

Called Meeting
Monday, April 1, 2024 6:30 PM

Third Floor Training 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.

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 COMMENTS
The Board encourages comments about the District from members of the public. Anyone who has signed up to speak in advance of the meeting in accordance with procedures may do so at this time. Each participant should address the Board from the podium microphone, stating their name and address before speaking. The Board asks that each participant's comments pertain to District business and be no longer than three (3) minutes. Copies of presentations should be made available to all Trustees and the Superintendent.
4. PRESENTATIONS

4.A. Compensation Manual
Presenter: Ms. Hallema Jackson

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: **April 1, 2024**

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

Subject: **2024-2025 Compensation Manual Timeline Presentation**

Information

BACKGROUND INFORMATION:

Board Policy DEA (LOCAL) defines that the Superintendent shall provide and recommend to the Board compensation plans for all District employees. The Administration presents a timeline of the 2024-2025 compensation manual.

RECOMMENDATION:

NA

BOARD ACTION REQUIRED:

NA

POLICY AUTHORIZATION:

DEA (LOCAL)

CONTACT PERSON(S):

Ms. Hallema Jackson, Assistant Superintendent of Human Resources

FUNDING SOURCE:

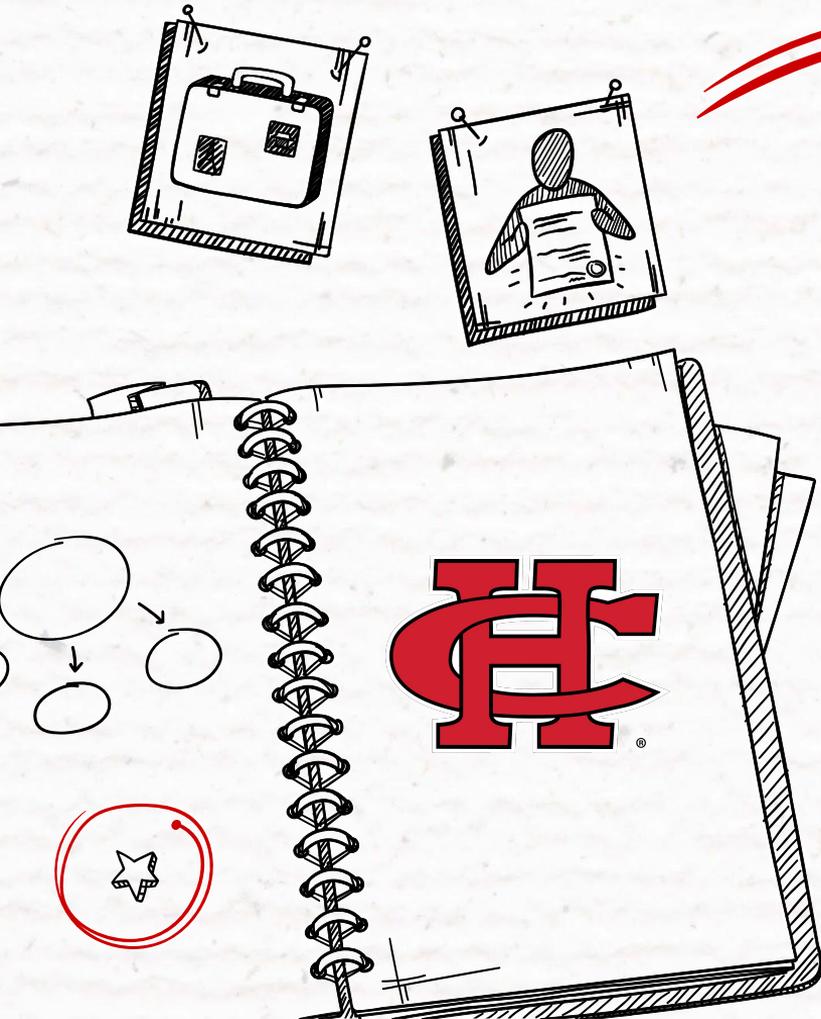
The 2024-2025 budget contains provisions for the payment of wages, salary, stipends, benefits and incentives as provided in the district budget per the CHISD compensation plan..

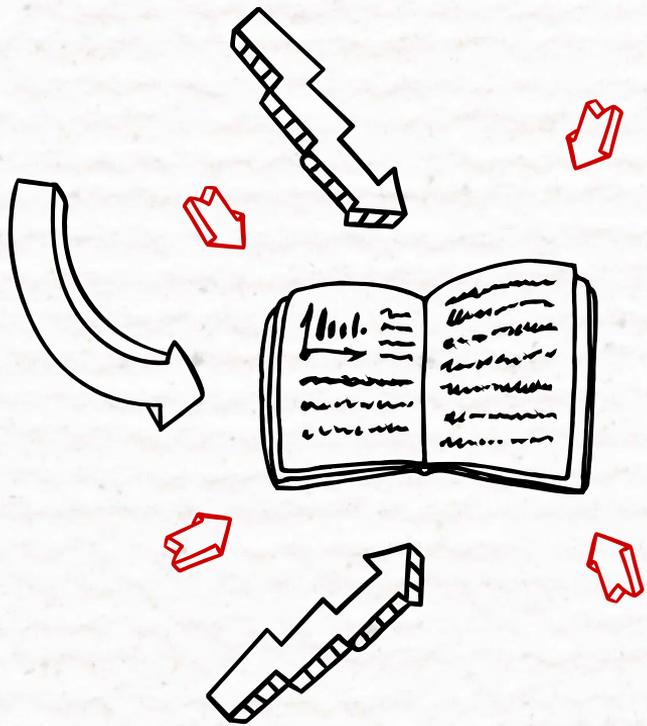
ENCLOSURES:

Under separate cover.

2024-2025 Compensation Manual Timeline Presentation

April 1, 2024





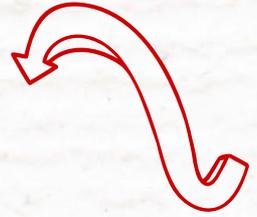
Process





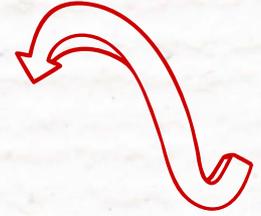
TASB Salary Review

- **TASB salary review was conducted in Spring of 2023 to review existing compensation structures**
- **Suggestions for salary ranges were made to ensure that Cedar Hill ISD salaries are competitive with surrounding districts**





Revamped Compensation Manual



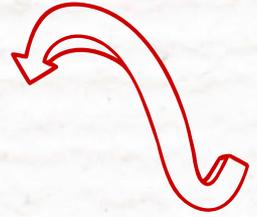
- **Assistant Superintendent of Human Resources revised current compensation manual in January of 2024**
- **Review of all pay groups and pay ranges was conducted using current market data**





Timeline for Review

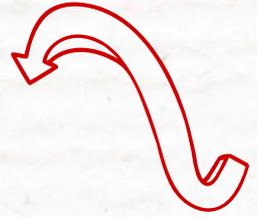
- **Cedar Hill ISD Chiefs will review the proposed compensation manual and budgetary impact on March 13, 20, and 29**





Presentation to Board Finance Committee & Review

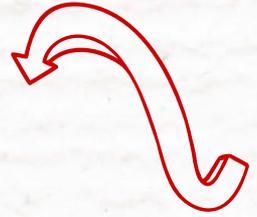
- **The proposed compensation manual will be presented to the Board Finance Committee in April of 2024**
- **The proposed compensation manual will be presented to the Board for feedback at the Board Workshop meeting on May 5, 2024**

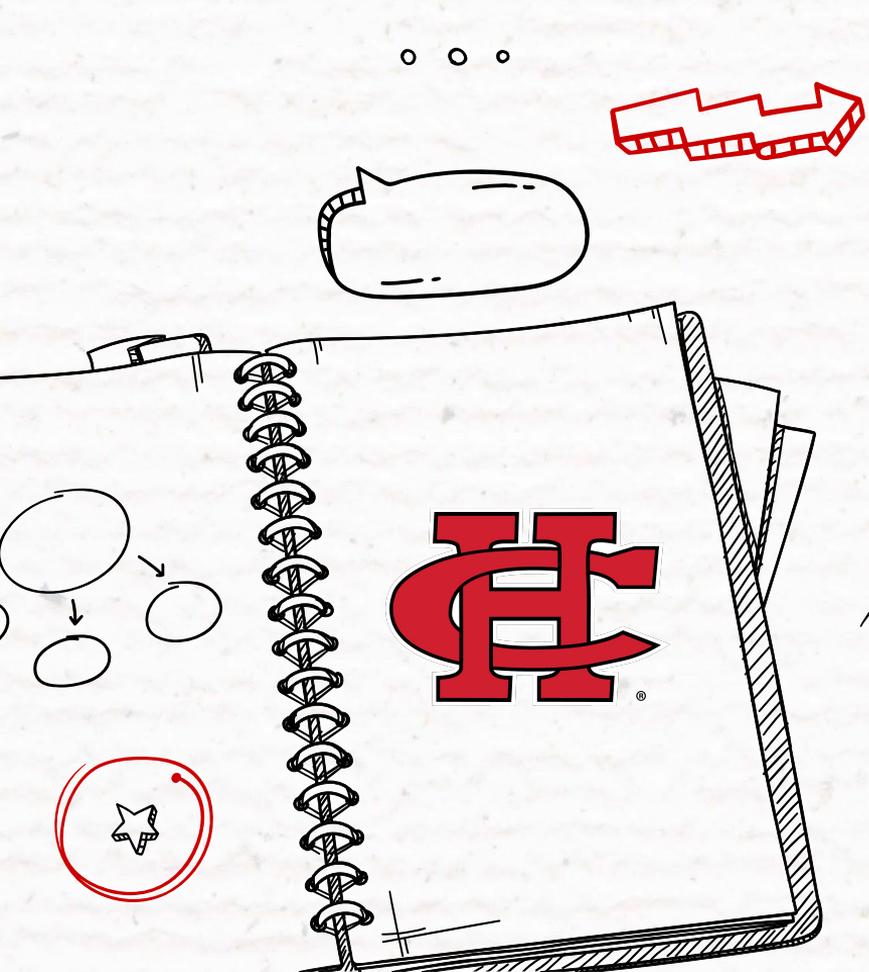




Board Approval

- **The proposed compensation manual will be presented to the Board for approval on June 17, 2024**





Questions?



human.resources@chisd.net

4.B. Bond Update- Technology
Presenter: Mr. Chris Malone

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

Meeting Date: April 1, 2024

Presented by: Chris Malone, Executive Director of Information Technology

Subject: Technology Bond Update

Information

BACKGROUND INFORMATION:

This presentation is the prepared to update on Proposition B of the upcoming Bond.

RECOMMENDATION:

Information Only

BOARD ACTION REQUIRED:

None

POLICY AUTHORIZATION:

None

CONTACT PERSON: Chris Malone, Executive Director of Information Technology

FUNDING SOURCE:

n/a

ENCLOSURES:

student identifies the
Performance Category
he/she achieved

- The goal: stay to the

CEDAR HILL ISD 2024

BOND



Every School. Every Longhorn.

**\$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**

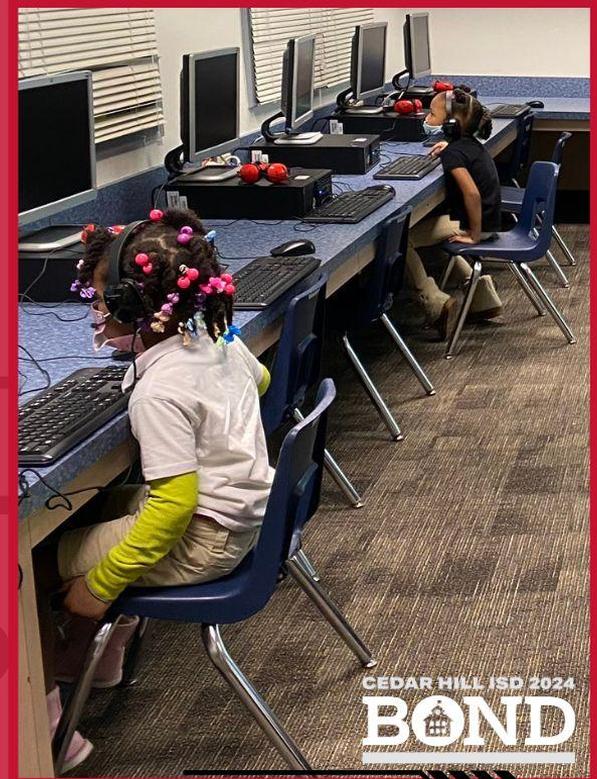


Funds will replace aging laptop computers and tablets used by children and teachers that have reached the end of their lifecycle.

PROPOSITION B

By law, the purchase of devices must be approved in a separate special purpose proposition.

Devices purchased through an approved bond election will be paid with short-term bonds that are paid off between 3-5 years.



Proposition B=Engaging Instruction

- Proposition B includes new devices for students, teachers, and the classrooms that will help build engaging instruction for all.
- We want our scholars in Cedar Hill ISD to experience the all new 21st Century classroom.
- We want our scholars and teachers to be untethered from the wall and conventional “sit and get” instruction.

CEDAR HILL ISD 2024

BOND

Proposition B=Happy Classrooms

- Proposition B will ensure that our classrooms become standard across the district.
 - All classrooms will have the same technology.
 - Teachers and Scholars will be able to enter any classroom in the district and feel comfortable with all of the same devices.
 - Teachers will not have to learn a new piece of equipment when they move from one room to the next.
- Happy classrooms make engaging instruction.

CEDAR HILL ISD 2024

BOND

Proposition B=Possible Retention

- Retention of our Staff and Students is very important.
- From my experience, new equipment can have a huge impact on retention.
- Teachers will receive new laptops
 - Current classrooms have old desktops tethered to the wall keeping teachers in the corner of the room.
- Scholars will receive new ChromeBooks.
 - Current student devices are from pre-Covid times. Some are even older.
- Classrooms will receive new interactive panels.
 - Current classrooms have old, end of life projectors, screens, and smart boards that barely work.
- All classrooms will receive small, digital document cameras.
 - Some classrooms have old, large document cameras that do not display properly and most classrooms do not have one at all.

CEDAR HILL ISD 2024

BOND

Proposition B=21st Century Classrooms



New Devices for all Scholars



New Laptops for all Teachers



New Document Cameras for all Classrooms

New Interactive Panels for all Classrooms



Proposition B-Engaging, Retaining, and Inspiring

CEDAR HILL ISD 2024
BOND

Questions

4.C. Transpar Contract Renewal

Presenter: Mr. Tellaunce Graham

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: April 1, 2024

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Transpar Contract Renewal

Information

SUPERINTENDENT CONSTRAINT:

- Shall not make operational decisions that prevent access of all students to learning

BACKGROUND INFORMATION:

Transpar Inc. has served as the advisory and management contracted service provider for Cedar Hill ISD since May 2021. Throughout this partnership, they have successfully implemented a range of innovative technology programs, enhanced safety measures, and elevated the level of customer service provided to the district. As a result, Cedar Hill has experienced a notable reduction in complaints and has continued to retain high-quality staff members.

RECOMMENDATION:

CHISD recommends that the Board of Trustees consider the recommendation to renew the modified contract for one year.

BOARD ACTION REQUIRED:

Motion to accept the terms of the contract

POLICY AUTHORIZATION:

CNB(LEGAL)

CONTACT PERSON:

Tellauance L. Graham, Assistant Superintendent of Student Services and Administration

FUNDING SOURCE:

General Operating Budget

ENCLOSURES:

Transpar Contract



TRANSPAR

CEDAR HILL INDEPENDENT SCHOOL DISTRICT

SY24/25 TransPar Contract Renewal

April 1, 2024

Agenda

- SY 21-23 partnership
- Data Driven Processes
- Operations and Performance Indicators
- Challenges & Mitigations
- Uniqueness of Partnership with TransPar

SY'S 21-23 Partnership

The CHISD/TransPar partnership has set a new standard for success in the District's student transportation operations. During the first two years:

- An unwavering focus was placed on elevating customer service through the integration of data-driven decision-making tools and processes transforming the level of service received by CHISD students, parents, and campuses daily
- TransPar's corporate support, tools, technology and resources complement the work of CHISD/TransPar's team to operate from a position that empowers staff to lead from a proactive mindset
- The District has begun the process of discussing a path forward with TransPar due to the continued value of our partnership

While we celebrate the initial success of the District's new transportation department, we look forward to building on this partnership as the District continues to serve the community at the highest levels

Data-Driven Processes

Key Performance Indicators & Efficiency

- Executed daily on-time performance reports and data collection processes to monitor and measure the efficiency of the transportation system
- Conduct annual RouteYield™ assessments

Reporting & Tracking

- Implemented a Driver and Monitor Absentee Analysis and a Driver Tracking Log
- Streamlined data collection and tracking processes for Texas Education Agency (TEA) to maximize state funding to the District

Technology Implementation

- *Bytecurve* for on time performance, dispatching efficiency, staff clock in and out, and payroll details
- *Routefinder Plus* for CHISD's bus routing, student assigning, and trip details
- *Viewfinder* for real time student information including bus assignments, addresses, etc. available to staff and parents/guardians
- *Learning Management System* for CHISD's Safety and Training program
- *Incident Management System™ (IMS)* to record, track, and resolve incidents, complaints, and accident information

Data-Driven Processes

Technology Implementation (cont'd.)

- *SafeStop* for campus administrators and parents to remain informed of bus statuses
- *App-Garden*, for the assigning of field trips and allowing various departments within CHISD to execute cost and billing effectively, and track of driver credentialing
- *Zonar* for the ability to track bus activity via GPS, complete electronic pre/post-trip inspections, and access various reporting metrics
- *Zonar Z-Pass* implementation underway to track registered student ridership daily

Operations and Performance Indicators

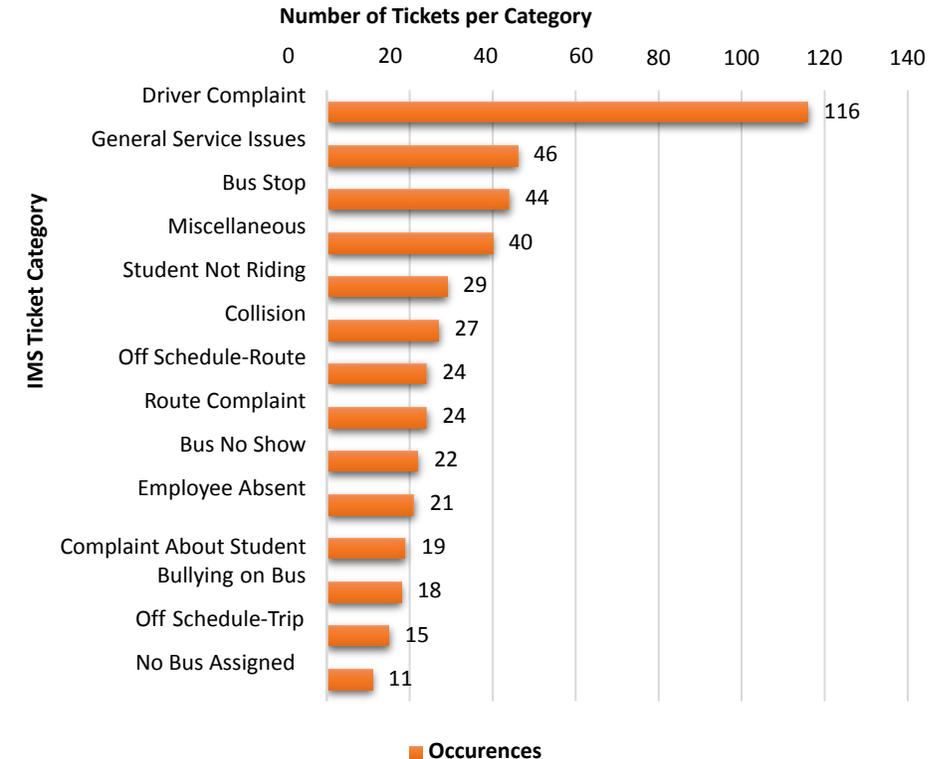
Information Management System™ (IMS)

- 550+ incidents and complaints have been tracked and closed-out in IMS to-date
- IMS enables department leadership to address issues and identify trends to improve the overall quality of service delivery to students, parents, and the community

Learning Management System (LMS)

- Over 980 individual or group courses have been completed to-date using the LMS
- Continued, enhanced focus placed on the following items:
 - MAP-21 compliance course which requires a minimum of 93 topics and Behind-the-Wheel training before obtaining a CDL
 - Intermittent training and review courses
 - Creating custom training courses to further the professional development and training for all staff

IMS Tickets by Category



Challenges & Mitigations

Challenges

- Addressing driver complaints
- Recruiting and retention of drivers and monitors
- Parental concerns for student safety in terms of drop off times and bell times
- Potential new (or leased) CHISD transportation facility which will require strategic planning and expertise
 - Summer School and Extra-curricular/Athletics transportation logistics

Mitigations

- Root cause analysis and follow-up with administration and by transportation parents leadership department
- Aggressive recruitment; potential increase in employee pay
- Involving the community for feedback
- TransPar's experience and expertise with entire relocation and developmental processes for facility transitions
 - Continual guidance from the CHISD Administration and Board

Uniqueness of Partnership with TransPar

Leadership & Dependability

- 28 years of service as a trusted partner in student transportation
- Global perspective of the different methods used to successfully navigate complex operational processes
- Extensive external resources from TransPar's corporate leadership to support CHISD

Continuity & Expertise

- Stable and familiar managerial and operational knowhow with District policies and procedures to facilitate in-house transition process
- TransPar's TEAMS™ (Transportation Efficiency and Accountability Management System)
- Delivers local management and operations staff for system and driver management, dispatch, routing, activity trip coordination, and customer service
- Provides a recruiting and retention vision with the support of CHISD Human Resources

ROI

- ***Students arrive to school safely, on-time, and ready to learn***
- Daily proactive collection of analytical data to facilitate continuous operational improvements
- Consistent focus on cost-control, efficient allocation of resources, and maximizing state funding

Proposal for next year

CHISD is preparing to move its transportation services location from a leased lot and facility to the CHISD football stadium while the development of a new district owned facility is pursued. TransPar agrees to continue providing its management services in accordance with our contract with CHISD for the 2024-25 school year (July 1, 2024, to June 30, 2025) with no changes to our scope of services.

Questions or Concerns?



5. ADJOURN