independent School District by:

Name: _____

Title: _____

Date: _____



CliftonLarsonAllen LLP
CLAconnect.com

REPORT ON THE FIRM'S SYSTEM OF QUALITY CONTROL

To the Partners of Whitley Penn LLP
and the National Peer Review Committee

We have reviewed the system of quality control for the accounting and auditing practice of Whitley Penn LLP (the firm) applicable to engagements not subject to PCAOB permanent inspection in effect for the year ended April 30, 2021. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a System Review as described in the standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing a system of quality control and complying with it to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported in conformity with professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of the system of quality control and the firm's compliance therewith based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under *Government Auditing Standards* (including compliance audits under the Single Audit Act), audits of employee benefit plans, audits performed under the Federal Deposit Insurance Corporation Improvement Act (FDICIA), and an examination of a service organization (SOC 1 engagement).

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Whitley Penn LLP
Page 2

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Whitley Penn LLP applicable to engagements not subject to PCAOB permanent inspection in effect for the year ended April 30, 2021, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)*, or *fail*. Whitley Penn LLP has received a peer review rating of *pass*.



CliftonLarsonAllen LLP

Phoenix, Arizona
October 6, 2021

8.E.Policy Update 122 & DEC Local

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: TASB Update 122 & DEC (LEGAL & LOCAL)

Consent

BACKGROUND INFORMATION:

Recommended changes in Update 122 are based almost exclusively on legislation from the 88th Regular Legislative Session. This update consists of approximately 110 legal policies in addition to the following local policies and topics:

CQB — cybersecurity ([SB 271](#))

DC — employment of bus drivers ([HB 1789](#))

EHB — dyslexia and related disorders ([HB 3928](#))

EHBCA — accelerated instruction ([HB 1416](#); provisions on accelerated instruction will be relocated to this new policy code from EHBC(LOCAL) to align with changes made to the associated legal policies in Update 121)

FEA — career investigation days ([SB 68](#))

FFAC —opioid antagonists ([SB 629](#))

FFB — threat assessments ([HB 3](#), [SB 1720](#))

FL — student records ([HB 1416](#))

Also recommending alignment update for DEC LEGAL & LOCAL

RECOMMENDATION:

Approval of TASB Update 122 and Policy Committee Updates to DEC Legal & Local

BOARD ACTION REQUIRED:

Yes

POLICY AUTHORIZATION:

None

CONTACT PERSON:

Shemeka Millner- Williams, Asst. Superintendent of Academics

FUNDING SOURCE:

None

ENCLOSURES:

n/a

CEDAR HILL ISD

TASB Policy Update 122
DEC (Legal & Local)
March 2024



Local Policy Review Update 122

Recommended changes in Update 122 are based almost exclusively on legislation from the 88th Regular Legislative Session. This update consists of approximately 110 legal policies in addition to the following local policies and topics:

CQB — cybersecurity ([SB 271](#))

DC — employment of bus drivers ([HB 1789](#))

EHB — dyslexia and related disorders ([HB 3928](#))

EHBCA — accelerated instruction ([HB 1416](#); provisions on accelerated instruction will be relocated to this new policy code from EHBC(LOCAL) to align with changes made to the associated legal policies in Update 121)

FEA — career investigation days ([SB 68](#))

FFAC —opioid antagonists ([SB 629](#))

FFB — threat assessments ([HB 3](#), [SB 1720](#))

FL — student records ([HB 1416](#))



Review Process

- TASB provided draft policy for district review
- January/February - District Chiefs review local policy updates
- February 26 - Shared background and summary information with all trustees
- February 26- CHISD Board Policy Committee met to review policy recommendations
- March 4 - Board workshop presentation
- March 18 - Board meeting- proposed for approval
- Final Steps (if approved) - Send policy revisions in Superintendent Newsletter and WAIP



Policy Review Committee

- Ms. Gayle Sims - Trustee
- Ms. Ramona Ross-Bacon - Trustee
- Ms. Cheryl Wesley - Trustee
- Dr. Shemeka Millner- Asst Supt. Academics
- Ms. Hallema Jackson, Asst. Supt. Human Resources

*District Review also included CHISD Chiefs

CQB (LOCAL)

TECHNOLOGY RESOURCES: CYBERSECURITY

Due to SB 271, the notification requirements have undergone revision. The security breach notification provisions have been updated to include security incidents.

Security Breach Notifications

Upon discovering or receiving notification of a breach of system security or a security incident, as defined by law, the District shall disclose the breach or incident to affected persons or entities in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:

1. Written notice.
2. Email, if the District has email addresses for the affected persons.
3. Conspicuous posting on the District's websites.
4. Publication through broadcast media.

The District shall disclose a breach or incident involving sensitive, protected, or confidential student information as required by law.



CSA (LOCAL)

FACILITY STANDARDS: SAFETY AND SECURITY

- New local policy focused on facility safety and security.
- Includes recommended provisions tailored for audits of building access control.
- Adheres with the Commissioner's recently introduced School Safety Rules for Facilities.



DC (LOCAL)

EMPLOYMENT PRACTICES

- HB 1789 establishes a nepotism exception for bus driver hiring, regardless of county size, with board approval.
- One suggestion is to add a reference note to DBE(LEGAL) within the policy:
- This note serves as a reminder within the policy, delegating hiring authority for non-contractual employees to the superintendent,

Employment of
Noncontractual
Personnel

Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).



EHB(LOCAL)

CURRICULUM DESIGN: SPECIAL PROGRAMS

- New provisions are advised to align with HB 3928.
- HB 3928 requires adoption and implementation of a policy ensuring district compliance with rules & standards of the State Board of Education and published guidance from the Commissioner related to testing students for dyslexia & related disorders.

Dyslexia and Related Disorders

The District shall comply with all rules and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test students for dyslexia and related disorders.



EHBC(LOCAL)

SPECIAL PROGRAMS: COMPENSATORY SERVICES AND INTENSIVE PROGRAMS

- This local policy, with text on accelerated instruction, has been recodified to a new policy - EHBCA(LOCAL).
- This better aligns the policy with a corresponding legal policy

Each student who has been identified as being at risk of dropping out of school, who is not performing at grade level, or who did not perform satisfactorily on a state-mandated assessment shall be provided accelerated and/or compensatory educational services.

Accelerated Instruction

The District shall provide accelerated instruction in accordance with law if a student fails to perform satisfactorily on a state-mandated assessment.

Accelerated Learning Committee

When a student fails to perform satisfactorily on a math or reading state-mandated assessment in grades 3, 5, or 8, an accelerated learning committee shall develop a written educational plan in accordance with law. If a parent requests that the student be assigned to a particular teacher the following school year, the request shall be addressed in accordance with the District's administrative procedures.



EHBCA(LOCAL)

COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

- Policy recodified from EHBC(LOCAL) to align better with EHBCA(LEGAL), which was created last year.
- HB 1416 made changes to requirements for accelerated instruction.
- Parents may now request a particular teacher after a student fails to perform satisfactorily on a state assessment for any grade level (used to be just grades 3, 5, & 8)
- References to the abolished accelerated learning committee were removed and replaced by a mandate for districts to create accelerated learning plans for students who fail to perform satisfactorily on a state assessment



•

FEA(LOCAL)

ATTENDANCE: COMPULSORY ATTENDANCE

- SB 68 authorizes districts to excuse a student from school for career investigation days during the junior and senior years.
- Allows the student to visit a professional's workplace and assess interest in a career within that field.
- Recommendation is to allow the maximum days permitted as excused absences — up to two days in the junior year and up to two days in the senior year.

Career Investigation

The District shall excuse a student for up to two days during the student's junior year and up to two days during the student's senior year to visit a professional's workplace for purposes of exploring the student's interest in pursuing a career in that professional's field.

FFAC (LOCAL)

WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

- Recommended revisions to opioid antagonist provisions align with SB 629.
- SB 629 mandates the presence of an authorized and trained individual to administer the medication during regular school hours on each campus serving grades 6 through 12.



FFB(LOCAL)

STUDENT WELFARE: CRISIS INTERVENTION

- **Student Reports:** HB 3 requires each campus to establish clear procedures for students to report concerning behavior exhibited by another student.
- **Employee Confidentiality:** SB 1720 permits an employee who reports a potential threat to do so anonymously.

Student Reports

Each campus shall establish a clear procedure for a student to report concerning behavior exhibited by another student for assessment by the team or other appropriate District employee.

Employee Confidentiality

A District employee who reports a potential threat may elect for the employee's identity to remain confidential and not be subject to disclosure under the state's public information law. The employee's identity shall only be revealed when necessary for the team, the District, or law enforcement to investigate the reported threat.

The District shall maintain a record of the identity of a District employee who elects for the employee's identity to remain confidential.



FL(LOCAL)

STUDENT RECORDS

- HB 1416 repeals provisions associated with accelerated learning committees.
- References to the abolished accelerated learning committee have been substituted with emphasis on the newly mandated accelerated education plan.
- This plan is now required for certain students who do not perform satisfactorily on state assessments.

Types of Education Records

The record custodian shall be responsible for the education records of the District. These records may include:

1. Admissions data, personal and family data, including certification of date of birth.
2. Standardized test data, including intelligence, aptitude, interest, personality, and social adjustment ratings.
3. All achievement records, as determined by tests, recorded grades, and teacher evaluations.
4. All documentation regarding a student's testing history and any accelerated instruction he or she has received, including any ~~documentation of discussion or action by an accelerated learning committee convened~~ education plan developed for the student.



Additional Proposed Local Policy Revisions



DEC (LEGAL)

Mental Health Leave and Line of Duty Illness Leave of Peace Officers

- This is a new leave for peace officers required by law that went into effect September 1, 2023
- The leave is addressed in DEC Legal in Update 122
- Cedar Hill ISD has the option to extend the leave beyond what is required by law or to not extend leave
- The option in Cedar Hill ISD's draft reflects that the leave will not be extended



DEC (LEGAL)

Mental Health Leave (Revision)

- A District peace officer who experiences a traumatic event in the scope of employment shall be granted a maximum of seven days of mental health leave per traumatic event



DEC (LEGAL)

Line of Duty Illness or Injury Leave of Absence (Addition)

- Following a leave of absence with full pay as required by law, the District shall not extend the leave of absence for a police officer's line of duty illness or injury. In accordance with the law, the police officer may use accumulated leave



DEC (LOCAL)

Local Leave Days Accumulation

- Change local leave accumulation to sixty days for all staff hired after August 1, 2015 to be in alignment with payout at retirement



DEC (LOCAL)

Local Leave Days Accumulation (Revision)

- An employee hired on or after August 1, 2015 shall accumulate local leave to a maximum of 60 days



Questions



9. BOARD DISCUSSION

9.A. Upcoming Events

9.B. Training and Event Recaps

10. SUPERINTENDENT'S REPORT

10.A. Employment Retirements Resignations Terminations

Presenter: Ms. Hallema Jackson

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: **March 18, 2024**

Presented by: **Dr. Gerald Hudson, Superintendent of Schools**

Subject: **Employment, Retirements, and Resignations
of Professional Staff**

Information

BACKGROUND INFORMATION:

The following employment, retirements, resignations, and terminations reports have been submitted for board information.

RECOMMENDATION:

N/A

BOARD ACTION REQUIRED:

N/A

POLICY AUTHORIZATION:

DC (LEGAL and LOCAL) Employment Practices
DFE (LEGAL and LOCAL) Resignation

CONTACT PERSON:

Ms. Hallema Jackson, Assistant Superintendent of Human Resources

FUNDING SOURCE:

N/A

ENCLOSURES:

Under separate cover

New Hires Ending 02.29.24

Name	Position Plan	Position
BASS, SHADEIKA	EM 2023-2024	TEACHER
GILMORE, AMBER NICOLE	EM 2023-2024	PROFESSIONAL - CERTIFIED
SMITH, LISA LOUISE	EM 2023-2024	TEACHER
SOWELLS, JARIUS DREW	EM 2023-2024	TEACHER
THIBODEAUX, ASIA MONEA	EM 2023-2024	TEACHER

New Hires Ending 02.29.24

Campus	Hire Date
001 CEDAR HILL HIGH	02/15/2024
999 ADMINISTRATION	02/01/2024
107 WATERFORD OAKS ELEMENTARY	02/26/2024
001 CEDAR HILL HIGH	02/12/2024
001 CEDAR HILL HIGH	02/12/2024

Resignations Ending 02.29.24

Name	POSITION	CAMPUS/DEPARTMENT	RESIGN EFFECTIVE DATE	Reason	T-TESS Score	Created Date
DOMINGUEZ, ERICA MARIE	PROFESSIONAL	999 ADMINISTRATION	02/09/2024	ANOTHER DISTRICT (PROMOTION)	06 NOT APPLICABLE	01/26/2024

10.B. January Financial Report
Presenter: Ms. Carla Settle

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Financial Report – January 2024

Information

SUPERINTENDENT CONSTRAINT:

Shall not make budget decisions that increase taxes

BACKGROUND INFORMATION:

Each month, financial reports are prepared detailing the status of the District's financial activity for the fiscal year. The financial report for the month ending January 2024 is enclosed. The financial reports are separated into revenue and expenditures. The expenditures are summarized by function and by object.

CONTACT PERSON(S):

Carla Settle, Chief Financial Officer
Paula McBride, Executive Director of Finance

ENCLOSURES:

Attached

**Cedar Hill Independent School District
Financial Report Month Ending January 31, 2024**



2023-2024 Fiscal Year

Table of Contents

Cedar Hill Independent School District Budgets 2023-2024 All Funds 3

General Operating Funds Statement of Revenues & Expenditures4

Child Nutrition Funds Statement of Revenues & Expenditures 5

Debt Service Funds Statement of Revenues & Expenditures6

**CEDAR HILL INDEPENDENT SCHOOL DISTRICT
2023-2024 FISCAL YEAR BOARD-APPROVED BUDGETS
FOR THE SEVENTH MONTH ENDING JANUARY 31, 2024**



	General Fund		Food Service		Debt Service		District Total	
	Original Budget	Amended Budget	Original Budget	Amended Budget	Original Budget	Amended Budget	Original Budget	Amended Budget
REVENUES:								
Local and Intermediate Sources	\$ 49,400,954	\$ 49,422,396	\$ 597,300	\$ 597,300	\$ 19,361,643	\$ 19,361,643	\$ 69,359,897	\$ 69,381,339
State Program Revenues	16,057,316	17,233,634	17,446	17,446	517,964	517,964	16,592,726	17,769,044
Federal Program Revenues	1,010,000	1,010,000	4,664,018	4,664,018	375,000	375,000	6,049,018	6,049,018
Other Financing Sources	-	218,854	-	-	-	-	-	218,854
Total Revenues	\$ 66,468,270	\$ 67,884,884	\$ 5,278,764	\$ 5,278,764	\$ 20,254,607	\$ 20,254,607	\$ 92,001,641	\$ 93,418,255
EXPENDITURE SUMMARY BY FUNCTION:								
11 - Instructional	\$ 33,971,753	\$ 35,460,587	\$ -	\$ -	\$ -	\$ -	\$ 33,971,753	\$ 35,460,587
12 - Instructional Resources and Media Services	624,006	645,251	-	-	-	-	624,006	645,251
13 - Curriculum and Instructional Staff Development	1,399,574	1,403,941	-	-	-	-	1,399,574	1,403,941
21 - Instructional Leadership	979,676	861,236	-	-	-	-	979,676	861,236
23 - School Leadership	4,667,714	4,473,141	-	-	-	-	4,667,714	4,473,141
31 - Guidance, Counseling and Evaluation	2,981,330	2,924,656	-	-	-	-	2,981,330	2,924,656
32 - Social Work Services	34,368	35,383	-	-	-	-	34,368	35,383
33 - Health Services	887,428	897,070	-	-	-	-	887,428	897,070
34 - Student Transportation	4,756,728	4,831,992	-	-	-	-	4,756,728	4,831,992
35 - Child Nutrition/Food Service	12,500	25,689	4,322,545	4,322,545	-	-	4,335,045	4,348,234
36 - Cocurricular/Extra Curricular Activities	2,136,835	2,168,279	-	-	-	-	2,136,835	2,168,279
41 - General Administration	3,620,513	3,621,092	-	-	-	-	3,620,513	3,621,092
51 - Plant Maintenance and Facility Services	9,048,547	9,129,707	-	-	-	-	9,048,547	9,129,707
52 - Security and Monitoring Services	1,889,202	1,998,669	-	-	-	-	1,889,202	1,998,669
53 - Data Processing Services	1,621,364	1,679,626	-	-	-	-	1,621,364	1,679,626
61 - Community Services	196,936	223,090	-	-	-	-	196,936	223,090
71 - Debt Service Cost	744,769	744,769	-	-	19,127,279	20,627,279	19,872,048	21,372,048
93 - Shared Service Agreement	153,518	98,000	-	-	-	-	153,518	98,000
95 - Payments to Juvenile Justice Alternative Program	30,000	30,000	-	-	-	-	30,000	30,000
99 - Other Intergovernmental Charges	186,000	199,417	-	-	-	-	186,000	199,417
Other Financing Uses	-	-	-	-	-	-	-	-
Total Expenditures	\$ 69,942,761	\$ 71,451,595	\$ 4,322,545	\$ 4,322,545	\$ 19,127,279	\$ 20,627,279	\$ 93,392,585	\$ 96,401,419
EXPENDITURE SUMMARY BY OBJECT:								
61XX - Payroll Cost	\$ 55,915,355	\$ 56,536,254	\$ 542,000	\$ 542,000	\$ -	\$ -	\$ 56,457,355	\$ 57,078,254
62XX - Professional and Contracted Services	6,769,857	7,311,291	3,081,136	3,081,136	-	-	9,850,993	10,392,427
63XX - Supplies and Materials	3,428,662	4,159,980	449,409	467,258	-	-	3,878,071	4,627,238
64XX - Other Operating Expenses	2,546,488	2,661,830	50,000	32,151	-	-	2,596,488	2,693,981
65XX - Bond Principal	-	-	-	-	13,150,145	14,650,145	13,150,145	14,650,145
65XX - Bond Interest	-	-	-	-	5,877,134	5,877,134	5,877,134	5,877,134
65XX - Other Debt Serv Fees	744,769	744,769	-	-	100,000	100,000	844,769	844,769
66XX - Capital Outlay Expenses	537,630	37,471	200,000	200,000	-	-	737,630	237,471
89XX - Other Uses	-	-	-	-	-	-	-	-
Total Expenditures	\$ 69,942,761	\$ 71,451,595	\$ 4,322,545	\$ 4,322,545	\$ 19,127,279	\$ 20,627,279	\$ 93,392,585	\$ 96,401,419
Excess (Deficiency) of Revenues Over Expenditures	\$ (3,474,491)	\$ (3,566,711)	\$ 956,219	\$ 956,219	\$ 1,127,328	\$ (372,672)	\$ (1,390,944)	\$ (2,983,164)

**CEDAR HILL INDEPENDENT SCHOOL DISTRICT
(UNAUDITED) STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
GENERAL OPERATING FUND (199)
FOR THE SEVENTH MONTH ENDING JANUARY 31, 2024**



	CURRENT YEAR 2023-2024					PRIOR YEAR 2022-2023				
	Original Budget	Amended Budget	January 2024	Actual Year to Date*	Actual to Budget	Original Budget	Amended Budget	January 2023	Actual Year to Date*	Actual to Budget
REVENUES:										
Local and Intermediate Sources	49,400,954	49,422,396	17,303,235	36,166,869	73.18%	\$ 49,558,708	\$ 43,558,708	\$ 14,152,797	\$ 36,953,587	84.84%
State Program Revenues	16,057,316	17,233,634	412,383	9,456,050	54.87%	19,808,372	19,808,372	458,387	13,680,216	69.06%
Federal Program Revenues	1,010,000	1,010,000	163,189	331,223	32.79%	1,100,000	1,438,000	87,290	657,097	45.70%
Other Financing Sources	-	218,854	-	-	0.00%	-	-	-	-	0.00%
Total revenues	\$ 66,468,270	\$ 67,884,884	\$ 17,878,807	\$ 45,954,142	67.69%	\$ 70,467,080	\$ 64,805,080	\$ 14,698,474	\$ 51,290,900	79.15%
EXPENDITURE SUMMARY BY FUNCTION:										
11 - Instruction	\$ 33,971,753	\$ 35,460,587	\$ 3,820,786	\$ 17,161,394	48.40%	\$ 35,779,845	\$ 32,459,896	\$ 2,937,122	\$ 15,373,120	47.36%
12 - Instructional Resources and Media Services	624,006	645,251	70,355	328,832	50.96%	682,695	623,319	52,654	279,623	44.86%
13 - Curriculum and Instructional Staff Development	1,399,574	1,403,941	89,852	640,302	45.61%	1,169,383	1,312,400	89,887	661,512	50.40%
21 - Instructional Leadership	979,676	861,236	75,732	529,141	61.44%	955,176	959,282	80,528	563,649	58.76%
23 - School Leadership	4,667,714	4,473,141	443,792	2,437,359	54.49%	4,662,448	4,168,581	378,710	2,379,552	57.08%
31 - Guidance, Counseling and Evaluation	2,981,330	2,924,656	290,508	1,526,140	52.18%	3,133,578	2,990,133	232,484	1,426,233	47.70%
32 - Social Work Services	34,368	35,383	4,340	18,198	51.43%	-	-	-	-	0.00%
33 - Health Services	887,428	897,070	66,777	289,363	32.26%	773,428	725,341	71,334	390,570	53.85%
34 - Student Transportation	4,756,728	4,831,992	418,067	2,206,714	45.67%	3,259,660	3,299,639	324,593	2,080,238	63.04%
35 - Food Service	12,500	25,689	13,189	13,189	51.34%	12,150	12,150	0	1,342	11.05%
36 - Cocurricular/Extra Curricular Activities	2,136,835	2,168,279	204,957	1,140,941	52.62%	2,022,124	1,948,871	176,301	1,027,183	52.71%
41 - General Administration	3,620,513	3,621,092	278,957	2,015,515	55.66%	3,760,296	3,858,933	258,055	1,942,887	50.35%
51 - Plant Maintenance and Facility Services	9,048,547	9,129,707	788,826	5,234,619	57.34%	8,479,869	8,868,106	639,988	4,838,760	54.56%
52 - Security and Monitoring Services	1,889,202	1,998,669	166,836	1,058,530	52.96%	1,534,601	1,525,073	130,022	935,029	61.31%
53 - Data Processing Services	1,621,364	1,679,626	156,070	1,211,172	72.11%	1,354,956	2,399,133	115,008	1,354,075	56.44%
61 - Community Services	196,936	223,090	16,219	98,311	44.07%	203,296	203,296	15,540	115,266	56.70%
71 - Debt Service	744,769	744,769	87,139	449,274	60.32%	1,347,383	744,769	87,026	401,569	53.92%
93 - Shared Service Agreement	153,518	98,000	-	-	0.00%	153,518	153,518	-	-	0.00%
95 - Payments to Juvenile Justice Alternative Program	30,000	30,000	-	3,000	10.00%	20,000	20,000	6,156	17,820	89.10%
99 - Other Intergovernmental Charges	186,000	199,417	-	99,708	50.00%	165,000	176,000	-	87,934	49.96%
Other Financing Uses	-	-	-	-	0.00%	-	-	-	-	0.00%
Total expenditures	\$ 69,942,761	\$ 71,451,595	\$ 6,992,402	\$ 36,461,700	51.03%	\$ 69,469,406	\$ 66,448,440	\$ 5,595,408	\$ 33,876,362	50.98%
EXPENDITURE SUMMARY BY OBJECT:										
61XX - Payroll Cost	\$ 55,915,355	\$ 56,536,254	\$ 6,169,194	\$ 28,850,599	51.03%	\$ 57,866,427	\$ 53,832,241	\$ 4,921,744	\$ 26,964,711	50.09%
62XX - Professional and Contracted Services	6,769,857	7,311,291	374,712	2,996,437	40.98%	5,314,209	5,438,969	406,179	2,962,462	54.47%
63XX - Supplies and Materials	3,428,662	4,159,980	319,849	2,298,217	55.25%	2,747,996	2,786,206	151,186	1,342,910	48.20%
64XX - Other Operating Expenses	2,546,488	2,661,830	41,509	1,867,173	70.15%	2,105,391	2,278,109	29,273	1,333,252	58.52%
65XX - Debt Service Payment	744,769	744,769	87,139	449,274	60.32%	203,000	744,769	87,026	223,457	30.00%
66XX - Capital Outlay Expenses	537,630	37,471	-	-	0.00%	1,232,383	1,368,146	-	1,049,571	76.71%
Other Financing Uses	-	-	-	-	0.00%	-	-	-	-	0.00%
Total expenditures	\$ 69,942,761	\$ 71,451,595	\$ 6,992,402	\$ 36,461,700	51.03%	\$ 69,469,406	\$ 66,448,440	\$ 5,595,408	\$ 33,876,363	50.98%
Excess (Deficiency) of Revenues Over Expenditures	\$ (3,474,491)	\$ (3,566,711)	\$ 10,886,405	\$ 9,492,442		\$ 997,674	\$ (1,643,360)	\$ 9,103,066	\$ 17,414,537	

CEDAR HILL INDEPENDENT SCHOOL DISTRICT
(UNAUDITED) STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
CHILD NUTRITION FUND (240)
FOR THE SEVENTH MONTH ENDING JANUARY 31, 2024



	CURRENT YEAR 2023-2024					PRIOR YEAR 2022-2023				
	Original Budget	Amended Budget	January 2024	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	January 2023	Actual Year to Date	Actual to Budget
REVENUES:										
Local and Intermediate Sources	\$ 597,300	\$ 597,300	\$ 51,084	\$ 438,035	73.34%	\$ 230,000	\$ 230,000	\$ 76,142	\$ 395,893	172.13%
State Program Revenues	17,446	17,446	-	18,805	107.79%	150,000	150,000	-	-	0.00%
Federal Program Revenues	4,664,018	4,664,018	297,190	1,971,955	42.28%	4,132,878	4,312,538	449,693	2,033,354	47.15%
Other Financing Sources										
Total revenues	\$ 5,278,764	\$ 5,278,764	\$ 348,274	\$ 2,428,795	46.01%	\$ 4,512,878	\$ 4,692,538	\$ 525,835	\$ 2,429,247	51.77%
EXPENDITURE SUMMARY BY FUNCTION:										
35 - Child Nutrition/Food Service	\$ 4,322,545	\$ 4,322,545	\$ 61,506	\$ 2,073,344	47.97%	\$ 4,512,878	\$ 4,692,538	\$ 391,896	\$ 2,175,587	46.36%
51 - Plant Maintenance and Facility Services	-	-	-	-	-	-	-	-	-	-
Total expenditures	\$ 4,322,545	\$ 4,322,545	\$ 61,506	\$ 2,073,344	47.97%	\$ 4,512,878	\$ 4,692,538	\$ 391,896	\$ 2,175,587	46.36%
EXPENDITURE SUMMARY BY OBJECT:										
61XX - Payroll Cost	\$ 542,000	\$ 542,000	\$ 49,899	\$ 265,748	49.03%	\$ 450,000	\$ 450,000	\$ 44,183	\$ 265,136	58.92%
62XX - Professional and Contracted Services	3,081,136	3,081,136		1,586,530	51.49%	3,490,178	3,659,044	285,765	1,667,153	45.56%
63XX - Supplies and Materials	449,409	467,258	11,056	220,515	47.19%	422,700	422,450	61,948	232,255	54.98%
64XX - Other Operating Expenses	50,000	32,151	551	551	1.71%	-	-	-	-	0.00%
66XX - Capital Outlay Expenses	200,000	200,000	-	-	0.00%	150,000	161,044	-	11,043	6.86%
89XX - Other Uses						-	-	-	-	-
Total expenditures	\$ 4,322,545	\$ 4,322,545	\$ 61,506	\$ 2,073,344	47.97%	\$ 4,512,878	\$ 4,692,538	\$ 391,896	\$ 2,175,587	46.36%
Excess (Deficiency) of Revenues Over Expenditures	\$ 956,219	\$ 956,219	\$ 286,768	\$ 355,451		\$ -	\$ -	\$ 133,939	\$ 253,660	

CEDAR HILL INDEPENDENT SCHOOL DISTRICT
(UNAUDITED) STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
DEBT SERVICE FUND (599)
FOR THE SEVENTH MONTH ENDING JANUARY 31, 2024



	CURRENT YEAR 2023-2024					PRIOR YEAR 2022-2023				
	Original Budget	Amended Budget	January 2024	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	January 2023	Actual Year to Date	Actual to Budget
REVENUES:										
Local and Intermediate Sources	\$ 19,361,643	\$ 19,361,643	\$ 7,322,055	\$ 15,202,920	78.52%	\$ 17,008,689	\$ 17,008,689	\$ 5,561,801	\$ 8,843,445	51.99%
State Program Revenues	517,964	517,964	-	1,375,207	265.50%	-	648,368	-	648,368.00	100.00%
Federal Program Revenues	375,000	375,000	-	-	0.00%	375,000	375,000	-	176,617.30	47.10%
Other Financing Sources	-	-	-	-	-	-	-	-	-	-
Total revenues	\$ 20,254,607	\$ 20,254,607	\$ 7,322,055	\$ 16,578,127	81.85%	\$ 17,383,689	\$ 18,032,057	\$ 5,561,801	\$ 9,668,430	53.62%
EXPENDITURE SUMMARY BY FUNCTION:										
71 - Debt Service Cost	\$ 19,127,279	\$ 20,627,279	\$ 80	\$ 6,546,864	31.74%	\$ 16,435,742	\$ 16,935,742	\$ 5,113	\$ 9,656,237	57.02%
Other Financing Uses	-	-	-	-	-	-	-	-	-	-
Total expenditures	\$ 19,127,279	\$ 20,627,279	\$ 80	\$ 6,546,864	31.74%	\$ 16,435,742	\$ 16,935,742	\$ 5,113	\$ 9,656,237	57.02%
EXPENDITURE SUMMARY BY OBJECT:										
6511 - Bond Principal	\$ 13,150,145	14,650,145	\$ -	\$ 3,793,693	25.90%	\$ 9,491,666	\$ 9,991,666	\$ -	\$ 5,447,026	54.52%
6521 - Bond Interest	5,877,134	5,877,134	-	2,743,071	46.67%	6,844,076	6,844,076	-	4,194,126	61.28%
6599 - Other Debt Serv Fees	100,000	100,000	80	10,100	10.10%	100,000	100,000	5,113	15,085	15.09%
Total expenditures	\$ 19,127,279	\$ 20,627,279	\$ 80	\$ 6,546,864	31.74%	\$ 16,435,742	\$ 16,935,742	\$ 5,113	\$ 9,656,237	57.02%
Excess (Deficiency) of Revenues Over Expenditures	\$ 1,127,328	\$ (372,672)	\$ 7,321,975	\$ 10,031,263		\$ 947,947	\$ 1,096,315	\$ 5,556,688	\$ 12,193	

10.C. Purchases over \$50,000

Presenter: Mrs. Carla Settle

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: March 18, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Purchases over \$50,000

Information

BACKGROUND INFORMATION:

Cedar Hill ISD Board Policy CH (LOCAL) states, The Superintendent is not required to obtain Board approval for the following types of budgeted purchases, regardless of cost, but shall subsequently report them to the Board:

1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with state law;
2. A purchase made through a cooperative purchasing program, in accordance with state law;
3. A purchase made through a state purchasing program that satisfies the District's obligation for competitive purchasing;
4. The purchase of budgeted regulated utility services;
5. A continuing or periodic purchase of goods or services under a Board-approved bid or contract; or
6. A purchase for produce or fuel

RECOMMENDATION:

N/A

BOARD ACTION REQUIRED:

N/A

POLICY AUTHORIZATION:

CH – LEGAL Purchasing and Acquisition

CH – LOCAL Purchasing and Acquisition

CONTACT PERSON:

Carla Settle, Chief Financial Officer

Patricio Valdez Contreras, Purchasing Manager

FUNDING SOURCE:

Multiple

ENCLOSURES:

Purchases over \$50,000 report

Cedar Hill Independent School District
 February Purchases over \$50,000
 March 5, 2024 for Fiscal Year 2023-2024



VENDOR	DESCRIPTION	CHECK DATE	AMOUNT	Method OF Purchase
CITY OF CEDAR HILL	Building Lease 3rd Floor Lease	2/7/2024	50,000.00	
LINDENMEYR MUNROE	Custodial Supplies	2/7/2024	73,488.60	RFP # 23-24-03
PAPER EDUCATION AMERICA	Student License Unlimited access to online chat based tutorin	2/7/2024	162,500.00	TIPs Cooperative
TEXAS COMPTROLLER OF PUBLIC ACCOUNTS	SECO LoanSTAR Repayment	2/7/2024	50,493.43	
DIRECT ENERGY BUSINESS-DALLAS	February Monthly Energy Cost	2/14/2024	59,651.25	Buybard Cooperative
ARAMARK	February Services	2/14/2024	171,022.38	Competetive Sealed Proposal
EPIC SOLAR CONTROL	Security Window Film	2/28/2024	89,113.25	TIPs Cooperative

10.D. Human Resource DER

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: **March 18, 2024**

Presented by: **Dr. Gerald Hudson, Superintendent of Schools**

Subject: **Department Efficiency Report**

Information

BACKGROUND INFORMATION:

The Human Resources Department presents information regarding department updates, processes, and goal attainment.

RECOMMENDATION:

NA

BOARD ACTION REQUIRED:

N/A

POLICY AUTHORIZATION:

NA

CONTACT PERSON:

Hallema Jackson, Assistant Superintendent of Human Resources.

FUNDING SOURCE:

As provided in the district budget per the CHISD compensation plan.

ENCLOSURES:

Department Efficiency Report



CEDAR HILL ISD

DEPARTMENT EFFICIENCY REPORT

DEPARTMENT: Human Resources

PRESENTER: Hallema Jackson, Assistant Superintendent of Human Resources

EXECUTIVE SUMMARY

The main functions of the Cedar Hill ISD (CHISD) Human Resources Department are recruiting and sourcing, new hire onboarding, compensation, and employee relations. The department's mission is to aid in unlocking every Longhorn's potential by empowering, connecting, and retaining our District's greatest asset, our staff. The motto of the department is "People are the heart of everything we do." To this end, we strive to provide world-class customer service to all staff. Finally, we work collaboratively with other departments to provide needed support to ensure that Cedar Hill ISD is a great place to work.

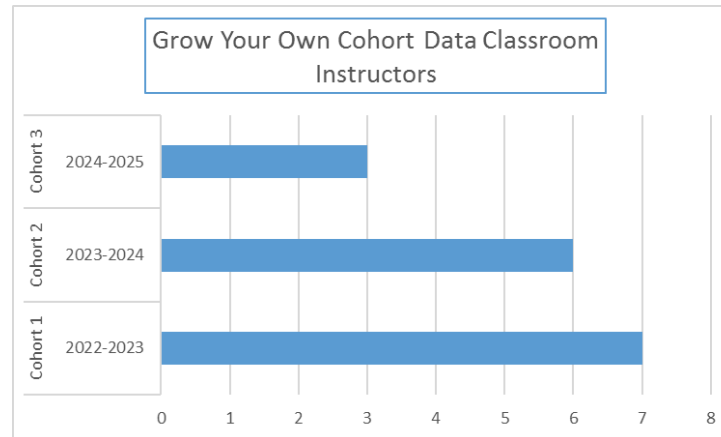
The objectives of the CHISD Human Resources Department are:

1. Provide hiring managers with training tools to vet and hire high quality staff
2. Provide efficient and effective processes for recommendations for hiring, transfers, and position revisions
3. Collect data on employee attrition in order to inform needed adjustments for employee retention
4. Collect staff survey data in order to determine employee engagement and sentiments
5. Gather data on effectiveness of human resources processes
6. Support all district, campus, and department retention efforts

7. Conduct thorough and timely investigations
8. Facilitate employee mediations and resolutions
9. Seek alternative means for recruitment
10. Ensure the accuracy of employee records data
11. Create, monitor, and implement Grow Your Own District initiative providing non-certified staff a pathway to obtain bachelor's degree and teacher certification
12. Conduct and participate in recruitment fairs
13. Provide timeline for conducting T-TESS and T-PESS evaluations and monitor completion
14. Provide evaluation instruments for non-teaching staff
15. Collaborate with other departments in the support and mentorship of new teaching staff
16. Collaborate with other departments to determine the wellness of all staff
17. Provide hiring managers with quality candidates for vacancies
18. Support department managers with employee coaching methods and documentation procedures
19. Ensure timely processing and onboarding of new hires
20. Recruit, hire, and onboard guest teachers (substitutes)

During the 2023-2024 school year, the Human Resources Department continued to focus its efforts on filling vacancies and decreasing attrition. Much of our work has focused on the Leadership Definition, with particular focus on **Empowering Others: Building Capacity**. Through our partnership with Teachworthy and Indiana Wesleyan University, Cedar Hill ISD will embark on its third year of the program. In addition to partnering with the aforementioned entities, Cedar Hill ISD also seeks to improve our Grow Your Own program through collaboration with other school districts such as Forney ISD and Royse City ISD. It is our goal to have 15 Grow Your Own candidates in place as Classroom Instructors in each academic year.

Grow Your Own Statistics



In an effort to ensure that the best candidates are selected for the program, one-way interviews, sample lesson plan tasks, and observations were added to the selection process for Cohort 3. Please click [HERE](#) for more information about the Cedar Hill ISD Grow Your Own program.



Internal Promotion

In keeping with the goal of Empowering Others, the former Administrative Assistant to the Assistant Superintendent of Human Resources was recently promoted to the Non-Professional Staffing Specialist position. She has been with Cedar Hill ISD since February of 2021. Mrs. Enriquez has over 20 years of experience in the school system. She has a passion for learning and will be an asset in her new position.

Reduction of Vacancies

The Executive Director of Human Resources focused her efforts on sourcing candidates to help principals and department managers fill vacancies due to the difficulty of finding qualified applicants. Our department focuses on the fill rates of all employee groups. We review hiring data on a weekly basis to help us determine adjustments that need to be made. Auxiliary staff have the lowest retention rate. We hosted an Auxiliary Job fair on February 22, 2024, in order to ensure that vacancies are filled. So far, we have several key positions that have been vacant for most of this year. The Human Resources Department has made great strides in supporting all departments to fill vacancies at the beginning of the school year, and keeping them filled.

Totals By Group			
Group	Total # FTEs	Current % Staffed	Overall Retention
Administrator	60	98.3%	98.3%
Paraprofessional	151	94.0%	83.4%
Professional	123	94.3%	85.4%
Teacher	427	96.7%	93.7%
AUX	231	87.4%	93.1%
Total District	992	94.0%	91.2%



DEPARTMENT STAFFING

Hallema Jackson, Assistant Superintendent of Human Resources

Direct and coordinate all recruitment, screening, selection, assignment, retention, grievance administration, employee records management, compensation, separation activities, and implementation of personnel policies and regulations of the district. Actualize the goals of the Board of Trustees and the Superintendent of Schools through districtwide planning, program initiatives, continuous improvement, and effective support and delivery of services to schools through day-to-day coordination and supervision of the department.

Judith Aguilar	Executive Director of Human Resources
Margo Enriquez	Non-Professional Staffing Specialist
Jessica Gutowski	Administrative Assistant to Asst. Superintendent of Human Resources
Jamie Macalik	Professional Staffing Specialist
Kate “Katie” Williams	HR Specialist/Substitutes

DEPARTMENT FUNCTIONS

Recruitment and Sourcing Employee Relations New Hire Processing and Onboarding Employee Records Management Compensation Workers Compensation Hearings	Ethics Training Policy Review Substitute Recruitment Employee Wellness Employee Evaluation Management Total Rewards
--	--

2023-2024 BUDGET - \$49,805.02

Purchase	Description	Cost
Professional Development (Conferences)	TASBO, TASA, TASB, TASPA, and Region 10 training	\$8,645
Software Licenses	240 Tutoring, T-TESS, Survey Monkey, and Stedi Substitute Training	\$5,736
Membership	TASB HR Services, TASBO, TASA, SHERM, AASPA	\$4,365
Recruitment	Various job fair registration, recruitment materials, ads, and supplies	\$2,561
General Supplies	Office supplies, awards & pins for retirement and service, etc.	\$2,327
Technology	Laptop and desktop	\$1,879

DEPARTMENT GOALS

1. 85% teacher retention year over year
2. 100% of teachers staffed by the first day of school
3. 98% of all staff vacancies filled by the first day of school
4. 85% daily substitute fill rate
5. 80% staff satisfaction with Cedar Hill ISD based on yearly staff survey

EFFECTIVENESS INDICATORS

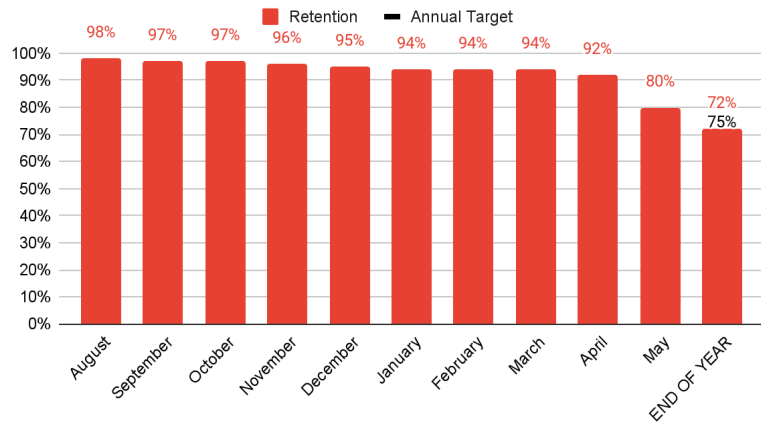
DEPARTMENT DASHBOARDS

*Monthly teacher fill rate

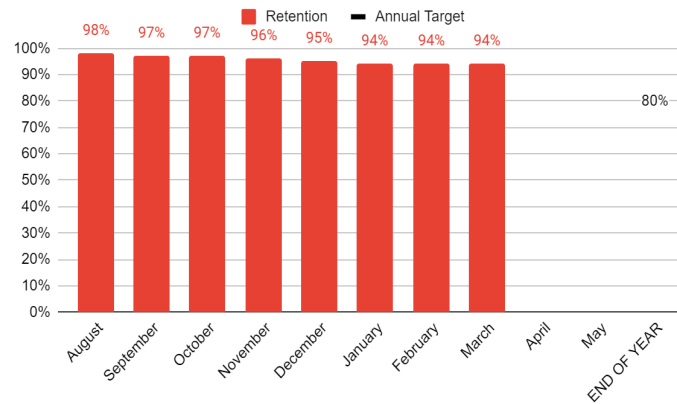
2022-2023

2023-2024

% of Teacher Retention by Month

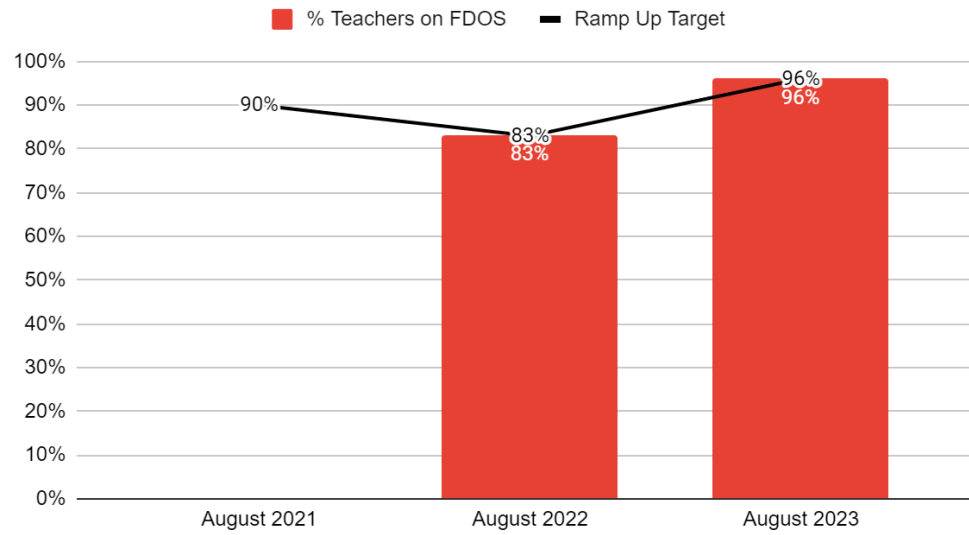


% of Teacher Retention by Month



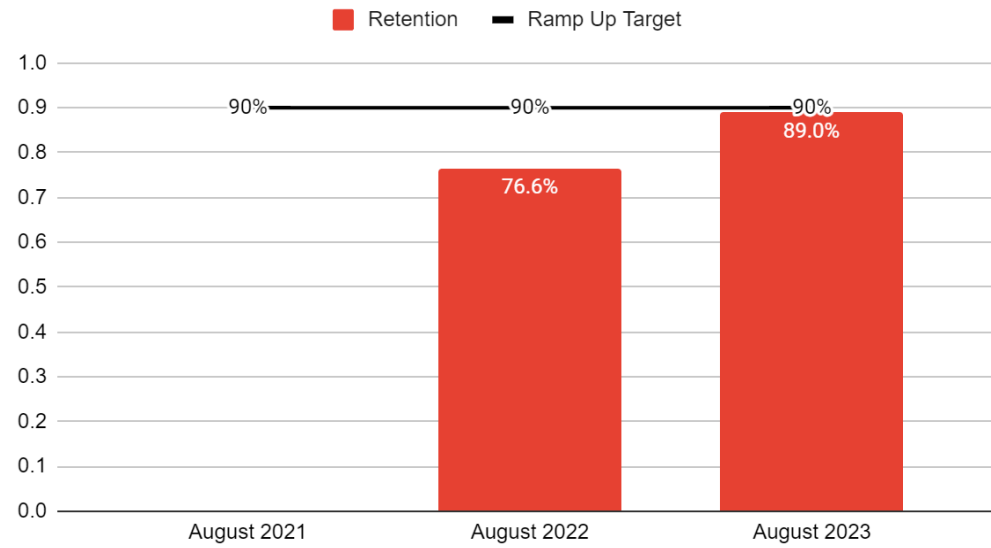
*Percent of teachers staffed by first day of school (FDOS)

% Teacher Staffed by FDOS



*Percent of all staff vacancies filled by first day of school (FDOS)

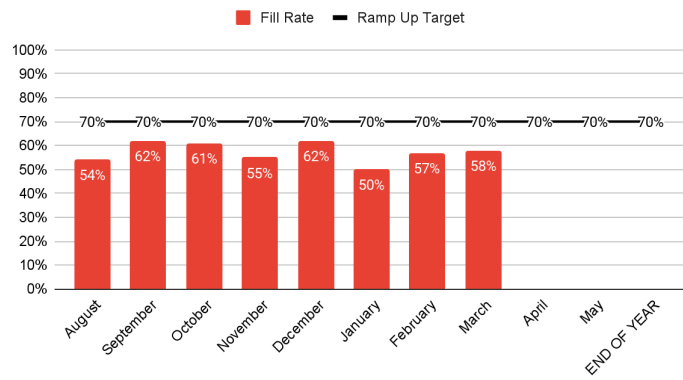
% of All Staffed by FDOS



*Percent of Substitute jobs filled by month

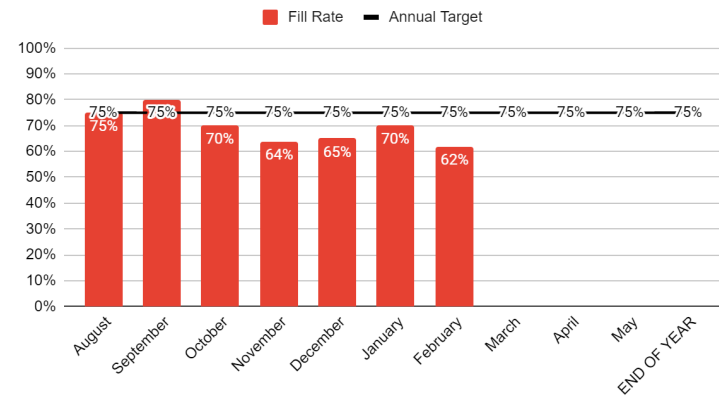
2022-2023

Substitute Fill Rate by Month



2023-2024

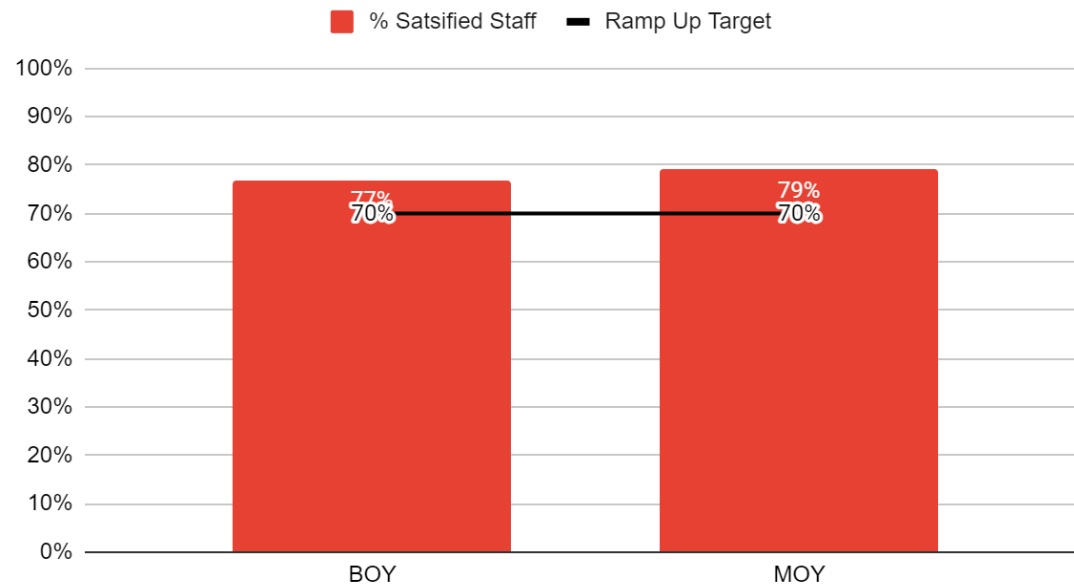
Substitute Fill Rate by Month



*Percent of staff completely satisfied with CHISD.

Baseline data will be collected in Fall 2023

% Satisfied Staff



LONESTAR GOVERNANCE - SUPERINTENDENT CONSTRAINTS

Not Applicable

DEPARTMENT CHALLENGES

Budgetary Constraints

On average, Cedar Hill ISD teacher salaries are 4% lower than those of other school districts in the Dallas Metroplex. However, the suggestions for teacher salaries in the Spring 2023 TASB salary study, if approved by the Board, will help to improve this area of concern.

Human Resources Management System

The Human Resources Department needs a more comprehensive Human Resources Management System (HRMS) system to manage postings, onboarding, and records management.

Human Resources FTEs

The Cedar Hill ISD Human Resources Department has six Human Resources FTEs. Districts of similar size have an average of 9 Human Resources FTEs.

VISION FOR THE FUTURE

Future Goal: To transform human resources functions into a strategic talent management organization that continues to support educators and staff to achieve district goals.

Leadership Development: The Human Resources Department will partner with Teaching and Learning and local universities in order to create a comprehensive leadership development program for aspiring

teachers and administrators. We will also establish residency programs to give teachers and administrators quality job-embedded experiences.

University Partnerships: The Human Resources Department will partner with local universities to expand teacher residency programs in an effort to continue the pipeline of highly qualified staff to serve our scholars.

Total Rewards: The Human Resources Department will find and implement innovative and cost-effective ways to offer valuable perks to staff in an effort to improve retention.

Staff Wellness: The Human Resources Department will continue to monitor staff mental, physical, and emotional needs in partnership with the Human Capital and Wellness committee in order to improve the overall health of the district and increase retention.

11. ADJOURN