

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the Hays Consolidated Independent School District will be held on April 25, 2022 beginning at 5:30 PM at the Kunkel Room at the Historic Buda Upper Campus, 300 San Marcos St., Buda, TX 78610.

If during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will adjourn to a closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section 551, Subchapters D and E or Texas Government Code Section 418.183(f). Before any closed session is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions or decisions will be taken in open meeting. Policy BEC Legal attached.

The subjects to be discussed, considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- A. CALL TO ORDER: Establish a quorum
- B. CLOSED SESSION
 - 1. Consultation with legal counsel regarding teacher contract termination and related subject matters as permitted by law, pursuant to Tx. Gov't Code Section 551.071 and 551.074
- C. RECONVENE IN OPEN SESSION - immediately following Closed Session
- D. PLEDGE OF ALLEGIANCE TO UNITED STATES AND TEXAS FLAGS

United States Flag Pledge:

I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

Texas Flag Pledge:

Honor the Texas flag, I pledge allegiance to thee, Texas, one state under God, one and indivisible.

- E. MISSION STATEMENT
The mission of Hays CISD is to nurture students to become extraordinary citizens through unique, personal educational experiences through an innovative community of learners while celebrating our diversity and legacy.
- F. SOCIAL CONTRACT
The Board will:
 - 1. Serve as District Ambassadors
 - 2. Be Professional
 - 3. Collaborate as a Team and Respect the Body Corporate
 - 4. Promote Discussion and Respect Each Other
 - 5. Assume Positive and Noble Intentions

G. SUPERINTENDENT REPORT 6

H. PUBLIC FORUM 7

It is the policy of the Board that, if members of the public wish to address the Board in Public Forum, they must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Information Officer at the entrance prior to reconvening in open session. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

Please be aware that the audio of Public Forum is recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum is consenting to the online publication of their comments.

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<i>Official Board of Trustees information may be obtained at www.hayscisd.net</i>	
S. <u>ADJOURN</u>	

This notice was posted in compliance with the Texas Open Meetings act on: April 22, 2022 @ 2:00pm

EXCEPTIONS FOR CLOSED MEETINGS	The Board may conduct a closed meeting for the purpose described in the following provisions.
ATTORNEY CONSULTATION	1. The Board may conduct a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. <i>Gov't Code 551.071</i> [See BE for permissible methods of communication for attorney consultations.
REAL PROPERTY	2. The Board may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person. <i>Gov't Code 551.072</i>
PROSPECTIVE GIFT	3. The Board may conduct a closed meeting to deliberate a negotiated contract for a prospective gift or donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person. <i>Gov't Code 551.073</i>
PERSONNEL MATTERS	4. The Board is not required to conduct an open meeting to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing. <i>Gov't Code 551.074</i> The closed meeting exception for personnel matters does not apply when the Board discusses an independent contractor who is not a school employee, such as an engineering, architectural, or consultant firm, or when the Board discusses a class or group of employees, not a particular employee. <i>Atty. Gen. Op. MW-129 (1980), Atty. Gen. Op. H-496 (1975)</i>
EMPLOYEE- EMPLOYEE COMPLAINTS	The Board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. <i>Gov't Code 551.082</i>
STUDENT DISCIPLINE	5. The Board is not required to conduct an open meeting to deliberate in a case involving discipline of a public school child. However, the Board may not conduct a closed meeting for this purpose if the child's parent or guardian makes a written request for an open hearing. <i>Gov't Code 551.082</i>
PERSONALLY IDENTIFIABLE STUDENT INFORMATION	6. The Board is not required to conduct an open meeting to deliberate a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. Directory information about a public school student is considered to be personally identifiable information about the student for this purpose only if a parent or guardian of the student, or the student if the student has attained 18 years of age, has informed the District that the directory information should not be released without prior consent. [See FL] This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age. <i>Gov't Code 551.0821</i>
MEDICAL OR PSYCHIATRIC RECORDS	7. A board that administers a public insurance, health, or retirement plan is not required to conduct an open meeting to deliberate: <ul style="list-style-type: none">a. The medical records or psychiatric records of an individual applicant for a benefit from the plan; orb. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan. <i>Gov't Code 551.0785</i>
SECURITY	8. The Board is not required to conduct an open meeting to deliberate: <ul style="list-style-type: none">a. The deployment, or specific occasions for implementation, of security personnel or devices; orb. A security audit. <i>Gov't Code 551.076</i>

ASSESSMENT INSTRUMENTS	9. The Board shall conduct a closed meeting to discuss or adopt individual assessment instruments or assessment instrument items. <i>Education Code 39.030(a)</i>
EMERGENCY MANAGEMENT	10. The Board is not required to conduct an open meeting to deliberate information confidential under Government Code 418.175–418.182, relating to Homeland Security. However, the Board must make a tape recording of the proceedings of a closed meeting held to deliberate the information. <i>Gov’t Code 418.183(f)</i>
ECONOMIC DEVELOPMENT NEGOTIATIONS	11. The Board is not required to conduct an open meeting: <ul style="list-style-type: none"> a. To discuss or deliberate regarding commercial or financial information that the Board has received from a business prospect that the Board seeks to have locate, stay, or expand in or near the District and with which the Board is conducting economic development negotiations; or b. To deliberate the offer of a financial or other incentive to such a business prospect. <i>Gov’t Code 551.087</i>
PROCEDURES FOR CLOSED MEETINGS	If a closed meeting is allowed, the Board shall not conduct the closed meeting unless a quorum of the Board first convenes in an open meeting for which proper notice has been given [see BE] and the presiding officer has publicly announced that a closed meeting will be held and has identified the section or sections of the Open Meetings Act or other applicable law under which the closed meeting is held. <i>Gov’t Code 551.101</i>
VOTE OR FINAL ACTION	A final action, decision, or vote on a matter deliberated in a closed meeting shall be made only in an open meeting for which proper notice has been given. <i>Gov’t Code 551.102</i> [See BE]
CERTIFIED AGENDA OR TAPE RECORDING	The Board shall either keep a certified agenda or make a recording of the proceedings of each closed meeting, except for private consultation with the District’s attorney. The certified agenda must include a statement of the subject matter of each deliberation, a record of any further action taken, and an announcement by the presiding officer at the beginning and end of the closed meeting indicating the date and time. A presiding officer shall certify that a certified agenda is a true and correct record of the proceedings. If a recording is made, it must include announcements by the presiding officer at the beginning and end of the meeting indicating the date and time. <i>Gov’t Code 551.103</i> “Recording” means a tangible medium on which audio or a combination of audio and video is recorded, including a disc, tape, wire, film, electronic storage drive, or other medium now existing or later developed. <i>Gov’t Code 551.001(7)</i> Closed meetings may not be recorded by an individual trustee against the wishes of a majority of the Board. <i>Zamora v. Edgewood ISD, 592 S.W.2d 649 (Tex. App.—San Antonio, 1979, writ ref’d n.r.e.)</i>
PRESERVATION	The Board shall preserve the certified agenda or recording of a closed meeting for at least two years after the date of the meeting. If a legal action involving the meeting is brought within that period, the Board shall preserve the certified agenda or recording while the action is pending. <i>Gov’t Code 551.104(a)</i>
PUBLIC ACCESS	A certified agenda or recording of a closed meeting is available for public inspection and copying only under a court order issued as a result of litigation involving an alleged violation of the Open Meetings Act. <i>Gov’t Code 551.104(b), (c)</i>
PROHIBITIONS	No Board member shall participate in a closed meeting knowing that neither a certified agenda nor a recording of the closed meeting is being made. <i>Gov’t Code 551.145</i> No individual, corporation, or partnership shall without lawful authority disclose to a member of the public the certified agenda or recording of a meeting that was lawfully closed to the public. <i>Gov’t Code 551.146</i> No Board member shall knowingly call or aid in calling or organizing a closed meeting that is not permitted under the Open Meetings Act, close or aid in closing a regular meeting to the public except as permitted under the Open Meetings Act, or participate in a closed meeting that is not permitted under the Open Meetings Act. <i>Gov’t Code 551.144(a)</i>
AFFIRMATIVE DEFENSE	It is an affirmative defense to prosecution under Government Code 551.144(a) that a Board member acted in reasonable reliance on a court order or a written interpretation of the open meetings law contained in an opinion of a court of record, the attorney general, or the Board’s attorney. <i>Gov’t Code 551.144(c)</i>

DATE ISSUED: 10/25/2013
UPDATE 98
BEC (LEGAL)-P

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 18, 2022

Subject: Superintendent's Report

Administrator Responsible/Position: Dr. Eric Wright, Superintendent of Schools

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

Share with Board and Community information regarding current events in the district.

D. Administrative Recommendation: N/A

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 18, 2022

Subject: Public Forum

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy BED

Law or Rule

N/A

The Board encourages comments from citizens of the District and from District employees.

Policy BED local states that audience participation at a Board Meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board Meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. An open forum will be conducted at each meeting. The Board shall allot approximately 30 minutes for comments from members of the public about school district concerns.

Any member of the public who wishes to address the Board in Public Forum must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Information Officer at the entrance prior to reconvening in open session. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

Board Policy DEC (LOCAL) sets the maximum time for any individual presentation as 5 minutes, unless decreased by the Board President prior to the start of public comment. In order to ensure efficiency in all meetings, our standard practice is to afford 3 minutes for speakers covering current agenda items and 2 minutes for speakers covering non-agenda items. Speakers with comments on posted agenda items will be called to speak first. Speakers with comments on items not posted for tonight's agenda will then be called to speak, if time permits.

Please be aware that the audio of Public Forum is recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum is consenting to the online publication of their comments.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Campus Recognition –Hemphill Elementary School

Administrator Responsible/Position: Dr. Monica Salas-Truhill, Principal and Sami Kinsey, Deputy Academic Officer

- A. Purpose of Agenda Item:
 Action needed Information only Receive input
- B. Authority for This Action:
 Local Policy Law or Rule N/A
- C. Goal or Need Addressed: The purpose of this agenda item is to recognize one of our campuses.
- D. Summary:
 Previous board action relating to this item –
 Future action anticipated –
 Background information –Beginning January 2022, our district would like to recognize a campus each month for their academic achievement, student programs and their parental/community involvement.
- E. Administrative Recommendation:
The administration is not making a recommendation on this item as it is only informational.
- F. Monitoring and Reporting Time Line:
Person responsible for evaluating this decision or action —Sami Kinsey, Deputy Academic Officer



Vision & Mission

- **Vision:** Our vision is to empower students to become academically successful and resilient leaders.
- **Mission Statement:** The mission of Hemphill Elementary School is to foster a learner-centered environment that contributes and cultivates independent, life long global citizens.
 - [HES Staff 10 Commitments](#)

We are the HAWKS!

- Enrollment: 459
- Economically Disadvantaged= 76.25%
- At-Risk= 62.75%
- Special Education= 19.83%
- GT= 2.18%
- LEP= 25.27%
- We are growing- 5 new neighborhoods
- Largest Prekindergarten Program
- \$10,000 Project Lead the Way Grant

HEMPHILL ELEMENTARY



BUILDING TOMORROW'S FUTURE

100% Hays

- Austin Regional Spelling Bee
- Austin Regional Science Fair

Fall Semester- 3rd-5th

- Student Council
- Art Club
- Mystery Science Club
- Gaming Club

Spring Semester- Kinder-2nd

- Karate
- Boy/Girl Scout
- Lego
- Disc Golf

*3rd- 5th tutoring



Partnerships

- PTA
- Bikes for Books: Kawinnis
- E3 Alliance Literacy Rubric Cohort
- NAEP (4th-5th Grade Math)
- University of Texas: Text Talks- 4th-5th Grade Fall 2021
- University of Texas: Read Aloud Routine- PK Spring 2022





HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 18, 2022

Subject: Student Achievement Report – Summary report of HB 4545 and Intervention Programs

Administrator Responsible/Position: Debbie Brown, Director of Academic Support Services,
Sami Kinsey, Deputy Academic Officer,
Derek McDaniel, Director of C&I
Marivel Sedillo, DS/CAO

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed:

Our goal is to provide the Board with a summary of the 21-22 district's intervention program and personnel used to address our intervention needs while also meeting the HB 4545 requirements.

D. Summary:

Previous board action relating to this item -

Future action anticipated -

Background information – District administration monitors screener data at the beginning, middle and end of the year to measure growth/progress in reading and math. Learning targets are adjusted based on screener data and/or any other assessments given by the district or campus to meet the needs of their students.

Under HB 4545, accelerated instruction shall be for any student who did not pass STAAR grades 3–8 or EOC assessments.

- Accelerated instruction must be delivered in the 2021–22 school year (starting in fall 2021);
- Accelerated instruction entails either 1) assigning a classroom teacher who is a certified master, exemplary, or recognized teacher, or 2) delivering supplemental instruction (i.e., tutoring) before or after school, or embedded in the school day and meeting HB 4545 requirements; and
- Accelerated instruction delivered in summer 2021 will only satisfy the HB 4545 requirements if the criteria for accelerated instruction were met.

HB 4545 Accelerated Instruction Criteria:

- Delivers targeted TEKS-aligned instruction for the applicable grade level and subject area(s) • Is provided for no less than 30 hours total
- If a student does not pass STAAR grades 3–8 or EOC assessment, 30 hours of accelerated instruction must be provided for each subject area.
- Is designed to assist the student in achieving satisfactory performance in the applicable grade level and subject area(s)
- Utilizes effective instructional materials designed for supplemental instruction
- Is delivered in a 1-on-1 or small group environment, with no more than 3 students in a small group (or in a larger ratio with permission from all parents or guardians connected to students in the group)
- Is provided by an individual with training in aligned instructional materials and under the LEA's oversight
- To the extent possible, is provided by one person for the entirety of the student's supplemental instruction period

For school year 2022–23 and beyond:

- Accelerated instruction: The above guidance for accelerated instruction continues to apply in the subsequent summer and school year;
- Accelerated Learning Committees: Starting summer 2022, LEAs must establish ALCs and develop individual student plans during the summer and prior to the start of the school year, based on the latest STAAR results.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Consideration and Possible Approval of Consent Agenda

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy BE Law or Rule N/A

Policy Be local states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote

C. Goal or Need Addressed:

As listed on attached pages

D. Summary:

- Previous board action relating to this item - Ongoing
- Future action anticipated - Monthly
- Background information – The following items are presented for approval
 1. Board Meeting Minutes
 2. Budget Amendments
 3. Procurements
 4. Instructional Materials Allotment and TEKS Certification Form

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other _____

All agenda items have been reviewed by the Superintendent's Cabinet

F. Administrative Recommendation:

The Superintendent recommends the Board approve consent agenda items as presented.

G. Fiscal Impact and Cost: Amount: Per individual items attached

H. Suggested Motion:

I move that the Board approve the consent agenda as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 18, 2022

Subject: Consideration and possible approval of meeting minutes

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

Policy BE local states that Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary

C. Goal or Need Addressed: N/A

D. Summary:

Previous board action relating to this item - Ongoing

Future action anticipated - Monthly

Background information – Minutes from the March 8, 2022 and March 28, 2022 meetings are presented for approval

E. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other _____

All agenda items have been reviewed by the Superintendent's Cabinet.

F. Administrative Recommendation:

The Superintendent recommends the Board approve minutes from the March 8, 2022 and March 28, 2022 meetings, as presented.

G. Fiscal Impact and Cost: Amount: N/A

Budget

Bond

Grant/Special Funds

Other _____

H. Suggested Motion:

I move that the Board approve the minutes from the March 8, 2022 and March 28, 2022 meetings as presented.

Minutes of Special Meeting March 8, 2022

Hays CISD Board of Trustees

These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of this meeting is accessible at www.hayscisd.net for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Special Meeting of the Board of Trustees of Hays CISD was held Tuesday, March 8, 2022, beginning at 9:00 AM in the Kunkel Room at the Historic Buda Upper Campus, 300 San Marcos Street, Buda, Texas 78610.

CALL TO ORDER: Establish a quorum

Board President, Vanessa Petrea, called the meeting to order at 9:01 AM. Board Members, Dr. Esmeralda Perez-Gonzalez, Esperanza Orosco, Merideth Keller, Vanessa Petrea, Raul Vela, Will McManus and Courtney Runkle were present.

CLOSED SESSION

The Board adjourned to Closed Session at 9:01 AM to deliberate regarding proposed teacher contract termination and related issues, pursuant to Tex. Gov't Code Section 551.074 and consultation with legal counsel regarding proposed teacher contract termination and related subject matters as permitted by law, pursuant to Tex. Gov't Code Section 551.071.

RECONVENE IN OPEN SESSION

The Board reconvened in open session at 10:03 AM.

PUBLIC FORUM

One member of the public addressed the Board during the public forum portion of the meeting.

ACTION ITEMS

Consider and take possible action to propose termination of Andrew Palmore's term contract.

Mrs. Keller moved and Mrs. Orosco seconded the motion that the Board propose the termination of the term contract of Andrew H. Palmore for good cause as reviewed in closed session, and direct the Superintendent to provide notice of this action to the employee as required by law. The motion passed with a 7-0 vote.

Following the vote, Board President Petrea made the following statement on behalf of the Board, "This vote should send a strong message that our Board appreciates the seriousness of this matter. Our Board puts protecting the children of our District at the very top of our priority list."

ADJOURN

No further business was conducted and the meeting adjourned at 10:09 AM.

Minutes of Regular Meeting March 28, 2022

Hays CISD Board of Trustees

These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of this meeting is accessible at www.hayscisd.net for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Regular Meeting of the Board of Trustees of Hays CISD was held Monday, March 28, 2022, beginning at 5:00 PM in the Kunkel Room at the Historic Buda Upper Campus, 300 San Marcos Street, Buda, Texas 78610.

CALL TO ORDER: Establish a quorum

Board President, Vanessa Petrea, called the meeting to order at 5:00 PM. Board Members, Dr. Esmeralda Perez-Gonzalez, Esperanza Orosco, Merideth Keller, Vanessa Petrea, Raul Vela, Will McManus and Courtney Runkle were present.

CLOSED SESSION

The Board adjourned to Closed Session at 5:00 PM to deliberate regarding teacher contract termination and related issues, pursuant to Tx. Gov't Code Section 551.074, consultation with legal counsel regarding teacher contract termination and related subject matters as permitted by law, pursuant to Tx. Gov't Code Section 551.071 and for deliberation regarding Superintendent's recommendations for employment contracts for administrators, certified professionals and professionals for the 2022-2023 school year, including Cabinet, Deputy Academic Officers, Directors, Principals and Assistant Principals - Tex. Gov't Code Sec. 551.074.

RECONVENE IN OPEN SESSION

The Board reconvened in open session at 7:25 PM.

Before the start of the meeting, the Board held a moment of silence in tribute to Mr. Nolan Kunkel, longtime Buda Elementary School principal, who passed away on March 27, 2022.

PLEDGE OF ALLEGIANCE TO UNITED STATES AND TEXAS FLAGS

MISSION STATEMENT

SOCIAL CONTRACT

ACTION ITEM

Consideration and possible action, if any, resulting from closed session

Consideration and possible action regarding proposal to terminate a teacher term contract

Mrs. Keller moved and Mrs. Runkle seconded the motion that the Board terminate the term contract of Andrew H. Palmore for good cause as reviewed in closed session and direct the Superintendent to provide notice of this action to the employee as required by law.

Consideration and possible action to propose the suspension of Andrew Palmore without pay
Because the board terminated Mr. Palmore, this agenda item was no longer necessary. No discussion or action was had on this item.

SUPERINTENDENT REPORT

Dr. Eric Wright shared information regarding the fourth quarter demographic report. The information included the district housing overview and the ten year forecast by elementary campus.

PUBLIC FORUM

Three members of the public addressed the board during the public forum portion of the meeting. Items addressed included the 2022-2023 Budget and FTEs for the 2022-2023 school. Two of the comments addressed the high schools band and color guard budgets for next year.

CAMPUS RECOGNITION

Melody Crowther, principal of Negley Elementary presented information to the Board about the campus. She shared videos and answered questions from the Board members.

The Information Item – Highlights of the District’s Art Program within the Fine Arts was moved to this point in the meeting.

Highlights of the District's Art Program within our Fine Arts

Patty Moreno, Director of Fine Arts, presented the Board with a brief overview of the district’s art program. She introduced Soliel Danielle Johnson, a Hays High School senior, won the U.S. Congressional Art Competition. Her art is being displayed at the U.S. Capitol Building.

STUDENT ACHIEVEMENT REPORT

PBIS Update - Attendance Data - Discipline Report

Adrianna Price, Director of Student Services, presented information to the board regarding the district attendance, district discipline and the Emergent Tree pilot. Administrators answered questions from the Board members.

The Board Took a short Break at 9:34 and reconvened at 9:37.

CONSENT AGENDA

Minutes of Board of Trustees Meetings

Budget Amendments

Procurements

Custodial Supplies - Pro Serve

Contracts, MOUs, Agreements, Interlocal Participation Agreements

Consideration and possible adoption of the joint election agreement with Travis County

Consideration and possible approval of payment to the Hays County Emergency Services District No. 5 for participation in the Firefighter Field Internship for expenses related to the 2021-2022 Fire Academy/EMT Class

Amended Interlocal Participation Agreement (IPA) - TASB Risk Management Fund

Mrs. Keller moved and Mrs. Runkle seconded the motion that the Board approve the consent agenda as presented. The motion passed with a 7-0 vote.

ACTION ITEMS

Consideration and possible action, if any, resulting from closed session

Consideration and possible action on Superintendent’s recommendations for employment contracts for administrators, certified professionals and professionals for the 2022-2023 and 2023-2024 school years, including existing Cabinet members. Deputy Academic Officers, Director, Principals and Assistant Principals
No discussion or action was taken on this item. It was moved to the April 18, 2022 agenda.

Consideration and possible approval of Bard unit replacement in portable buildings

A brief discussion was had in connection with the purchase of the Bard units. The Board asked for more information and the item was moved to the April agenda.

Consideration and possible approval of the procurement of plumbing services from SI Mechanical for Shelton Stadium

Occasionally, at times of high-use, the restrooms at Shelton Stadium are unserviceable due to tree roots. Plumbing services are required to replace and re-route approximately 600 linear feet of 6" sewer line. Staff made the determination to reroute portions of the sewer line after physical excavation and the use of sewer cameras provided by SI Mechanical. SI Mechanical has performed several successful mechanical, electric, and plumbing projects for the District. Mr. McManus moved and Mrs. Runkle seconded the motion that the Board approve the services of SI Mechanical to replace and re-route the sewer drain at Shelton Stadium in the amount of \$52,533 plus a 10% contingency, as presented. The motion passed with a 7-0 vote.

Consideration and possible approval of the 2017 Bond HVAC Projects at Hemphill Elementary School and Barton Middle School

The 2017 bond contains provisions to replace fresh air units at Hemphill ES (HES) and Barton MS (BMS). O'Connell Robertson developed the construction documents. The scope of work includes one (1) dedicated outside air supply unit (DOAS) at BMS and five (5) DOAS units at HES. In addition to the required mechanical and electric work, the project includes cutting and patching of walls and ceilings. Staff received two bids for this turn-key project. SI Mechanical has successfully completed multiple projects for the District. Staff reviewed these projects with the FBOC on February 24, 2022 and received unanimous support for both. Mr. McManus moved and Mr. Vela seconded the motion that the Board approve SI Mechanical in the amount of \$1,752,743 for the replacement of fresh air units at Hemphill ES and Barton MS, as designated by O'Connell Robertson, plus an owner's contingency, as presented.

Consideration and possible approval of Monarch Utilities Request for Water Line Easement at Chapa Middle School

Monarch Utilities has made a request for a water line easement at Chapa MS. Staff has received a Broker's Opinion of Value for the easement which consists of two separate tracts. One tract is approximately 9,553.35 square feet and the other is approximately 4,088.77 square feet separated by the new Dacy Lane. The broker has offered different values for the two pieces of land because the southeast tract is located within a drainage structure. At the time this agenda item was due, staff was negotiating with Monarch Utilities on the final consideration for the easement. Staff and the Right-of-Way Agent for the project have agreed upon \$23,131 for this easement and are awaiting final confirmation from Monarch Utilities. Mr. McManus moved and Mr. Vela seconded the motion that the Board grant a water line easement to Monarch Utilities and authorize the Superintendent to complete the transaction, as presented. The motion passed with a 7-0 vote.

Consideration and possible approval of purchase of SchoolLinks, a Modern College & Career Readiness Platform Submitted by Vanessa Petrea, Merideth Keller and Esperanza Orosco

Maritza Gonzalez, Director of Guidance, Counseling and CC Readiness presented information to the Board regarding the purchase of SchoolLinks, a college and career readiness platform. School Links provides related assessment, instructional resources, student tracking, exam prep and guidance for grades 5-12. Rigorous discussion ensued. Mr. Vela moved and Mrs. Orosco seconded the motion that the Board approve the purchase of college and career readiness platform from SchoolLinks in the amount of \$78,971, as presented. The motion passed with a 7-0 vote.

Consideration and possible approval of the Lighthouse Teacher Certification and Preparation Program and the related expenditures in support thereof

Dr. Fernando Medina presented information to the Board. Texas Teachers of Tomorrow (aka Texas Teachers) traditionally supports most all school districts throughout Texas by providing aspiring alternatively certified teachers. The Lighthouse Teacher Certification and Preparation Program (LTCPP) is a new and

unconventional approach and program that is exclusively being offered to Hays CISD and few other districts. The LTCPP is a customized “grow your own” approach to support our staffing needs, particularly in high-need areas. Teachers of Tomorrow will customize test preparation, training, certification, development, support, and visibility for 20 alternative certification candidates selected by Hays CISD. These candidates will be sourced through Texas Teachers of Tomorrow’s marketing efforts as well as Hays CISD’s qualifying substitutes, paraprofessionals, or other sources. Hays CISD currently employs 17 alternative certification candidates through Texas Teachers. We anticipate that this new strategy will increase this number by 20. In addition to alternatively certifying teachers, Teachers of Tomorrow will also provide test preparation to 15 currently certified teachers who seek certification in other content areas that they district is seeking to fill. Mrs. Orosco moved and Dr. Perez-Gonzalez seconded the motion that the Board approve the Texas Teachers of Tomorrow/Lighthouse Teacher Certification and Preparation program in the amount of \$137,575 as presented. The motion passed with a 7-0 vote.

INFORMATION ITEMS

Highlights of the District's Art Program within our Fine Arts

This item was moved up on the agenda.

Review of Budget Timeline for 2022-2023 Budget

Financial Statements

Update on construction and renovation projects in the district

ADJOURN

No further business was conducted and the meeting adjourned at 10:21 PM.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Budget Amendments

Administrator Responsible/Position: Randy Rau

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed:

D. Summary:

Previous board action relating to this item -

Future action anticipated -

Background information – The 2021-2022 budget has been approved by the Board of Trustees. Amendments to the budget must also be approved by the Board.

E. Scope of Options Reviewed:

Reasons for rejecting alternatives:

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other:

From public -

G. Administrative Recommendation:

The administration recommends approval of the budget amendment as presented.

Fiscal Impact and Cost: Amount:

Budget

Bond

Grant/Special Funds

Other: Prior month board meeting

(See attached detail)

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action—

Randy Rau

I. Suggested Motion:

I move that the Board approve the budget amendment as presented.

BUDGET AMENDMENT 9 – April 25, 2022

RECOMMENDATION:

The Administration recommends the listed budget amendments and transfers be approved.

BACKGROUND INFORMATION:

In accordance with the TEA budget and accounting procedures and guidelines, the District’s official budget includes the General Fund, Food Service Fund, and the Debt Service Fund. The Board of Trustees should approve the adoption of the budgets associated with these funds, and subsequent amendments, at the *Fund Function* level. Other funds such as Special Revenue Funds for grants and capital projects are approved on a *Project Basis*; and consequently, *are* not required to be approved with the same level of detail.

The administration routinely allows transfers of existing budgeted funds within the same fund function in order to accommodate the necessary operations of the requesting department or campus. These transfers usually become necessary due to account coding requirements. Requests for transfers of existing funds between functions are reviewed by the administration to ensure that the related expenditures will not exceed the overall approved budget at the function level. These requests allowed at the administrative level are subject to final approval by the Board of Trustees.

In addition to the transfers of existing budget funds outlined above, the Board of Trustees must approve requests for new appropriations prior to expenditure. These requests include appropriations from fund balance, and reappropriation of designated fund balances.

ADMINISTRATIVE CONSIDERATIONS:

Transfers: The Administration has reviewed the following transfers and determined that there will be **no impact to the budget.**

Cross Function Transfer Summary

Description	Increase (Decrease)
11 - Instruction	\$ (2,132)
12 - Instructional Resources and Media Services	\$ 0
13 - Instructional Staff Development	\$ 38,500
21 - Instructional Administration	\$ 0
23 - Campus Administration	\$ 7,032
31 - Guidance and Counseling Services	\$ 0
32 - Social Work Services	\$ 0
33 - Health Services	\$ 0
34 - Transportation	\$ 0
36 - Co curricular / Extracurricular	\$ (43,400)
41 - General Administration	\$ 0
51 - Maintenance	\$ (36,618)
52 - Security	\$ 36,618
53 - Data Services	\$ 0
61 - Community Services	\$ 0
71 - Debt Service	\$ 0
81 - Facilities Acquisition & Construction	\$ 0
91 - Chapter 41 Payments	\$ 0
93 - Payments to Fiscal Agents	\$ 0
95 - Payments to JJAEP	\$ 0
99 - Other Intergovernmental Charges	\$ 0
Total Net Transfers	\$ 0

REQUESTS for Re-APPROPRIATIONS:

General Operating Fund:

New appropriations to account for revenue associate with facility rental dealing with movie/television production and offsetting budget for additional security expenditures associated with rental.

General Operating Fund Re-Appropriations Summary			
Description	Official Budget	Increase/ (Decrease)	Amended Budget
<u>Revenues:</u>			
199-00-5743-S2-000-00-0-0	\$ 0	\$ 2,900	\$ 2,900
Total	\$ 0	\$ 2,900	\$ 2,900
<u>Expenditures:</u>			
199-52-6399-S2-937-99-5-0	\$ 0	\$ 2,900	\$ 2,900
Total	\$ 0	\$ 2,900	\$ 2,900
Total Net Appropriations (Revenues minus Expenditures)		\$ 0	

ACTION REQUIRED

Board Approval

SUPPORT INFORMATION

Additional information provided upon request.
Contact: Randall Rau – Chief Financial Officer

Hays Consolidated Independent School District
Budget Amendment 9 Support Information
for the Fiscal Year Ending June 30, 2022

Budget Amendment #9 Support:

<u>Account</u>	<u>Function</u>	<u>Location</u>	<u>Amount</u>	<u>User ID</u>	<u>Status</u>	<u>Original Period</u>	<u>New Period</u>	<u>JE #</u>	<u>New JE #</u>	<u>Reason</u>
199-11-6394-TE-002-24-1-0	11	002	\$ (500.00)	crutchfieldl	Pending	09		1417		LCIMP
199-13-6411-00-002-24-1-0	13	002	\$ 500.00	crutchfieldl	Pending	09		1417		LCIMP
199-13-6411-PK-940-34-3-0	13	940	\$ (11,000.00)	gotcheya	Pending	10		180		
199-11-6399-PK-940-34-3-0	11	940	\$ 11,000.00	gotcheya	Pending	10		180		
199-11-6299-QC-046-11-1-0	11	046	\$ (6,820.00)	espinozaa	Pending	10		192		Use excess print shop budget for laptops
199-11-6299-QC-046-11-1-0	11	046	\$ (212.00)	espinozaa	Pending	10		192		Use excess print shop budget for laptops
199-23-6399-00-046-99-1-0	23	046	\$ 6,820.00	espinozaa	Pending	10		192		Use excess print shop budget for laptops
199-23-6397-00-046-99-1-0	23	046	\$ 212.00	espinozaa	Pending	10		192		Use excess print shop budget for laptops
199-51-6394-SF-913-99-5-0	51	913	\$ (36,618.00)	floresm	Pending	10		204		For Radios
199-52-6499-LC-937-99-5-0	52	937	\$ 36,618.00	floresm	Pending	10		204		For Radios
182-36-6412-38-047-99-1-0	36	047	\$ (400.00)	mendezt	Pending	10		260		Budget \$ for startup supplies/music
182-36-6494-38-047-99-1-0	36	047	\$ (500.00)	mendezt	Pending	10		260		Budget \$ for startup supplies/music
182-11-6399-38-047-11-1-0	11	047	\$ 900.00	mendezt	Pending	10		260		Budget \$ for startup supplies/music
182-36-6412-38-043-99-1-0	36	043	\$ (400.00)	mendezt	Pending	10		260		Budget \$ for startup supplies/music
182-36-6494-38-043-99-1-0	36	043	\$ (500.00)	mendezt	Pending	10		260		Budget \$ for startup supplies/music
182-11-6399-38-043-11-1-0	11	043	\$ 900.00	mendezt	Pending	10		260		Budget \$ for startup supplies/music
182 -36-6295-34-005-99-1-0 -	36	005	\$ (1,400.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6412-34-005-99-1-0 -	36	005	\$ (16,000.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6494-34-005-99-1-0 -	36	005	\$ (18,000.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6412-WG-005-99-1-0 -	36	005	\$ (4,300.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6494-38-045-99-1-0 -	36	045	\$ (500.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6494-38-046-99-1-0 -	36	046	\$ (500.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6412-38-046-99-1-0 -	36	046	\$ (400.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -36-6494-34-046-99-1-0 -	36	046	\$ (500.00)	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
182 -11-6399-34-005-11-1-0 -	11	005	\$ 41,600.00	vargasam	Pending	10		360		EOY Reconciliation-LHS Music
199-11-6397-TE-943-37-3-0	11	943	\$ (20,000.00)	logniond	Pending	10		381		Pay for upcoming training
199-13-6411-00-943-37-3-0	13	943	\$ 20,000.00	logniond	Pending	10		381		Pay for upcoming training
199-11-6112-00-921-25-3-0	11	921	\$ (5,000.00)	logniond	Pending	10		408		Cover upcoming professional development
199-13-6411-00-921-25-3-0	13	921	\$ 5,000.00	logniond	Pending	10		408		Cover upcoming professional development
199 -11-6411-00-041-22-3-0 -	11	041	\$ (4,000.00)	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -11-6411-00-043-22-3-0 -	11	043	\$ (4,000.00)	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -11-6411-00-044-22-3-0 -	11	044	\$ (4,000.00)	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -11-6411-00-045-22-3-0 -	11	045	\$ (4,000.00)	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -11-6411-00-046-22-3-0 -	11	046	\$ (4,000.00)	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -11-6411-00-047-22-3-0 -	11	047	\$ (4,000.00)	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -13-6411-00-041-22-3-0 -	13	041	\$ 4,000.00	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -13-6411-00-043-22-3-0 -	13	043	\$ 4,000.00	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -13-6411-00-044-22-3-0 -	13	044	\$ 4,000.00	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -13-6411-00-045-22-3-0 -	13	045	\$ 4,000.00	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -13-6411-00-046-22-3-0 -	13	046	\$ 4,000.00	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD
199 -13-6411-00-047-22-3-0 -	13	047	\$ 4,000.00	mitchells (email)	Pending	10		463		Budget needs to be moved for summer PD

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 18, 2022

Subject: Consideration and possible approval of Procurements

Administrator Responsible/Position: Cabinet Members

Purpose of Agenda Item:

Action needed Information only Receive input

Authority for This Action:

Local Policy - BE Law or Rule N/A

Goal or Need Addressed:

Procurement of necessary items for the district.

Summary:

- Previous board action relating to this item - Ongoing
- Future action anticipated - Monthly
- Background information – The following procurements will be presented for approval
 - a. AP Exams – College Board
 - b. PSAT – SAT Assessment Exams – College Board
 - c. Digital Assessment Library for Schools – NCS Pearson

Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other _____
All agenda items have been reviewed by the Superintendent's Cabinet.

Administrative Recommendation:

The Administration recommends approval of the listed procurement items.

Fiscal Impact and Cost: Amount: as set forth in the procurement item.

Suggested Motion:

I move that the Board approve the procurement item as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Procurement: AP Exams – College Board

Administrator Responsible/Position: Marivel Sedillo – Chief Academic Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed: The purpose of this agenda item is to procure AP examinations that will be administered to Hays CISD high school students in May of 2022 through College Board.

D. Summary:

Previous board action relating to this item – Board approved College Board April – 2021

Future action anticipated -

Background information - Hays High School is expected to administer 582 examinations, Lehman High School is expected to administer 327 examinations, and Johnson High School is expected to administer 929 examinations. The cost to Hays CISD for each College Board AP exam is \$87 before any fee reductions are applied.

There will be a reduction in cost for students who qualify under the free and reduced lunch program. This reduction will be applied before the billing of The College Board and Hays CISD after all testing is completed. The final billing, received in June reflects the number of examinations that were administered as well as any additional fees. The final bill will reflect the expected fee reductions.

While Hays CISD pays College Board for the AP exams, the cost is also offset by students paying a portion of the cost. Student payments are currently deposited as they are received by the campuses.

E. Scope of Options Reviewed:

Sole Source on file

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Curriculum & Instruction

G. Administrative Recommendation:

The administration recommends approval of procuring AP examinations that will be administered to Hays CISD high school students through College Board.

H. Fiscal Impact and Cost:

Hays High School	\$50,634
Lehman High School	\$28,449
Johnson High School	\$80,823
Total Amount:	<u>\$159,906</u>

Budget – General Operating Fund Bond Grant/Special Funds Other _____

Prior Year Spending - \$133,924

Future/Ongoing – This is an annual expense. The cost of AP exams depends on the number of students taking exams.

- I. **Monitoring and Reporting Time Line:**
 - Person responsible for evaluating this decision or action** — Joy Philpott – Director of Advanced Academics
 - Evaluation method and time line -**
 - Next report to the board -**

- J. **Suggested Motion:**

I move that the Board approve the procurement of AP examinations that will be administered to Hays CISD high school students through College Board for a cost of \$159,906 as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Procurement: PSAT & SAT Assessment Exams — College Board

Administrator Responsible/Position: Marivel Sedillo – Chief Academic Advisor

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed: The purpose of this agenda is to procure PSAT & SAT exams from College Board.

D. Summary:

Previous board action relating to this item – Board Approved College Board for PSAT/SAT Exams 04/2021.

Future action anticipated -

Background information - College Board offers PSAT assessments for 8th, 9th, 10th, and 11th grades and SAT for 11th grade for the 2022-2023 school year. The PSAT identifies students who are on track to be college ready and those who are likely to succeed in AP courses and AP exams. This identification increases access to AP and College Credit courses. The National Merit Scholarship Program uses the PSAT/NMSQT scores to identify candidates. SAT scores indicate college readiness and are part of Domain I and of Distinction Recognitions in the State Accountability system. The Texas Education Agency (TEA) will refund the cost of one college readiness assessment (SAT/ACT/TSIA) for each student.

Through HB3 the Texas Education Agency (TEA) funds (by reimbursement to districts) one college readiness exam (SAT, ACT, TSIA) for each student. While TEA will reimburse districts for each student to take either SAT or ACT or TSIA, we want to use the state reimbursement for SAT as it aligns with data that we already receive from PSAT. Students who take PSAT have individualized study plans for SAT through Khan Academy.

We will:

1. Continue to administer the PSAT 8/9 to 8th grade students and PSAT to 9th, 10th and 11th grade students (Approximately \$87,000)
2. Administer SAT school day to all juniors in the spring (April) (Approximately \$65,000*)
**Refunded by the state*

To reiterate, our initial outlay of funds will be \$152,000. TEA will refund approximately \$65,000 making our total final cost approximately \$87,000.

E. Scope of Options Reviewed:

Sole Source Letter on File

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Curriculum and Instruction

G. Administrative Recommendation:

The administration recommends the approval of procurement of the PSAT & SAT exams from College Board.

H. Fiscal Impact and Cost:

Amount: \$152,000 Initial District Outlay
\$65,000 (anticipated refund from State)

Total Amount: \$87,000 approximately

I.

Budget – General Operating Fund **Bond** **Grant/Special Funds** **Other** _____

Prior Year Spending - \$171,810 (total payment made - this does not include the refund from the State)

Future/Ongoing – Moving into the 2022-23 school year, we will plan to administer the PSAT 8 to all 8th grade students, the PSAT to all 9th, 10th, and 11th grade students, and the SAT to juniors in the spring semester in an effort to continue to offer opportunities to demonstrate college readiness and to continue to utilize the reimbursement for one college readiness assessment for each student provided by TEA.

J. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Joy Philpott – Director of Advanced Academics

Evaluation method and time line -

Next report to the board – Reports on numbers of students on track to be college ready (PSAT) and College ready (SAT) will be delivered through board blog as results arrive. PSAT numbers are reported in January/February each year and SAT results will be reported when they arrive.

K. Suggested Motion:

I move that the Board approve the procurement of the PSAT & SAT exams from College Board for \$152,000 (Approximately \$87,000 after TEA reimbursement) as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Procurement: Orientation – Digital Assessment Library – NCS Pearson

Administrator Responsible/Position: Marivel Sedillo, Chief Academic Officer
Michelle Velasquez, Executive Officer of Special Education

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed: The purpose of this agenda is to procure digital assessment library from NCS Pearson.

D. Summary:

Previous board action relating to this item – The board approved NCS Pearson on 04/25/2021

Future action anticipated –

Background information – The Digital Assessment Library Plus (DALs+) is a platform that allows for paperless assessment of students using Pearson assessment tools and can be used by LSSPs, Educational Diagnosticians, Speech Language Pathologists, and Occupational Therapists. DALs + will be used to complete special education assessments, initials and re-evaluations, and the information derived from these assessments will help determine eligibility for services as well as determine student strengths and weaknesses which can be used by the ARD Committee to determine goals and objective or the information can be used by general education staff to develop interventions for students who do not meet eligibility for special education services.

Per NCS Pearson “[t]he library provides unlimited use of these systems, access to digital stimulus books and manuals, and extensive training resources. The assessments and resources cover Ability, Achievement, Behavior, Mental Health, Speech and Language, and Motor Sensory, all of which automatically upgrade to new editions as they’re published and available for unlimited use.

E. Scope of Options Reviewed:

BID #22-022004JO Retail Vendor for General & Instructional Supplies

This is a one-year contract with four (4) additional one-year renewals through 05/26/2024

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Special Education

G. Administrative Recommendation:

The administration recommends approval of the procurement of Digital Assessment Library for Schools from NCS Pearson.

H. Fiscal Impact and Cost: Current Spend: \$62,624.92 – FY22

Amount Requested: \$52,246.95

Total Amount: \$114,871.87

Budget – General Operating Fund Bond Grant/Special Funds Other _____

Prior Year Spending – \$135,013.65

Future/Ongoing – This procurement will be a recurring cost (annually)

- I. Monitoring and Reporting Time Line:**
Person responsible for evaluating this decision or action —
Michelle Velasquez
DeAnn Hoschek

- J. Suggested Motion:**
I move that the Board approve the procurement of digital assessment library from NCS Pearson for \$52,246.95 as presented.



Pearson

QUOTE / PROFORMA

Customer Bill-to:

HAYS CONSOLIDATED ISD
BUSINESS OFFICE
21003 INTERSTATE HWY 35
KYLE TX, 78640-4745

Customer Ship-to:

HAYS CONSOLIDATED ISD
SPECIAL EDUC
451 N MEYER ST
KYLE TX, 78640-5441

Attention:

Attention:

NCS Pearson, Inc.

P.O Box 599700,
San Antonio, TX 78259
Tel: 800-627-7271
Tax ID No:
41-0850527

Quote/Proforma Number : 148759

Date : 08-FEB-2022

Customer Account# : 3890271

Sales Order Number : 148759

Customer PO# :

Currency : USD

Shipment Terms : Paid

Customer Tax Number :

Number of Pages : Page 1 of 2

Prices will be honored for 30 days from price quote date.
This price quote does not guarantee stock availability and shipping amount is estimated, standard shipping charges apply.

Total Ordered Quantity (No. Of Items)	:	23416
Other Charges	:	USD \$0.00
Net Amount	:	USD \$52,246.95
Tax Total	:	USD \$0.00
Quote/Proforma Total	:	USD \$52,246.95
Amount Due	:	USD \$52,246.95

REMITTANCE INFORMATION

Make Checks Payable to: 13036 COLLECTION CENTER DRIVE CHICAGO 60693 NCS Pearson, Inc.	Bank Wire to: Bank of America N A 071000039 A/C No: 8188105388 SWIFT: 071000039
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Pearson

Quote/Proforma Number: 148759		Page 2 of 2						
Item Number	Item Description	Quantity	Unit Price	Discount	Tax	Line Total		
A103000244405	DALSCOMPLETE RENEWAL (DIGITAL)	2927	15.50	NET	0.00	\$45,368.50		
A103000278938	QG-DAL-SCHOOLS PSYCH PORTFOLIO	2927	0.00	PROMO	0.00	\$0.00		
A103000278933	QG-DAL-SCHOOLS SLP-OT-PT PORTFOLIO	2927	0.00	PROMO	0.00	\$0.00		
A103000278934	QG-DAL-SCHOOLS SCREENER PORTFOLIO	2927	0.00	PROMO	0.00	\$0.00		
A103000278935	QG-DAL-SCHOOLS-ABILITY PORTFOLIO	2927	0.00	PROMO	0.00	\$0.00		
A103000278937	QG-DAL-SCHOOLS MENTAL HEALTH PORTFOLIO	2927	0.00	PROMO	0.00	\$0.00		
A103000278936	QG-DAL-SCHOOLS ACADEMIC PORTFOLIO	2927	0.00	PROMO	0.00	\$0.00		
A103000157866	Digital Assessment Library for Schools PLUS	2927	2.35	NET	0.00	\$6,878.45		

*** IMPORTANT CUSTOMER MESSAGES ***

DIGITAL ASSESSMENT LIBRARY FOR SCHOOLS - 2927 IEP

QUOTE/PROFORMA TOTALS		Subtotal	Total Other Charges	Total Tax	Total Due
33		USD	USD	USD	USD
		\$52,246.95	\$0.00	\$0.00	\$52,246.95

By placing your order, you hereby agree to the Terms and Conditions which govern your purchase:
<https://www.pearsonassessments.com/footer/terms-of-sale---use.html>

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 18, 2022

Subject: Consideration and possible approval of the 2022-2023 Allotment & TEKS Certification Form.

Administrator Responsible/Position: Marivel Sedillo, Deputy Superintendent/Chief Academic Officer
Derek McDaniel, Director of Curriculum & Instruction

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action:

Local Policy Law or Rule NA

B. Goal or Need Addressed:

Approval of the Instructional Materials Allotment and TEKS Certification form for the 2022-2023 school year

D. Summary:

Previous board action relating to this item –
 Future action anticipated –
 Background information –

Districts are required to certify annually to the State Board of Education and the Commissioner that for each subject in the required curriculum students have access to the instructional materials that collectively cover all of the elements of the Texas Essential Knowledge and Skills. The form attached/provided lists the materials adopted by the district for Tier 1 instruction that cover 100% of the TEKS in the core subjects. This form is not required to list all materials the district uses for any given subject.

Districts will be unable to submit any requisitions or disbursements until the certification has been signed and submitted to the Texas Education Agency.

E. Scope of Options Reviewed: N/A

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other _____
 From Public

All agenda items are reviewed by the Superintendent's Cabinet.

G. Administrative Recommendation

The administration recommends the board approve the TEKS Certification Form, as presented.

H. Fiscal Impact and Cost: Amount \$ _____

Budget – General Operating Fund Bond Grant/Special Funds Other

Prior Year Spending: \$ _____

Future/Ongoing: \$ _____

I. Monitoring and Reporting Timeline:

Person responsible for evaluating this decision or action – Derek McDaniel

Evaluation method and timeline –

Next report to the board –

J. Suggested Motion

I move that the Board approve the Instructional Materials Allotment and TEKS Certification form for the 2022-2023 school year, as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 18, 2022

Subject: Personnel – Administrator, Certified Professional and Professional Contract Recommendations

Administrator Responsible/Position: Dr. Fernando Medina, CHRO

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A
(DC Legal/Local; DCA Legal/Local, DCB Legal/Local and DCE Local)

C. Goal or Need Addressed: Consider and take possible action(s) regarding approval of Employment Contracts for Administrators, Certified Professional and Professionals for the 2022-2023 School Year as discussed in closed session.

Note: Some administrators may be eligible for a multi-year (2 year contract) based on district-level criteria.

D. Summary:

Previous board action relating to this item -
 Future action anticipated -
 Background information - In accordance with the employment practices and policy of the Hays Consolidated Independent School District, it is recommended to extend employment contracts to the identified administrators, certified professionals, and professionals for the 2022-2023 and the 2022-2024 school years.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other –Campus and/or District-Level Committees

F. Administrative Recommendation:

Advantages/benefits of this proposal – District administrators and other professionals will be given employment assurance to continue serving the district’s mission.

G. Fiscal Impact and Cost: Amount:

Budget Bond Grant/Special Funds Other _____
Prior Year Spending - \$ _____
Future/Ongoing - _____

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action – Dr. Fernando Media, CHRO
Evaluation method and timeline - An annual performance appraisal will be conducted in accordance with policy.
Next report to the board – as requested.

I. Suggested Motion:

I move that the Board approve the Superintendent’s recommendations for Employment Contracts for Administrators, Certified Professionals and Professionals for the 2022-2023 and the 2022-2024 School Years, including existing Cabinet members, Deputy Academic Officers, Directors, Principals and Assistant Principals, as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Personnel – Administrator Recommendations

Administrator Responsible/Position: Dr. Fernando Medina, CHRO

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy DC (Legal & Local); DP(Legal & Local)

Law or Rule

N/A

C. Goal or Need Addressed: Request approval of the following administrator positions:

Deputy Academic Officer

Director of Athletics

D. Summary:

Previous board action relating to this item - Replacing previously approved administrator.

Future action anticipated -

Background information - In accordance with local policy DC (Legal/Local), the board approves administrator recommendations prior to employment.

E. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other - Interview Committees

F. Administrative Recommendation:

Administration recommends approval of the recommendations for employment

Consequences of not approving recommendation – It will be difficult to support the overall district and campus-level operations and goals without the recommended administrator position(s).

G. Fiscal Impact and Cost: Amount: _____

Budget

Bond

Grant/Special Funds

Other _____

Prior Year Spending - \$ _____

Future/Ongoing -

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Dr. Fernando Medina, CHRO

Evaluation method and time line – The new administrators will undergo an annual performance appraisal.

Next report to the board -

I. Suggested Motion:

I move that the Board approve the recommendations for employment for the Deputy Academic Officer and the Director of Athletics.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Procurement: 2021 Bond: Bard Unit Replacement in Portable Buildings

Administrator Responsible/Position: Max Cleaver-Chief Operations Officer

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed: Maintain safe and comfortable facilities.

D. Summary:

Previous board action relating to this item –

Future action anticipated –

Background information

The 2021 Bond contains provisions for the replacement of 20 Bard units in portable classrooms with a budget of \$180,200. A Bard unit is a brand of wall mounted air-conditioner used in portable classrooms.

At this time, staff recommends replacement as follows:

4 Camino Real
2 Negley
2 Impact Center

Staff received three quotes for a turn-key project and recommends SI Mechanical to complete the work.

SI Mechanical has successfully completed multiple projects for the District.

E. Scope of Options Reviewed:

Contract: 28-082001JO

This is a one-year contract with three (3) options to renew through 8/11/2025

F. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other: M / O

G. Administrative Recommendation:

The administration recommends approval of Bard unit replacement, as presented.

H. Fiscal Impact and Cost: Total Amount: \$ \$63,038 plus 5% contingency

Budget – General Operating Fund

Bond 2021

Grant/Special Funds

Other _____

Prior Year Spending – \$506,652.82

Future/Ongoing – This procurement is a one-time cost.

The 2021 Bond budget for this project is \$180,200

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Director of Energy Management and HVAC Services,
Albert Flores

Evaluation method and time line -
Next report to the board -

J. Suggested Motion:

I move that the Board approve SI Mechanical for the replacement of 8 Bard units in portable classrooms in the amount of \$63,038 plus an owner's contingency, for a total project amount of \$66,190, as presented.



PO Box 1589 • Buda, Texas • 78610
Office (512) 593-6001

PROPOSAL - Revision #1

April 5, 2022

TACLA00045892C
M-40866

To: Hays CISD
Attn: Albert Flores

Re: Replace (8) Bard Units across the district

We propose to install the HVAC as outlined below.

3-Ton Bard Unit with 10KW Heat Pump:	\$	7,786.00
P&P Bond	\$	1,519.00
Total for (8) Units:	\$	62,288.00
ADD: \$250 SHIPPING PER UNIT @ (3) UNITS	\$	750.00
Tax 8.25%		\$0.00
Total Price		\$63,038.00

Scope of Work:

1. Furnish and install: (8) 3-Ton Bard Units, (8) Alum. Return Filter Grille, & (8) Alum. Supply Grille.
2. Lock-out, Tag-out & Deenergize energy source.
3. Disconnect, disassemble, and remove existing Brad Unit.
4. Install new unit and grilles.
5. Reconnect to disconnect.
6. Check operation.
7. Clean up work area.

Bid Clarifications:

1. Payment or Performance Bonds
2. Sales tax included.
3. All work performed during normal hours.
4. No electrical of any kind.
5. No painting of duct or anything else.
6. No cutting and patching.
7. No temporary facilities or temporary air.
8. No fire alarm or smoke detectors.
9. No concrete work.
10. No roofing.
11. No structural steel framing
12. No ceiling removal
13. Professional Engineering, Design Intent and Delegated Design is strictly excluded.
14. Sheetmetal, piping and plumbing coordination drawings are contingent upon receipt of the building model in REVIT.
15. **P&P Bond included.**

This proposal is based on acceptance of a mutually agreed upon subcontract agreement and may be withdrawn if not accepted with in 30 days.

Sincerely,

SI MECHANICAL, LLC

Josh Abbott
Cell#: (512) 423-2970
Email: Josh@siemecanical.com

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 25, 2022

Subject: Consideration and possible approval of resolution regarding compensation of staff affected by the fire at Johnson High School

Administrator Responsible/Position: Dr. Fernando Medina, Chief Human Resources Officer

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action:

Local Policy Law or Rule NA

C. Goal or Need Addressed:

It is in the best interest of the school district, for appropriate public purposes, and to ensure effective district operations and the best use of public funds for the Board to adopt the proposed resolution.

D. Summary:

Previous board action relating to this item –

Future action anticipated –

Background information – On March 24, 2022, Johnson High School experienced a fire which caused the evacuation of students and staff. To ensure the proper cleaning and to ensure readiness for reopening, the campus was closed and employees were unable to work.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other _____
 From Public

All agenda items are reviewed by the Superintendent's Cabinet.

G. Administrative Recommendation

The administration recommends the board approve the resolution regarding compensation of staff affected by the fire at Johnson High School on March 24, 2022.

H. Fiscal Impact and Cost: Amount \$ Budget Neutral (accounted for in the 20-21 Budget)

Budget – General Operating Fund Bond Grant/Special Funds Other

I. Monitoring and Reporting Timeline:

Person responsible for evaluating this decision or action – Dr. Eric Wright, Mr. Randy Rau, Dr. Fernando Medina

J. Suggested Motion

I move that the Board approve the resolution regarding compensation of staff affected by the fire at Johnson High School on March 24, 2022, as presented.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**

WHEREAS, due to a fire at Johnson High School, the campus was closed part of the day on March 24, 2022 and all day on March 25, 2022 (the “closure”);

WHEREAS, through circumstances beyond their control, Hays CISD employees were forced to miss work at Johnson High School during the school closure;

WHEREAS, Board Policy DEA (Local) allows the Board to authorize payment of employees during a closure for which the workdays are not scheduled to be made up at a later date;

WHEREAS, the Board of Trustees of Hays CISD recognizes its obligation be good stewards of public resources and concludes that payment of employees during the closure, as provided by this resolution, is in the best interest of the school district, serves the appropriate public purpose of positively impacting employee morale, and ensures effective district operations.

NOW THEREFORE BE IT RESOLVED BY THE BOARD THAT:

- 1) The Board determines that the District will not require employees to make up workdays missed as a result of this closure;
- 2) Employees will be compensated for their regular duty schedule during the closure in accordance with the eligibility requirements and restrictions detailed below:
 - a. Any employee who had previously requested and been approved for paid or unpaid leave on March 24 and/or March 25, 2022 will be charged the appropriate leave day(s) and/or will have their pay docked for those pre-approved absences during the closure;
 - b. Any employee who was required to work during the closure but was absent from duty for a reason not related to the fire will be charged a leave day(s) and/or have their pay docked in accordance with District policy;
 - c. All other Johnson HS employees who were not able to work due to the closure or, if required to work during the closure were not able to report to work due to the closure, will be compensated for their regular duty schedule.
 - d. Eligible nonexempt employees paid on an hourly, not annualized, basis will be paid on an average daily rate of pay, as determined by the Superintendent, even though they did not work those days.
- 3) In accordance with Board Policy DEA (LOCAL), the Superintendent, or designee, is authorized to properly compensate those non-exempt auxiliary employees who reported to work as directed, and who performed duties assigned by their supervisor(s) on March 24, 2022 and March 25, 2022 when the District was closed due to a fire at Johnson High School. Any such

additional compensation shall be paid, according to the terms and conditions approved by the Superintendent or designee. This compensation is in recognition of the valuable safety-related duties performed by those employees, despite the closure at Johnson High School, and the benefits accrued by the District for the same.

4) The Board hereby authorizes the Superintendent or designee to take any steps deemed necessary and appropriate to fulfill the purposes of this resolution.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Hays Consolidated Independent School District during a regularly scheduled meeting on April 25, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____
Nays: _____
Abstentions: _____

To certify which, witness my hand and the official seal of the District this 25th day of April, 2022.

President, Board of Trustees

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 25, 2022

Subject: Consideration and possible approval of 2021-2022 Compensation Plan Amendments

Administrator Responsible/Position: Dr. Fernando Medina, CHRO

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy (DC Legal & Local); DP (Legal & Local) Law or Rule N/A

C. Goal or Need Addressed: In an ongoing effort to recruit and retain our valued staff, to support additional staff needs, and to provide a document to the Board and public that accurately reflects our practice, we request approval to amend the 21-22 Compensation Plan.

D. Summary:

Previous board action relating to this item – Board approved the 21-22 Compensation Plan on June 24, 2021
 Future action anticipated -
 Background information - In accordance with policy (DEA), the board approves any amendments/changes to the compensation plan.

Amendments include:

BP Scale (page 5 of attached comp plan)

Correction: BP 04 – Technician IV/Network Asst (248) – Budget Impact: \$0

Note: Position was previously approved, but not on latest version of Comp Plan.

Incentive Pay (page 17 of attached comp plan)

FOCUS Campus Recruiting/Retention Incentive - \$1,500 per year

For all teachers at Camino Real Elementary, Uhlend Elementary all Hemphill Elementary

For Core Content Area Teachers at Simon Middle School

For EOC, Social Studies, and Dual-Certified Special Education Teachers at Lehman High School

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

F. Administrative Recommendation:

Advantages/benefits of this proposal – Amendments reflect increased compensation, reflect additional staffing to support departmental and district vision, and provide further clarity to the end user of the Compensation Plan.
 Consequences of not approving recommendation – Vacancies may persist, critical organizational changes may not occur, and document may lack clarity.

G. Fiscal Impact and Cost: Amount: Approximately \$200K

Budget Bond Grant/Special Funds Other _____

Prior Year Spending - \$ _____

Future/Ongoing –

H. Monitoring and Reporting Timeline:

Person responsible for evaluating this decision or action — Dr. Fernando Medina, CHRO

Evaluation method and timeline – Human Resources

Next report to the board – Compensation Plan will be brought back to the board as needed and when presenting the 22-23 Budget.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve amendments to the 21-22 Compensation Plan as presented.

Hays Consolidated Independent School District
New Teacher Hiring Schedule Template for 2021-2022
for the Budget Year Ending June 30, 2022

<u>2022</u> Years Exp (Step)	<u>187 Days</u>		<u>187 Days</u>		<u>187 Days</u>				
	<u>Salary Schedule</u>	<u>Daily Rate</u>	<u>Salary Schedule</u>	<u>Daily Rate</u>	<u>Salary Schedule</u>	<u>Daily Rate</u>			
	<u>Bachelor</u>	<u>187 Days</u>	<u>Masters + \$1,500</u>	<u>187 Days</u>	<u>Doctorate + \$4,000</u>	<u>187 Days</u>			
0	\$	50,000	\$ 267.3797	\$	51,500	\$ 275.4011	\$	54,000	\$ 288.7701
1	\$	50,881	\$ 272.0909	\$	52,381	\$ 280.1123	\$	54,881	\$ 293.4813
2	\$	51,979	\$ 277.9626	\$	53,479	\$ 285.9840	\$	55,979	\$ 299.3529
3	\$	53,964	\$ 288.5775	\$	55,464	\$ 296.5989	\$	57,964	\$ 309.9679
4	\$	54,064	\$ 289.1123	\$	55,564	\$ 297.1337	\$	58,064	\$ 310.5027
5	\$	54,544	\$ 291.6791	\$	56,044	\$ 299.7005	\$	58,544	\$ 313.0695
6	\$	54,944	\$ 293.8182	\$	56,444	\$ 301.8396	\$	58,944	\$ 315.2086
7	\$	56,034	\$ 299.6471	\$	57,534	\$ 307.6684	\$	60,034	\$ 321.0374
8	\$	57,014	\$ 304.8877	\$	58,514	\$ 312.9091	\$	61,014	\$ 326.2781
9	\$	57,544	\$ 307.7219	\$	59,044	\$ 315.7433	\$	61,544	\$ 329.1123
10	\$	58,074	\$ 310.5561	\$	59,574	\$ 318.5775	\$	62,074	\$ 331.9465
11	\$	58,604	\$ 313.3904	\$	60,104	\$ 321.4118	\$	62,604	\$ 334.7807
12	\$	59,134	\$ 316.2246	\$	60,634	\$ 324.2460	\$	63,134	\$ 337.6150
13	\$	59,724	\$ 319.3797	\$	61,224	\$ 327.4011	\$	63,724	\$ 340.7701
14	\$	60,264	\$ 322.2674	\$	61,764	\$ 330.2888	\$	64,264	\$ 343.6578
15	\$	60,804	\$ 325.1551	\$	62,304	\$ 333.1765	\$	64,804	\$ 346.5455
16	\$	61,344	\$ 328.0428	\$	62,844	\$ 336.0642	\$	65,344	\$ 349.4332
17	\$	61,884	\$ 330.9305	\$	63,384	\$ 338.9519	\$	65,884	\$ 352.3209
18	\$	62,474	\$ 334.0856	\$	63,974	\$ 342.1070	\$	66,474	\$ 355.4759
19	\$	62,964	\$ 336.7059	\$	64,464	\$ 344.7273	\$	66,964	\$ 358.0963
20	\$	63,454	\$ 339.3262	\$	64,954	\$ 347.3476	\$	67,454	\$ 360.7166
21	\$	63,944	\$ 341.9465	\$	65,444	\$ 349.9679	\$	67,944	\$ 363.3369
22	\$	64,434	\$ 344.5668	\$	65,934	\$ 352.5882	\$	68,434	\$ 365.9572
23	\$	64,964	\$ 347.4011	\$	66,464	\$ 355.4225	\$	68,964	\$ 368.7914
24	\$	65,444	\$ 349.9679	\$	66,944	\$ 357.9893	\$	69,444	\$ 371.3583
25	\$	65,924	\$ 352.5348	\$	67,424	\$ 360.5561	\$	69,924	\$ 373.9251
26	\$	66,404	\$ 355.1016	\$	67,904	\$ 363.1230	\$	70,404	\$ 376.4920
27	\$	66,884	\$ 357.6684	\$	68,384	\$ 365.6898	\$	70,884	\$ 379.0588
28	\$	67,389	\$ 360.3690	\$	68,889	\$ 368.3904	\$	71,389	\$ 381.7594
29	\$	67,869	\$ 362.9358	\$	69,369	\$ 370.9572	\$	71,869	\$ 384.3262
30	\$	70,000	\$ 374.3316	\$	71,500	\$ 382.3529	\$	74,000	\$ 395.7219

For any funds received by Hays CISD for a designated teacher under the Teacher Incentive Allotment (TIA), (90) percent will be paid to the designated teacher. The remaining (10) percent will be used for (training and support of the system, expansion of the system, administrative expenses, professional development). Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Hays Consolidated Independent School District
Counselor Hiring Schedule
for the Fiscal Year Ending June 30, 2022

<u>2022</u> <u>Years Exp (Step)</u>	<u>Daily Rate</u> <u>187 Days</u>	<u>192 Day</u> <u>Salary Schedule</u>	<u>204 Day</u> <u>Salary Schedule</u>	<u>210 Day</u> <u>Salary Schedule</u>	<u>215 Day</u> <u>Salary Schedule</u>
0	\$ 277.1818	\$ 53,219	\$ 56,545	\$ 58,208	\$ 59,594
1	\$ 285.6096	\$ 54,837	\$ 58,264	\$ 59,978	\$ 61,406
2	\$ 294.9893	\$ 56,638	\$ 60,178	\$ 61,948	\$ 63,423
3	\$ 305.6043	\$ 58,676	\$ 62,343	\$ 64,177	\$ 65,705
4	\$ 306.1390	\$ 58,779	\$ 62,452	\$ 64,289	\$ 65,820
5	\$ 308.7059	\$ 59,272	\$ 62,976	\$ 64,828	\$ 66,372
6	\$ 310.8449	\$ 59,682	\$ 63,412	\$ 65,277	\$ 66,832
7	\$ 316.6738	\$ 60,801	\$ 64,601	\$ 66,501	\$ 68,085
8	\$ 321.9144	\$ 61,808	\$ 65,671	\$ 67,602	\$ 69,212
9	\$ 324.7487	\$ 62,352	\$ 66,249	\$ 68,197	\$ 69,821
10	\$ 327.5829	\$ 62,896	\$ 66,827	\$ 68,792	\$ 70,430
11	\$ 330.4171	\$ 63,440	\$ 67,405	\$ 69,388	\$ 71,040
12	\$ 333.2513	\$ 63,984	\$ 67,983	\$ 69,983	\$ 71,649
13	\$ 336.4064	\$ 64,590	\$ 68,627	\$ 70,645	\$ 72,327
14	\$ 339.2941	\$ 65,144	\$ 69,216	\$ 71,252	\$ 72,948
15	\$ 342.1818	\$ 65,699	\$ 69,805	\$ 71,858	\$ 73,569
16	\$ 345.0695	\$ 66,253	\$ 70,394	\$ 72,465	\$ 74,190
17	\$ 347.9572	\$ 66,808	\$ 70,983	\$ 73,071	\$ 74,811
18	\$ 351.1123	\$ 67,414	\$ 71,627	\$ 73,734	\$ 75,489
19	\$ 353.7326	\$ 67,917	\$ 72,161	\$ 74,284	\$ 76,053
20	\$ 356.3529	\$ 68,420	\$ 72,696	\$ 74,834	\$ 76,616
21	\$ 358.9733	\$ 68,923	\$ 73,231	\$ 75,384	\$ 77,179
22	\$ 361.5936	\$ 69,426	\$ 73,765	\$ 75,935	\$ 77,743
23	\$ 364.4278	\$ 69,970	\$ 74,343	\$ 76,530	\$ 78,352
24	\$ 366.9947	\$ 70,463	\$ 74,867	\$ 77,069	\$ 78,904
25	\$ 369.5615	\$ 70,956	\$ 75,391	\$ 77,608	\$ 79,456
26	\$ 372.1283	\$ 71,449	\$ 75,914	\$ 78,147	\$ 80,008
27	\$ 374.6952	\$ 71,941	\$ 76,438	\$ 78,686	\$ 80,559
28	\$ 377.3957	\$ 72,460	\$ 76,989	\$ 79,253	\$ 81,140
29	\$ 379.9626	\$ 72,953	\$ 77,512	\$ 79,792	\$ 81,692
30	\$ 390.3743	\$ 74,952	\$ 79,636	\$ 81,979	\$ 83,930

NOTE: Add \$4,000 for a Doctorate

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 12/14/21

Pay Grade 1				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$254.67	\$307.81	\$360.94	\$12.31
187	47,623	57,560	67,496	2,302
204	51,953	62,793	73,632	2,511
226	57,555	69,565	81,572	2,782
ESSER SEL Specialist (204) SE Certified Interpreter** (187)		JR ROTC (226) Testing Specialist (226)	SE COTA (187)	
** 2 years experience granted for each approved interpreter certification Level held by candidate. Maximum additional years = 6; Levels: Basic, Advanced and Master				

Pay Grade 3				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$282.36	\$344.34	\$406.33	\$13.77
187	52,801	64,392	75,984	2,575
197	55,625	67,835	80,047	2,713
215	60,707	74,033	87,361	2,961
Math Specialist (215) SE Licensed Physical Therapist (187)		SE Behavior Specialist (187) SE Therapist - Music (187)	SE Low Incidence Specialist (197) SE Therapist - Occupational (187)	
SE Orientation & Mobility Specialist (187)				

Pay Grade 4				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$304.99	\$371.89	\$438.79	\$14.88
187	57,033	69,543	82,054	2,783
204	62,218	75,866	89,513	3,036
210	64,048	78,097	92,146	3,125
215	65,573	79,956	94,340	3,199
226	68,928	84,047	99,167	3,363
Asst. Principal, Elementary (204) Coordinator, CTE Tech Support (204) Coordinator, ELAR Elementary (226) Coordinator, LPAC & TELPAS (226) Coordinator, PD (226) Coordinator, Secondary Science (226) Coordinator, SE Auditory Impairment (210) Coordinator, SE Instruction (210/215) Coord, SE Transition & Sec. Support (210) ESSER Writing Specialist (226) SE Diagnostician (187) Secondary Sheltered Instr/ESL Spec. (226)		Audiologist (187) Coordinator, CTE & CCMR (226) Coordinator, ELAR Secondary (226) Coordinator, Math Elementary (226) Coordinator, PEP (226) Coordinator, Social Studies (PK-12) (226) Coordinator, SE Behavior Services (210) Coordinator, SE Motor Team (210) Elementary Sheltered Instr/ESL Spec. (226) Literacy Specialist (226) SE Licensed Specialist School Psychology (LSSP) (187) Secondary Sheltered Instr/ESL Spec. (226)	Coordinator, CTE (226) Coordinator, Early Intervention (226) Coordinator, GT (226) Coordinator, Math Secondary (226) Coordinator, Pysch Services (210) Coordinator, STEM (226) Coordinator, SE Early Childhood (210) Coordinator, SE Speech Services (210) ESSER Math Specialist (226) SE Assistive Tech (187) SE Speech Language Pathologist (SLP) (187)	

Pay Grade 5				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$329.35	\$401.65	\$473.94	\$16.07
210	69,164	84,347	99,527	3,375
226	74,433	90,773	107,110	3,632
Assistant Director, Talent Acquisition (226)		Assistant Principal, Impact/Live Oak (210) Coordinator, SE Software & Medicaid (210)	Assistant Principal, Middle School (210)	

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 12/14/21

Pay Grade 6				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$355.69	\$433.78	\$511.87	\$17.35
215	76,473	93,263	110,052	3,730
226	80,386	98,034	115,683	3,921
230	81,809	99,769	117,730	3,991
Academic Dean (226) Coordinator, Athletics (226)		Assistant Principal, High School (215) Director, Band (Head-High School) (226)	Assistant Principal, Lead High School (226) Director, Student Info Svcs (SIS) (230)	

Pay Grade 7				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$384.16	\$468.49	\$552.81	\$18.74
226	86,820	105,879	124,935	4,235
Director, Academic Support Director, Career Technical Education Director, Federal Programs Director, SPED		Director, Advanced Academics Director, CCR & Counseling Director, Fine Arts Director, Student Services Principal, Elementary School	Director, Assessment/Accountability Director, Digital Learning Director, Multilingual/LOTE Director, Talent Acquisition	

Pay Grade 8				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$422.57	\$515.33	\$608.09	\$20.61
226	95,501	116,465	137,428	4,658
Director, C & I Principal, IMPACT Center		Director, Safety and Security Principal, Live Oak	Executive Officer of SPED Principal, Middle School	

Pay Grade 9				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$464.82	\$566.87	\$669.22	\$22.67
226	105,049	128,113	151,244	5,123
Director, Athletics		Principal, High School		

Pay Grade 10				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$578.21	\$680.25	\$782.28	\$27.21
226	130,675	153,737	176,795	6,149
Deputy Academic Officer		Deputy Human Resource Officer		

Pay Grade 11				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$690.45	\$812.29	\$934.13	\$32.49
226	156,042	183,578	211,113	7,343
Chief Communication Officer Chief Operations Officer		Chief Financial Officer Chief Technology Officer	Chief Human Resources Officer	

Pay Grade 12				4.00%
Daily	Minimum	Midpoint	Maximum	MPI
	\$828.53	\$974.74	\$1,120.95	\$38.99
226	187,248	220,291	253,335	8,812
Deputy Superintendent / Chief Academic Officer				

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Pay Grade 1					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$189.88	\$231.56	\$273.25	\$9.26	
226	42,913	52,333	61,755		2,093
230	43,672	53,259	62,848		2,130
248	47,090	57,427	67,766		2,296
	SIS Assistant (230)	Technician I (248)			

Pay Grade 2					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$208.87	\$254.71	\$300.56	\$10.19	
210	43,863	53,489	63,118		2,140
226	47,205	57,564	67,927		2,303
230	48,040	58,583	69,129		2,344
248	51,800	63,168	74,539		2,527
	Attendance Intervention Specialist (210) Purchasing Buyer (230)	CN Registered Dietician (226) Technician II / Help Desk (230/248)	MIS Assistant I (230) Visual Media Specialist (226)		

Pay Grade 3					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$240.20	\$292.92	\$345.66	\$11.72	
226	54,285	66,200	78,119		2,649
230	55,246	67,372	79,502		2,696
248	59,570	72,644	85,724		2,907
	Accountant II (230) Coordinator, Fleet Services (248) Coordinator, Performing Arts Center (226) Coordinator, Visual Media (226) Mobile Device Specialist (248)	Assistant Tech Specialist (248) Coordinator, HR (230) Coordinator, SE Tech Services (248) Manager, Print Shop (230) Security System Administrator (248) Technician III (248)	Coordinator, Instructional Materials (230) Coordinator, Payroll (230) Coordinator, Transportation (230) MIS Assistant II (230) Software Support Specialist (248)		

Pay Grade 4					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$264.23	\$322.23	\$380.23	\$12.89	
230	60,773	74,113	87,453		2,965
248	65,529	79,913	94,297		3,197
	Coordinator, SIS (230)	Coordinator, Communications (230)	Technician IV/Network Asst (248)		

Pay Grade 5					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$290.65	\$354.45	\$418.25	\$14.18	
230	66,850	81,524	96,198		3,261
248	72,081	87,904	103,726		3,517
	Coordinator, Mobile Device Mgmt (248) Data Programmer (248) Network Engineer (248)	Coordinator, PI/Webmaster (230) Director, Custodial Services (248) Senior Program Analyst (248) Systems Engineer (248)	Coordinator, Tech Workflow (230) Director, Grounds/Utilities/IPM (248) Systems Administrator - VOIP (248)		

Hays Consolidated Independent School District
Business / Professional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Pay Grade 6					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$319.71	\$389.88	\$460.11	\$15.60	
226	72,254	88,113	103,985	3,526	
248	79,288	96,690	114,107	3,869	
	Asst Director, Transportation (226) Director, Energy Mngment (248)	Cybersecurity Engineer (248) Director, Maintenance & Operations (248) Director, Software Services (248)	Director, Desktop Support (248) Director, Security Systems (248)		

Pay Grade 7					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$354.88	\$432.79	\$510.67	\$17.31	
226	80,203	97,811	115,411	3,912	
230	81,622	99,542	117,454	3,981	
248	88,010	107,332	126,646	4,293	
	Director, Budget (226) Director, MIS (230)	Director, Community Partnerships (226) Director, Purchasing (226)	Director, Construction & Planning (248) Director, Tech Admin Support (230)		

Pay Grade 8					4.00%
Daily	Minimum	Midpoint	Maximum	MPI	
	\$415.21	\$506.36	\$597.51	\$20.25	
226	93,837	114,437	135,037	4,577	
248	102,972	125,577	148,182	5,022	
	Deputy Technology Officer (248)	Director, Finance (226) Director, Transportation (226)	Director, Student Health Services (226)		

Hays Consolidated Independent School District
ParaProfessional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Pay Grade 2					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$11.60</i>	<i>\$14.14</i>	<i>\$16.69</i>	<i>\$0.57</i>
187	8	\$17,354	\$21,153	\$24,968	\$853
Child Care Provider (ELC)					

Pay Grade 4					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$14.03</i>	<i>\$17.12</i>	<i>\$20.20</i>	<i>\$0.68</i>
187	8	\$20,989	\$25,612	\$30,219	\$1,017
192	8	\$21,550	\$26,296	\$31,027	\$1,044
197	8	\$22,111	\$26,981	\$31,835	\$1,072
204	8	\$22,897	\$27,940	\$32,966	\$1,110
230	8	\$25,815	\$31,501	\$37,168	\$1,251
		Attendance Clerk (ES/MS/HS) (197)	Campus Support (187)	Child Care Site Director (197)	
		Clerk Counselor (204)	Clerk MO (230)	Clerk SE (187)	
		Clerk Tech (230)	Color Guard Asst. (187)	Inst Aide I (187)	
		Inst Aide II (187)	Inst Aide III (187)	Inst Aide - ESL	
		Inst Aide - Title I (187)	Inst Aide - Title III (187)	ISS Monitor (MS/HS) (187)	
		ESSER Aide (187)	ESSER Behavior Aide (187)	ESSER Clerk (204)	
		Library Tech (192)	LPAC Clerk/Parent Liaison	PEP Caregiver (187)	
		Purchasing Assistant (230)	Receptionist - Admin (230)	Receptionist (ES) (192)	
		Receptionist - Freshman Center (192)	Receptionist - Food Service (187)	Receptionist (MS/HS) (197)	
		Receptionist Transportation (230)	Routing Clerk (230)	SE ARD Facilitator Assistant (187)	
		SE Inst Aide III (187)	SE Inst Aide III - Behavior (187)	SE Inst Aide - ECSE (187)	
		SE Inst Aide - Found Learning (187)	SE Inst Aide - FL-S (187)	SE Inst Aide-Incl/Res (187)	
		SE Inst Aide III - Job Coach (187)	SE Inst Aide III - Social Behavior (187)	SE Inst Aide - STARS (187)	
		Station Clerk (197)		Tardy Monitor (187)	

Pay Grade 5					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$15.43</i>	<i>\$18.82</i>	<i>\$22.21</i>	<i>\$0.75</i>
187	8	\$23,083	\$28,155	\$33,226	\$1,122
197	8	\$24,318	\$29,660	\$35,003	\$1,182
204	8	\$25,182	\$30,714	\$36,247	\$1,224
210	8	\$25,922	\$31,618	\$37,313	\$1,260
230	8	\$28,391	\$34,629	\$40,866	\$1,380
		HR Specialist I (230)	Inst Aide IV (187)	PEIMS Clerk (ES) (204)	
		PEIMS Clerk (MS/HS) (210)	PEIMS Rotation Clerk (210)	Secretary, Attendance (197)	
		SE Inst Aide IV (187)	SE Inst Aide IV - Deaf Supp Spec (187)	SE Inst Aide IV - Braillist (187)	
		SE Inst Aide IV - Elem (187)	SE Inst Aide IV - IMPACT (187)	Education Foundation Specialist (197)	

Pay Grade 6					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$16.98</i>	<i>\$20.71</i>	<i>\$24.43</i>	<i>\$0.83</i>
197	8	\$26,760	\$32,639	\$38,502	\$1,308
204	8	\$27,711	\$33,799	\$39,870	\$1,355
210	8	\$28,526	\$34,793	\$41,042	\$1,394
230	8	\$31,243	\$38,106	\$44,951	\$1,527
		Food Service Office Assistant (230)	PEIMS Clerk/Receptionist (LOA) (210)	Print Shop Production Operator (204)	
		Registrar (HS) (230)	Secretary, Assistant Principal (197)	Secretary, Counselor (210)	
		Secretary, PAC (230)	Secretary, SPED (230)	SPED Transition Facilitator (204)	
		Shop Clerk (230)	Trans Clerk (230)	Trip Clerk (230)	

Hays Consolidated Independent School District
ParaProfessional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Pay Grade 7					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$19.52</i>	<i>\$23.82</i>	<i>\$28.10</i>	<i>\$0.95</i>
187	8	\$29,202	\$35,635	\$42,038	\$1,421
230	8	\$35,917	\$43,829	\$51,704	\$1,748
		Bookkeeper (230)	Business Specialist (230)	Finance Assistant (230)	
		Finance Specialist (230)	IMPACT Electives Liaison (187)	Learning Materials Suppt Spec (230)	
		Print Shop Operator (230)	Secretary, Athletics (230)	Secretary, Band (230)	
		Secretary, Director (230)	Secretary, PIO (230)	Secretary, Principal (230)	
			Secretary, Superintendent (230)		

Pay Grade 8					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$22.85</i>	<i>\$27.86</i>	<i>\$32.87</i>	<i>\$1.11</i>
187	8	\$34,184	\$41,679	\$49,174	\$1,661
230	8	\$42,044	\$51,262	\$60,481	\$2,042
		Accounting Specialist (230)	Finance Specialist II (230)	HR Specialist II (230)	
		Nurse LVN (192)	Payroll Assistant (230)	Screening & Student Health Lead (187)	
		Secretary, Chief Officer (230)	Secretary II, Director (230)	Time and Attendance Specialist (230)	

Pay Grade 9					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$27.49</i>	<i>\$33.95</i>	<i>\$40.42</i>	<i>\$1.36</i>
230	8	\$50,582	\$62,468	\$74,373	\$2,502
		Business Specialist III (230)	Finance Specialist III (230)	HR Specialist III (230)	
			Payroll Lead (230)		

Pay Grade 10					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$30.75</i>	<i>\$38.44</i>	<i>\$46.13</i>	<i>\$1.54</i>
230	8	\$56,580	\$70,730	\$84,879	\$2,502
		Executive Assistant to the Superintendent			

Hays Consolidated Independent School District
ParaProfessional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Pay Grade 2					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$11.60</i>	<i>\$14.14</i>	<i>\$16.69</i>	<i>\$0.57</i>
187	8	\$17,354	\$21,153	\$24,968	\$853
Child Care Provider (ELC)					

Pay Grade 4					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$14.03</i>	<i>\$17.12</i>	<i>\$20.20</i>	<i>\$0.68</i>
187	8	\$20,989	\$25,612	\$30,219	\$1,017
192	8	\$21,550	\$26,296	\$31,027	\$1,044
197	8	\$22,111	\$26,981	\$31,835	\$1,072
204	8	\$22,897	\$27,940	\$32,966	\$1,110
230	8	\$25,815	\$31,501	\$37,168	\$1,251
		Attendance Clerk (ES/MS/HS) (197)	Campus Support (187)	Child Care Site Director (197)	
		Clerk Counselor (204)	Clerk MO (230)	Clerk SE (187)	
		Clerk Tech (230)	Color Guard Asst. (187)	Inst Aide I (187)	
		Inst Aide II (187)	Inst Aide III (187)	Inst Aide - ESL	
		Inst Aide - Title I (187)	Inst Aide - Title III (187)	ISS Monitor (MS/HS) (187)	
		ESSER Aide (187)	ESSER Behavior Aide (187)	ESSER Clerk (204)	
		Library Tech (192)	LPAC Clerk/Parent Liaison	PEP Caregiver (187)	
		Purchasing Assistant (230)	Receptionist - Admin (230)	Receptionist (ES) (192)	
		Receptionist - Freshman Center (192)	Receptionist - Food Service (187)	Receptionist (MS/HS) (197)	
		Receptionist Transportation (230)	Routing Clerk (230)	SE ARD Facilitator Assistant (187)	
		SE Inst Aide III (187)	SE Inst Aide III - Behavior (187)	SE Inst Aide - ECSE (187)	
		SE Inst Aide - Found Learning (187)	SE Inst Aide - FL-S (187)	SE Inst Aide-Incl/Res (187)	
		SE Inst Aide III - Job Coach (187)	SE Inst Aide III - Social Behavior (187)	SE Inst Aide - STARS (187)	
		Station Clerk (197)		Tardy Monitor (187)	

Pay Grade 5					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$15.43</i>	<i>\$18.82</i>	<i>\$22.21</i>	<i>\$0.75</i>
187	8	\$23,083	\$28,155	\$33,226	\$1,122
197	8	\$24,318	\$29,660	\$35,003	\$1,182
204	8	\$25,182	\$30,714	\$36,247	\$1,224
210	8	\$25,922	\$31,618	\$37,313	\$1,260
230	8	\$28,391	\$34,629	\$40,866	\$1,380
		HR Specialist I (230)	Inst Aide IV (187)	PEIMS Clerk (ES) (204)	
		PEIMS Clerk (MS/HS) (210)	PEIMS Rotation Clerk (210)	Secretary, Attendance (197)	
		SE Inst Aide IV (187)	SE Inst Aide IV - Deaf Supp Spec (187)	SE Inst Aide IV - Brailist (187)	
		SE Inst Aide IV - Elem (187)	SE Inst Aide IV - IMPACT (187)	Education Foundation Specialist (197)	

Pay Grade 6					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$16.98</i>	<i>\$20.71</i>	<i>\$24.43</i>	<i>\$0.83</i>
197	8	\$26,760	\$32,639	\$38,502	\$1,308
204	8	\$27,711	\$33,799	\$39,870	\$1,355
210	8	\$28,526	\$34,793	\$41,042	\$1,394
230	8	\$31,243	\$38,106	\$44,951	\$1,527
		Food Service Office Assistant (230)	PEIMS Clerk/Receptionist (LOA) (210)	Print Shop Production Operator (204)	
		Registrar (HS) (230)	Secretary, Assistant Principal (197)	Secretary, Counselor (210)	
		Secretary, PAC (230)	Secretary, SPED (230)	SPED Transition Facilitator (204)	
		Shop Clerk (230)	Trans Clerk (230)	Trip Clerk (230)	

Hays Consolidated Independent School District
ParaProfessional Compensation Plan
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Pay Grade 7					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$19.52</i>	<i>\$23.82</i>	<i>\$28.10</i>	<i>\$0.95</i>
187	8	\$29,202	\$35,635	\$42,038	\$1,421
230	8	\$35,917	\$43,829	\$51,704	\$1,748
		Bookkeeper (230) Finance Specialist (230) Print Shop Operator (230) Secretary, Director (230)	Business Specialist (230) IMPACT Electives Liaison (187) Secretary, Athletics (230) Secretary, PIO (230) Secretary, Superintendent (230)	Finance Assistant (230) Learning Materials Suppt Spec (230) Secretary, Band (230) Secretary, Principal (230)	

Pay Grade 8					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$22.85</i>	<i>\$27.86</i>	<i>\$32.87</i>	<i>\$1.11</i>
187	8	\$34,184	\$41,679	\$49,174	\$1,661
230	8	\$42,044	\$51,262	\$60,481	\$2,042
		Accounting Specialist (230) Nurse LVN (192) Secretary, Chief Officer (230)	Finance Specialist II (230) Payroll Assistant (230) Secretary II, Director (230)	HR Specialist II (230) Screening & Student Health Lead (187) Time and Attendance Specialist (230)	

Pay Grade 9					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$27.49</i>	<i>\$33.95</i>	<i>\$40.42</i>	<i>\$1.36</i>
230	8	\$50,582	\$62,468	\$74,373	\$2,502
		Business Specialist III (230)	Finance Specialist III (230) Payroll Lead (230)	HR Specialist III (230)	

Pay Grade 10					4.00%
Daily	Hrs	Minimum	Midpoint	Maximum	MPI
		<i>\$30.75</i>	<i>\$38.44</i>	<i>\$46.13</i>	<i>\$1.54</i>
230	8	\$56,580	\$70,730	\$84,879	\$2,502
		Executive Assistant to the Superintendent			

Hays Consolidated Independent School District
Bus Driver Placement Scale
for the Fiscal Year Ending June 30, 2022

<u>Range</u> <u>Position</u>	<u>2022</u> <u>Local Experience</u>	<u>2022</u> <u>Paygrades</u>	
Minimum	0	\$	17.35
	1	\$	17.96
	2	\$	19.25
	3	\$	20.08
	4	\$	20.38
	5	\$	20.65
	6	\$	20.91
	7	\$	21.19
	8	\$	21.47
	9	\$	21.76
	10	\$	22.05
	11	\$	22.34
	12	\$	22.64
	13	\$	22.95
	14	\$	23.26
Midpoint	15	\$	23.57
	16	\$	23.89
	17	\$	24.22
	18	\$	24.55
	19	\$	24.89
	20	\$	25.23
	21	\$	25.58
	22	\$	25.93
	23	\$	26.29
	24	\$	26.66
	25	\$	27.03
	26	\$	27.41
	27	\$	27.79
	28	\$	28.18
	29	\$	28.58
Maximum	30	\$	28.99
	31	\$	29.40
	32	\$	29.82
	33	\$	30.24
	34	\$	30.67
	35	\$	31.12
	36	\$	31.56
	37	\$	32.02
	38	\$	32.49
	39	\$	32.96
40	\$	33.44	

Hays Consolidated Independent School District
Stipend Pay Schedule
for the Fiscal Year ending June 30, 2022

Updated 2/10/22

Category	Assignment	Level	Proposed Stipend
Academics			
UIL	UIL Coach MS	MS	\$ 375.0
	UIL Coord MS	MS	\$ 1,000.0
	UIL Art	MS	\$ 400.0
HIGH SCHOOL			
	UIL Coord	HS	\$ 4,140.0
	UIL Art	HS	\$ 400.0
	UIL Accounting	HS	\$ 700.0
	UIL Calculator	HS	\$ 700.0
	UIL Computer Applications	HS	\$ 700.0
	UIL Computer Science	HS	\$ 700.0
	UIL Copy Editing	HS	\$ 700.0
	UIL Curriculum Evaluation	HS	\$ 700.0
	UIL Current Issues and Events	HS	\$ 700.0
	UIL Debate	HS	\$ 3,000.0
	UIL Film	HS	\$ 700.0
	UIL Informational Speaking	HS	\$ 700.0
	UIL Journalism	HS	\$ 1,750.0
	UIL Literary Criticism	HS	\$ 700.0
	UIL Math	HS	\$ 700.0
	UIL Number Sense	HS	\$ 700.0
	UIL One Act Play	HS	\$ 2,500.0
	UIL Personal Speaking	HS	\$ 700.0
	UIL Persuasive Speaking	HS	\$ 700.0
	UIL Poetry	HS	\$ 700.0
	UIL Prose	HS	\$ 700.0
	UIL Ready Writing	HS	\$ 700.0
	UIL Robotics	HS	\$ 700.0
	UIL Science	HS	\$ 700.0
	UIL Social Studies	HS	\$ 700.0
	UIL Spelling	HS	\$ 700.0
	UIL Student Congress	HS	\$ 700.0
Athletics			
	Athletic Coord MS	MS	\$ 2,000.0
	Basketball C-team	MS	\$ 900.0
	Basketball MS	MS	\$ 2,000.0
	Cheer MS	MS	\$ 2,500.0
	Cross Country MS	MS	\$ 2,000.0
	Dance MS	MS	\$ 2,500.0
	Football MS	MS	\$ 3,000.0
	Soccer MS	MS	\$ 2,000.0
	Tennis MS	MS	\$ 2,000.0
	Track MS	MS	\$ 2,000.0

Athletics Continued			
	Volleyball C-team	MS	\$ 900.0
	Volleyball MS	MS	\$ 2,000.0
HIGH SCHOOL	Athletic Asst - Girls Coordinator	HS	\$ 3,000.0
	Athletic Trainer HS	HS	\$ 9,000.0
	Baseball Head HS	HS	\$ 7,250.0
	Baseball Asst HS	HS	\$ 4,000.0
	Basketball Head HS	HS	\$ 7,250.0
	Basketball Asst HS	HS	\$ 4,000.0
	Cheer Head HS	HS	\$ 5,500.0
	Cheer Asst HS	HS	\$ 3,500.0
	Cross Country Head HS	HS	\$ 5,000.0
	Cross Country Asst HS	HS	\$ 4,000.0
	Drill Team Head HS	HS	\$ 6,500.0
	Drill Team Asst HS	HS	\$ 4,500.0
	Football Coord HS	HS	\$ 8,000.0
	Football Asst HS	HS	\$ 7,000.0
	Golf Head HS	HS	\$ 6,000.0
	Golf Asst HS	HS	\$ 4,000.0
	Off-Season Conditioning	HS	\$ 5,000.0
	Powerlift HS	HS	\$ 4,000.0
	Soccer Head HS	HS	\$ 6,000.0
	Soccer Asst HS	HS	\$ 4,000.0
	Softball Head HS	HS	\$ 7,250.0
	Softball Asst HS	HS	\$ 4,000.0
	Swim Head HS	HS	\$ 6,300.0
	Swim Asst HS	HS	\$ 4,000.0
	Tennis Head HS	HS	\$ 6,300.0
	Tennis Asst HS	HS	\$ 5,000.0
	Track Head HS	HS	\$ 6,000.0
	Track Asst HS	HS	\$ 4,000.0
	Volleyball Head HS	HS	\$ 7,500.0
	Volleyball Asst HS	HS	\$ 5,000.0
	Water Polo Head HS	HS	\$ 6,000.0
	Water Polo Asst. HS	HS	\$ 4,000.0
	Webmaster-Athletics	HS	\$ 1,000.0
	Wrestling Head HS	HS	\$ 6,000.0
	Wrestling Asst. HS	HS	\$ 4,000.0
District	Campus Webmaster	All	\$ 1,000.0
	District Content Lead	All	\$ 2,000.0
	District Lead Librarian	All	\$ 3,500.0
	Events Coverage	All	\$ 6,000.0
	New Administrator Mentor	All	\$ 600.0
	New Teacher Advisor	All	\$ 400.0
	New Teacher Mentors	All	\$ 400.0
	Reading Academy Facilitator	All	\$ 3,000.0
	Reading Academy Teacher	All	\$ 300.0
	Spelling Bee Sponsor	All	\$ 700.0

Fine Arts			
	Band Director MS	MS	\$ 7,500.0
	Band Asst Director MS	MS	\$ 5,500.0
	Choir Director MS	MS	\$ 3,000.0
	Choir Asst Director MS	MS	\$ 2,000.0
	District Honor Choir	All	\$ 500.0
	Mariachi MS	MS	\$ 5,000.0
	Orchestra MS	MS	\$ 5,000.0
	Theatre Director MS	MS	\$ 3,000.0
	Theatre Asst. Director MS	MS	\$ 2,500.0
HIGH SCHOOL			
	Band Asst Director HS	HS	\$ 8,000.0
	Choir Director HS	HS	\$ 5,000.0
	Choir Asst Director HS	HS	\$ 3,500.0
	Mariachi HS	HS	\$ 7,000.0
	Theatre Director HS	HS	\$ 4,000.0
	Theatre Asst HS	HS	\$ 2,500.0
	Winter Guard	HS	\$ 2,500.0
Job-Related			
	Asbestos Abatement License	All	\$ 2,000.0
	Asbestos Designated Person	All	\$ 2,000.0
	Customer Service Inspector	All	\$ 1,500.0
	Ground Water Operator	All	\$ 2,000.0
	IAQ Mold Inspection	All	\$ 2,000.0
	Indoor Air Quality	All	\$ 2,000.0
	Irrigation Technician	All	\$ 2,000.0
	Journeyman Electrician/Fire Tech	All	\$ 2,000.0
	Journeyman Plumber	All	\$ 2,000.0
	Lead Custodian	All	\$ 1,000.0
	Locksmith	All	\$ 2,000.0
	Locksmith Technician	All	\$ 1,000.0
	Master Electrician	All	\$ 3,000.0
	Master Plumber	All	\$ 3,000.0
	Non Commercial Applicator License	All	\$ 2,000.0
	Environmental AC Class A or B	All	\$ 3,000.0
	Commercial Refrigeration Class A or B	All	\$ 3,000.0
	RFCI Asbestos Tile Removal	All	\$ 2,000.0
	Sheetmetal Certification	All	\$ 2,000.0
	Tradesman Plumber	All	\$ 1,500.0
	Wastewater Treatment - Grease Traps	All	\$ 500.0
Special Areas			
	CTE Agriculture	HS	\$ 7,000.0
	CTE Cosmetology	HS	\$ 5,000.0
	CTE Culinary Arts	HS	\$ 5,500.0
	Department Chair HS	HS	\$ 2,000.0
	Department Chair MS	MS	\$ 1,250.0
	Elementary Lead ES**	ES	\$ 750.0
	Dual Credit	HS	\$ 1,500.0
	JROTC	HS	\$ 3,000.0
	JROTC Lead	HS	\$ 4,000.0

Special Areas Continued			
JROTC Secondary Officer	HS	\$	2,000.0
Lead Counselor	HS	\$	3,300.0
National Honor Society	HS	\$	1,000.0
National Junior Honor Society	MS	\$	600.0
Newspaper HS	HS	\$	1,600.0
Student Council HS	HS	\$	1,700.0
Student Council MS	MS	\$	750.0
Stadium Manager	All	\$	12,500.0
TX Assoc Future Educators HS	HS	\$	600.0
Yearbook HS	HS	\$	1,800.0
Yearbook MS	MS	\$	500.0

Category	Assignment	Level	Proposed Stipend
Special Populations			
	*Bilingual	All	\$ 5,000.0
	*Bilingual Deaf (English / American)	All	\$ 5,000.0
	Dual Language ESL	All	\$ 2,500.0
	ESL Secondary	All	\$ 1,500.0
	GT Lead	All	\$ 1,200.0
	Special Ed BCBA	All	\$ 3,000.0
	Special Ed LSSP (Licensed)	All	\$ 1,000.0
	Special Ed SLP (Licensed)	All	\$ 1,000.0
	Special Ed Teacher	All	\$ 1,350.0
	Special Ed Assignment Specialized	All	\$ 2,500.0
	Special Olympics Head	All	\$ 6,000.0
	Special Olympics Asst	All	\$ 4,000.0
	Teacher (IMPACT)	All	\$ 1,000.0

***Bilingual stipend amounts are determined by internal service years as shown below.**

Years of service with Hays CISD	Amount
BILINGUAL STIPEND <5 YEARS	\$5,000.0
BILINGUAL STIPEND 6 - 10 YEARS	\$5,250.0
BILINGUAL STIPEND 11 - 15 YEARS	\$5,500.0
BILINGUAL STIPEND 16 - 20YEARS	\$5,750.0
BILINGUAL STIPEND >20YEARS	\$6,000.0

****PreK Grade Level Lead Stipend will be paid to a campus with 3 or more PreK Teachers.**

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2022

Updated 12/3/21

SUBSTITUTES		
Assignment	Rate	Per
Guest Teacher	\$ 120.00	Day
Guest Teacher - Longterm w/ no Certification	\$ 130.00	Day
Guest Teacher - Longterm w/ Certification	\$ 140.00	Day
Guest Teacher - Longterm w/matching Certification	\$ 150.00	Day
Paraprofessional	\$ 100.00	Day
Paraprofessional - Long term	\$ 110.00	Day
Paraprofessional - High Needs Classroom	\$ 110.00	Day
Paraprofessional - Long term High Needs Classroom	\$ 120.00	Day
Early Release Day (Teacher)	\$ 90.00	Day
Early Release Day - (Paraprofessional)	\$ 75.00	Day
Nurse - RN	\$ 210.00	Day
Nurse - LVN	\$ 110.00	Day
Nurse - Screener	\$ 110.00	Day
Sub Assistant Principal	\$ 300.00	Day
Sub Principal	\$ 400.00	Day
Sub Counselor	\$ 250.00	Day
Custodian Substitute	\$ 14.03	Hour
Child Nutrition Substitute	\$ 14.03	Hour
ELC Childcare Provider Substitute	\$ 11.60	Hour
NSHE Tutors - Certified	\$ 20.00	Hour
NSHE Tutors - Degreed/Non-certified	\$ 17.50	Hour
NSHE Tutors - Non-degreed	\$ 15.00	Hour
Daily Intervention Tutoring Rate - Certified	\$160.00	Full Day
Daily Intervention Tutoring Rate - Degreed	\$140.00	Full Day
Daily Intervention Tutoring Rate - NonDegreed	\$120.00	Full Day

****All NSHE employees will be paid at the minimum rate for the position in which they are serving.**

EXTRA DUTY PAY		
Special Assignment	Rate	Per
Assessment Test Vetting	\$ 25.00	Hour
Club Sponsor - ES	\$ 30.00	Hour
Curriculum Writer	\$ 25.00	Hour
Gifted Talented Testing Coordinator	\$ 25.00	Hour
Gifted Talented Testing Facilitator	\$ 25.00	Hour
Native Speaker Fluency Assessment	\$ 25.00	Hour
Professional Support	\$ 25.00	Hour
Paraprofessional Support	Current hourly rate	
Professional Development - Presenter (Non-Contract Period) District Staff	\$ 50.00	Hour (Max 6 hrs.)

Hays Consolidated Independent School District
Incentive Pay Programs Approved
for the Fiscal Year ending June 30, 2022

Updated 4/18/22

Incentive Pay		
Special Assignment Pay	Rate	Per
**21/22 Bilingual Teacher Incentive	\$1,500	Year
FOCUS Campus Recruiting/Retention Incentive	\$1,500	Year
Employee Referral Incentive Program	\$50	Referral
Bilingual Teacher Referral Incentive Program	\$250	Referral
Employee Referral Incentive Program - 6 month stay	\$50	Referral
Elementary Teacher Coverage - No Split (2 Full Classes)	\$60	Half Day
Elementary Teacher Coverage - 2 Teacher Split	\$30	Half Day
Elementary Teacher Coverage - 3 Teacher Split	\$20	Half Day
Secondary Teacher Coverage - 45 minute Class period	\$20	Per Class Period
Secondary Teacher Coverage - 90 minute Class period	\$30	Per Class Period
Paraprofessional Coverage - No Split (2 Full Classes)	\$120	Full Day
Paraprofessional Coverage - 2 Teacher/Para Split	\$30	Half Day
Paraprofessional Coverage - 3 Teacher/Para Split	\$20	Half Day
***Guest Teacher/Para - Monday/Friday Incentive	\$10	Full Day

Sub Shortage coverage compensation will be paid up to the daily sub rate for the position. This can be split multiple ways depending on how the campus chooses to arrange the day. Not to exceed the daily rate that a sub would have been paid to cover the assignment.

****The Bilingual Teacher Incentive is paid in three \$500 increments. The first payment is in September, the second in December, and the final payment is in June.**

*****A \$10 incentive will be paid to any Guest Teacher or Paraprofessional who accepts and works a full day assignment on a Friday or Monday during the 21/22 school year.**

CRES, UES, HES - All Teachers
SMS - Core Content Area Teachers
LHS - EOC, Social Studies, and Dual-Certified Special Education Teachers

Special Assignment continued	Rate	Per
Professional Development - Presenter (Contract Period) District Staff <i>Non-contract day preparation</i>	\$ 25.00	Hour (Max 7 hrs.)
Professional Development - Attendee (Non-Contract Period) District Staff	\$ 100.00	Full Day
Textbook Warehouse Assistance		Current hourly rate
Full-Time Teacher Tutoring Rate	\$ 30.00	Hour
Interim Duty Pay - Exempt Employee	\$ 50.00	Per Day
Interim Duty Pay - Nonexempt Employee	\$ 6.25	Hour

EVENT WORKERS		
Special Assignment Pay	Rate	Per
Gate Ticket Workers	\$15	hour
Security Worker	\$20	hour
Announcer	\$30	hour
Athletic Ticketing Coordinator	\$25	hour
<i>No Blended Rates - Occasional & Sporadic - Flat Rate</i>		

Hays Consolidated Independent School District
2021 Summer School Pay
for the Fiscal Year ending June 30, 2022

Updated 6/24/21

SUMMER SCHOOL		
Summer School – High	Daily Rate	Amount
Principal HS		\$6,500.00
Assistant Principal HS		\$4,800.00
Counselor HS		\$4,200.00
Technologist HS	\$255	\$4,335.00
Teacher (PreAP, Credit Recovery, Language, Acceleration)	\$255	\$4,590.00
Teacher (STAAR EOC, Credit Recovery)	\$255	\$4,080.00
Teacher (ESY - 5.5 hours)	\$165	\$2,970.00
Librarian	\$255	\$1,275.00
Nurse	\$255	\$4,335.00
Registrar HS		\$20.00 hrly. rate
Receptionist HS		\$14.00 hrly. rate
Summer School – Middle	Daily Rate	Amount
Principal MS		\$5,500.00
Technologist MS (split with ES)	\$225	\$1,687.50
Teacher MS	\$225	\$3,600.00
Librarian MS	\$225	\$1,800.00
Nurse	\$225	\$3,375.00
Receptionist MS		\$14.00 hrly. rate
Summer School - Elementary	Daily Rate	Amount
Principal ES		\$5,500.00
Assistant Principal ES		\$4,800.00
Technologist ES (split with MS)	\$225	\$1,687.50
Teacher ES	\$248	\$3,960.00
Nurse ES	\$248	\$4,207.50
Receptionist ES		\$14.00 hrly. rate
Library Tech		\$14.00 hrly. rate
Cafeteria Monitor		\$10.15 hrly. rate

Summer School – Bilingual	Daily Rate	Amount
Assistant Principal – BIL ES		\$4,800.00
Teacher BIL ES	\$289	\$5,197.50
Librarian BIL ES	\$289	\$4,908.75
Paraprofessional - BIL ES		\$14.00 hrly. rate

* The rate for teachers, nurses, librarians and technologists is \$30.00/hour.

* The rate for Bilingual teachers is \$35.00/hour.

* The rate for paraprofessionals, except Registrar, is \$14.00/hour

* **Number of summer school hours vary based on the summer school requirements and/or virtual learning.**

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 25, 2022

Subject: Consideration and possible approval of early release of new allocations, reclassification(s), stipends and custodial pay to be included in the 2022-2023 compensation plan

Administrator Responsible/Position: Dr. Fernando Medina, CHRO

A. Purpose of Agenda Item:

Action needed **Information only** **Receive input**

B. Authority for This Action:

Local Policy **Law or Rule** **N/A**

C. Goal or Need Addressed: Human Resources has established a goal to *“improve existing structures and strategies to effectively and efficiently source and hire the best talent in all areas, particularly in high-need areas (Bilingual, SPED, guest teachers)”*.

D. Summary:

Previous board action relating to this item -

Future action anticipated -

Background information – In previous years, the Board of Trustees approved new positions, reclassifications, stipends, etc. as part of its annual budgeting process which occurred in June.

1. To proactively recruit and retain employees during the peak hiring season in the spring, Human Resources seeks an early release of allocations and a reclassification as follows:

AP Scale

Add: AP 06 - Asst. Director, Athletics (226) – Budget Impact: \$89,210

Add: AP 06 - Asst. Director, Fine Arts (226) – Budget Impact: \$89,210

BP Scale

Remove: BP 03 - Compensation Coordinator (230)

Add: BP 05 - Compensation Administrator (230) – Budget Impact: \$12,878

Remove: PP 08 – Time and Attendance Specialist

Remove: PP 04 – Route Clerk

Add: BP 03 - Transportation Systems and Technical Analyst (230) – Budget Impact \$0

Remove: BP 08 Director of Finance (226)

Add: BP 07 Director of Accounting (226) – Budget Impact- \$0

Remove: BP 04 - Coordinator, Communications (230)

Add: BP 04 - Coordinator, VIP & Partnerships (230) – Budget Impact: \$0

Remove: BP 07 - Director, Community Partnerships (226)

Add: BP 07 - Director, Communications (226) – Budget Impact: \$0

PP Scale

Add: PP 08 Finance Specialist II P-Card Specialist – Budget Impact \$0
(Position to be funded by annual P-Card rebates)

2. Human Resources seeks approval to replace the existing bilingual stipend structure for bilingual teachers and add a stipend for the mariachi program.

Stipend List:

Remove: Existing bilingual stipend and tiered structure

Add: Bilingual stipend of \$7,100 with no tiers - Budget Impact: \$226, 200

The Superintendent recommends a flat bilingual stipend amount of \$7,100. The new compensation structure will no longer be based on a bilingual teacher's years of service in Hays CISD. Current benchmark data reflect the following:

- Austin ISD - \$6,000
- Del Valle ISD - \$7,000
- Lockhart ISD - \$6,500
- Pflugerville ISD - \$7,000
- Round Rock ISD - \$7,000
- San Marcos CISD - \$4,000

Add: Mariachi Asst Director HS - Budget Impact: \$8,000

A teacher will be hired to assist with our Mariachi Program at Lehman High School and feeder pattern. The position requires a stipend given the scope of responsibilities

3. Lastly, a change in custodial pay is recommended to ensure that the district can adequately provide custodial services when district facilities are used during non-work hours such as weekends.

Sub & Extra Duty Pay

Add: Weekend Custodial Rate (Minimum 1 hour) - \$40

E. Comments Received:

- Cabinet DLT FBOC Teacher Org. Reps. Other
 From public -

F. Administrative Recommendation:

Advantages/benefits of this proposal –

Advanced Board approval will provide the opportunity for the district to immediately recruit and retain staff and avoid delays resulting from postponing until the 22-23 Budget is approved in June.

Consequences of not approving recommendation – This potentially impacts the operations of schools and departments as well as the ability to effectively recruit and retain new staff members during the peak hiring season.

G. Fiscal Impact and Cost: Amount: Approx. \$425,498

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action — Dr. Fernando Medina, CHRO

Evaluation method and timeline – Human Resources will work toward 100% fill rates within high need areas and campuses by the first day of instruction.

Next report to the board – The administration will provide the Board the number of vacancies on the first day of instruction in a subsequent Board communication.

I. Suggested Motion:

I move that the Board of Trustees approve of early release of new allocations, reclassification(s), stipends and custodial pay, to be included on the 2022-2023 compensation plan as presented.

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 25, 2022

Subject: Consideration and possible approval of recommendation for Cost of Living Adjustment for the 2022-2023 school year

Administrator Responsible/Position: Dr. Fernando Medina, CHRO

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy (DC Legal & Local); DP (Legal & Local) Law or Rule N/A

C. Goal or Need Addressed: Reports across the country communicate that recruiting and retaining employees is becoming more challenging. This information, coupled with the fast growth in our district which necessitates the need for more teachers and staff, suggest that we can anticipate greater challenges in recruiting and retaining staff for the 22-223 school year.

As such, we have an immediate need to communicate a cost of living adjustment to current and future employees prior to budget adoption in June 2022 and prior to any potential employee resignations. A cost of living adjustment will help offset increases in Central Texas (e.g. transportation, housing, groceries, utilities, healthcare, etc.).

Given that February through May are months in which employees contemplate a change in their employment, Hays CISD has an opportunity to communicate its appreciation for staff and their work by announcing a cost of living adjustment.

D. Summary:

Previous board action relating to this item – Board approved the 21-22 Compensation Plan on June 24, 2021
 Future action anticipated -
 Background information - In accordance with policy (DEA), the board approves any amendments/changes to the compensation plan.

Recommendation:

The Superintendent recommends a cost of living adjustment to all employees of 7% based on the midpoint of each pay grade.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

F. Administrative Recommendation:

Advantages/benefits of this proposal – An early announcement will allow our district to communicate the increase to any prospective applicant and improve recruitment efforts. An early announcement may also curtail resignations where compensation may play a factor in an employee’s decision to remain employed in Hays CISD.
 Consequences of not approving recommendation – Vacancies may persist into the coming year.

G. Fiscal Impact and Cost: Amount: TBD

Budget Bond Grant/Special Funds Other _____
Prior Year Spending - \$ _____
Future/Ongoing – _____

H. Monitoring and Reporting Timeline:

Person responsible for evaluating this decision or action — Dr. Fernando Medina, CHRO

Evaluation method and timeline – Human Resources

Next report to the board – Compensation Plan will be brought back to the board as needed and when presenting the 22-23 Budget.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the Superintendent's recommendation for the 2022-2023 school year to provide a cost of living adjustment for all employees at a rate of 7% of the midpoint of each pay grade as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: 2021 Bond Project – Consideration and Possible Approval of Bid Package 8 Hays High School Improvements GMP 3

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed:

Deliver timely, cost effective facilities.

D. Summary:

Previous board action relating to this item –

The Board approved Schematic Design (SD) for this project on September 27, 2021 and Design Development Documents (DD) for this project on December 13, 2021

Future action anticipated -

Background information –

The 2021 Bond contains provisions for improvements to Hays HS including Science Lab Renovations, roofing, HVAC, fire alarm, flooring, gym bleacher replacement, drainage work, and asphalt replacement valued at \$31.1 M. The Live Oak Academy Project is a separate project valued at \$8.9M which is currently in the design phase.

The Project Team consisting of the owner (central and campus staff), architect (O'Connell Robertson, OCR), and construction manager at risk (Bartlett-Cocke) began detailed schematic design (SD) work on this project in May 2021 and held multiple meetings with campus groups which culminated with a design activity on September 8, 2021 which allowed the science faculty an additional opportunity to express their ideas prior to SD approval. Members of the FBOC were also present for this activity.

Due to long lead times on many manufactured products, GMP 1 was recommended and approved in December 2021 to replace the bleachers in Bales Gym, so that the material could be ordered and installed in the Summer 2022. The total budget for the bleacher replacement is \$565,888, and GMP 1 is valued at \$280,152.

GMP 2 for HVAC Equipment HVAC was approved on February 28, 2022 with a value of \$2,667,323.

Staff now recommends consideration and approval of GMP 3 for the balance of the work, valued at \$16,605,407,

E. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other: Campus Staff

F. Administrative Recommendation:

Consideration and approval of 2021 Bond Bid Package 8 Hays High School GMP 3

G. Fiscal Impact and Cost: Amount: see table below

Budget Bond Grant/Special Funds Other _____

BP 8 HHS				
	Original Estimate	SD Estimate	DD Estimate	GMP 1, 2, and 3
Construction	\$25,555,458	\$24,246,802	\$20,125,333	\$19,552,882
Architect	\$1,788,882	\$1,576,042	\$1,308,147	\$1,270,937
FFE	\$1,788,882	\$1,697,276	\$1,408,773	\$1,368,702
Infrastructure and Fees	\$934,956	\$934,956	\$934,956	\$934,956
Project Contingency	\$1,097,015	\$2,710,117	\$7,387,984	\$8,037,716
Totals	\$31,165,193	\$31,165,193	\$31,165,193	\$31,165,193

Prior Year Spending – Not applicable

Future/Ongoing -

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Max Cleaver

Evaluation method and time line:

Next report to the board:

I. Suggested Motion:

I move the Board approve the 2021 Bond Hays High School Improvements GMP 3 from Bartlett-Cocke, as designed by O'Connell Robertson Architects, in the amount of \$16,605,407, as presented.

HAYS CISD
21003 , IH 35 FRONTAGE ROAD
KYLE , TX 78640



Architecture - Engineering - Interiors

811 Barton Springs Rd , Suite 900
Austin , TX 78704

Dunaway Associates

Structural Engineer
5707 Southwest Parkway , Building 2, Suite 250
Austin , TX 78735

Pape-Dawson Engineers

Civil Engineer
10801 North MoPac Expressway , Building 3, Suite 200
Austin , TX 78759

True North Consulting Group

Technology
13284 Pond Springs Rd , #304
Austin , TX 78729



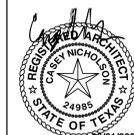
Mission: We believe every project has a mission and strive to design environments that have a purpose that extends far beyond form and function.

HAYS HS IMPROVEMENTS

4800 JACK C HAYS TRAIL, KYLE, TX 78640

CONTRACT DOCUMENTS

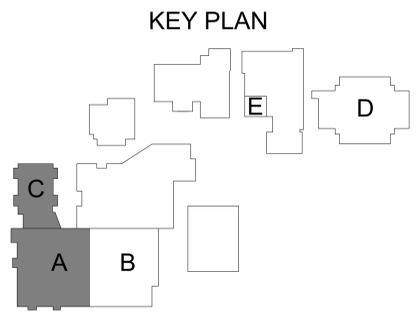
03/01/22
PACKAGE 2



NO.	DESCRIPTION	DATE



PHASE I
 PHASE II
 NOT IN SCOPE



1 INTERIOR PHASING DIAGRAM
SCALE: 1" = 40'-0"

GENERAL PHASING NOTES

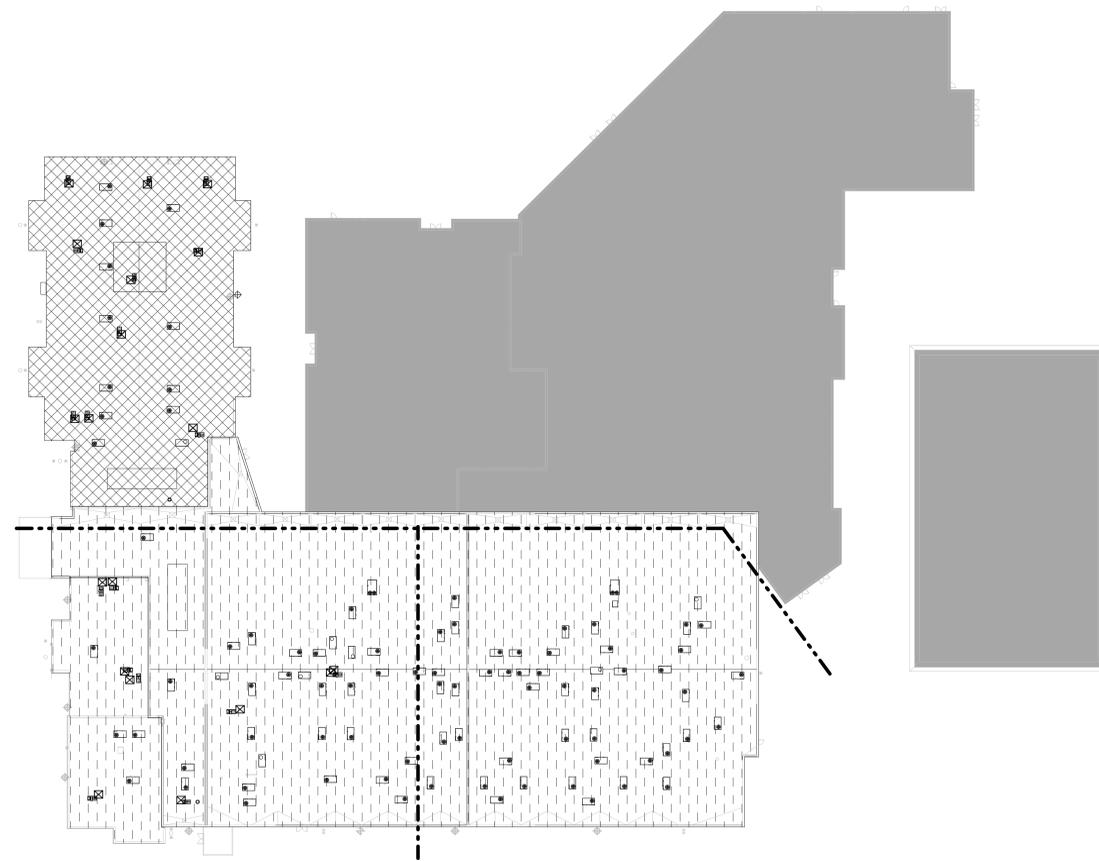
1. PHASING AREAS ARE SHOWN FOR GENERAL REQUIREMENTS AND INDICATE WHERE THE MAJORITY OF THE LIMITS OF CONSTRUCTION OCCUR. WORK OUTSIDE THE PHASING BOUNDARY MAY BE REQUIRED. REFER TO INDIVIDUAL SHEETS FOR SPECIFIC PROJECT REQUIREMENTS.

SCIENCE LAB PHASING

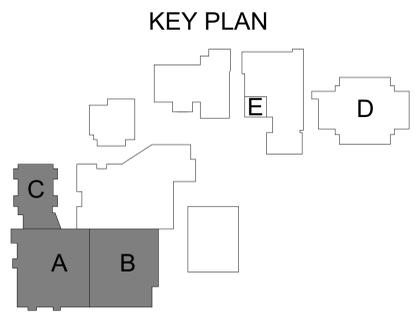
AREA	WORK	DURATION
C	DEMOLITION AND RENOVATION OF SCIENCE LABS + SITE	AUG 2022 - MAR 2023
A	DEMOLITION AND RENOVATION OF SCIENCE LABS	MAR 2023 - SEPT 2023

HVAC AND ROOF PHASING

AREA	WORK	DURATION
C	HVAC AND ROOF REPLACEMENT	AUG 2022 - MAR 2023
A	HVAC AND ROOF REPLACEMENT	MAR 2023 - SEPT 2023
B	HVAC AND ROOF REPLACEMENT	MAR 2023 - SEPT 2023



PHASE I
 PHASE II
 NOT IN SCOPE



2 ROOF (AND HVAC) PHASING DIAGRAM
SCALE: 1" = 40'-0"



811 Barton Springs Road, Suite 900, Austin, Texas 78704 P: 512.478.7441
 4140 Broadway, Suite 200, San Antonio, Texas 78209 P: 210.224.6652 F: 210.224.6653
 Austin, San Antonio

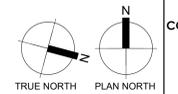
HAYS CISD
HAYS HS IMPROVEMENTS
 4800 JACK C HAYS TRAIL, KYLE, TX 78640



Revisions:

NO.	DESCRIPTION	DATE

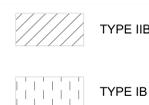
03/01/22
 Project No. 1900.06
CONTRACT DOCUMENTS



PACKAGE 2

PHASING INFORMATION
G1.2

EXIT CAPACITY CALCULATIONS									
MARK	TYPE	LOAD	CLEAR WIDTH	FACTOR	CAPACITY	IN TOTAL	TOTAL LOAD	TOTAL CAPACITY	
S1	DOOR	202	5'-4"	0.15	426	Yes	202	426	
S2	DOOR	203	5'-4"	0.15	426	Yes	203	426	
S3	DOOR	167	5'-4"	0.15	426	Yes	167	426	
S4	DOOR	168	5'-4"	0.15	426	Yes	168	426	
S5	DOOR	78	5'-4"	0.15	426	Yes	78	426	
S6	DOOR	78	5'-4"	0.15	426	Yes	78	426	
S7	DOOR	78	5'-4"	0.15	426	Yes	78	426	
S8	DOOR	170	5'-4"	0.15	426	Yes	170	426	
S9	DOOR	291	5'-4"	0.15	426	Yes	291	426	
							1435	3834	



HAYS HIGH SCHOOL BUILDING CODE ANALYSIS	
FACILITY:	Hays Consolidated Independent School District
OR PROJECT NUMBER:	1900.06
PROJECT:	HAYS HS HVAC RENOVATION AND SCIENCE LAB RENOVATION
LOCATION:	4800 JACK C HAYS TRAIL, BUDA, TX 78610
JURISDICTION:	CITY OF KYLE
APPLICABLE CODES:	2021 International Building Code 2021 International Energy Conservation Code 2021 International Plumbing Code 2021 International Fire Code 2021 International Mechanical Code 2020 National Electric Code 2012 Texas Accessibility Standards
Building Information	Existing Building is Both Type IB and Type IIB Construction
Square Feet of Renovations	100,000 SF
Number of Stories	2 Story
International Existing Building Code Classification	Chapter 5 Section 504 Identifies Scope as Alteration - Level 2, meaning all alterations shall comply with IEBC Chapters 7 & 8.

GENERAL LIFE SAFETY NOTES

1. LIFE SAFETY PLANS ARE MEANT TO BE VIEWED AND PRINTED IN COLOR.

KEYNOTE LEGEND

- 301 EXISTING PRIMARY STRUCTURE TO BE FIREPROOFED TO BRING IIB CONSTRUCTION TO IIB RATING
- 302 DOOR TO BE TIED INTO FIRE ALARM WITH ELECTRIC HOLD-OPENS

LIFE SAFETY LEGEND

- X X → OCCUPANT LOAD SERVED
- X X → EXIT MARK, REFER TO SCHEDULE
- TRAVEL DISTANCE TO EXIT: 97'-6"
- COMMON PATH OF TRAVEL TO EXIT: 17'-6"
- DOOR EXIT, STAIR EXIT, HORIZONTAL EXIT
- FIRE EXTINGUISHER CABINET (FEC), FIRE EXTINGUISHER (FE)
- LIFE SAFETY LINETYPES: FIRE/SMOKE BARRIERS (1FB, 3FW), 1 HOUR FIRE BARRIER, 3 HOUR FIRE WALL

HAYS CODE INFO

CODE CHAPTER	DESCRIPTION	SECTION
CHAPTER 3: Use & Occupancy...		
Occupancy Classifications		
Cafeteria	Assembly Group A-2	303.3
Library & Gymnasium	Assembly Group A-3	303.4
Administration, Business Offices	Business Group B	304.1
Remainder of School	Educational Group E	305.1
CHAPTER 4: Special Detailed...		
Stages and Platforms	Stage Area C, overhead curtains	410
CHAPTER 5: General Building Heights...		
Allowable Height and Building Areas	FOR TYPE IIB	
Group A-2, Type IIB	Height - 2 stories, 55 feet	Tables 504.4 & 504.3
Group A-3, Type IIB	Area - 9,500 sq ft per floor non-sprinklered	Table 506.2
Group B, Type IIB	Area - 9,500 sq ft per floor non-sprinklered	Table 506.2
Group E, Type IIB	Area - 23,000 sq ft per floor non-sprinklered	Tables 504.3 & 504.4
Group E, Type IIB	Height - 2 stories, 55 feet	Table 506.2
Group E, Type IIB	Area - 14,500 sq ft per floor	Table 506.2
Height / Story Modifications	No Height or Story Modification Taken	Section 504
Area Modifications	No Frontage increase taken	Section 506
CHAPTER 6: Types of Construction		
Construction Classification	Type IIB	602
Fire Resistance Rating Requirements	Type IIB	Table 601
Primary Structural Frame	0 hr	
Bearing Walls (exterior)	0 hr	
Bearing Walls (interior)	0 hr	
Nonbearing Walls and Partitions	0 hr ≥ 10'	
Nonbearing Walls and Partitions	0 hr	
Floor Construction	0 hr	
Roof Construction	0 hr	
CHAPTER 7: Fire-Resistance-Rated Construction		
Maximum Area of Exterior Wall	Fire Separation Distance > 30' = Not Required	705.8
Fire Walls	2 hr	Table 706.4
Fire Barriers	1 hr	707.1
Incidental Accessory Occupancies	Comply with 508.2.5	Table 508.2.5
Control Areas	Not Applicable	Table 414.2.4
Separate Occupancies	Comply with 504.8	707.3.8
Fire Areas	2 hour	Table 707.3.10
Exterior Walls	Comply with 705	
Corridor Walls	Comply w/ 1018.1, Table 1018.1, 0-hour w/ sprinkler system	Table 1018.1
Opening protectives		Table 716.5
fire walls and fire barriers rated >1 hour	2 hour - 1 1/2 hour door	
fire barriers rated 1 hour	1 hour - 3/4 hour opening protection	
fire partitions rated 0 hour	1 hour - 20 minute opening protection	
Fire Protection Rated Glazing		
Fire Window Assemblies	Fire Walls = NP, Fire Barriers 1 hr = NP...	Table 716.5
CHAPTER 5: General Building Heights...		
Allowable Height and Building Areas	FOR TYPE IB	
Group A-2, Type IB	Height - 5 stories, 160 feet	Tables 504.4 & 504.3
Group A-3, Type IB	Area - Unlimited	Table 506.2
Group B, Type IB	Area - Unlimited	Table 506.2
Group E, Type IB	Area - Unlimited	Table 506.2
Group E, Type IB	Height - 5 stories, 160 feet	Tables 504.3 & 504.4
Group E, Type IB	Area - Unlimited	Table 506.2
Height / Story Modifications	No Height or Story Modification Taken	Section 504
Area Modifications	No Frontage increase taken	Section 506
CHAPTER 6: Types of Construction		
Construction Classification	Type IB	602
Fire Resistance Rating Requirements	Type IB	Table 601
Primary Structural Frame	2hr, 1 hr where only supporting roof	
Bearing Walls (exterior)	2hr	
Bearing Walls (interior)	0 hr	
Nonbearing Walls and Partitions	0 hr ≥ 10' and 1hr < 10'	
Nonbearing Walls and Partitions	0 hr	
Floor Construction	1 hr, not required where roof is 20' or above any floor immediately below type IB	
Roof Construction	2 hr	
CHAPTER 7: Fire-Resistance-Rated Construction		
Maximum Area of Exterior Wall	Fire Separation Distance > 30' = Not Required	705.8
Fire Walls	3 hr	Table 706.4
Fire Barriers	1 hr	707.1
Incidental Accessory Occupancies	Comply with 508.2.5	Table 508.2.5
Control Areas	Not Applicable	Table 414.2.4
Separate Occupancies	Comply with 504.8	707.3.8
Fire Areas	2 hour	Table 707.3.10
Exterior Walls	Comply with 705	
Corridor Walls	Comply w/ 1018.1, Table 1018.1, 0-hour w/ sprinkler system	Table 1018.1
Opening protectives		Table 716.5
fire walls and fire barriers rated >1 hour	2 hour - 1 1/2 hour door; 3 hour - 3 hour door	
fire barriers rated 1 hour	1 hour - 3/4 hour opening protection	
Fire Protection Rated Glazing		
Fire Window Assemblies	Fire Walls = NP, Fire Barriers >1 hr, Fire barriers 1 hour = 3...	Table 716.5
CHAPTER 8: Interior Finishes		
Interior Wall and Ceiling Finish Requirements	Exit Enclosures & Passageways - Class B (FS 26-75 / SD 0-450); Not Applicable	Table 803.9
Corridors - Class B (FS 26-75 / SD 0-450)		Table 803.9
Rooms and Enclosed Spaces - Class C (FS 76-200 / SD ...)		Table 803.9
CHAPTER 9: Fire Protection Systems		
Automatic Sprinkler Systems	New work shall be equipped with an Automatic Sprinkler...	903.1
A-2 required if fire area >5,000sf or fire area occupants >100		903.2.1.2
A-3 required if fire area >12,000sf or fire area occupants >300		903.2.1.3
E throughout all group E fire areas greater than 12,000sf		903.2.3
Standpipes	Not Applicable	
Fire Extinguishers	Max Floor Area served 11,250 with 75' travel distance	Table 906.3(1)
Fire Alarm Systems	E manual fire alarm that initiates the occupant notification signal utilizing emergency voice/alarm connected to building...	907.2.3
CHAPTER 10: Means of Egress		
Accessory storage, mech, equip rooms	300 gross	Table 1004.1.2
Assembly w/o fixed seats:		
Business	15 net	
Education	100 gross	
Library	50 net at reading rooms; 100 gross at stack area	
Education	20 net at classrooms	
Stage	15 net	
Egress Width	15 in/occupant at doors with automatic sprinkler system	1005.3.2 & 105.3.1
2 in/occupant at doors without an automatic sprinkler system (Existing Building 2)		
Other facilities not listed: minimum 44"		1020.02
Common Path of Egress Travel	75 feet at A and E occupancy, 100 feet at B Occupancies...	Table 1006.2.1
Exit Access Travel Distance	250 feet max. at Assembly/Education Sprinklered, 300 feet max. at B occupancies	Table 1017.2
Minimum Number of Exits		
min. 1 exit	Max. occupant load of 49 (S Occupancies 29 max)	Table 1006.2.1
min. 2 exits	Occupant load between 50 and 500	Table 1006.3.1
min. 3 exits	Occupant load between 501 and 1000	Table 1006.3.1
min. 4 exits	Occupant load over 1,000	Table 1006.3.1
Corridor Fire Resistance Rating	0 hr with sprinkler system	Table 1018.1
Accessible Means of Egress	2 Accessible Means of Egress Required	1007.1

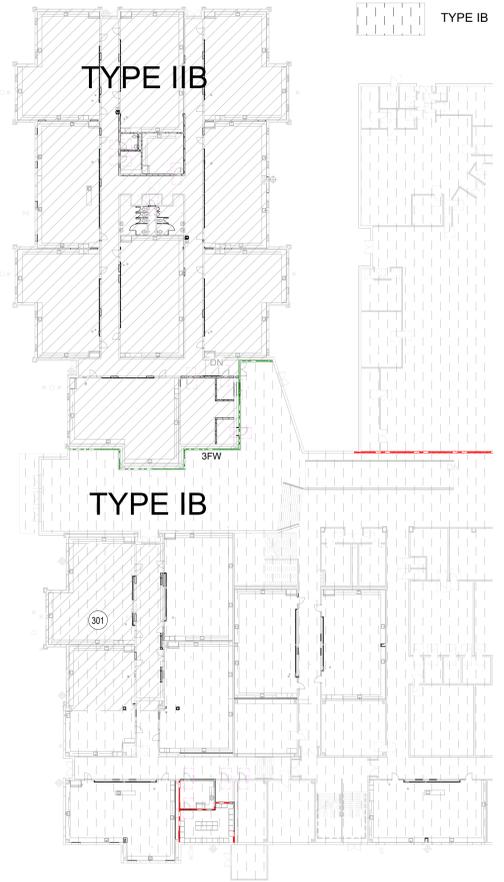


03/01/2022

Revisions:
NO. DESCRIPTION DATE

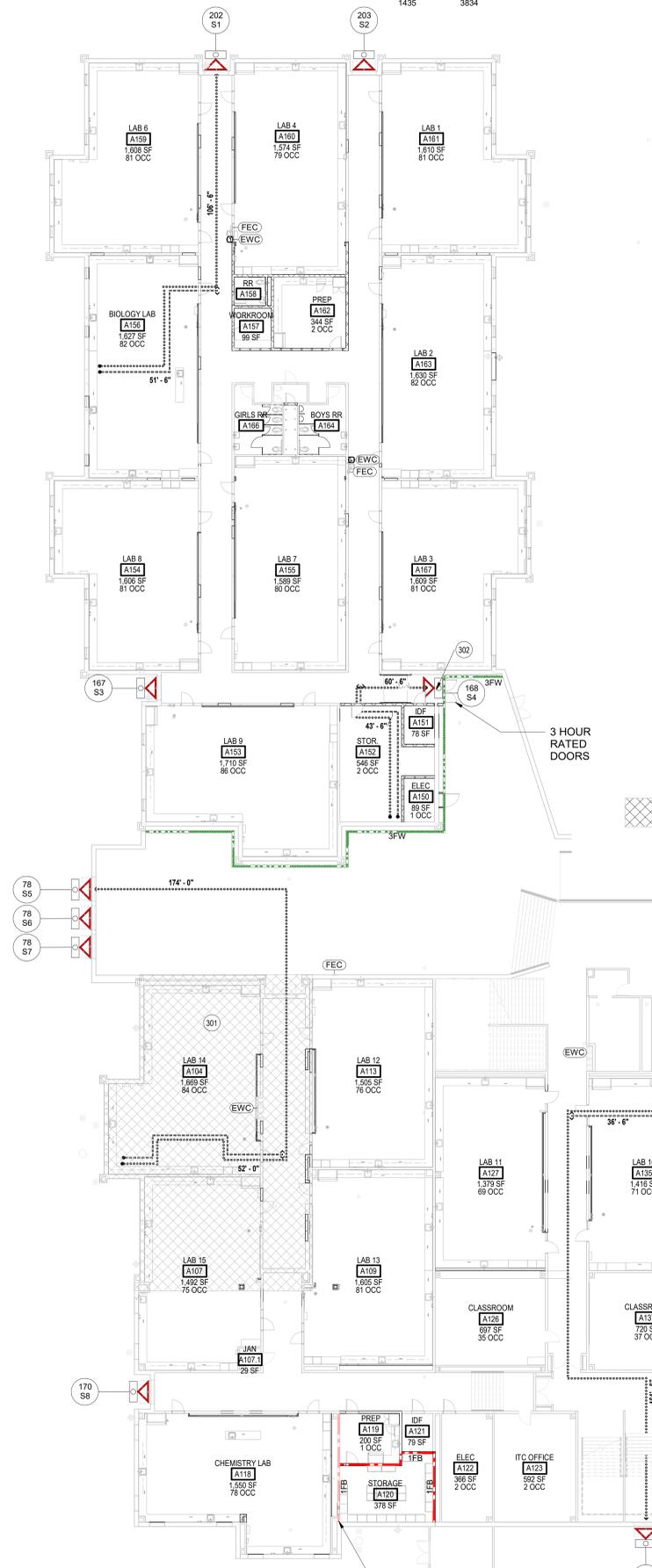
03/01/22
Project No. 1900.06
CONTRACT DOCUMENTS

LIFE SAFETY INFORMATION
LS1.1

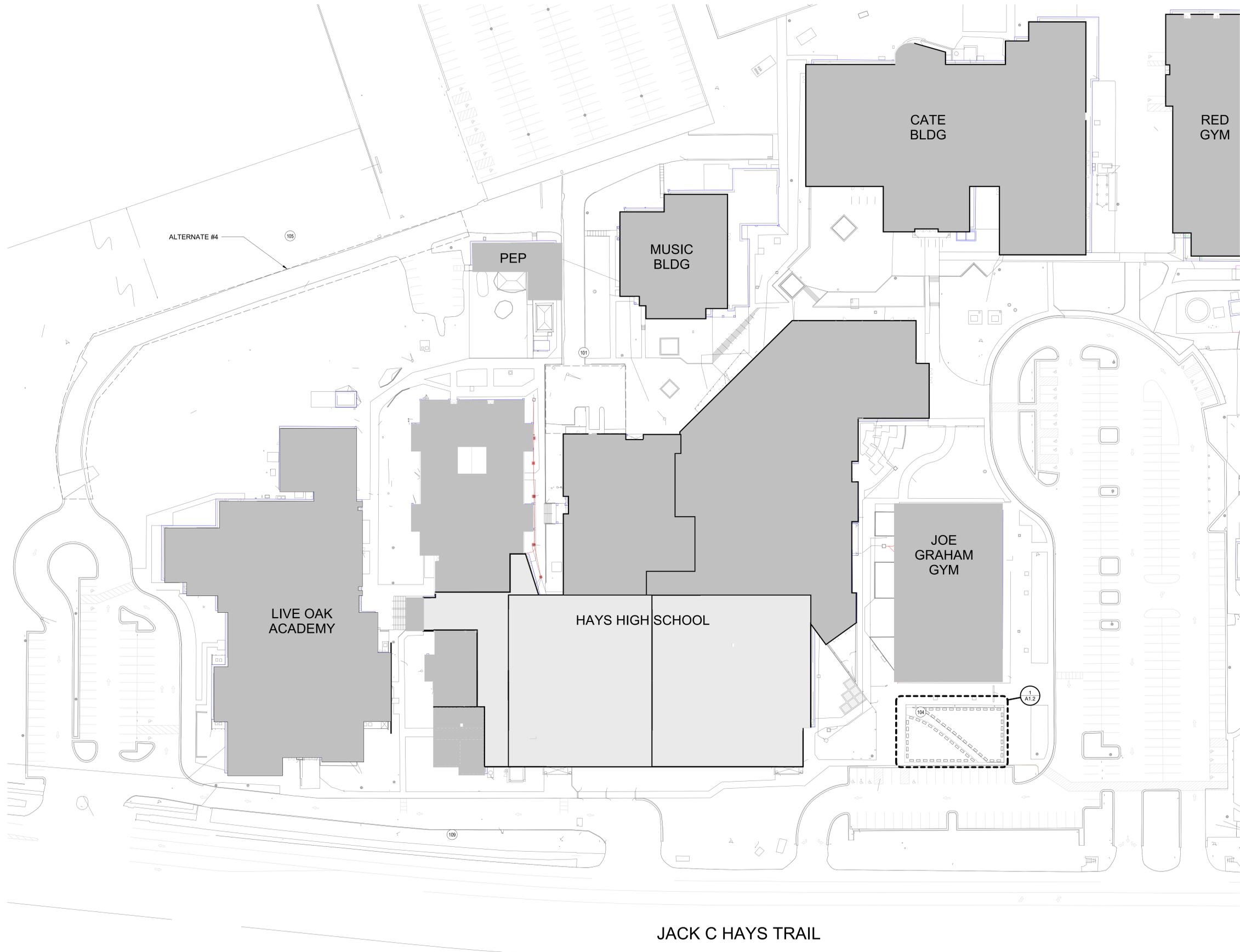


2 CONSTRUCTION TYPE
SCALE: 1/32" = 1'-0"

PER TABLE 601 OF IBC 2021, EXCEPTION A, THE FIRE-RESISTANCE RATING OF PRIMARY STRUCTURAL FRAME SHALL BE 1 HR WHERE SUPPORTING A ROOF ONLY. PER EXCEPTION B, WHERE EVERY PART OF THE ROOF CONSTRUCTION IS 20 FEET OR MORE ABOVE ANY FLOOR IMMEDIATELY BELOW, FIRE PROTECTION OF PRIMARY STRUCTURAL FRAME MEMBERS, ROOF FRAMING, AND DECKING SHALL NOT BE REQUIRED. THEREFORE, FIRE-RESISTANCE OF COLUMNS ONLY TO BE 1 HR.



1 FIRST FLOOR LIFE SAFETY PLAN
SCALE: 1/16" = 1'-0"



KEYNOTE LEGEND

- 101 PARKING LOT TO BE REPAVED REFERENCE CIVIL
- 104 LIMESTONE BLOCK TO BORDER PEDESTRIAN PATH
- 105 ALTERNATE #4 - REPAVE SOUTH DRIVEWAY
- 109 CONSTRUCTION SIGN (REFERENCE A1.2) WILL BE LOCATED BY GENERAL CONTRACTOR IN THIS AREA

1 SITE PLAN
SCALE: 1" = 40'-0"



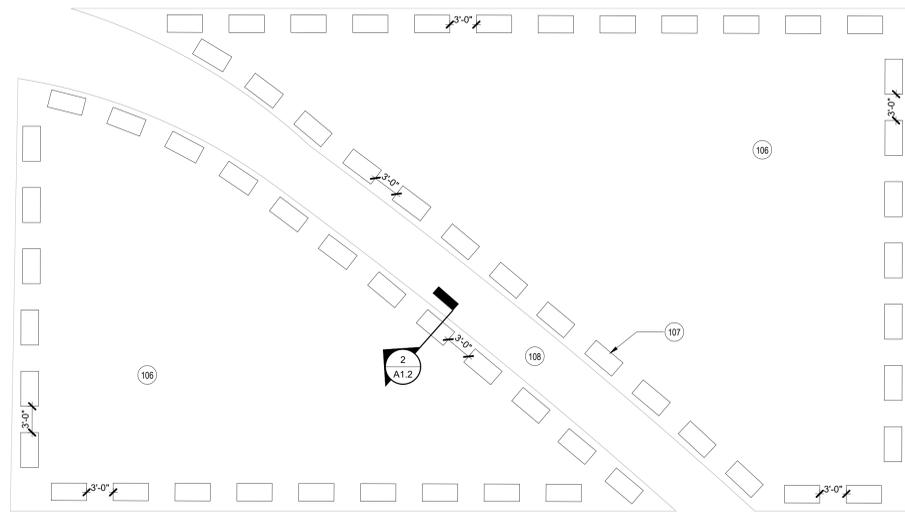
HAYS CISD
HAYS HS IMPROVEMENTS
 4800 JACK C HAYS TRAIL, KYLE, TX 78640



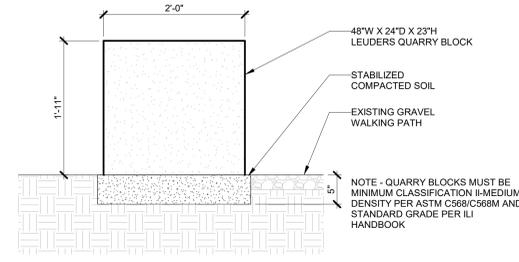
NO.	DESCRIPTION	DATE

KEYNOTE LEGEND

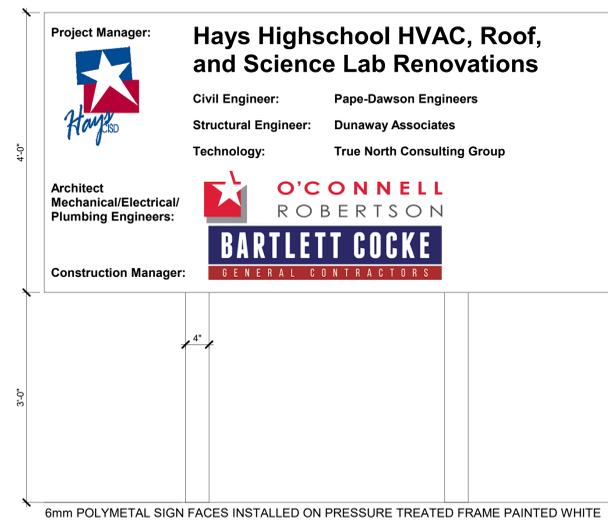
- 106 EXISTING LANDSCAPING
- 107 LIMESTONE BLOCK PATHWAY
- 108 EXISTING CRUSHED GRANITE WALKWAY



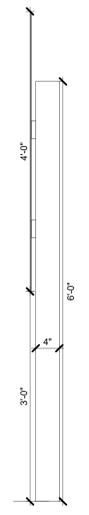
1 ENLARGED ENTRY PATH PLAN
SCALE: 1/8" = 1'-0"



2 QUARRY BLOCK SECTION
SCALE: 1" = 1'-0"



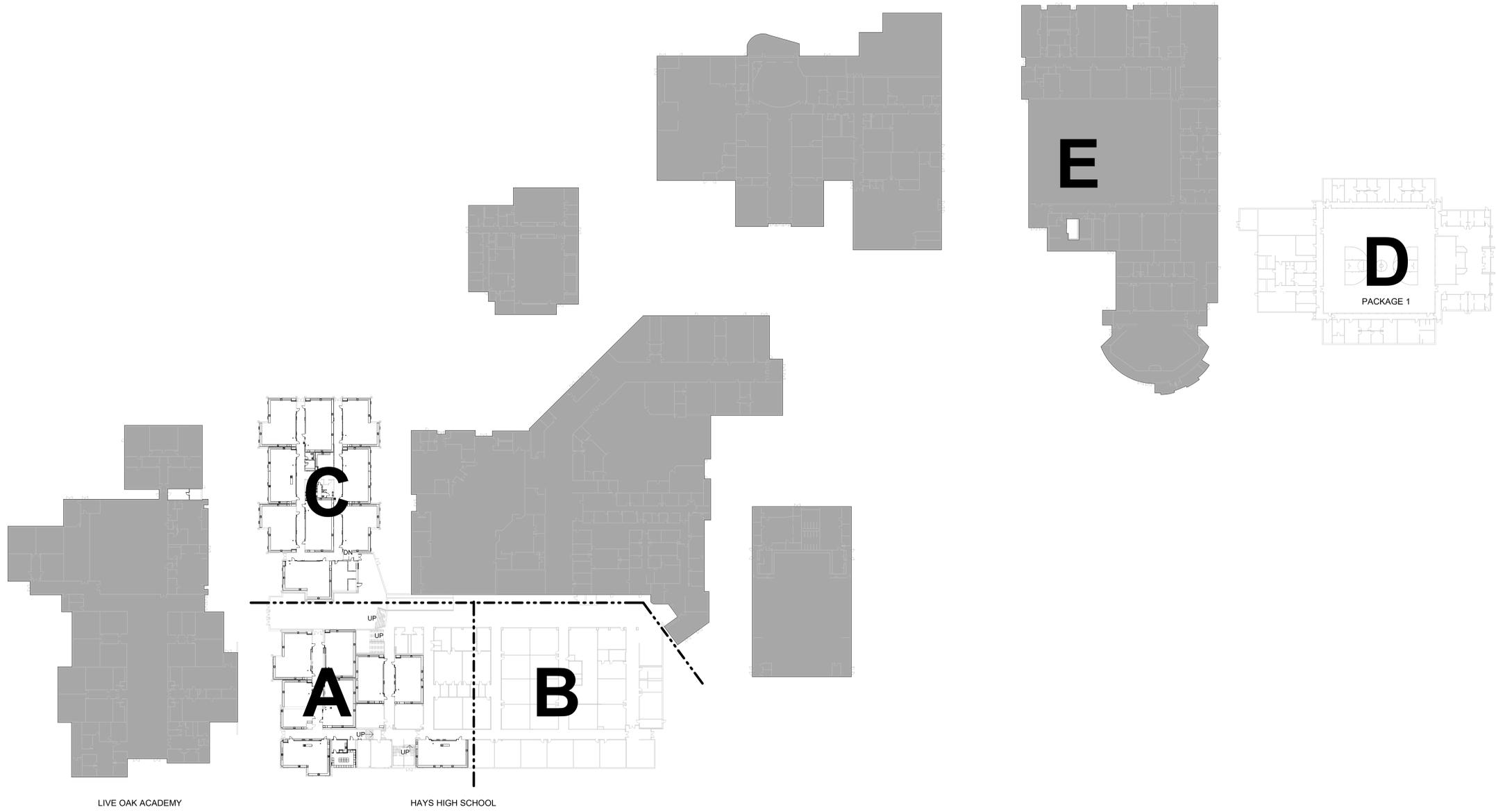
3 CONSTRUCTION SIGN
SCALE: 1" = 1'-0"



4 CONSTRUCTION SIGN PROFILE
SCALE: 1" = 1'-0"



NO.	DESCRIPTION	DATE



1 COMPOSITE FIRST FLOOR PLAN
SCALE: 1" = 50'-0"

LIVE OAK ACADEMY

HAYS HIGH SCHOOL

HAYS CISD
HAYS HS IMPROVEMENTS
 4800 JACK C HAYS TRAIL, KYLE, TX 78640

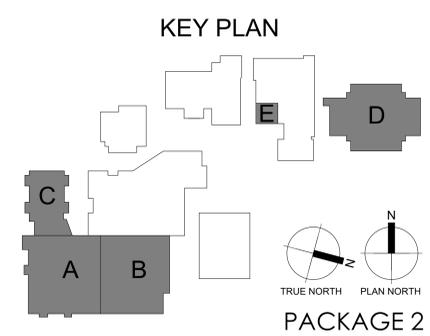


NO.	DESCRIPTION	DATE

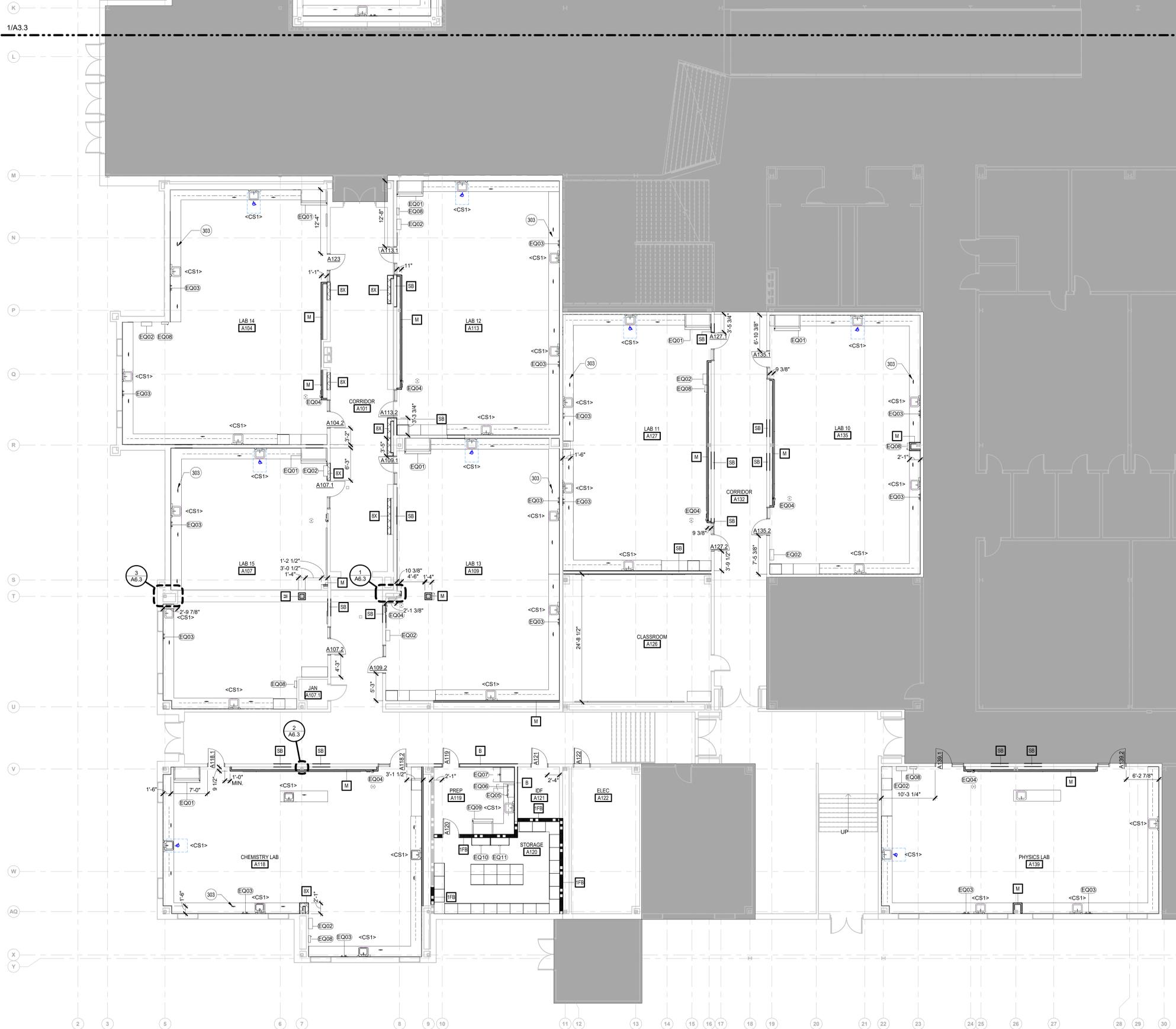
03/01/22
 Project No. 1900.06
CONTRACT DOCUMENTS

COMPOSITE FIRST FLOOR PLAN

A3.0



PACKAGE 2



1 FIRST FLOOR PLAN - AREA A
SCALE: 1/8" = 1'-0"

GENERAL FLOOR PLAN NOTES

- REFER TO SHEET A7.1 FOR PARTITION TYPES
- REFER TO SHEET A8.1 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS <##>
- FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
- REFER TO A10 SERIES FOR INTERIOR ELEVATION TAGS

■ NOT IN SCOPE

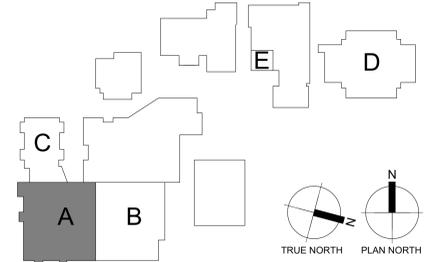
KEYNOTE LEGEND

303 GAS TURRET TYPICAL REFERENCE PLUMBING

EQUIPMENT SCHEDULE

TAG	EQUIPMENT TYPE	PROVIDED BY
EQ01	FUME HOOD - 60"	CFCI
EQ02	GOGGLE CABINET	CFCI
EQ03	18" X 24" EPOXY RESIN LAB DRYING RACK	CFCI
EQ04	COMBINATION SHOWER AND EYEWASH	CFCI
EQ05	DISHWASHER	CFCI
EQ06	MICROWAVE	CFCI
EQ07	REFRIGERATOR	CFCI
EQ08	FIRE BLANKET	CFCI
EQ09	FUME HOOD - 48"	CFCI
EQ10	FLAMMABLE STORAGE CABINET	OFCI
EQ11	ACID STORAGE CABINET	OFCI

KEY PLAN



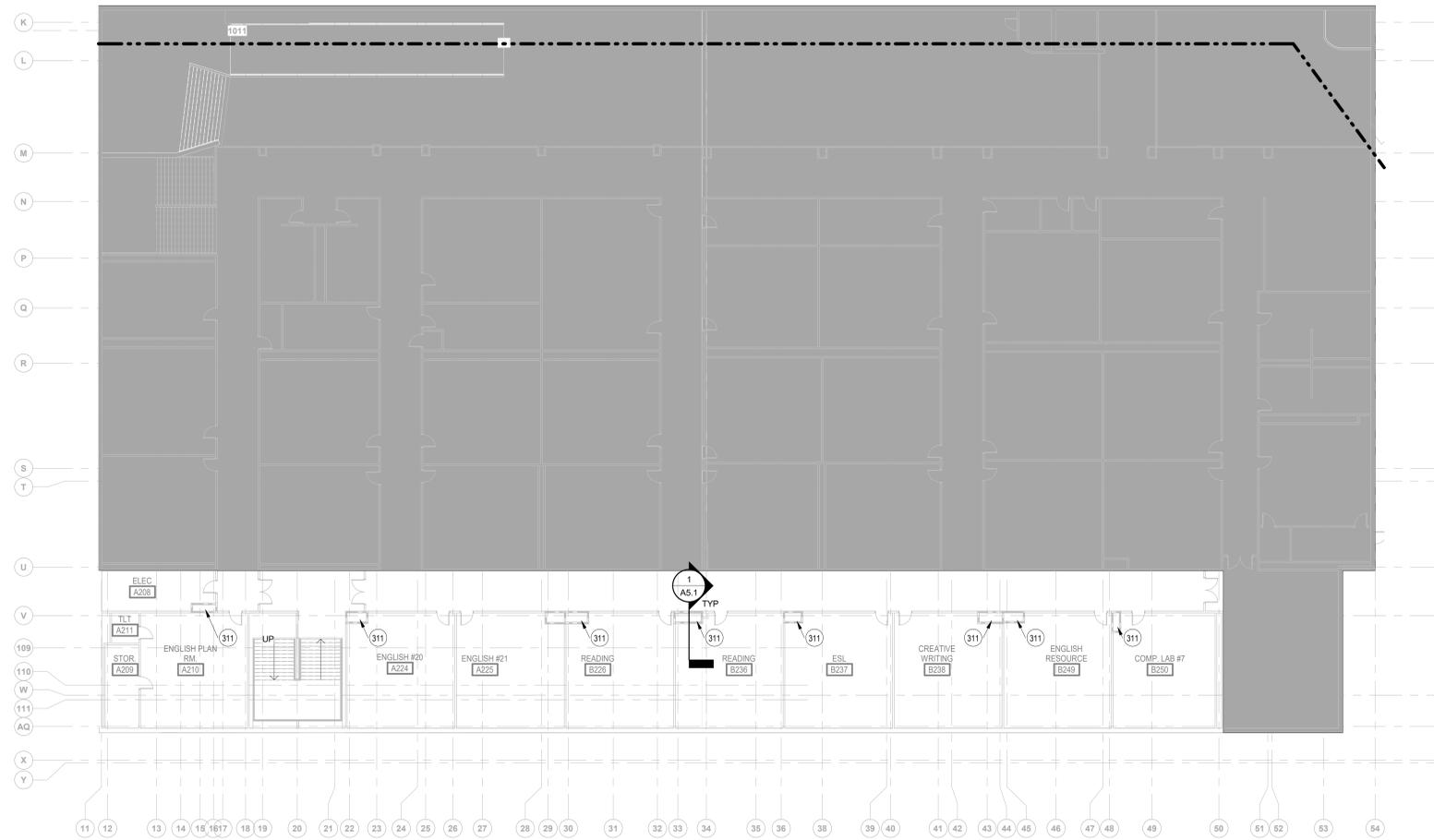
NO.	DESCRIPTION	DATE	REVISIONS:

GENERAL FLOOR PLAN NOTES

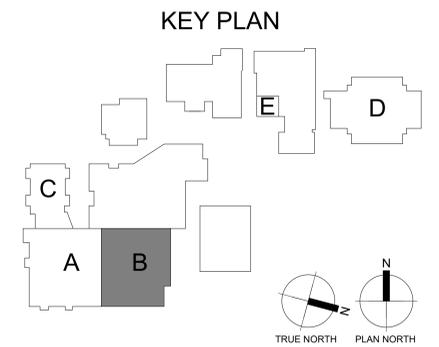
1. REFER TO SHEET A7.1 FOR PARTITION TYPES
2. REFER TO SHEET A0.1 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS **<##>**
3. FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
4. REFER TO A10 SERIES FOR INTERIOR ELEVATION TAGS

KEYNOTE LEGEND

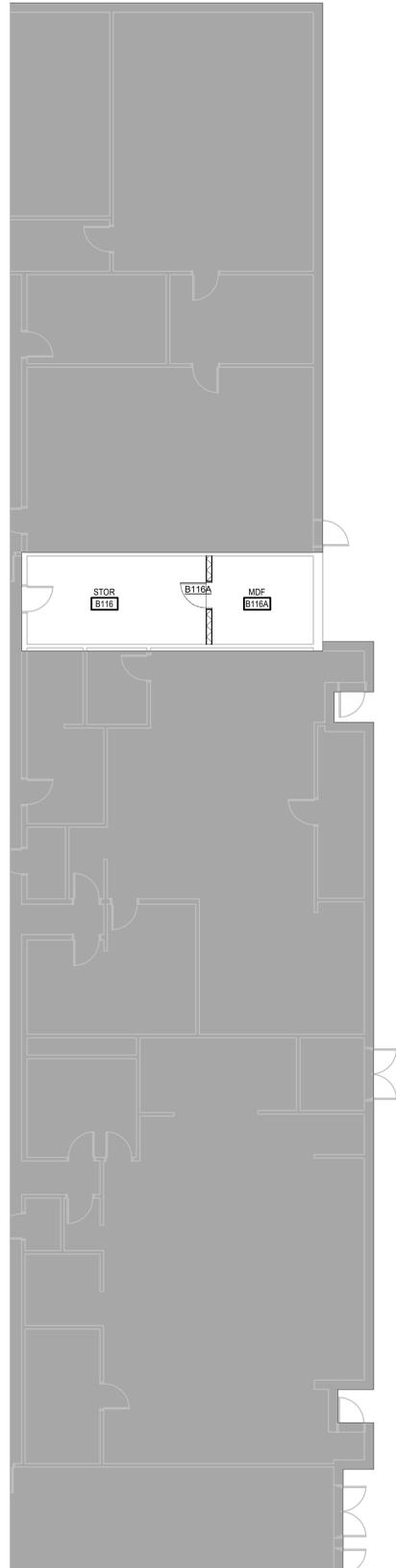
- 311 ALTERNATE #2 - COMPLETE SHAFT ENCLOSURES WHERE NOT FULLY ENCLOSED, BRING UP TO 1HR FIRE RATING



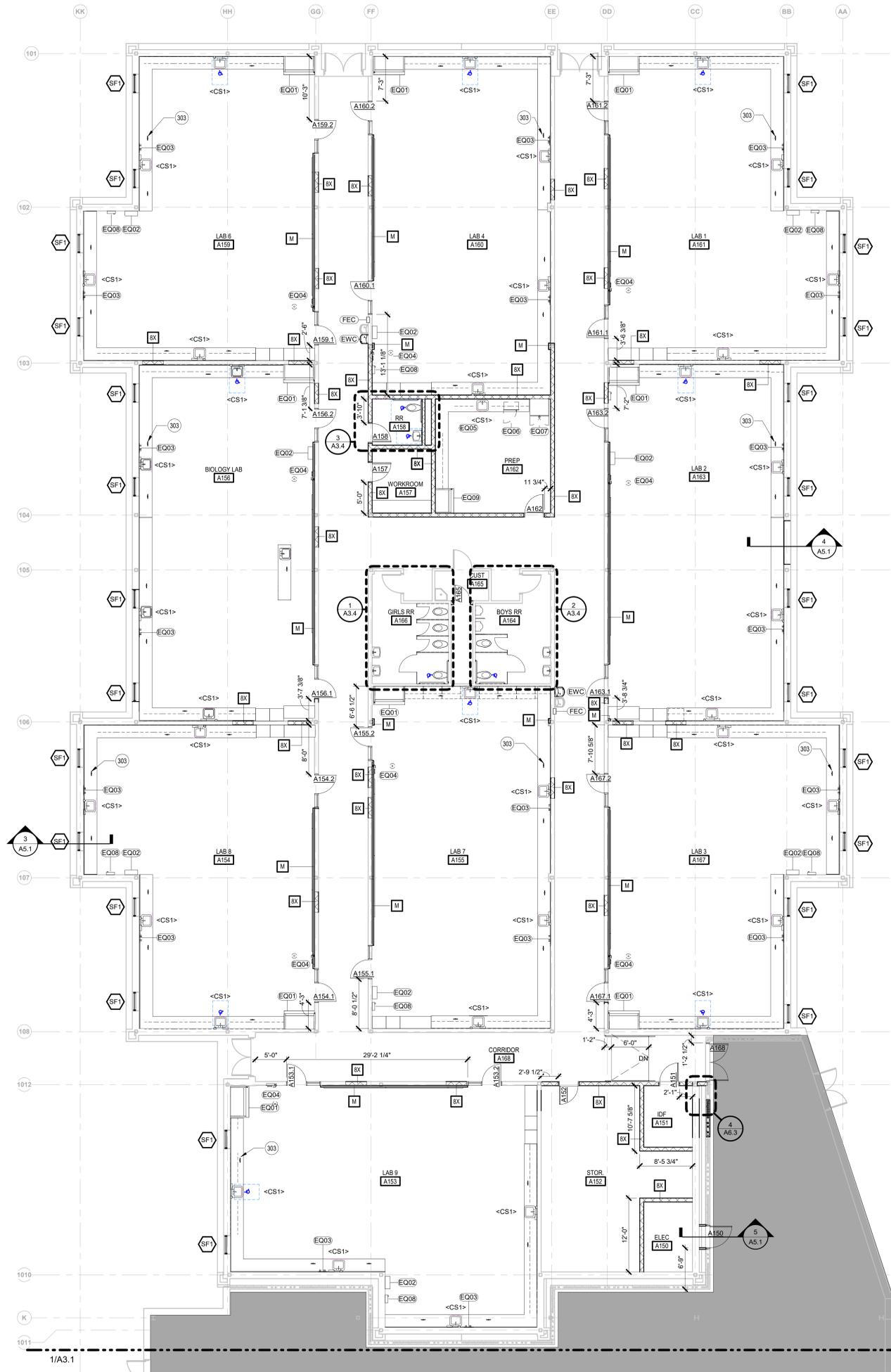
1 SECOND FLOOR PLAN - AREA B
SCALE: 1/16" = 1'-0"



NO.	DESCRIPTION	DATE



1 FIRST FLOOR PLAN - AREA C - SCIENCE WING
SCALE: 1/8" = 1'-0"



GENERAL FLOOR PLAN NOTES

- REFER TO SHEET A7.1 FOR PARTITION TYPES
- REFER TO SHEET A8.1 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS <CS1>
- FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
- REFER TO A10 SERIES FOR INTERIOR ELEVATION TAGS

NOT IN SCOPE

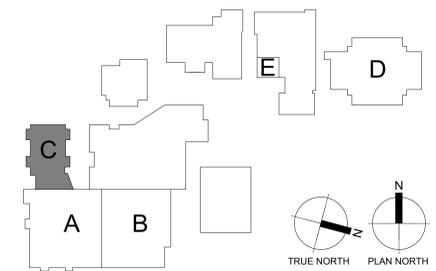
KEYNOTE LEGEND

303 GAS TURRET TYPICAL REFERENCE PLUMBING

EQUIPMENT SCHEDULE

TAG	EQUIPMENT TYPE	PROVIDED BY
EQ01	FUME HOOD - 60"	CFCI
EQ02	GOGGLE CABINET	CFCI
EQ03	18" X 24" EPOXY RESIN LAB DRYING RACK	CFCI
EQ04	COMBINATION SHOWER AND EYEWASH	CFCI
EQ05	DISHWASHER	CFCI
EQ06	MICROWAVE	CFCI
EQ07	REFRIGERATOR	CFCI
EQ08	FIRE BLANKET	CFCI
EQ09	FUME HOOD - 48"	CFCI
EQ10	FLAMMABLE STORAGE CABINET	OFCI
EQ11	ACID STORAGE CABINET	OFCI

KEY PLAN



TRUE NORTH PLAN NORTH



NO.	DESCRIPTION	DATE



1 COMPOSITE ROOF PLAN
SCALE: 1" = 20'-0"

GENERAL ROOF NOTES

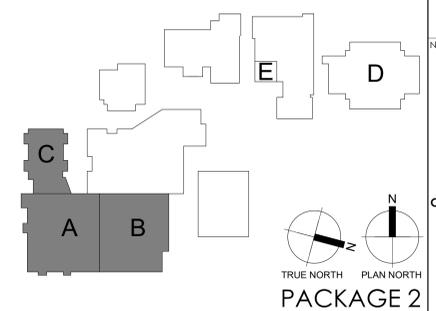
1. REFER TO SHEET A6.1 AND A6.2 FOR TYPICAL ROOF DETAILS
2. NOT ALL ROOF PENETRATIONS ARE SHOWN ON THE ARCHITECTURAL ROOF PLANS.
3. ALL ROOFING AREAS ARE MODIFIED BITUMINOUS UNLESS NOTED OTHERWISE.
4. MINIMUM SLOPE FOR ROOF IS 1/4" PER 1'-0" UNLESS NOTED OTHERWISE.
5. ALL SADDLES OR CRICKETS ARE FORMED WITH TAPERED INSULATION UNLESS NOTED OTHERWISE.
6. PROVIDE CRICKETS ON THE UPSLOPE SIDE AT ALL EQUIPMENT AND OBSTACLES GREATER THAN 24" WIDE.
7. REMOVE AND DISPOSE OF ABANDONED ROOF PENETRATIONS. REPAIR ROOFING AND ROOF DECK AT PENETRATIONS LESS THAN 12" PER DETAIL TYPICAL.
8. NEW AHU RE: MEP. LOCATION SHOWN IS APPROXIMATE. VERIFY EXACT LOCATION AND SIZE WITH MEP. PROVIDE AHU CURB FLASHING PER DETAIL TYPICAL.

KEYNOTE LEGEND

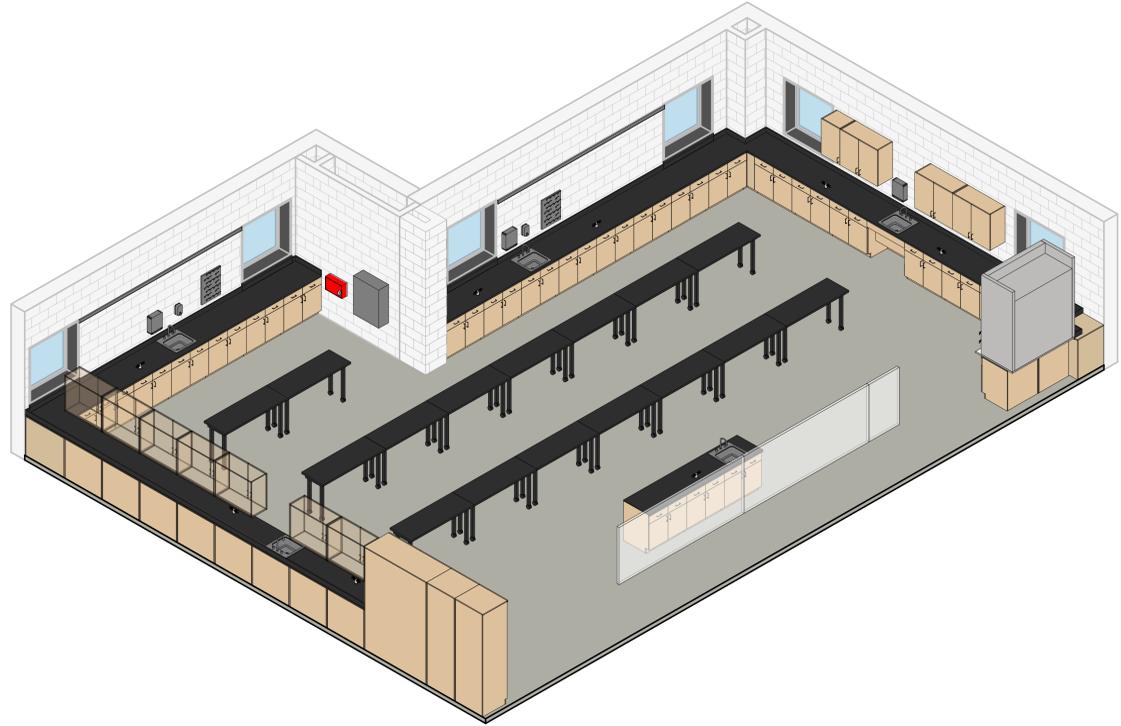
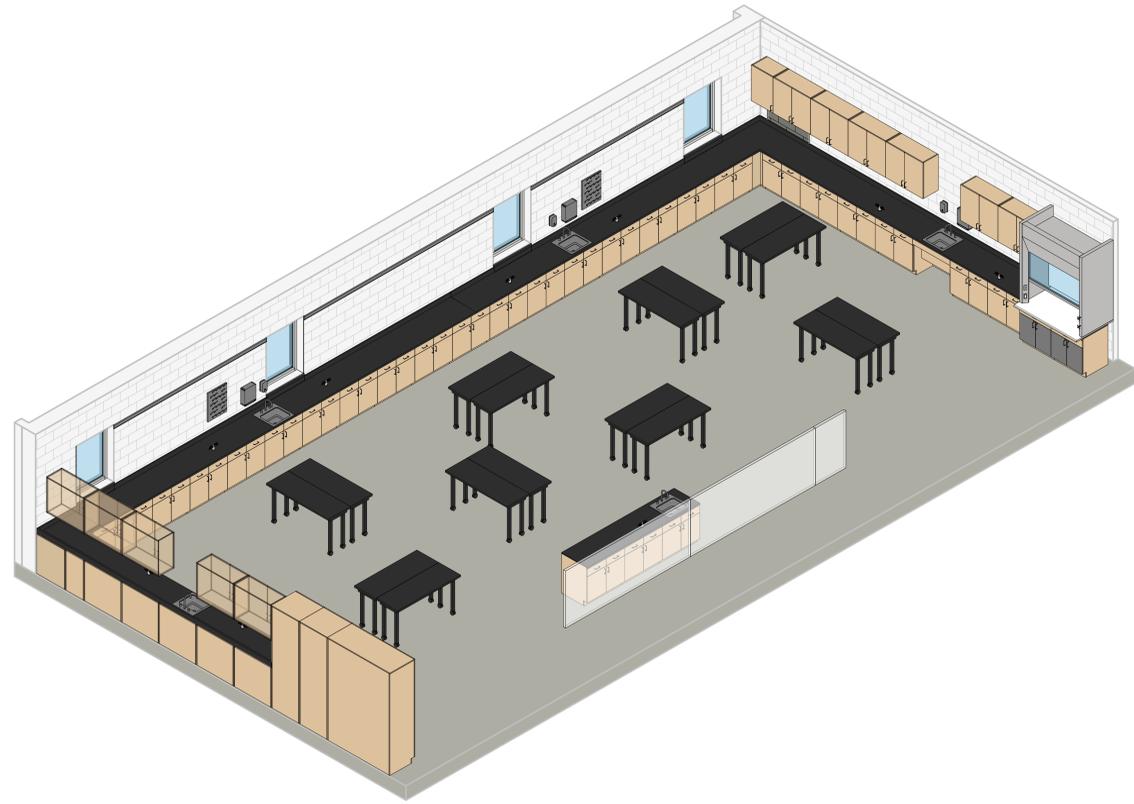
- 304 SCUPPER WITH COLLECTOR BOX
- 305 EXISTING GUTTER WITH DOWNSPOUT
- 306 EXISTING ROOF DRAIN
- 307 EXISTING ROOF ACCESS LADDER
- 308 NEW ROOF AND DECK INFILL
- 309 EXISTING OVERFLOW SCUPPER
- 312 NEW DOWNSPOUTS TO BE TIED INTO STORM BELOW GRADE
- 313 NEW DOWNSPOUTS TO BE BROUGHT DOWN TO GRADE
- 314 EXISTING OVERFLOW ROOF DRAIN
- 316 EXISTING COUNTER FLASHING AND METAL PANEL ABOVE.
- 317 EXISTING COUNTER FLASHING AND BRICK VENEER ABOVE
- 320 REMOVE AND DISPOSE OF ABANDONED ROOF PENETRATIONS. REPAIR ROOFING AND ROOF DECK AT PENETRATIONS LESS THAN 12" PER DETAIL TYPICAL.

- NOT IN SCOPE
- EXISTING ROOFING TO REMAIN, HVAC REPLACEMENT
- ROOFING AND HVAC REPLACEMENT

KEY PLAN

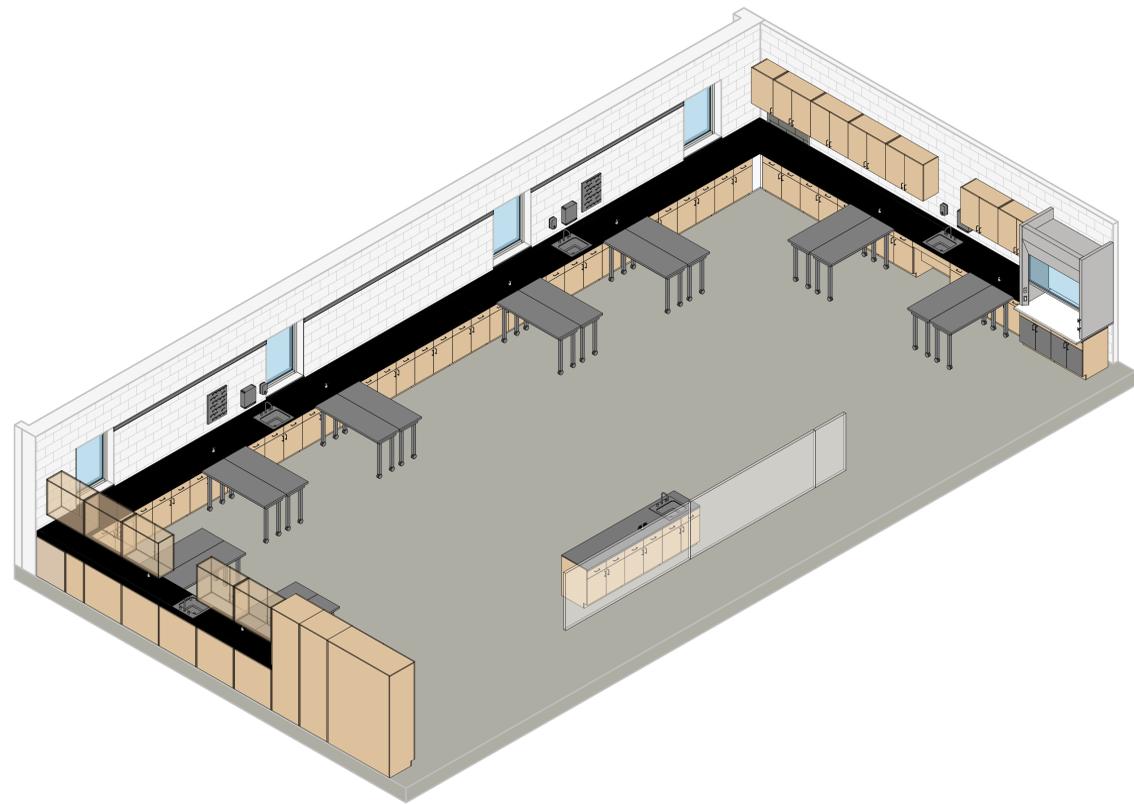


NO.	DESCRIPTION	DATE



1 BIOLOGY LAB - LECTURE SETUP
NOT TO SCALE

2 CHEMISTRY LAB - LECTURE SETUP
NOT TO SCALE



3 BIOLOGY LAB - LAB SETUP
NOT TO SCALE

4 CHEMISTRY LAB - LAB SETUP
NOT TO SCALE



NO.	DESCRIPTION	DATE



April 8, 2022

Mr. Max Cleaver
Hays Consolidated Independent School District
21003 Interstate 35
Kyle, Texas 78640

Re: Guaranteed Maximum Price for the Hays CISD Jack C. Hays High School – Package 3

Dear Mr. Cleaver:

Bartlett Cocke General Contractors advertised for, and received Subcontractor and Supplier proposals for the 100% Construction Document set for the above-referenced project on March 31, 2022. Based on the receipt of proposals and subsequent analysis, we have assembled the Guaranteed Maximum Price (GMP) for the work included in this proposal package. We are pleased to offer for approval the following overall GMP:

Sixteen Million Six Hundred and Five Thousand Four Hundred and Seven Dollars (\$16,605,407.00)

Included In This GMP:

- Escalation Allowance..... \$323,339
Owner Contingency..... \$323,339
CM Contingency \$323,339

Alternates Included In This GMP:

- Alternate #1 - New Light Fixtures at Main Corridor \$76,312.00
Alternate #2 - Fire Smoke Dampers - Replace Actuators \$125,842.00
Alternate #3 - New Pole Lights at Marching Band Practice Lot..... \$30,336.00
Alternate #4 - Repave Asphalt Road between Live Oak and Band Lot..... \$161,826.00

Items Included In This GMP:

- Payment and Performance Bond
Construction Manager Fee.
General Conditions Costs
BCLP Self-Perom Bid Items per March 30, 2022 letter.
Subcontracted Cost-of-Work Items.
Payroll Taxes, Insurance, and other Costs.
Insurance, and other Costs.
Prevailing Wages and Benefits per Documents.
All construction work per Plans and Specifications, unless specifically noted or excluded below.

Items Excluded From This GMP:

- Sales tax.
Testing and inspections.
Impact / Use / Development / Consultant / Jurisdictional / Agency fees.
Environmental surveys and hazardous material identification, handling and/or removal.
Adjustments, removal, or relocations to existing utilities, unless specifically shown or specified.

BARTLETT COCKE GENERAL CONTRACTORS

Building Better Lives

3330 CASEYBRIDGE COURT, AUSTIN, TEXAS 78704 ▼ TEL (512) 326-4223 • FAX (512) 326-3990 ▼ website: www.bartlettcocke.com



- Sub-surface investigations, test probe holes, geo-technical testing, and hidden conditions costs.
- All items not shown or specified in the referenced Proposal Documents.
- Utility consumption costs, public utility applications, public utility construction costs and hookup fees.

Clarifications and Assumptions:

- Per clarifications and assumptions log.

Proposal Documents:

- Documents developed by O’Connell Robertson Architects:

100% Construction Documents.....	March 1, 2022
Addendum #1	March 22, 2022
Addendum #2	March 29, 2022

We have provided a GMP Summary for your assistance in preparing the Contract Amendment. At this time, we are requesting that you review and approve our GMP for the project in the above amounts. Upon approval, we will need a Contract Amendment to our Contract by the stated amounts and a Contract Notice to Proceed for this package. If you have any questions, please do not hesitate to call.

Sincerely,
BARTLETT COCKE GENERAL CONTRACTORS

Stefan Doerr

Stefan Doerr
Lead Estimator

- CC: O’Connell Robertson – Kurt Schwerdtfeger
O’Connell Robertson – Hannah Laue
BCGC – Hans Schneider
BCGC – Michael Schmidt
File

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: 2021 Bond Project – Bid Package 9 Chapa Middle School and Simon Middle School

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

Deliver timely, cost effective facilities.

D. Summary:

Previous board action relating to this item -
 Future action anticipated -
 Background information –

The 2021 Bond contains provisions for improvements to Chapa Middle School (CMS) and Simon Middle School (SMS) including the construction of new fine arts facilities at both locations per the attached design development (DD) drawings from O'Connell-Robertson Architects.

The Project Team consisting of the owner (central and campus staff), architect (O'Connell Robertson, OCR), and construction manager at risk (Bartlett-Cocke) began detailed schematic design (SD) work on this project in November 2021 and held multiple meetings to develop the scope, design development has continued since that time.

On January 31, 2022 the Board approved a deficit SD budget with the understanding they would have several future check-points before proceeding to construction.

For this agenda item, staff recommends approval of a deficit DD budget, as presented.

Tentatively, staff will present this item to the FBOC on April 21, 2022.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Campus Staff

F. Administrative Recommendation:

Consideration and approval of the design-to-date for this project.

G. Fiscal Impact and Cost: Amount: See information on attached cost estimate

Budget Bond Grant/Special Funds Other _____

Prior Year Spending – Not applicable

Future/Ongoing -

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Max Cleaver

Evaluation method and time line:

Next report to the board:

Date	Action
April 18/25, 2022	Board consideration of DD
August 2022	Board Consideration of guaranteed maximum price (GMP)

I. Suggested Motion:

I move the Board approve the design development for the 2021 Bond improvements to Chapa Middle School and Simon Middle School, designed by O'Connell Robertson Architects, as presented.

HAYS CISD
21003 IH 35 FRONTAGE ROAD
KYLE, TX 78640

 **O'CONNELL ROBERTSON**
Architecture - Engineering - Interiors
811 Barton Springs Road, Suite 900
AUSTIN, TX 78704

Dunaway Associates
Structural Engineer
5707 Southwest Pkwy, Building 2, Suite 250
AUSTIN, TX 78735

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Civil Engineer
10801 North Mopac Expressway, Building 3, Suite 200
AUSTIN, STATE 78759

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Datacom Consultant
13284 Pond Springs Road, #304
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Mission: We believe every project has a mission and strive to design environments that have a purpose that extends far beyond form and function.

CHAPA MS IMPROVEMENTS

3311 DACY LN KYLE, TX 78640

100% DESIGN DEVELOPMENT

02/24/22



HAYS CISD CHAPA MS IMPROVEMENTS

3311 DACY LN KYLE, TX 78640

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RESPONSIBLE ARCHITECT:
CASEY NICHOLSON
24985

Revisions:	
NO.	DESCRIPTION DATE

02/24/22
Project No. 1900.09
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DEVELOPMENT

COVER SHEET
G1.0

EXIT CAPACITY CALCULATIONS								
MARK	TYPE	LOAD	CLEAR WIDTH	FACTO R	CAPACI TY	IN TOTAL	TOTAL LOAD	TOTAL CAPACITY
G100.1	DOOR	357	5'-8"	0.15	453	Yes	357	453
G102.2	DOOR	95	3'-8"	0.15	293	Yes	95	293
G108.2	DOOR	61	3'-8"	0.15	293	Yes	61	293
G110.2	DOOR	35	3'-8"	0.15	293	Yes	35	293
G100.3	DOOR	450	5'-8"	0.15	453	Yes	450	453
G100.2	DOOR	400	5'-8"	0.15	453	Yes	400	453
							1398	2238

GENERAL LIFE SAFETY NOTES

- LIFE SAFETY PLANS ARE MEANT TO BE VIEWED AND PRINTED IN COLOR.
- REFERENCE A3 SERIES FOR FIRE EXTINGUISHER LOCATIONS.

LIFE SAFETY LEGEND

- OCCUPANT LOAD SERVED
- EXIT MARK, REFER TO SCHEDULE
- TRAVEL DISTANCE TO EXIT
9'-6"
- COMMON PATH OF TRAVEL TO EXIT
17'-6"
- CIRCLE INDICATES INCLUDED IN TOTAL
DOOR EXIT
- KNOX BOX, MOUNTED AT 4'-0" TO HIGHEST OPERABLE PART
- FIRE EXTINGUISHER CABINET
- FIRE EXTINGUISHER
- LIFE SAFETY LINETYPES**
- FIRE/SMOKE BARRIERS
- 1 HOUR FIRE BARRIER

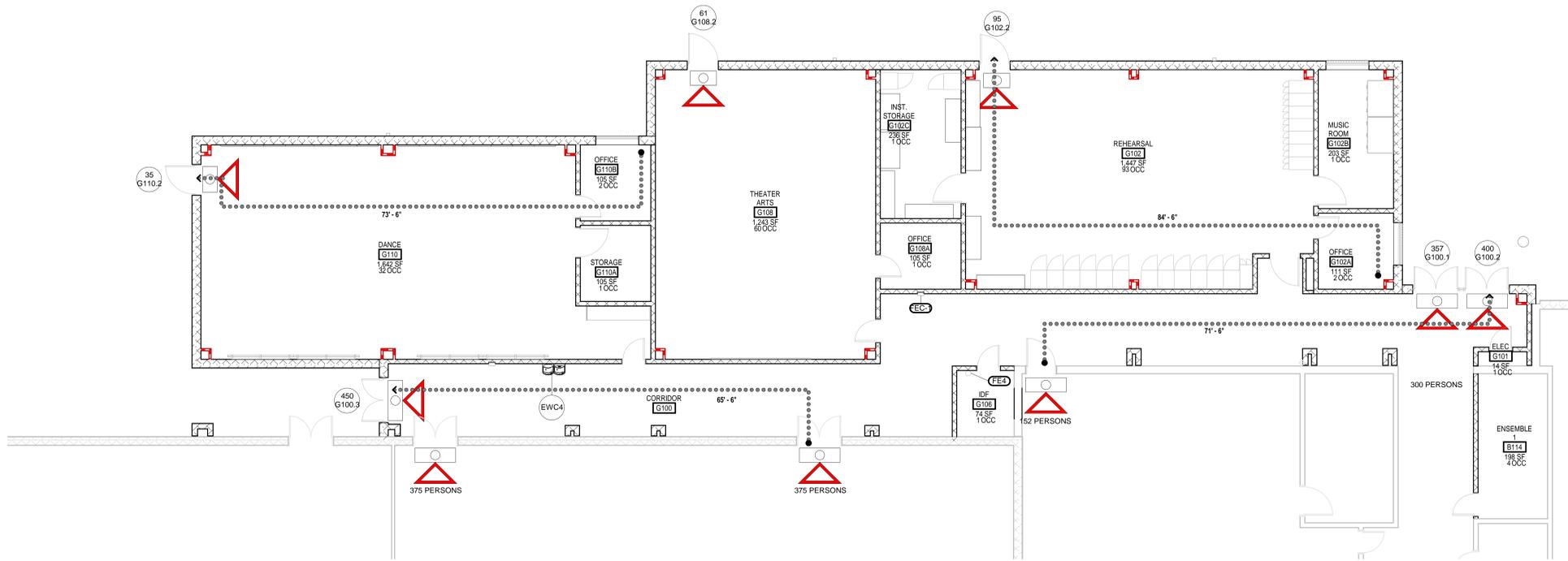


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RESPONSIBLE ARCHITECT:
KURT SCHWEDTFEGER
25169

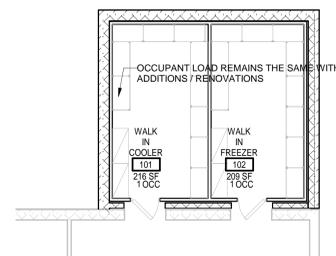
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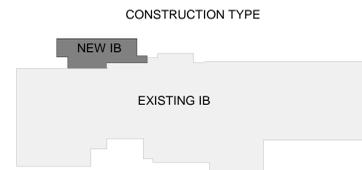
LIFE SAFETY
INFORMATION
LS1.2



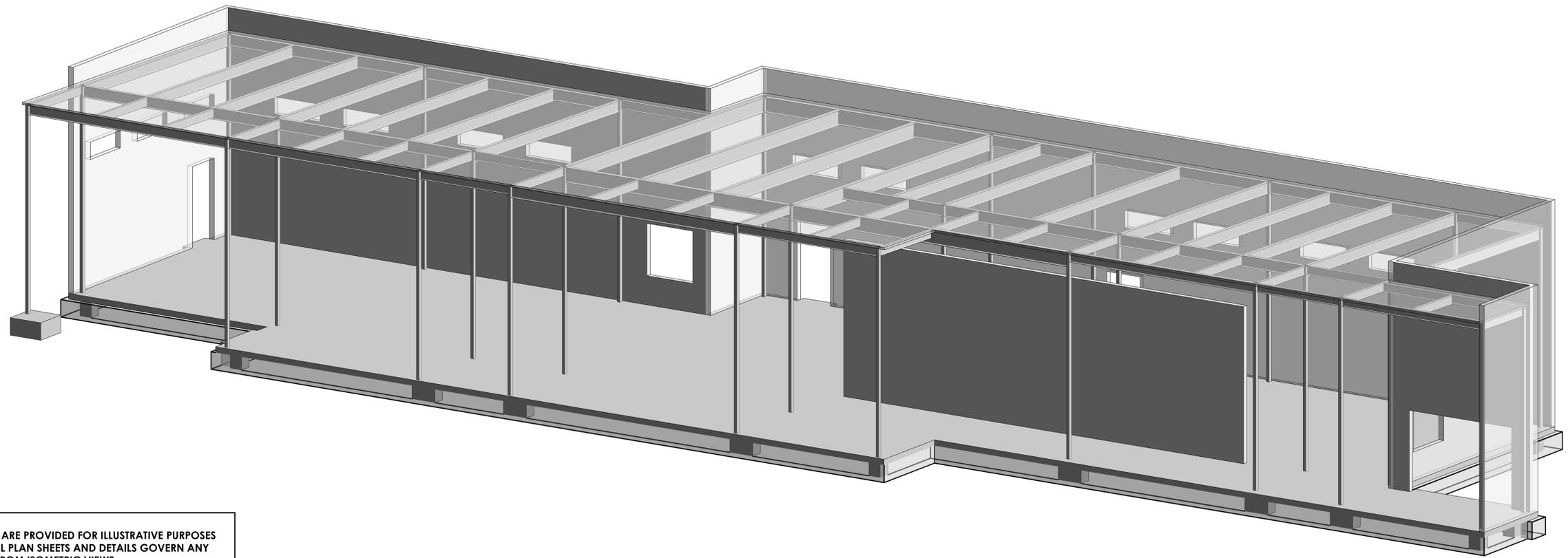
1 LIFE SAFETY PLAN - AREA G
SCALE: 1/8" = 1'-0"



2 FREEZER / COOLER ADDITION LIFE SAFETY PLAN
SCALE: 1/8" = 1'-0"



3 CONSTRUCTION TYPES
SCALE: 1/2" = 1'-0"



NOTE:
 ISOMETRIC VIEWS ARE PROVIDED FOR ILLUSTRATIVE PURPOSES ONLY. STRUCTURAL PLAN SHEETS AND DETAILS GOVERN ANY DATA OBTAINED FROM ISOMETRIC VIEWS.

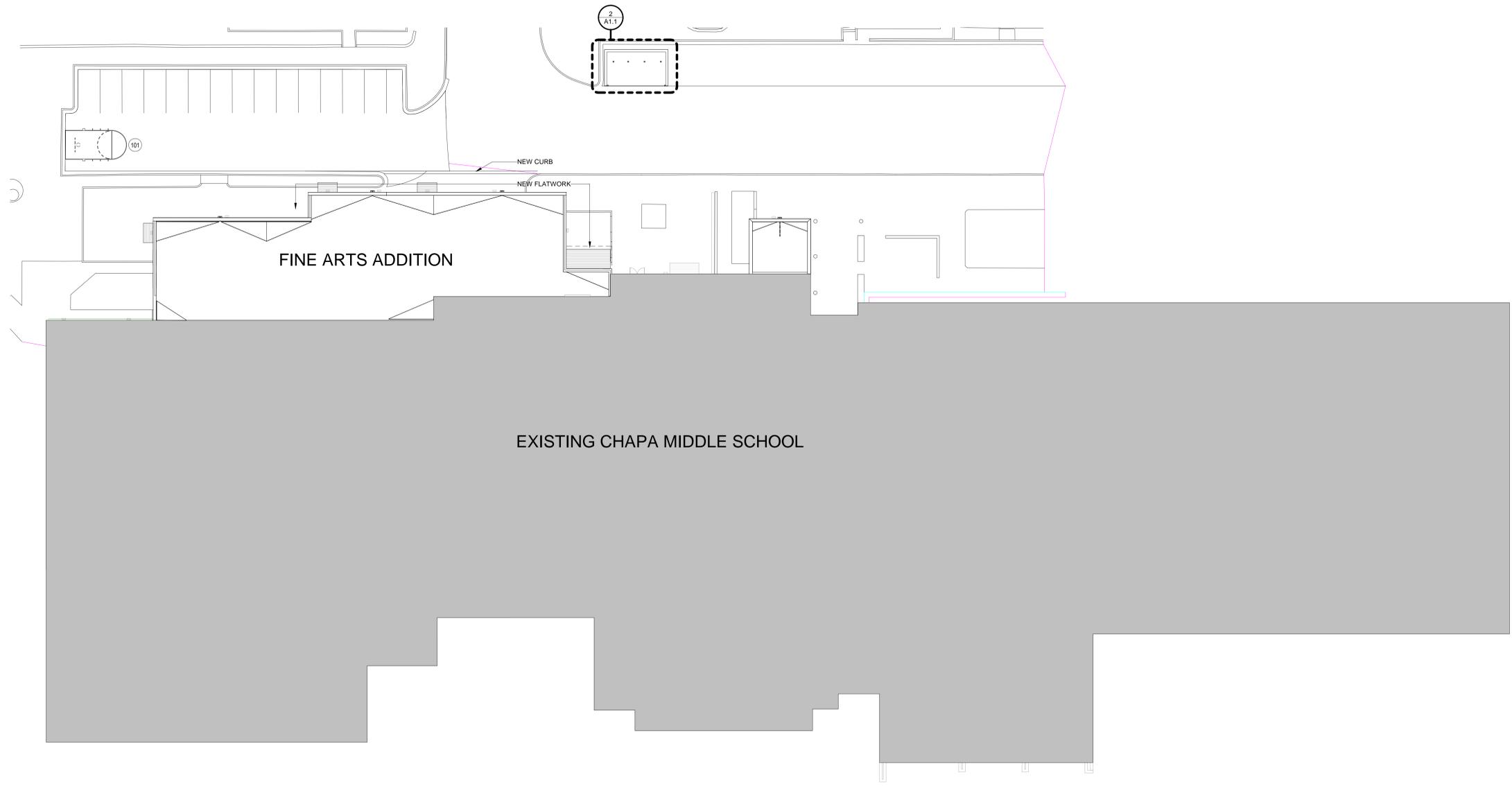


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CHAPA MS IMPROVEMENTS
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NO.	DESCRIPTION	DATE

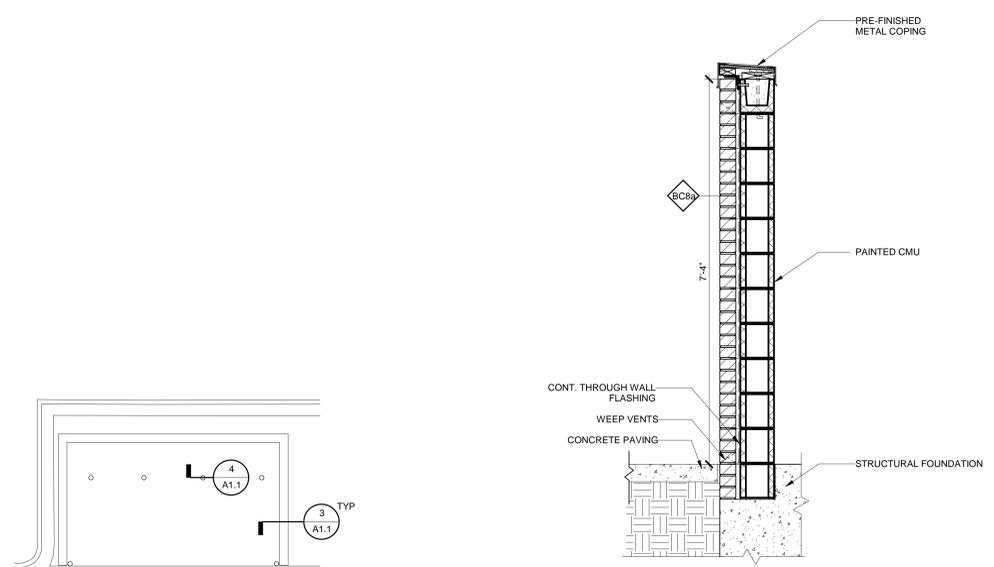
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KEYNOTE LEGEND

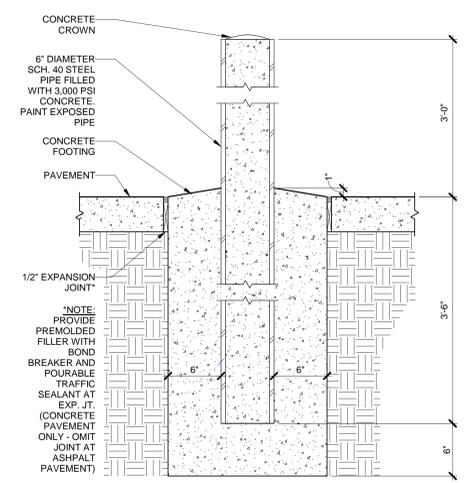
101 NEW POLE MOUNTED BASKETBALL HOOP AND PAVEMENT STRIPING. COLORS TBD.

1 SITE PLAN
SCALE: 1" = 20'-0"

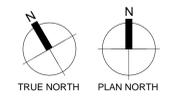


2 ENLARGED SITE PLAN - DUMPSTER
SCALE: 1/8" = 1'-0"

3 DUMPSTER WALL SECTION
SCALE: 3/4" = 1'-0"



4 BOLLARD DETAIL
SCALE: 1 1/2" = 1'-0"



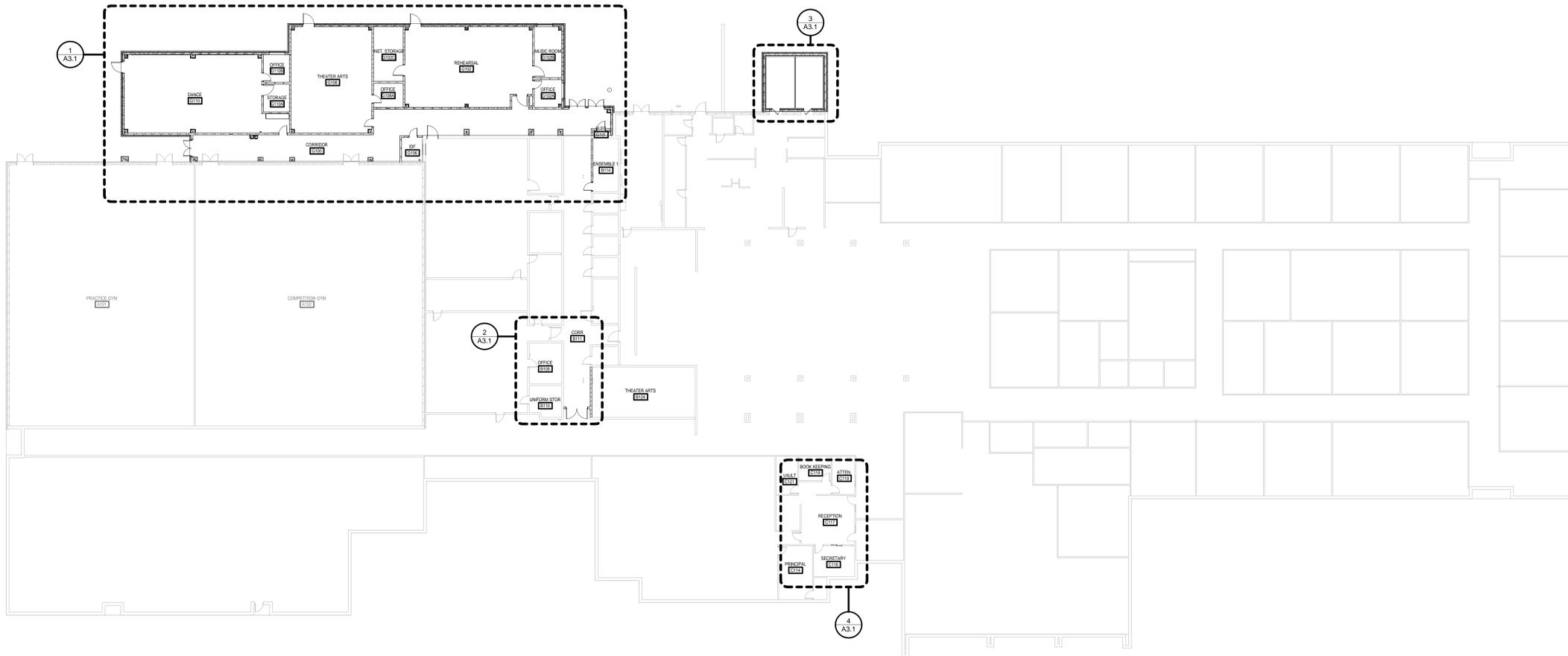
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RESPONSIBLE ARCHITECT:
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25169

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ARCHITECTURAL SITE
PLAN

A1.1

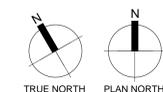
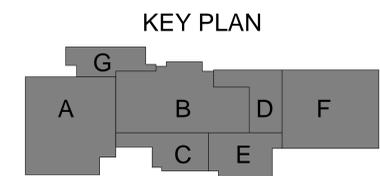


1 COMPOSITE FLOOR PLAN
SCALE: 1" = 20'-0"

GENERAL FLOOR PLAN NOTES

1. REFER TO SHEET A7.1 FOR PARTITION TYPES
2. REFER TO SHEET A0.2 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS **<###>**
3. FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
4. REFER TO A10 SERIES FOR INTERIOR ELEVATION TAGS.

KEYNOTE LEGEND



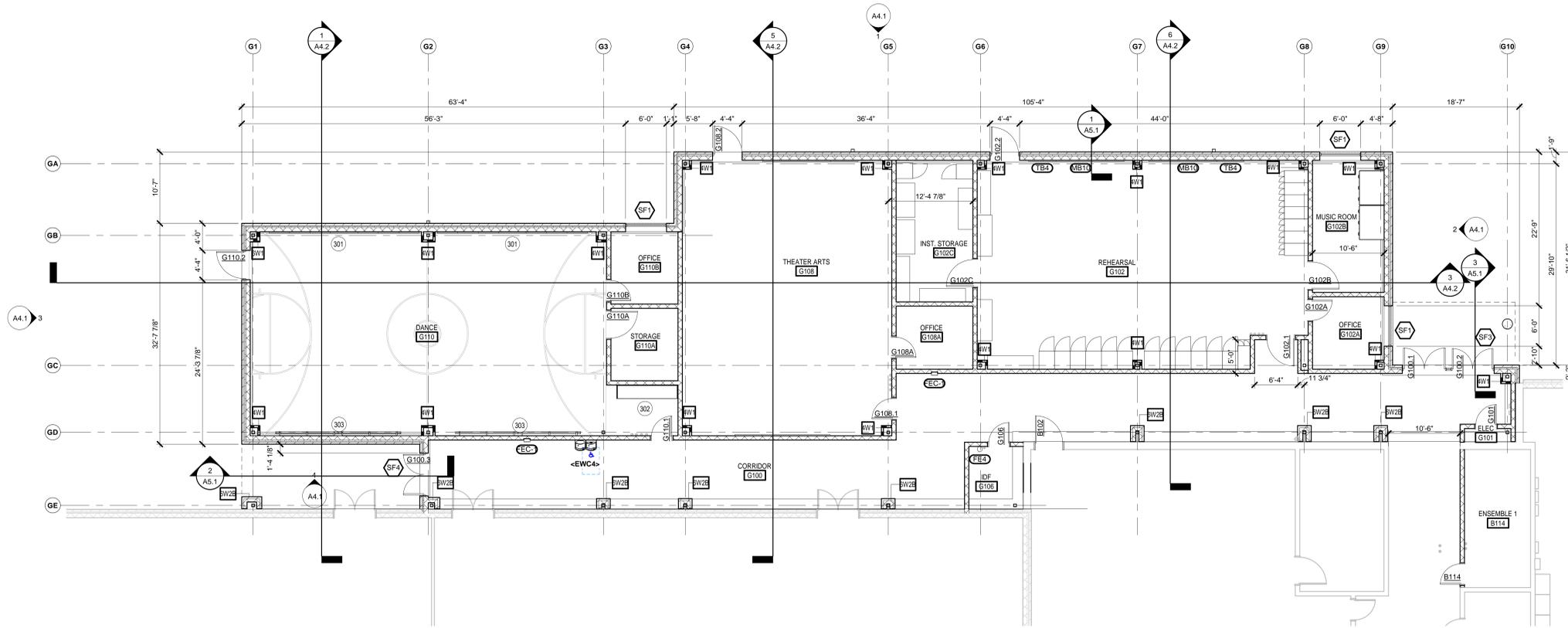
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COMPOSITE FLOOR PLAN
A3.0



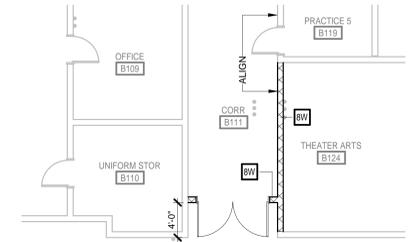
GENERAL FLOOR PLAN NOTES

- REFER TO SHEET A7.1 FOR PARTITION TYPES
- REFER TO SHEET A0.2 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS **<###>**
- FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
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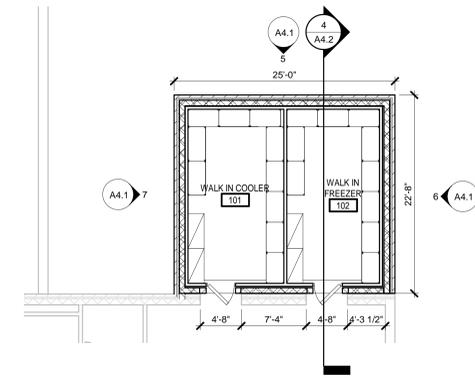
KEYNOTE LEGEND

- 301 7.36' x 96" DANCE MIRRORS
- 302 16' SHOE CUBBIES
- 303 2' 8" BALLET BARES

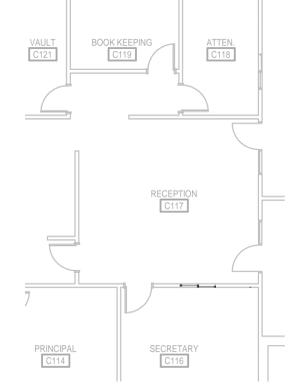
1 FLOOR PLAN - AREA G
SCALE: 1/8" = 1'-0"



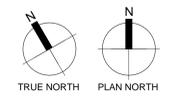
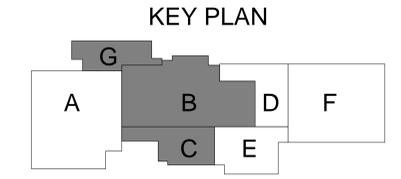
2 FLOOR PLAN - AREA B
SCALE: 1/8" = 1'-0"



3 FLOOR PLAN - FREEZER/COOLER ADDITION
SCALE: 1/8" = 1'-0"



4 FLOOR PLAN AREA C
SCALE: 1/8" = 1'-0"

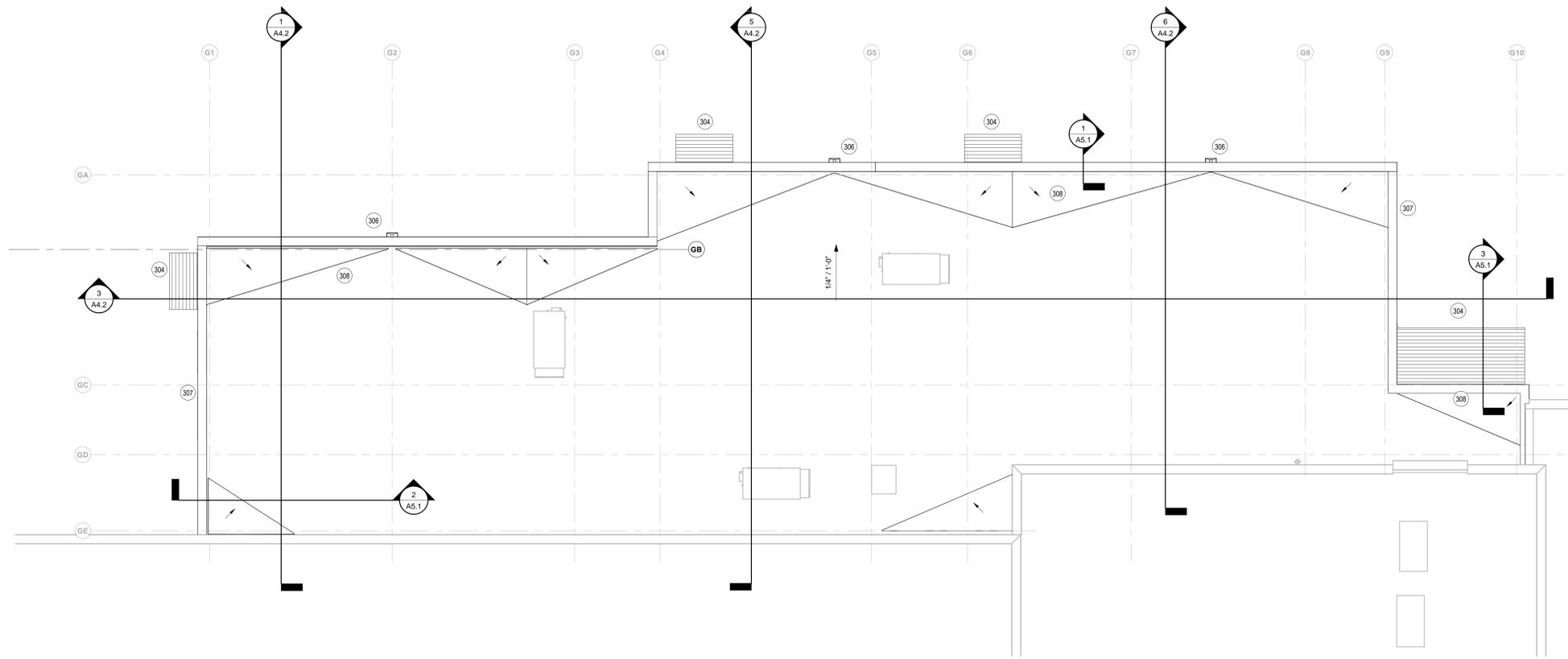


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 25169

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GENERAL ROOF NOTES

1. REFER TO SHEET A6.X FOR TYPICAL ROOF DETAILS
2. NOT ALL ROOF PENETRATIONS ARE SHOWN ON THE ARCHITECTURAL ROOF PLANS.
3. ALL ROOFING AREAS ARE MODIFIED BITUMINOUS UNLESS NOTED OTHERWISE.
4. MINIMUM SLOPE FOR ROOF IS 1/4" PER 1'-0" UNLESS NOTED OTHERWISE.
5. ALL SADDLES OR CRICKETS ARE FORMED WITH TAPERED INSULATION UNLESS NOTED OTHERWISE.

use shift+enter to create a blank line without a number

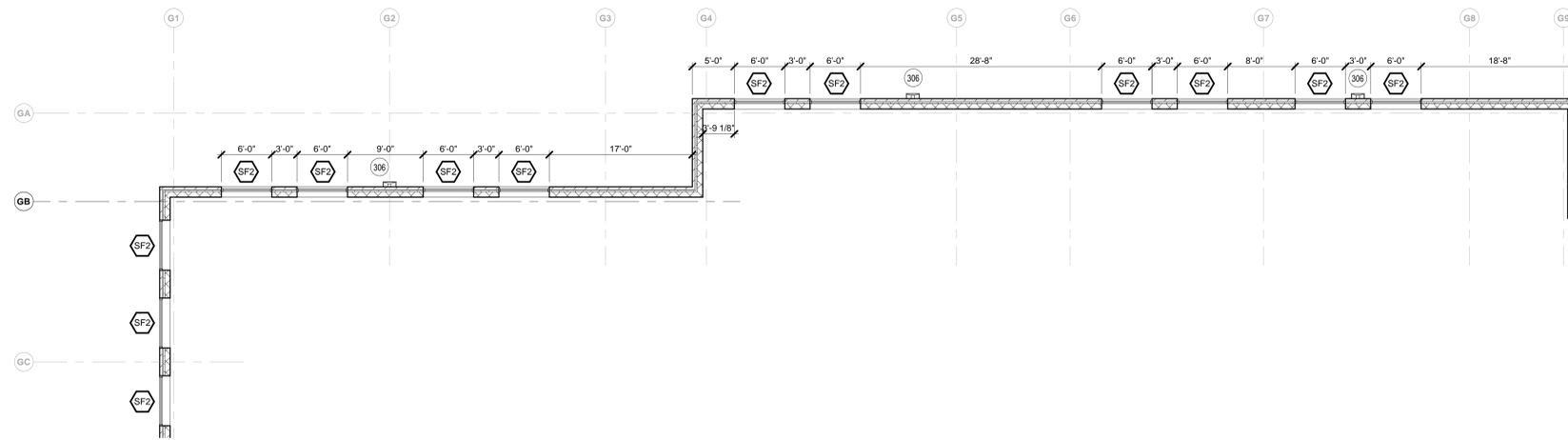
KEYNOTE LEGEND

- 304 ALUMINUM WALKWAY COVER.
- 306 CONDUCTOR HEAD AND DOWNSPOUT.
- 307 PRE-FINISHED METAL COPING.
- 308 CRICKET, TAPERED RIGID INSULATION, SLOPE 1/2" PER FOUR MIN.

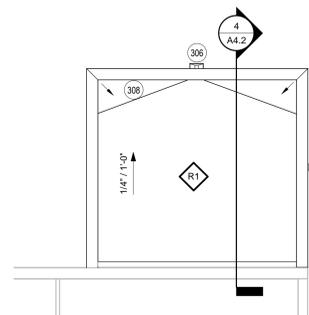
ROOF LEGEND

- EXISTING
- ALUMINUM WALKWAY COVER SYSTEM
- LOW-SLOPE

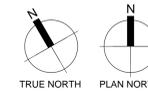
1 ROOF PLAN - AREA G
SCALE: 1/8" = 1'-0"



2 CLERESTORY PLAN - AREA G
SCALE: 1/8" = 1'-0"



3 ROOF PLAN - FREEZER / COOLER ADDITION
SCALE: 1/8" = 1'-0"



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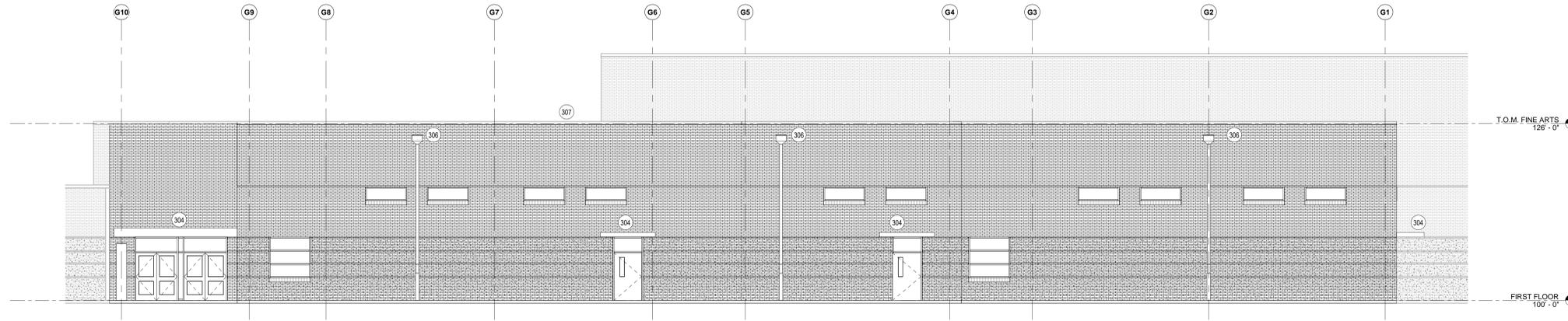
RESPONSIBLE ARCHITECT:
KURT SCHWERTFEGGER
25169

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Project No. 1900.09
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ROOF & CLERESTORY
PLAN

A3.2



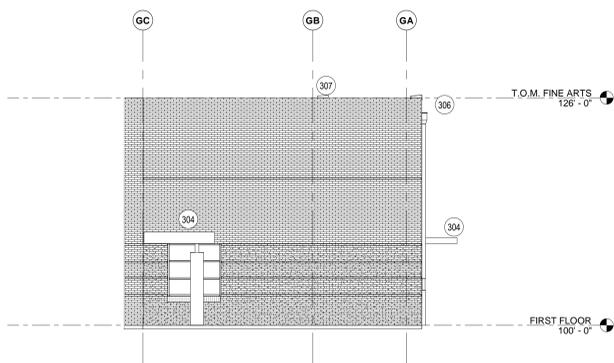
1 NORTH EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"

EXTERIOR MATERIAL LEGEND

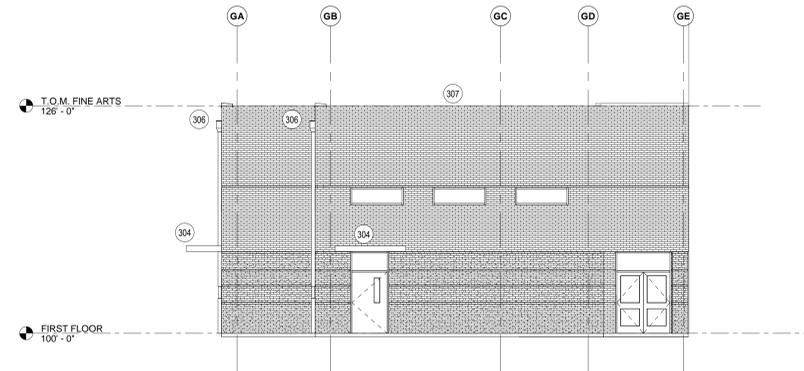
- BRICK TYPE 1
- BRICK TYPE 2 (RECESS)
- BRICK TYPE 3

KEYNOTE LEGEND

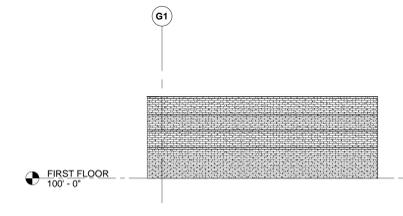
- 304 ALUMINUM WALKWAY COVER.
- 306 CONDUCTOR HEAD AND DOWNSPOUT.
- 307 PRE-FINISHED METAL COPING.



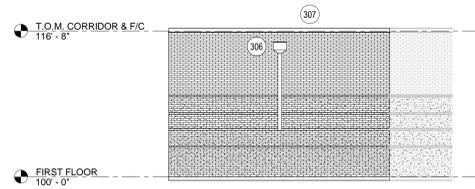
2 EAST EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



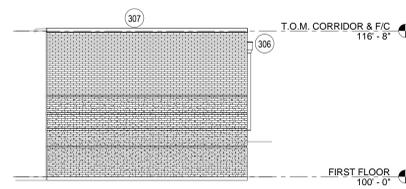
3 WEST EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



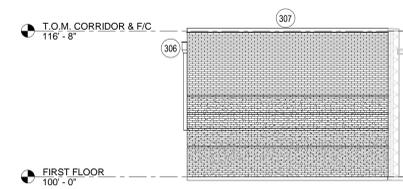
4 SOUTH EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



5 NORTH F/C EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



6 EAST F/C EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



7 WEST F/C EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



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KURT SCHWERTDFFGER
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21003 IH 35 FRONTAGE ROAD
KYLE, TX 78640



O'CONNELL ROBERTSON

Architecture - Engineering - Interiors

811 Barton Springs Road, Suite 900
AUSTIN, TX 78704

Dunaway Associates

Structural Engineer
5707 Southwest Pkwy, Building 2, Suite 250
AUSTIN, TX 78735

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10801 North Mopac Expressway, Building 3, Suite 200
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SIMON MS IMPROVEMENTS

3839 FM 150 E, KYLE, TX 78640

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02/24/22



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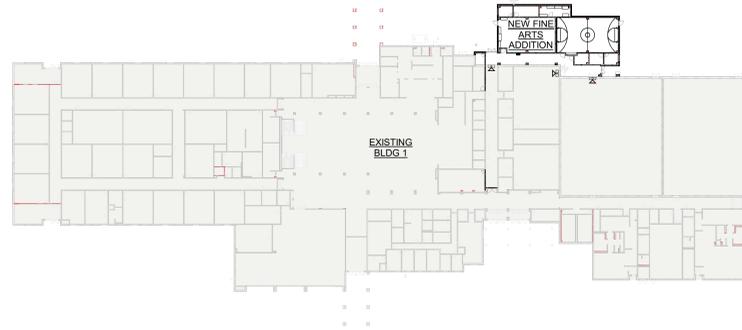
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CASEY NICHOLSON
24985

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COVER SHEET
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TYPE 1B BUILDING

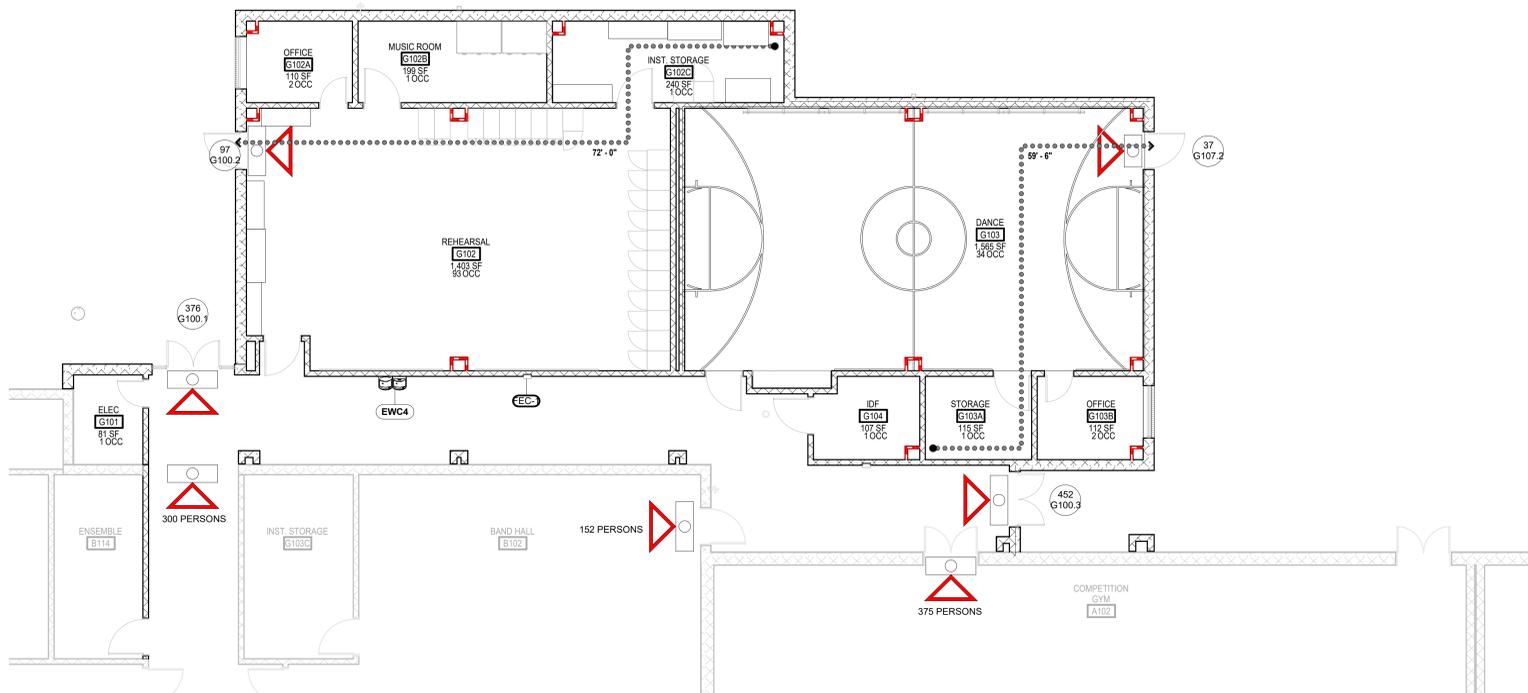
EXIT CAPACITY CALCULATIONS							
MARK	TYPE	LOAD	CLEAR WIDTH	FACTOR	CAPACITY	IN TOTAL	TOTAL CAPACITY
G107.2	DOOR	37	3'-8"	0.15	293	Yes	37
G100.1	DOOR	376	5'-8"	0.15	453	Yes	376
G100.2	DOOR	97	5'-8"	0.15	453	Yes	97
G100.3	DOOR	452	5'-8"	0.15	453	Yes	452
							962
							1852

GENERAL LIFE SAFETY NOTES

- LIFE SAFETY PLANS ARE MEANT TO BE VIEWED AND PRINTED IN COLOR.
- REFERENCE A3 SERIES FOR FIRE EXTINGUISHER LOCATIONS.

LIFE SAFETY LEGEND

- X X → OCCUPANT LOAD SERVED
- X X → EXIT MARK, REFER TO SCHEDULE
- TRAVEL DISTANCE TO EXIT: 97'-6"
- COMMON PATH OF TRAVEL TO EXIT: 17'-6"
- CIRCLE INDICATES INCLUDED IN TOTAL
- DOOR EXIT
- KB KNOX BOX, MOUNTED AT 4'-0" TO HIGHEST OPERABLE PART
- FEC FIRE EXTINGUISHER CABINET
- FE FIRE EXTINGUISHER
- LIFE SAFETY LINETYPES: FIRE/SMOKE BARRIERS, 1 HOUR FIRE BARRIER



1 FINE ARTS ADDITION LIFE SAFETY PLAN
SCALE: 1/8" = 1'-0"

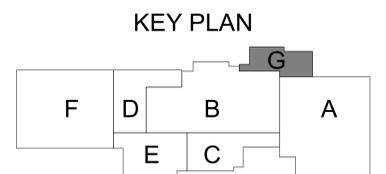


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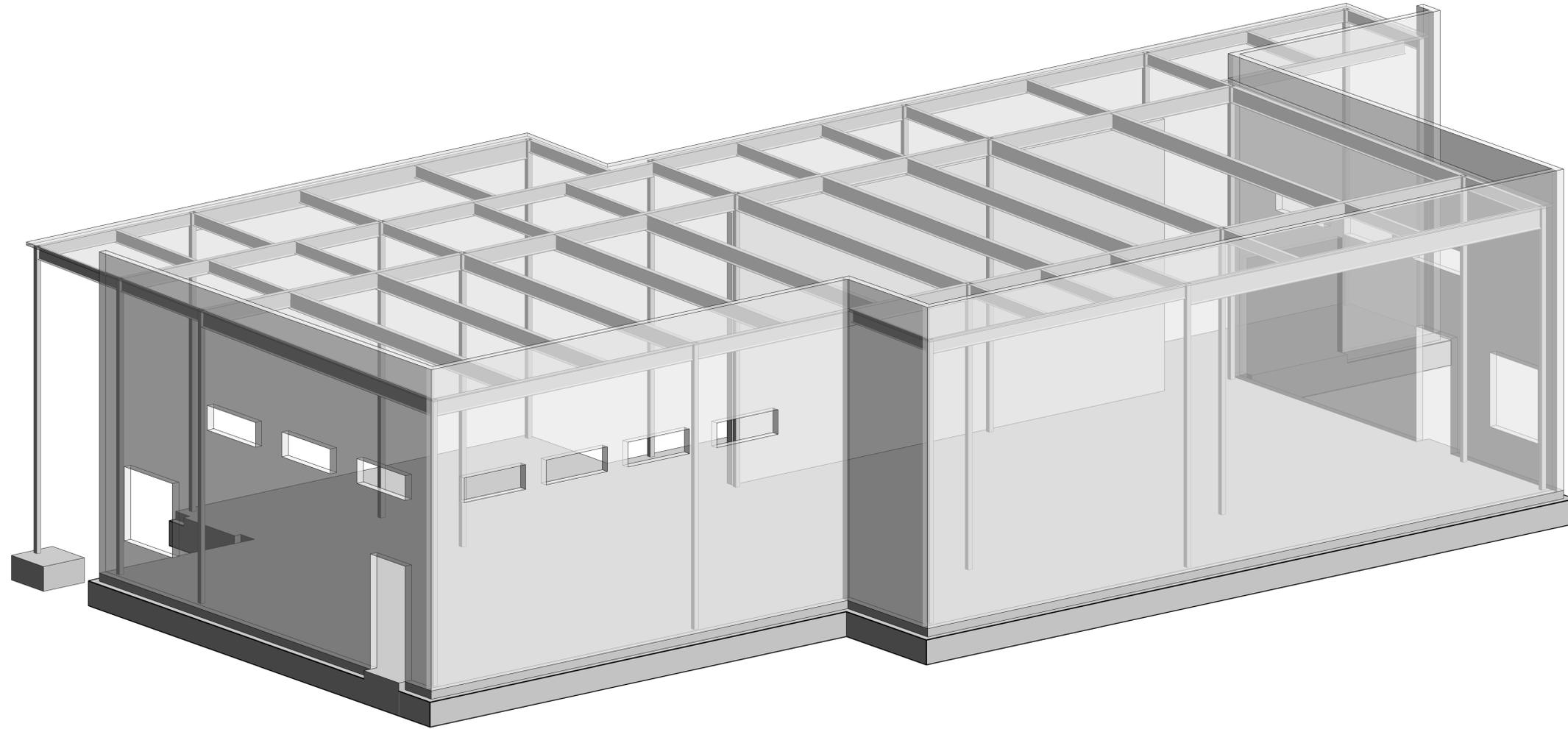
NO.	DESCRIPTION	DATE

02/24/22
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LIFE SAFETY
INFORMATION
LS1.2



2/22/2022 3:32:56 PM



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O'CONNELL ROBERTSON
 Austin, Texas
 811 Barton Springs Road, Suite 900, Austin, Texas 78704 p: 512.478.7284 f: 512.478.7441
 4140 Broadway, Suite 200, San Antonio, Texas 78209 p: 210.224.6052 f: 210.224.6453



DUNAWAY
 307 Southwest Tower - Building 100 - 10000 West Loop South, Suite 1000, Houston, TX 77025
 Tel: 281.862.1314

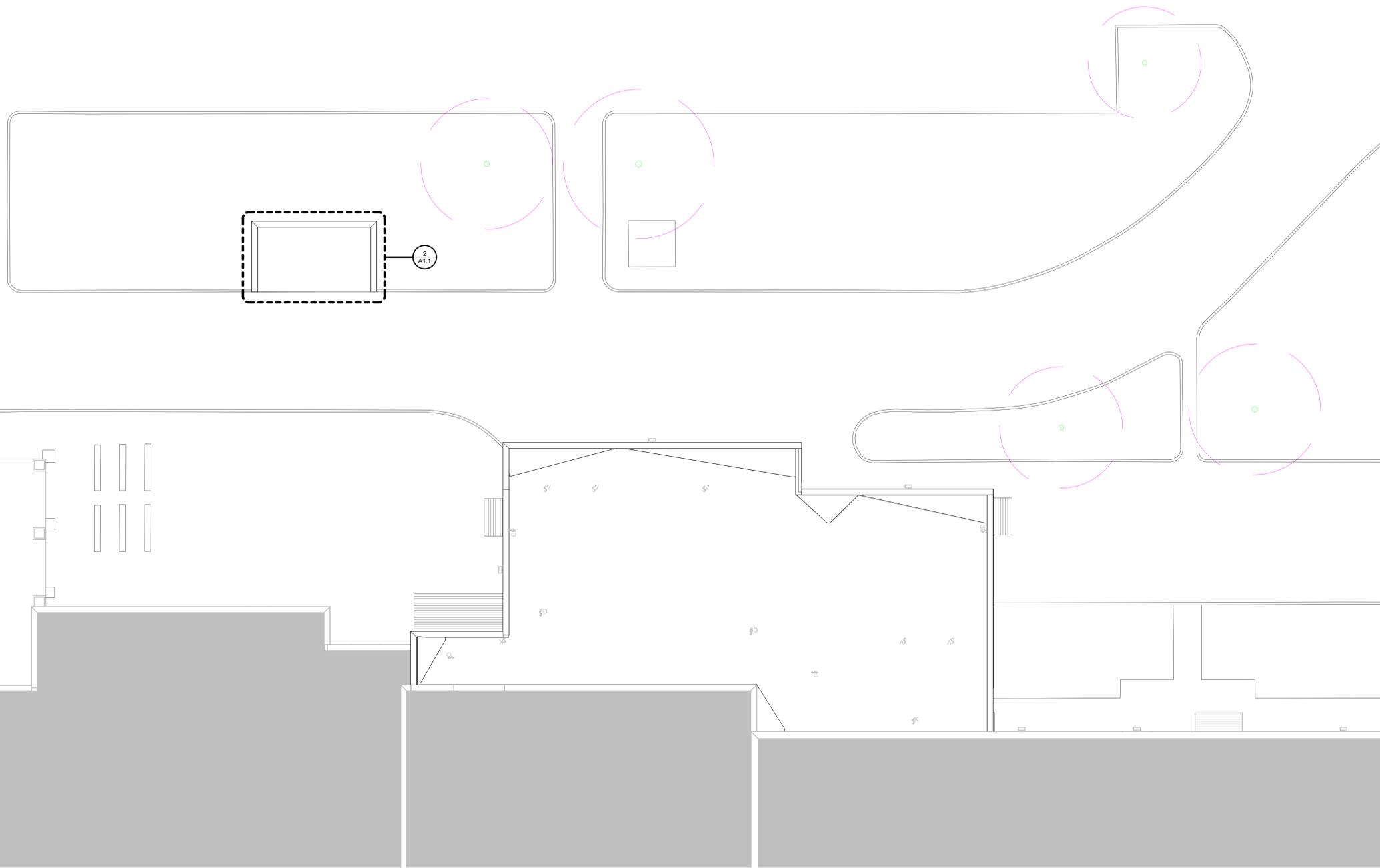
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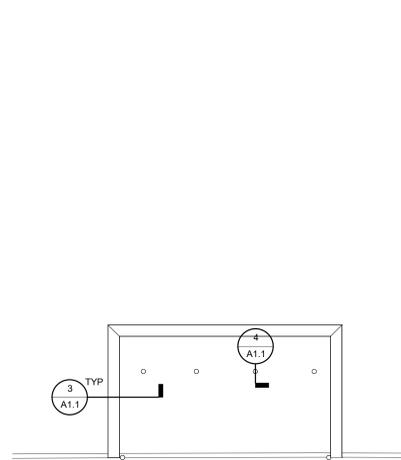
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ISOMETRIC VIEW
S0.5

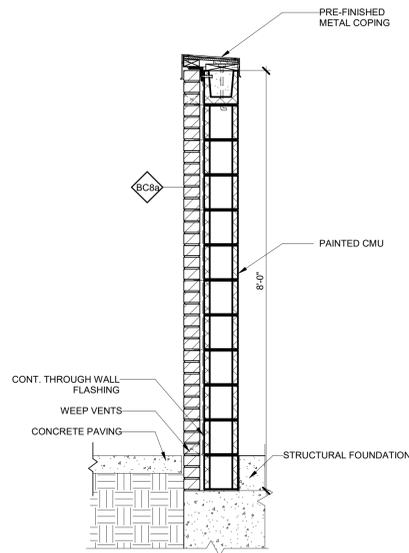


1 ENLARGED SITE PLAN
SCALE: 1" = 10'-0"

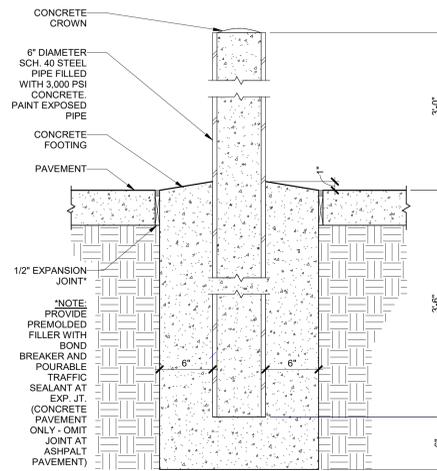
KEYNOTE LEGEND



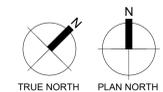
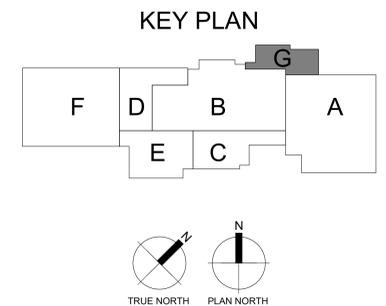
2 DUMPSTER PLAN
SCALE: 1/8" = 1'-0"



3 DUMPSTER WALL SECTION
SCALE: 3/4" = 1'-0"



4 SITE-BOLLARD DETAIL
SCALE: 1 1/2" = 8'-0"



FOR INTERIM REVIEW
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BIDDING OR PERMIT PURPOSES.

RESPONSIBLE ARCHITECT:
KURT SCHWERTFEGGER
2/1/19

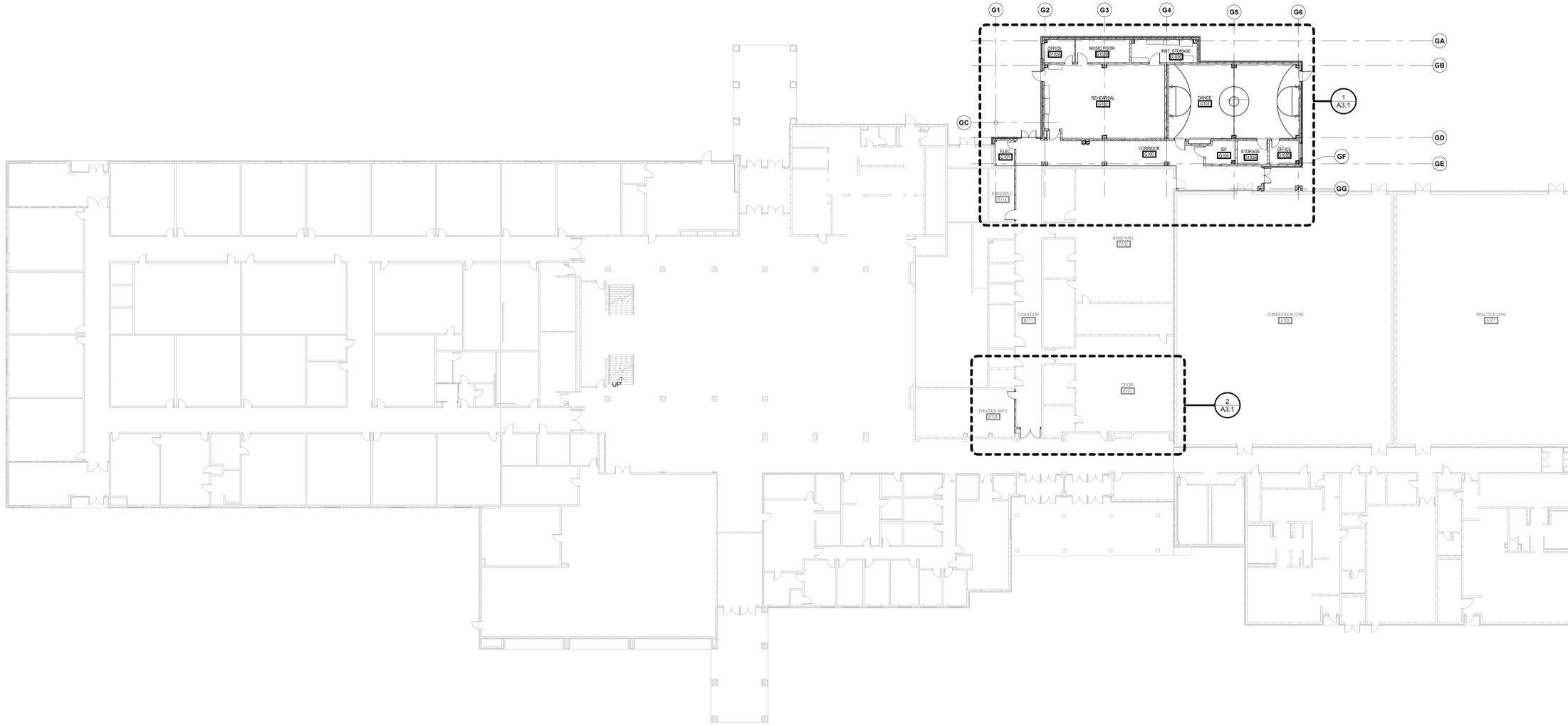
NO.	DESCRIPTION	DATE

02/24/22
Project No. 1900.10
100% DESIGN
DEVELOPMENT

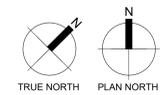
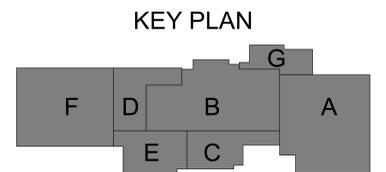
ARCHITECTURAL SITE
PLAN
A1.1

GENERAL FLOOR PLAN NOTES

1. REFER TO SHEET A7.1 FOR PARTITION TYPES
2. REFER TO SHEET A0.2 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS **<###>**
3. FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
4. REFER TO A10 SERIES FOR INTERIOR ELEVATION TAGS
5. ALL PARTITION WALLS TO BE TYPE 8W



1 COMPOSITE FLOOR PLAN
SCALE: 1" = 20'-0"



HAYS CISD
SIMON MS IMPROVEMENTS
 3839 FM 150 E, KYLE, TX 78640.

FOR INTERIM REVIEW
 NOT TO BE USED FOR CONSTRUCTION,
 BIDDING OR PERMIT PURPOSES.

RESPONSIBLE ARCHITECT:
 KURT SCHWERTFEGGER
 25169

NO.	DESCRIPTION	DATE

02/24/22
 Project No. 1900.10
 100% DESIGN
 DEVELOPMENT

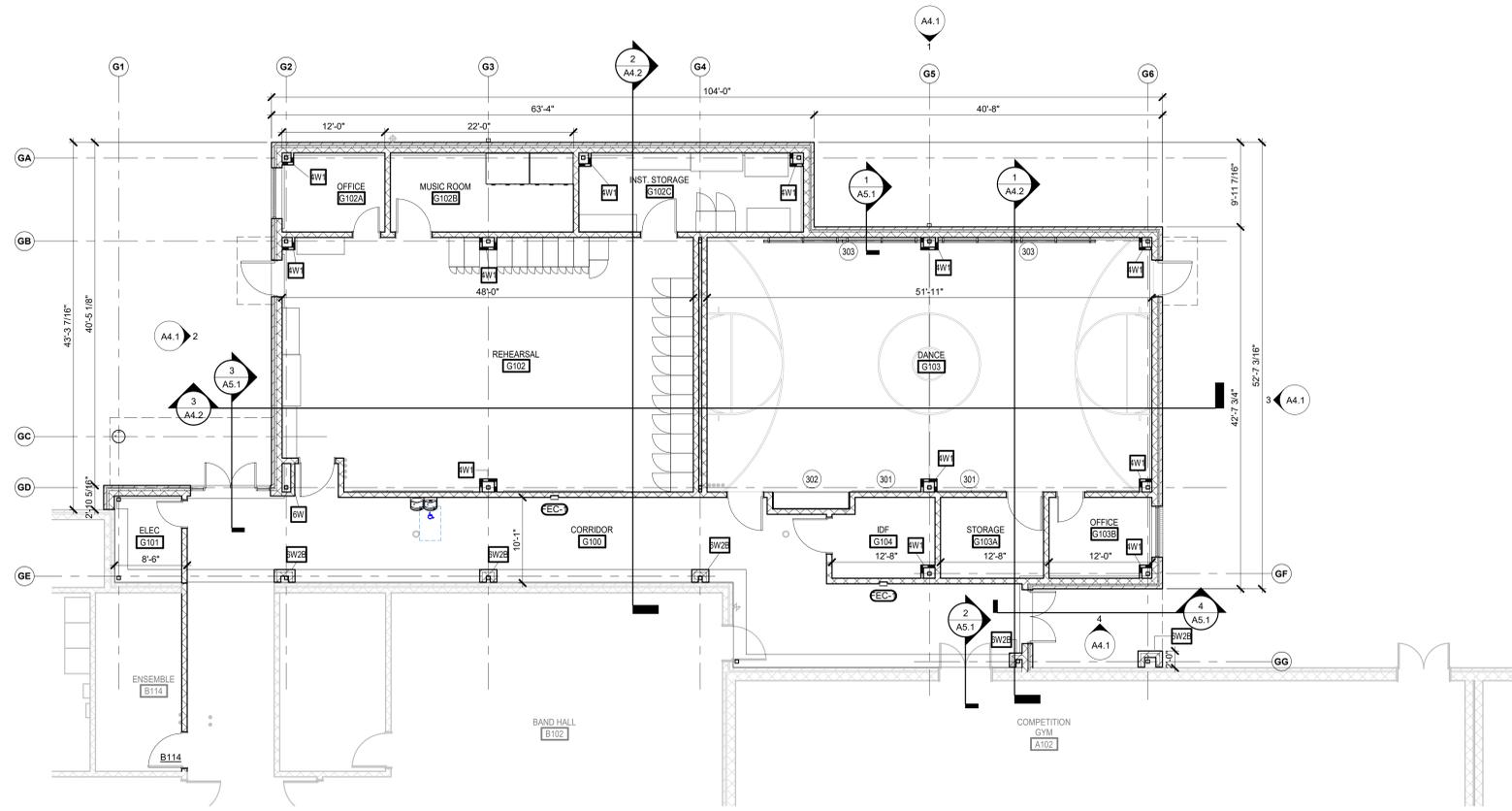
COMPOSITE FLOOR
 PLAN
A3.0

GENERAL FLOOR PLAN NOTES

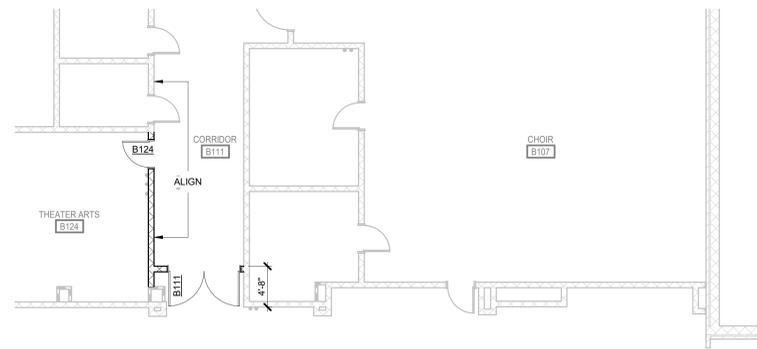
1. REFER TO SHEET A7.1 FOR PARTITION TYPES
2. REFER TO SHEET A0.2 FOR ACCESSORIES AND SPACE TYPES SHOWN ON PLANS AS **AS-####**
3. FLOOR PLAN DIMENSIONS ARE TO THE FINISHED FACE OF PARTITIONS UNLESS NOTED OTHERWISE
4. REFER TO A10 SERIES FOR INTERIOR ELEVATION TAGS
5. ALL PARTITION WALLS TO BE TYPE 8W

KEYNOTE LEGEND

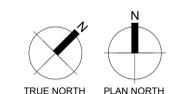
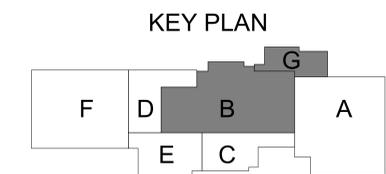
- 301 7.36' x 96" DANCE MIRRORS.
- 302 16" SHOE CUBBIES.
- 303 2' 8" BALLET BARRES



1 FLOOR PLAN - AREA G
 SCALE: 1/8" = 1'-0"



2 FLOOR PLAN - AREA B
 SCALE: 1/8" = 1'-0"



FOR INTERIM REVIEW
 NOT TO BE USED FOR CONSTRUCTION, RECORD OR PERMIT PURPOSES.

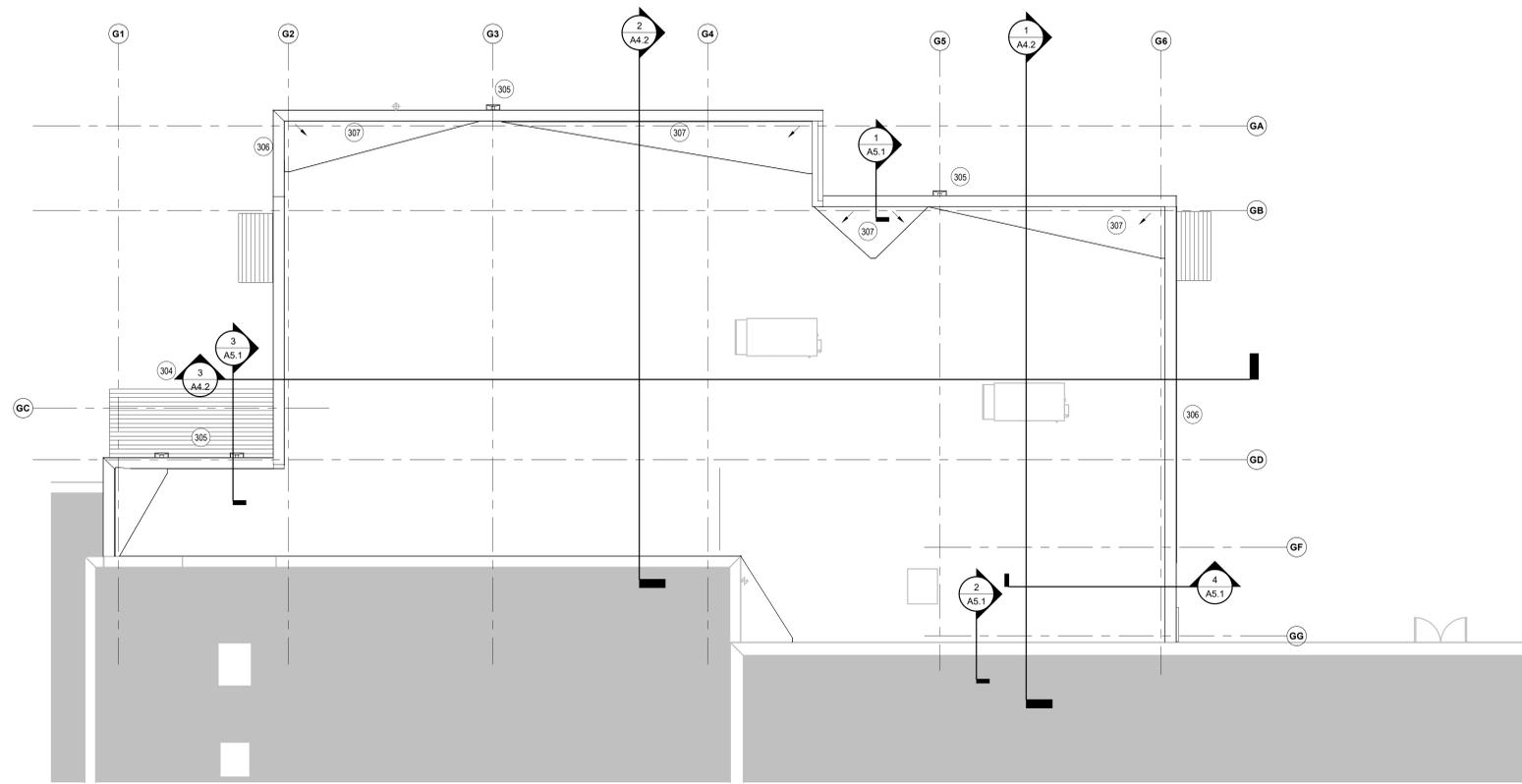
RESPONSIBLE ARCHITECT:
 KURT SCHWEDTFEGER
 2/1/19

NO.	DESCRIPTION	DATE

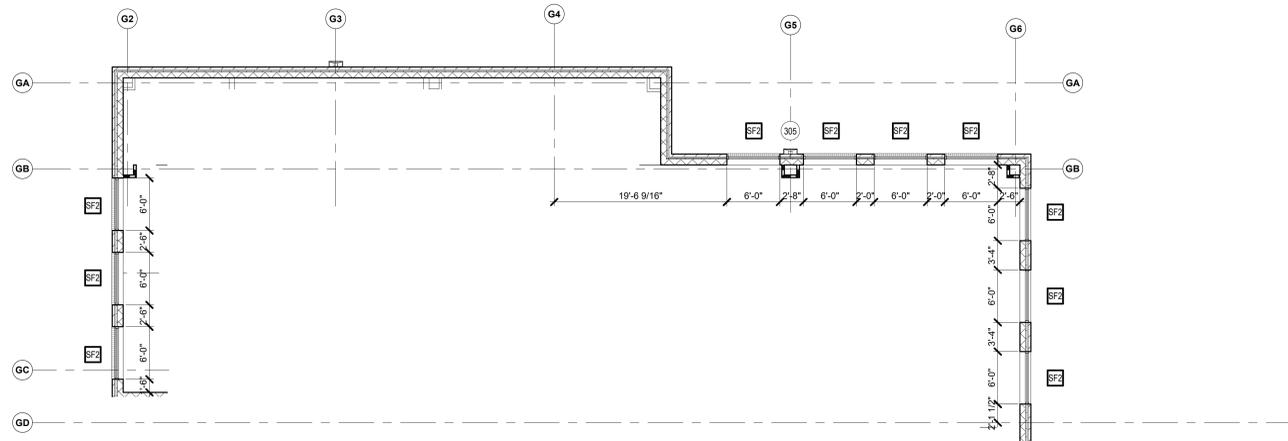
02/24/22
 Project No. 1900.10
 100% DESIGN
 DEVELOPMENT

FLOOR PLAN
A3.1

HAYS CISD
SIMON MS IMPROVEMENTS
 3839 FM 150 E, KYLE, TX 78640.



1 ROOF PLAN - AREA G
SCALE: 1/8" = 1'-0"



2 CLERESTORY PLAN - AREA G
SCALE: 1/8" = 1'-0"

GENERAL ROOF NOTES

1. REFER TO SHEET A6 X FOR TYPICAL ROOF DETAILS
2. NOT ALL ROOF PENETRATIONS ARE SHOWN ON THE ARCHITECTURAL ROOF PLANS.
3. ALL ROOFING AREAS ARE MODIFIED BITUMINOUS UNLESS NOTED OTHERWISE.
4. MINIMUM SLOPE FOR ROOF IS 1/4" PER 1'-0" UNLESS NOTED OTHERWISE.
5. ALL SADDLES OR CRICKETS ARE FORMED WITH TAPERED INSULATION UNLESS NOTED OTHERWISE.

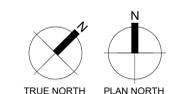
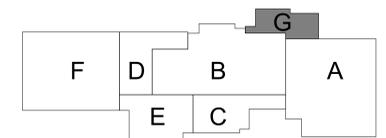
KEYNOTE LEGEND

- 304 ALUMINUM WALKWAY COVER.
- 305 CONDUCTOR HEAD AND DOWNSPOUT.
- 306 PRE-FINISHED METAL COPING.
- 307 CRICKET, TAPERED RIGID INSULATION, SLOPE 1/2" PER FOUR MIN.

ROOF LEGEND

- EXISTING
- ALUMINUM WALKWAY COVER SYSTEM
- LOW-SLOPE

KEY PLAN



FOR INTERIM REVIEW
NOT TO BE USED FOR CONSTRUCTION,
BIDDING OR PERMIT PURPOSES.

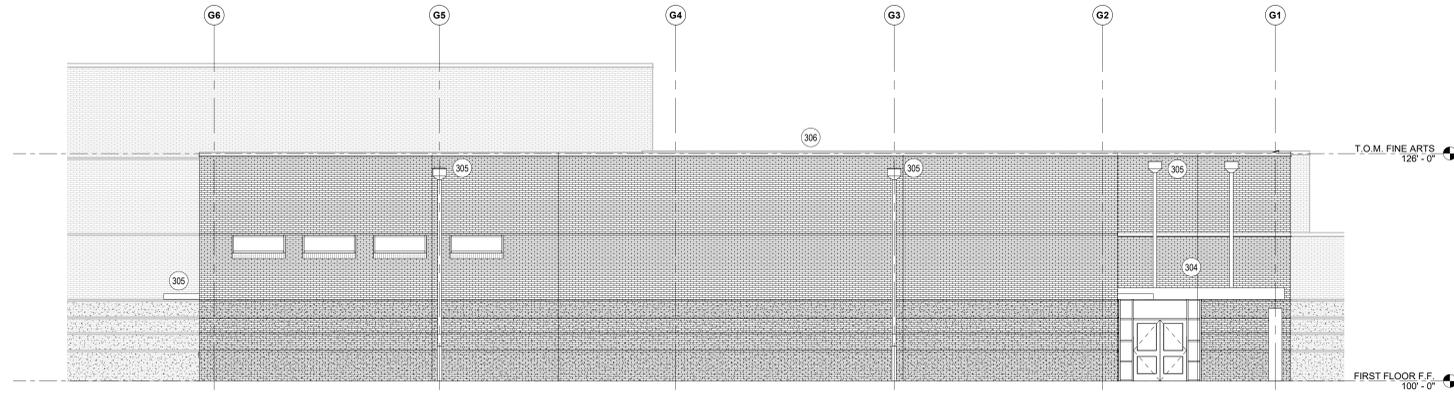
RESPONSIBLE ARCHITECT:
KURT SCHWERTFEGER
25169

NO.	DESCRIPTION	DATE	Revisions:

02/24/22
Project No. 1900.10
100% DESIGN
DEVELOPMENT

ROOF & CLERESTORY
PLAN

A3.2



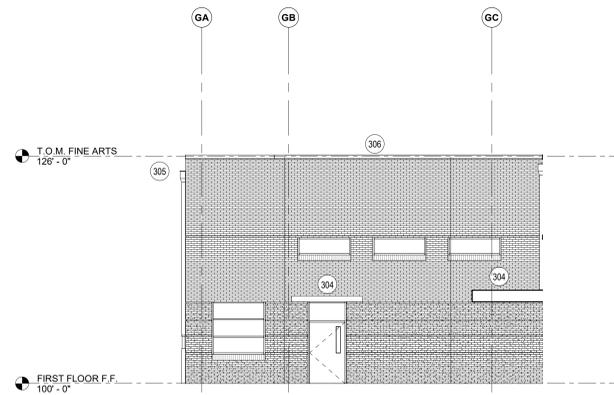
1 NORTH EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"

EXTERIOR MATERIAL LEGEND

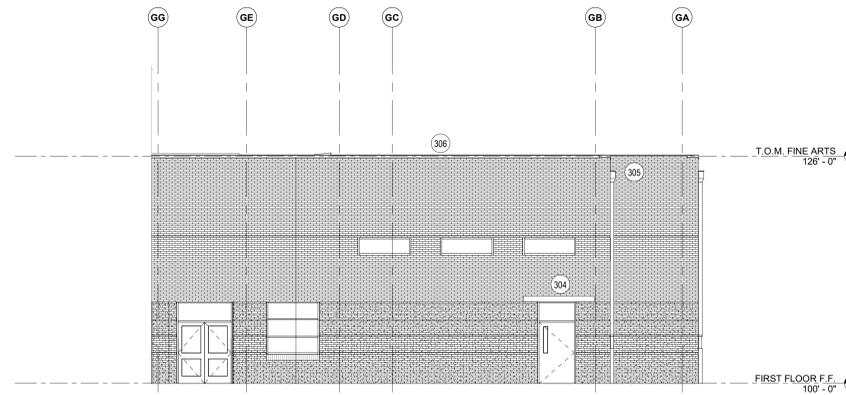
-  BRICK TYPE 1
-  BRICK TYPE 2 (RECESS)
-  BRICK TYPE 3

KEYNOTE LEGEND

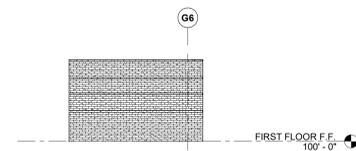
- 304 ALUMINUM WALKWAY COVER.
- 305 CONDUCTOR HEAD AND DOWNSPOUT.
- 306 PRE-FINISHED METAL COPING.



2 WEST EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



3 EAST EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



4 SOUTH EXTERIOR ELEVATION
SCALE: 1/8" = 1'-0"



FOR INTERIM REVIEW
NOT TO BE USED FOR CONSTRUCTION,
BIDDING OR PERMIT PURPOSES.
RESPONSIBLE ARCHITECT:
KURT SCHWERTFEGGER
25169

Revisions:		
NO.	DESCRIPTION	DATE

02/24/22
Project No. 1900.10
100% DESIGN
DEVELOPMENT

Estimated	Chapa Budget	Simon Budget	Total Budget	Chapa SD	Simon SD	SD Totals	Chapa DD	Simon DD	DD Totals
Construction	\$2,553,006	\$2,028,688	\$4,581,694	\$4,115,844	\$3,475,715	\$7,591,559	\$4,577,461	\$3,696,602	\$8,274,063
Architect	\$178,710	\$173,181	\$351,891	\$288,109	\$243,300	\$531,409	\$320,422	\$258,762	\$579,184
FFE	\$178,710	\$173,181	\$351,891	\$288,109	\$243,300	\$531,409	\$320,422	\$258,762	\$579,184
Infrastructure and Fees	\$93,403	\$74,220	\$167,623	\$123,475	\$104,271	\$227,747	\$137,324	\$110,898	\$248,222
Project Contingency	\$109,592	\$24,740	\$134,333	-\$1,702,115	-\$1,592,577	-\$3,294,692	-\$2,242,207	-\$1,851,014	-\$4,093,222
Totals	\$3,113,422	\$2,474,010	\$5,587,432	\$3,113,422	\$2,474,010	\$5,587,432	\$3,113,422	\$2,474,010	\$5,587,432

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Procurement - Roofing Repair and Waterproofing at Barton Middle School (BMS) and Performing Arts Center (PAC)

Administrator Responsible/Position: Max Cleaver- COO

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed: Maintain clean, safe facilities.

D. Summary:

Previous board action relating to this item –

Future action anticipated –

Background information – The purpose of the agenda item is to procure roof repair and waterproofing services at Barton MS and the performing arts center.

The scope of work at Barton MS is to repair metal roof seams. The scope of work at the PAC is to clean and waterproof the curtain loft, install downspouts on the east side of the curtain loft, and repair select coping.

Staff received multiple bids for the work and selected Tri Lam because they are able to deliver the entire scope of work and have previously delivered successful projects to the District.

E. Scope of Options Reviewed:

TIPS Cooperative Contracts: #21060301 for Roofing through 9-30-2024
#21060302 Roofing (JOC) through 9-30-2023.

F. Comments Received:

Cabinet

DLT

FB0C

Teacher Org. Reps.

M&O

G. Administrative Recommendation:

The administration recommends approval of the purchase of roof repair, sealing, coping cap, gutter installation pressure washing, and waterproofing services provided by Tri Lam Roofing and Waterproofing.

H. Fiscal Impact and Cost: Total Amount: \$124,717 plus a contingency, for a total project cost of \$130.953,

Budget – General Operating Fund

Bond

Grant/Special Funds

Other _____

Prior Year Spending – FY21 \$41,990.00

FY22 Current \$ 0

Future/Ongoing –

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Brandon Porter

Evaluation method and time line –

Next report to the board

J. Suggested Motion:

I move that the Board approve Tri Lam Roofing for the roof repair and restoration services at BMS and the PAC in the amount of \$124,717 plus a contingency, for a total project cost of \$130,953, as presented.

TRI-LAM ROOFING & WATERPROOFING

965 WEST ENON AVENUE

EVERMAN, TX 76140

817-483-9914 OFFICE

817-483-0669 Fax

Tuesday, April 12, 2022

To: **Trevor Meyers / Garland Company**

From: **Saul Lopez/ Tri-Lam Roofing and Waterproofing**

Re: Hays ISD Performing Arts Center Pressure washed & Performing Arts Center Metal Coping Replacement & Barton Middle School Roof Repairs / Discounts

Scope of Work Barton Middle School

The scope of work for this project includes the following: Remove any sealants or debris from the repair areas. Power wash the seams to be sealed and allow to dry thoroughly. Install Unibond seam tape over each seam. Begin at top of the seam in middle of the tape, remove release film from one side of the tape and fully adhere the tape from the top of the seam down the seam profile. Remove release tape on opposite side of seam and fully adhere that side to the seam profile. Lap seams of tape 3" in areas that seam is longer than tape roll (50'). Include any and all ridge cap seams in area of seam repair. (7) Include the lap seam within the seam repairs as well. All tape is to be coated with a two-coat application of White Knight Plus so that the tape is completed and uniformly protected.

Scope of Work Performing Arts Center Metal Coping Replacement

1. The scope of work for this project includes the following: Remove the existing coping cap and any underlayment related to the coping cap.
2. Wash the surface on the inside and outside of the parapet wall so the area is free of dirt, debris, old adhesive, nails, etc.
3. Install new 45 mil rmer seal peel and stick underlayment over the wall to completely cover the parapet but is not seen.
4. Install new pre painted 24 gauge standing seam metal coping cap on the entire length of the area (71 lf). This will require fabrication of new corner metal and new flashing metal where the coping cap terminated to the brick wall and turns the corner on the west side of the building.
5. Seal the coping cap on either side of the wall with tuff stuff MS to prevent pests from entering the wall. The sealant joint shall include weep holes every 10 feet to allow water to escape.
6. Seal all of the scupper scussions with Tuff Stuff MS leaving a weep hole in the bottom of the sealant joint. (QTY 4)

Pressure wash all wall surfaces Request for proposal for the following work at The Performing Arts Center: Provide a price for each item as Hays CISD needs options for approval.

of brick, stucco or concrete surfacing and all sidewalks leading to and around the building. Include all exterior vertical and horizontal surfaces throughout the entire facility. (sidewalks, concrete walls, columns, stucco, EFIS, Brick ETC)

1. Apply Clean Shield masonry and stucco anti-microbial cleaner to the surface with a spray bottle to completely coat the surface to be washed.
2. Clean all brick, stucco or concrete surfacing with a 1900 to 2100 psi high pressure water machine as to not damage any coating remaining on the building.
Contractor is to check square Footage of building prior to bidding the project.
3. Any original flaking or damage to the surfacing on the building must be
4. finish. documented prior to the start of the project.

Downspout installation.

1. Install 4 downspouts at the upper roofing surface extended to the roof below.
2. Downspouts must match the color of the existing gutters.
3. New gutter inserts will be fabricated for each downspout replaced.
4. The profile of the downspout must be 5"x5" with a kick out installed just above the lower roof and directing the water down the slope of the roof.
5. Each downspout must be tied back to the building a minimum of 3 times with proper anchors to attach to the substrate. (EFIS) If the downspout extends further than 20' the downspout must be supported every 10' and at the top and bottom of the downspout.

Install two coats of Tuff Coat elastomeric acrylic sealant to the north side to the Southside Canopy and Eastside and Westside on Second Roof level only.

1. Surface should be cleaned free of dirt and debree from Bid Item #1.
2. Protect all equipment below and around the wall to be coated by all means necessary.
3. Install the first coat of Tuff coat at a rate of 150 sq ft per gallon by brush and roller starting at the perimeter of each section and working toward the center of the wall surface.
4. Allow base coat to dry for a minimum of 6 hours.
5. Install the second coat at a rate of 100 sq ft per gallon by brush and roller starting at the perimeter of each wall section and work toward the center of the wall surface.
6. Inspect the wall surface for blemishes. Any blemish shall be sanded down and recoated for a uniform finish.

INCLUSIONS:

- All labor and material.

- 3 work projects.

- EXCLUSIONS:
- Tax
 - Bonds of any kind
 - Power

Barton Middle School Seam Sealing \$ 15,504.00 plus tax if applicable

Pac Coping Cap Replacement \$ 10,288.00 plus tax if applicable

PAC Pressure Washing \$ 69,593.00 plus tax if applicable

PAC Center EFIS coating and front Canopy \$ 39,332.00 plus tax if applicable

Please discount total if awarded as one contract by \$ 10,000.00

Thank you for the opportunity to provide a price for the above scope of work. Please feel free to call me with any questions at 817-876-8792

Respectfully submitted,
Saul Lopez
Tri-Lam Roofing & Waterproofing

ACCEPTED BY: _____ Date _____

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Consideration of a Utility Easement for the Pedernales Electrical Cooperative (PEC) at Hays High School

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

Provide electrical service in the area

D. Summary:

Previous board action relating to this item:

Future action anticipated:

Background information:

PEC is requesting a revised electrical utility easement, approximately 6,000 square feet, in order to upgrade existing electrical service on the northeast side of the property as shown in the exhibits.

E. Scope of Options Reviewed:

Reasons for rejecting alternatives:

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other:

G. Administrative Recommendation:

Grant an easement to PEC to provide electrical service to the new school.

H. Fiscal Impact and Cost: Amount: N/A

Budget 2021 Bond Grant/Special Funds : Other

Prior Year Spending – not applicable

Future/Ongoing – not applicable

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Max Cleaver

Evaluation method and time line -

Next report to the board -

J. Suggested Motion:

I move the Board grant an electrical utility easement to PEC at Hays High School, as presented.

**THE BOARD OF TRUSTEES OF THE HAYS CONSOLIDATED
INDEPENDENT SCHOOL DISTRICT**

**RESOLUTION OF APRIL 25, 2022
PEDERNALES ELECTRICAL COOPERATIVE UTILITY EASEMENT**

Whereas, the Pedernales Electrical Cooperative, Inc. (the “PEC”) has requested a utility easement (the “Utility Easement”) across a portion of the District’s property described 34.84 acres of land, more or less, out of the M.M. Mc Carver Survey, Hays County, Texas, said parcel being more particularly described in Warranty Deed, Volume 222, Page 54, of the Official Public Records of Hays County, Texas, Texas; and,

Whereas, the proposed Utility Easement is attached as Exhibit 1 to this Resolution; and,

Whereas, the Board of Trustees finds that the real property interests described in the Utility Easement attached as Exhibit 1 are not necessary for the operation of the District and are surplus; and,

Whereas, the PEC has the power of eminent domain; and,

Whereas, the Board of Trustees finds that the appraised value of said property to be received in exchange for the easement rights is acceptable;

It is therefore RESOLVED:

1. That Vanessa Petrea, in her capacity as Board President, is hereby authorized to execute on behalf of the district the Utility Easement in substantially the same form as the attached Exhibit 1; and
2. That all persons are entitled to rely upon an original or copy of this Resolution as evidence of the acceptance and authority granted herein;

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Hays Consolidated Independent School District during a properly called and noticed meeting on _____, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____
Nays: _____
Abstentions: _____

To certify which, witness my hand and the official seal of the District this ____ day of _____, 2022.

Merideth Keller
Secretary, Board of Trustees

[EXHIBIT 1 FOLLOWS]

RESOLUTION EXHIBIT 1

At all times after performing any work in connection with the Easement, Grantee shall promptly restore the Easement and improvements thereon that are permitted herein as nearly as reasonably practicable to substantially the condition prior to the undertaking of such work.

The Easement is subject to all valid mineral reservations, restrictions, easements, encumbrances, mineral or royalty reservations or interests, covenants, and conditions of record in the public records of Hays County, Texas, which relate to or affect the Easement.

Grantee, at Grantee's sole expense, shall be solely responsible for the maintenance of any facilities placed or constructed within the Easement by the Grantee.

Grantee agrees to comply in all material respects, at its sole cost, with all applicable federal, state and local laws, rules, and regulations which are applicable to Grantee's activities hereunder.

WITNESS my hand this _____ day of _____, 20_____.

Hays Consolidated ISD
(Printed Corporation or Business Name)

By: Vanessa V. Petrea
(Printed General Partner or Manager Name)

(Signature)

(NOTARIZE ON BACK)

Work order:

THE STATE OF TEXAS

COUNTY OF HAYS

BEFORE ME, the undersigned authority, on this day personally appeared Vanessa V. Petrea, Board President, acting on behalf of Hays Consolidated ISD and known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged that they executed

the same on behalf of said Business or Corporation for the purpose and consideration therein expressed.

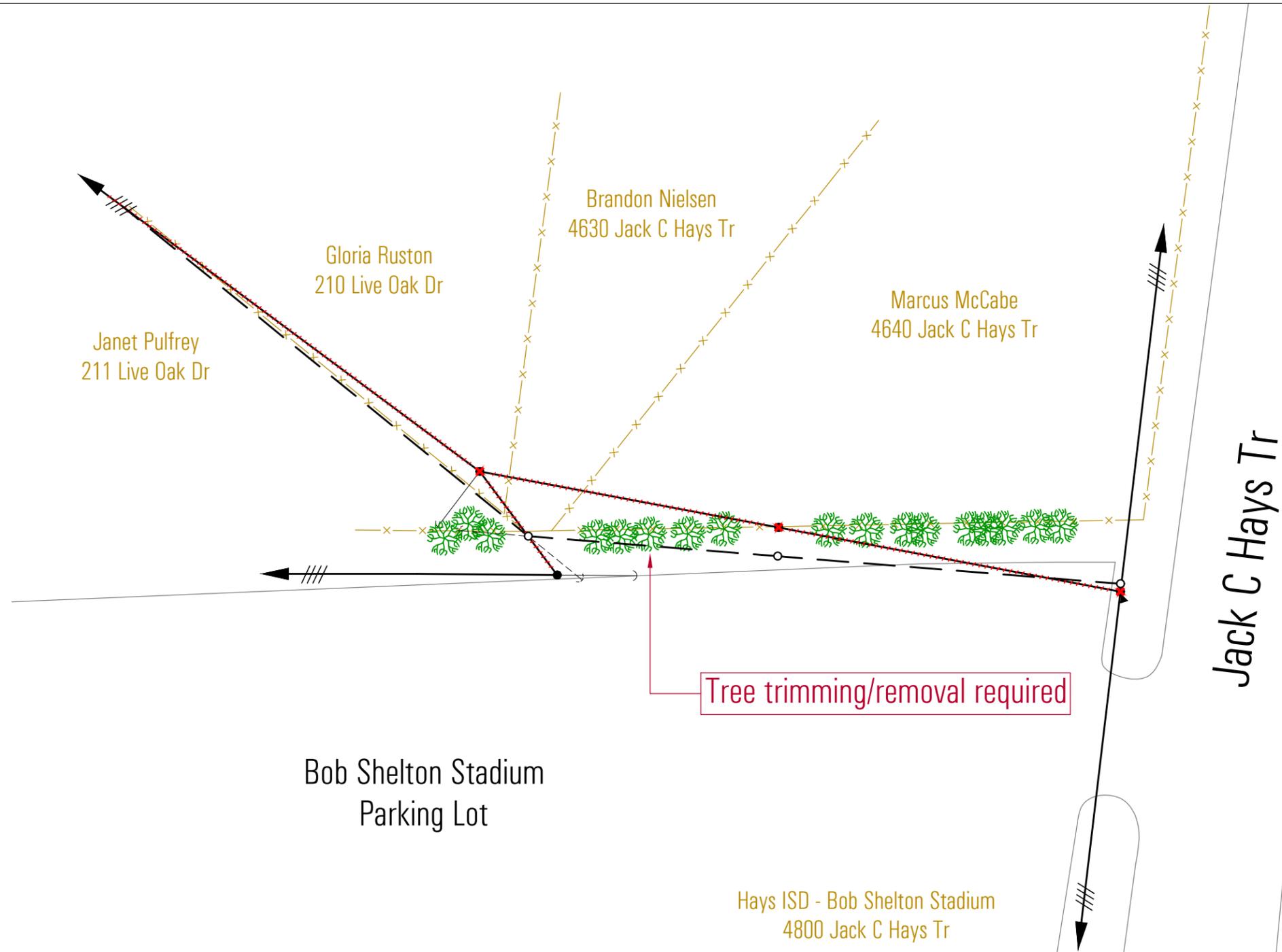
GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of

_____, 20_____.

Notary Public in and for
The State of Texas

Please Return to:

Work order:



Legend	
●	Existing Pole
○	New Pole
—	Guy
⊂	Anchor
—	Existing Overhead Line
- - -	Proposed Overhead Line
—●—	Retired Span/Pole
-x-x-	Fenceline
	Tree

Bob Shelton Stadium
Parking Lot

Tree trimming/removal required

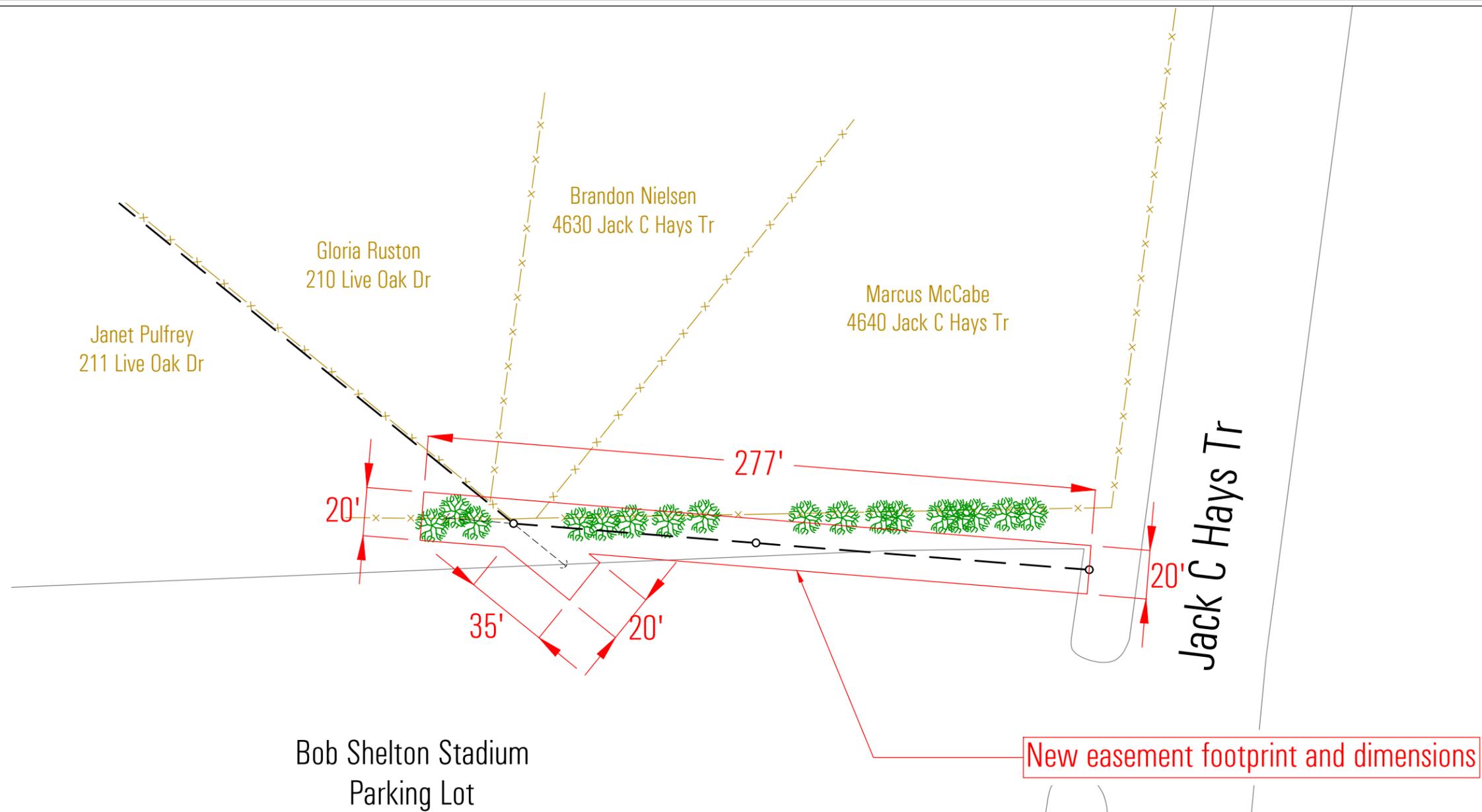
Disclaimer: This product is for informational purposes only and was not prepared for or suitable for legal, engineering, or surveying purposes. It does not represent an on-the-ground survey and represents only the approximate relative location of property boundaries and facilities. This product is distributed "AS-IS" and without warranties of any kind, either express or implied, including but not limited to warranties of fitness for a particular purpose or use, or as to its performance, accuracy, freedom from error, or as to any results generated through its use.

Hays ISD - Bob Shelton Stadium
4800 Jack C Hays Tr

NOT FOR CONSTRUCTION



PEDERNALES ELECTRIC COOPERATIVE, INC.		
WO#150805 - SI_BD10_HAYS HS_356026		
Date: 3/3/2022	Scale: 1" = 50'	Page: 1 of 1
Lamar Technical Services, Inc.		



Bob Shelton Stadium
Parking Lot

New easement footprint and dimensions

Legend	
●	Existing Pole
○	New Pole
—	Guy
⊂	Anchor
— — —	Existing Overhead Line
— — — — —	Proposed Overhead Line
— x — x —	Retired Span/Pole
— x — x —	Fenceline
🌳	Tree

Hays ISD - Bob Shelton Stadium
4800 Jack C Hays Tr

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NOT FOR CONSTRUCTION

PEDERNALES ELECTRIC COOPERATIVE, INC.		
WO#150805 - SI_BD10_HAYS HS_356026		
Date: 3/3/2022	Scale: 1" = 50'	Page: 1 of 1
Lamar Technical Services, Inc.		

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Procurement: Consideration and possible of purchase of cafeteria tables for Johnson High School

Administrator Responsible/Position: Dr. Michael Watson, Deputy Academic Officer
Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed: The purpose of this agenda is to procure cafeteria tables for Johnson High School to increase capacity and improve safety. Currently, JHS has several tables that do not have affixed seating and limits the number of students per table to 6. The recommended thirty-eight (38) tables in this proposal require a similar footprint in regards to square feet but seat 12 students with affixed seating. The purchase of these tables would increase the seating capacity in JHS by 228 students. Additionally, the affixed seating improves safety and efficiency in terms that chairs would not be present to impede traffic patterns. The current tables in the JHS cafeteria can be redistributed with 12 going to Live Oak Academy now and additional tables will be moved after anticipated LOA renovations are complete.

D. Summary:

Previous board action relating to this item –

Future action anticipated –

Background information – The JHS cafeteria was outfitted with cafeteria tables when it was built/opened to serve a lower student enrollment than JHS currently has. Each year JHS has been open, another grade level has been added which has created the need to increase cafeteria capacity.

E. Scope of Options Reviewed:

Buyboard Contract: #667-22

This is a one-year contract through 3/31/2023

F. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other: C&I

G. Administrative Recommendation:

The administration recommends approval of cafeteria tables from Worthington Contract Furniture, L.P.

H. Fiscal Impact and Cost: Total Amount: \$110,885

Budget – General Operating Fund

2017 Bond

Grant/Special Funds

Other _____

Prior Year Spending – \$17,090.81

Future/Ongoing – This procurement will be a one-time purchase.

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Max Cleaver

Evaluation method and time line -

Next report to the board -

J. Suggested Motion:

I move that the Board approve the purchase of cafeteria tables from Worthington Contract Furniture, L.P., in the amount of \$110,885, as presented.

Worthington Contract Furniture, L.P.

3006 Longhorn Blvd., Suite 104
Austin, TX 78758

Quotation

Hays CISD 21003 IH 35 Kyle, TX 78640	Project
	Johnson HS

Date	Estimate #
3/30/2022	5252

Item	Description	Qty	Unit Price	Total
	JOHNSON HIGH SCHOOL Buyboard Bid - 667-22- Furniture for School, Office, Scenice, Library and Dormitory- April 1, 2022-March 31, 2023			
TTQ- OVAL TABLE	Oval Communicator Mobile Folding Table with 12 Comfort Stools with Accent Guard. 42"Wide x 120"Long Top- TITANIUM EV 4810-60 Edge- GREY ARMOREDGE Stools- BLACK with BLACK Accent Guard Casters- BLACK	38	2,630.00	99,940.00
Special Freight	Freight	1	5,695.00	5,695.00
Installation- Furnit...	Installation of Furniture- Meet Delivery Truck, Unload Product, Place in Cafeteria The pricing on this quote expires on April 8, 2022- Per the manufacturer	1	5,250.00	5,250.00

E-mail: ann@worthingtoncf.com Phone # 512-331-1628	TERMS NET 30	Subtotal	\$110,885.00
	F.O.B. Destination Only	Sales Tax (0.0%)	\$0.00
	Quotation Expires in 30 Days	Total	\$110,885.00

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 25, 2022

Subject: Procurement: Communication System Upgrades – Beckwith Electronic Systems LLC

Administrator Responsible/Position: Dianne Borreson, Chief Technology Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

The purpose of this agenda item is to authorize the use of Beckwith Electronic Systems upgrades for the older Dukane intercom systems across the district.

D. Summary:

- Previous board action relating to this item – Board has previously approved the purchase of our current CareHawk intercom equipment & supplies from Beckwith Electronic Systems. (09/2019)
- Future action anticipated -
- Background information - Beckwith Electronic Systems is the authorized CareHawk distributor that sells, installs and services Central Texas, including Hays County.

E. Scope of Options Reviewed:

Buyboard Contract: 647-21
This is a one-year contract with two one-year options to renew through 9/30/2024

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Technology Department

G. Administrative Recommendation:

The administration recommends approval of purchasing equipment from Beckwith Electronic Systems LLC.
 Advantages/benefits of this proposal – This procurement will provide consistency across district intercom systems and provide software that is web-based and add features and functions for end-users.

H. Fiscal Impact and Cost: Amount: \$ 235,500

Budget Bond Grant/Special Funds Other _____

Prior Year Spending - \$ 18,724.98

Future/Ongoing - The requested procurement is to provide intercom upgrades to Kyle, Tom Green, Blanco Vista, Hemphill, Chapa, Camino Real, Tobais, Fuentes and Lehman.

Elm Grove, Barton, Negley, McCormick and Dahlstrom are being upgraded during the construction additions at the campuses.

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Dianne Borreson
Evaluation method and time line -
Next report to the board -

J. Suggested Motion:

I move that the Board approve purchases from Beckwith Electronic Systems LLC for an estimated \$235,500, as presented.

Proposal

DATE: 24-Mar-22



SOLD TO Hays CISD 21003 Interstate 35 Frontage Road Kyle, TX 78640 ATTN Dianne Borreson Tel # (512) 268-8482	PROJECT LOCATION Hays CISD - IC Swap outs - Various Schools Multiple locations throughout Hays CISD
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Customer Reference Name Proposal Number	Hays CISD - IC Swap outs - Various School FA-BESLLC-2022-1079
--	--

PAYMENT TERMS Net 30 days	TRADE TERMS F.O.B. Jobsite
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Beckwith is a State of Texas HUB and SCTRCA certified as HABE, MBE and SBE.

Scope Of Work:

Provide equipment listed below and labor to replace IC headend equipment (Dukane and Starcall) with the CareHawk CH1000 at the following schools: Kyle Elementary, Tom Green Elementary, Blanco Vista Elementary, Hemphill Elementary, Camino Real Elementary, Tobias Elementary, Fuentes Elementary, Lehman High School, and Chapa Middle School.

*Existing cable and speakers will be used.

*Work to be performed during normal working hours, **Monday through Friday 7:30am to 4:00pm**

Exclusions (provided by owner)

- *IT network & phone assistance will be required
- *Dedicated computer which will have all Carehawk software necessary for operation
- *UPS Excluded
- *120VAC Power must be provided for the CH1000 headend
- *Replacement of any defective existing speakers, equipment, cable, clocks, etc.
- *Man Lifts for high areas like gyms, band hall, cafeteria, etc. (if required)
- *Warranty on any existing Equipment or cable
- *Any patching & painting

7	CH1000-11-1A-1PG	CareHawk	Central Controller with 300W Amplifier, 1 IC Path, 1 Admin Telephone Path
2	CH1000LT-64-1A	CareHawk	Central Controller with 300W Amplifier, 1 IC Path, 1 PBX Path, 1 AP1, 64 SS Ports
9	AP1-B	CareHawk	Display Administration Console
20	SS32	CareHawk	Switching Security Card 32 Port
6	SS16	CareHawk	Switching Security Card 16 Port
9	CLKDUK	CareHawk	Dukane clock sync
2	DAF 100-25	CareHawk	100 Watt 25V amplifier, Wall Mount (for Lehman HS only)
2	AT1	CareHawk	25V to Line Level Audio Attenuator (for Lehman HS only)
9	Assistant	CareHawk	Assistant Software
9	TC2-KIT	CareHawk	Telephone Communications Card Adjustable
8	202003J	Altex Electronics	EZ-RJ45 Round connectors (100 per kit)
*	T16924-02-30 HM	Televec	Hitachi 4PR 24[1] CAT 5e WHITE PLENUM
*	Pretest existing systems		
*	Provide documentation of pretest (wattage readings and non-functional equipment)		
*	Demo existing headend equipment		
*	Run CAT5 cable from CH1000 to SS32s and to AP1-B		
*	Sync existing functional clocks to CH1000		
*	Programing		
*	Commissioning		
*	Owner Training		
*	Warranty on the listed equipment - 1 Year		
*	Travel		

Proposal

DATE: 24-Mar-22



SOLD TO Hays CISD 21003 Interstate 35 Frontage Road Kyle, TX 78640 ATTN Dianne Borreson Tel # (512) 268-8482		PROJECT LOCATION Hays CISD - IC Swap outs - Various Schools Multiple locations throughout Hays CISD
Customer Reference Name Hays CISD - IC Swap outs - Various School Proposal Number FA-BESLLC-2022-1079		
PAYMENT TERMS Net 30 days	TRADE TERMS F.O.B. Jobsite	

Kyle Elementary School	\$	23,500.00
Tom Green Elementary School	\$	22,000.00
Blanco Vista Elementary School	\$	23,500.00
Hemphill Elementary School	\$	22,000.00
Camino Real Elementary School	\$	23,500.00
Tobias Elementary School	\$	23,500.00
Fuentes Elementary School	\$	23,500.00
Chapa Middle School	\$	29,500.00
Lehman High School	\$	44,500.00

Total Cost \$ 235,500.00

Note: For this proposal, the cost for each school has been discounted based on synergies of receiving a single purchase order.

Exclusions:

- 1 All the rough-in equipment , J-boxes, painted j-boxes, conduit, inner duct, stub ups, bushings, access panels, penetrations, fire penetrations, fire caulking, any required lifts, hoisting, or scaffolding and 120vac will be provided and installed by others.
- 2 This proposal includes no provisions for asbestos and/or lead based paint abatement. All work areas should be Certified to be free from asbestos materials and lead based paint. Any work areas containing asbestos and lead based paint should be professionally abated prior to Beckwith beginning work. Any delays or work extensions related to asbestos and/or lead based paint abatement operations fall outside of the scope of this proposal. Any additional costs resulting from these delays will be billed to customer separately.
- 3 This proposal does not include pricing for working in an infection control environment. If that is required a separate proposal can be provided.
- 4 All Beckwith work will be done during normal working hours, Monday thru Friday, 7:30am to 4:00pm. If overtime is required due to a contractor failing to complete their work in a timely fashion, or for whatever reason, Beckwith's additional labor costs shall be considered an "additional charge" and charged to the customer.

Terms:

This bid is conditioned upon the parties entering into a mutually acceptable written agreement; signed Beckwith Proposal meets this criteria.

- 1 This bid does not include Bid, Payment or Performance Bond.
- 2 This bid does not include any fees assessed by Special Insurance Programs.
- 3 Unpaid invoices greater than sixty (60) days past due may result in lien on property. If an affidavit claiming a lien is filed, a \$500 filing/release of lien fee will be due prior to any lien being released.
- 4

Proposal

DATE: 24-Mar-22



SOLD TO Hays CISD 21003 Interstate 35 Frontage Road Kyle, TX 78640 ATTN Dianne Borreson Tel # (512) 268-8482	PROJECT LOCATION Hays CISD - IC Swap outs - Various Schools Multiple locations throughout Hays CISD
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Customer Reference Name Proposal Number	Hays CISD - IC Swap outs - Various School FA-BESLLC-2022-1079
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PAYMENT TERMS	TRADE TERMS	
Net 30 days		F.O.B. Jobsite

- 5 A project completion schedule or project completion date will be required before Beckwith can proceed; deviation from this completion date which requires additional labor or overtime to complete the accelerated completion will result in additional costs paid for by the customer.
- 6 If additional fire alarm inspections are required due to partial building inspection, these additional cost will be paid for by the customer.
- 7 Installation of detectors during construction shall be protected from debris, dust, dirt, and damage in accordance with manufacturer's recommendations and the current adoption of NFPA 72. Cleaning and/or replacement of smoke detectors installed prior to final building cleanup will be cleaned and/or replaced by Beckwith and paid for by the customer.
- 8 Beckwith is not responsible for performing additional testing or service unless requested in writing from customer. Customer agrees to pay for these
- 9 Beckwith is not responsible for false alarms or false alarm fines.
- 10 **CUSTOMER AGREES AND UNDERSTANDS THAT BECKWITH IS NOT AN INSURER AND IS NOT RESPONSIBLE FOR ACTS OR OMISSIONS OF OTHERS, OR FOR EVENTS BEYOND THE CONTROL OF BECKWITH INCLUDING FALSE ALARMS.**
- 11 Upon credit approval; terms are net upon receipt.
- 12 1.5% per month (18%annually) will be charged on all past due invoices, 30 days from invoice date.
- 13 Return goods are subject to 25% restocking charges and no credit will be allowed on goods returned without written authorization from Beckwith.
- 14 F.O.B.: Jobsite
- 15 This proposal is valid for 30 days from the date herein.

Warranty:

Beckwith provides a one (1) year non-transferable warranty from the date of substantial completion or the owner getting beneficial use of the system or from the date of the final fire inspection.

DISCLAIMER AND EXCLUSION OF WARRANTIES:

There are no warranties extending beyond the description or face hereof. Any implied warranty of merchantability and/or of fitness for a particular purpose are hereby excluded and disclaimed. In case of defects or alleged defects, the damages claimed shall be limited solely to the replacement or repair of the allegedly defective product or workmanship. Damages claimed shall not include any incidental or consequential damages or expenses. Beckwith shall not be liable for and the parties agree that no attorney's fees will be sought against Beckwith arising out of the materials installed or labor performed by Beckwith.

Insurance:

For the work contracted with Beckwith, Beckwith agrees to provide Contractor with a Certificate of Insurance with following limits:

A.M. Best Rating A (Excellent) XV (\$2 Billion or Greater)

General Liability

\$1,000,000	Per Occurrence
\$2,000,000	Aggregate/Per Project
\$2,000,000	Products and Completed Operations
\$1,000,000	Personal Advertising Liability
\$300,000	Fire Legal Liability/Damage to premises rented to you
\$10,000	Medical Exp (Any one person)

Business Auto Liability

\$1,000,000	Combined Single Limit
\$1,000,000	Non-Owned and Hired Car Coverage

Worker's Compensation

	Employees Liability Insurance
\$1,000,000	E.L. Each Accident
\$1,000,000	E.L. Disease - Each Employee
\$1,000,000	E.L. Disease - Policy Limit

Proposal

DATE: 24-Mar-22



SOLD TO Hays CISD 21003 Interstate 35 Frontage Road Kyle, TX 78640 ATTN Dianne Borreson Tel # (512) 268-8482	PROJECT LOCATION Hays CISD - IC Swap outs - Various Schools Multiple locations throughout Hays CISD
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Customer Reference Name Proposal Number	Hays CISD - IC Swap outs - Various School FA-BESLLC-2022-1079
--	---

PAYMENT TERMS	TRADE TERMS	
Net 30 days		F.O.B. Jobsite

Umbrella
\$5,000,000 Per Occurrence & Aggregate

All Insurance Coverages Shall Provide:

- 1 30 Day Written Notice of Cancellation.
- 2 Waiver of Rights of Subrogation in Favor of (Your Company Name) as per written contract.
- 3 "Additional Insured" Endorsement on Business Auto Policy, Commercial General Liability Policy, & Commercial Umbrella Policy as per written contract. On the CGL Policy, (Your Company Name) must be named as additional insured for ongoing and completed work.
- 4 Primary and Non-Contributory wording on Additional Insured Endorsements as per written contract.

Before any commencement of activity to this contract, a Certificate of Insurance will be delivered to the Contractor's office as shown above.

RESPECTFULLY SUBMITTED BY:

Carlos Dubon

Carlos Dubon
Project Manager

ACCEPTED: YOU MAY INSTALL/FURNISH THE EQUIPMENT AS OUTLINED IN THE ABOVE PROPOSAL.

FIRM NAME: _____
BY: _____

P.O.#: _____
DATE: _____

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Technology Supplies & Equipment – GTS Technology Solutions

Administrator Responsible/Position: Dianne Borreson

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

The purpose of this agenda item is to procure equipment and supplies to include servers, desktops, laptops, student Wifi devices, Chromebooks and Chrome licenses from GTS Technology Solutions. This is a blanket approval for upcoming purchases throughout the next year. In addition to routine upgrades, we will also be purchasing devices for Sunfield Elementary.

D. Summary:

Previous board action relating to this item – Board has previously approved the purchase of supplies and equipment from GTS Technology Solutions on 10/2019 for \$1.2, 05/2020 for \$1.1 and 09/2020 for \$1.5 (COVID Related) and on 04/2021 for \$3,200,000.

Background information – Board has previously approved purchases from GTS Technology Solutions. We currently purchase most all Dell devices from GTS Technology Solutions. GTS is a Dell premium channel partner and provides quotes under the Dell contract. This expenditure covers upgrades, new devices and the district-wide replacement cycle.

E. Scope of Options Reviewed:

State of Texas DIR Contracts:

#DIR-TSO-3504	#DIR-TSO-3655	#DIR-TSO-4179	#DIR-TSO-3834
#DIR-TSO-4174	#DIR-TSO-3652	#DIR-TSO-4017	#DIR-TSO-3920
#DIR-TSO-4318			

Reasons for rejecting alternatives:

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Technology Department

G. Administrative Recommendation:

The administration recommends approval of the procurement of supplies & equipment from GTS Technology Solutions.

H. Fiscal Impact and Cost: Amount: \$2,100,000

Budget – General Operating Fund Bond Grant/Special Funds Other _____

Prior Year Spending - \$3,982,816.82

Future/Ongoing - The requested procurement will be a recurring cost (annually).

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Dianne Borreson – Chief Technology Officer

J. Suggested Motion:

I move that the Board approve the procurement of supplies & equipment from GTS Technology Solutions for \$2,100,000 as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: Procurement - Technology Equipment – Districtwide - Apple

Administrator Responsible/Position: Dianne Borreson – Chief Technology Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

The purpose of this agenda item is to procure technology equipment and software to include MacBooks, iPads, JAMF management software, apps, accessories and/or other equipment districtwide from Apple. The Department of Information Resources has bid these commodities and groups of items thus complying with the State's competitive bidding requirements.

D. Summary:

Previous board action relating to this item – Board Approved Apple in April of 2021.
 Future action anticipated -
 Background information -

E. Scope of Options Reviewed:

Texas Department of Information Resources Cooperative Contract #DIR-TSO-3789
This contract extends through 05/07/2022.

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other: Technology

G. Administrative Recommendation:

The administration recommends approval of the procurement of technology equipment from Apple for technology purchases district wide.

H. Fiscal Impact and Cost: Amount: \$300,000

Budget – General Operating Fund Bond Grant/Special Funds Other _____

Prior Year Spending - \$520,513.68

Future/Ongoing – This procurement will be a recurring cost (annually)

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Dianne Borreson – Chief Technology Officer

J. Suggested Motion:

I move that the Board approve the procurement of technology equipment from Apple districtwide for \$300,000 as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 18, 2022

Subject: FDB Local Policy Revision (Admissions:Intradistrict Transfers and Classroom Assignments) -- 1st Reading

Administrator Responsible/Position: Adrianna Price, Director of Student Services
Jesus Gomez, Deputy Academic Officer
Marivel Sedillo, DS/CAO

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy (FDB)

Law or Rule

N/A

C. Goal or Need Addressed:

Our goal is for the Board to review the proposed revisions of FDB local.

D. Summary:

Previous board action relating to this item –

Future action anticipated -

Background information – District administration is proposing revisions to FDB local policy. The administration would like to remove the names of specific programs and use general language to include all current programs as well as any programs that may be added in the future.

E. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other – Director of Student Services

F. Administrative Recommendation:

Advantages/benefits of this proposal - FDB policy allows students to apply for an intradistrict transfer based on any school-sponsored program not offered at their home campus. If we remove the program specificity, we will not need to update the policy as new programs are added in Hays CISD.

G. Fiscal Impact and Cost: Amount: NA

Budget

Bond

Grant/Special Funds

Other _____

Prior Year Spending - \$ _____

Future/Ongoing -

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action --Marivel Sedillo, DS/CAO

Evaluation method and time line –

Next report to the board –

PROPOSED REVISIONS

Class Changes

The campus principal shall be authorized to investigate and approve the transfer of a student from one classroom to another on that campus.

Note: Guidelines for intradistrict transfers for children of District employees shall be outlined in administrative procedures.

Transfers between Schools

The Board delegates to the Superintendent the authority to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, or national origin.

Annually, the Superintendent or designee shall determine student classroom enrollment availability based upon growth estimates for the upcoming year.

Transfer Requests

A student wishing to transfer shall file an application per the time lines outlined in the administrative procedures. Once approved, an intradistrict transfer shall be in effect until the student completes the final grade level at the approved transfer campus, provided the student adheres to all rules required to maintain a transfer in good standing and the District continues to have available space. Elementary transfer students advancing to middle school must apply for a middle school transfer within their feeder pattern if they wish to attend a middle school other than their home campus.

Programming Not Mandated by State or Federal Law

Educational programming that is not mandated by state or federal law is considered a transfer program. ~~Examples of such programs include, but are not limited to, Two-Way Dual Language programming for non-ELL students, elementary science, technology, engineering, and mathematics (STEM), also known as "Saturn V," and Mariachi.~~ Such programs ~~are more particularly described in administrative procedures~~ shall be listed in administrative procedures.

The following rules shall apply to transfer requests:

1. Transfers in kindergarten–grade 5 shall be considered only if the grade-level capacity at the requested campus is less than 90 percent.
2. Sibling school assignments shall not be considered when approving or rejecting a transfer request, unless the transfer request is in conjunction with an administrative plan to open a brand new campus and the plan allows for sibling transfers.
3. Middle school transfers shall be considered only within the same high school feeder pattern.

4. High school transfers shall not be considered, except for:
 - a. Students ~~who participate in a Mariachi program in middle school and~~ who wish to ~~continue participate~~ in a ~~Mariachi school-sponsored~~ program ~~in that is not offered at the~~ high school ~~in the attendance area in which the student resides~~; or
 - b. Students who completed their junior year at a high school and wish to remain at the same high school for their senior year; or
 - c. Students who are provided high school transfer options in an administrative plan to open a brand new high school campus.

Transportation

The District shall not be responsible for transportation of a student who is granted an intradistrict transfer to a campus outside the student's attendance area, except as provided in administrative procedures or required by law.

Note: Supplemental transportation services may be available for transfer students upon request from the transportation department. Such services shall be provided to a student only to the extent existing passenger capacity on a previously established bus route permits. In the event that users of standard transportation services are added to a bus route providing supplemental transportation services to a student, users of standard transportation services shall have priority over all students using or requesting supplemental transportation services.

Transfer Revocation

A student for whom an intradistrict transfer is approved shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District, including those for student conduct and attendance, and that violation of the District's rules and regulations may result in revocation of the intradistrict transfer agreement. A campus principal may make a recommendation to the Superintendent or designee that a student's intradistrict transfer be revoked for violation of such rules and regulations.

Special Programming Mandated by State or Federal Law

In addition, the District shall consider applicable state and federal laws related to a placement or a request for placement of a student receiving special education services or bilingual education services. Where these services are mandated by state or federal law, transfer rules may not apply.

Appeals

Any revocation appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

Note: For the transfer of a student who is the victim of bullying or who engaged in bullying, see FDB(LEGAL). For the transfer of a student who attends a persistently dangerous school, becomes a victim of a violent criminal offense, or becomes a victim of sexual assault, see FDE. For admission of a student who resides outside of the District (interdistrict transfer), see FDA.

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 18, 2022

Subject: Review of 2022-2023 Budget Calendar Timeline for 2022-2023

Administrator Responsible/Position: Randy Rau, Chief Financial Officer

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

Update the Board on the 2022-2023 Budget Timeline

D. Summary:

- Previous board action relating to this item -
- Future action anticipated -
- Background information -

Dr. Wright and administration continue to hold meetings to evaluate staffing and programs within the District with a singular focus on increasing student achievement in Hays CISD. These meetings pair the review and analysis of budget worksheets with the stated budget priorities of student achievement, compensation increases, and acceptable class size ratios.

E. Scope of Options Reviewed:

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other _____
 From public -

All agenda items are reviewed by the Superintendent's Cabinet.

G. Administrative Recommendation: No recommendation – this is an informational item.

H. Fiscal Impact and Cost: Amount \$ TBD

Budget – General Operating Fund Bond Grant/Special Funds Other _____
Prior Year Spending: \$ _____
Future/Ongoing: \$ _____

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action – Randy Rau

Hays Consolidated Independent School District 2022 – 2023 Budget Calendar

MONTH/YEAR	DATE	ASSIGNMENT
January 2022	Ongoing	Staffing process to begin. (HR) HR engages in TASB equity study.
	20 th – 21 st	Attend Texas Association of School Business Officials (TASBO) annual budget academy. Review results of the State Comptrollers property value study. Update current year student attendance worksheet to include 3 rd six week's attendance reports.
	Ongoing	Review estimate of student projections for new budget year and update online budget module. Demographer report and projections. Update state funding template.
	31 st	HR requests board approval to engage in early hiring.
February 2022	4 th	Preliminary calculations on federal entitlements for campus budgets.
	8 th	Distribute campus/department budget worksheets <i>now online</i> .
	14 th	HR to compile staffing requests from campuses and departments.
	28 th	HR to provide preliminary staffing allocations to campuses.
	Ongoing	Assist campuses and departments on budget worksheet status. Continue work on state funding template.
March 2022	21 st	Present revenue projections/estimates to superintendent and cabinet. HR to present results of TASB equity adjustment to superintendent and cabinet.
	Ongoing	HR staffing discussions with departments. Update current year student attendance worksheet to include 4 th six week's attendance reports.
	28 th	Present revenue estimates to the board.
	28 th	Board to approve preliminary cost of living adjustment.
	28 th	Equity study present to board.
	April 2022	4 th
11 th	Present staffing projections to superintendent. Prepare payroll budget template with estimate staffing projections and salary adjustments.	
22 nd	Non Payroll budget will be completed and input into system(s)	
29 th	Receive certified estimates from the three appraisal districts (Hays, Caldwell, and Travis).	
30 th	Prepare preliminary estimate of local tax projections.	
May 2022	Ongoing	Revise payroll budget template with estimate staffing projections and salary adjustments.
	2 nd	Analysis Debt Service revenue estimate to determine if a resolution to defeasance debt is needed.
	9 th	Present first draft to superintendent and cabinet.
	9 th	Draft compensation plan to superintendent and cabinet.
	16 th	Present draft compensation plan to school board.
	23 rd	Adopt compensation plan.
31 st	Using certified estimate, prepare truth in taxation notice for publication.	
June 2022	TBD	Budget workshop.
	16 th	Post truth in taxation notice no later than 10 days prior to budget adoption date.
	TBD	Budget workshop (if needed).
	13 th	Present final draft to superintendent and cabinet.
	20 th	Present final draft to school board at board workshop meeting.
	27 th	Conduct public hearing on proposed new year budget.
27 th	Adopt new year budget (regular June board meeting).	
29 th	Post next year budget to start on July 1 st .	

Hays Consolidated Independent School District 2022 – 2023 Budget Calendar

July 2022

25th Receive certified values from the three appraisal districts (Hays, Caldwell, Travis)
26th – 29th Revise the “Truth-in-Taxation” schedules (state template)

August 2022

5th Work with Hays Co Tax Assessor Collector on the revised notice to publish on District website.
12th Post revised Truth-in-Taxation” notice on the District’s website IF same or lower tax rate.
29th Board action on acceptance of certified values from the appraisal districts
29th Board action on ordinance for setting of tax rate

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 25, 2022

Subject: March 31, 2022 Financial Statements

Administrator Responsible/Position:

- A. Purpose of Agenda Item:
 Action needed Information only Receive input
- B. Authority for This Action:
 Local Policy Law or Rule N/A
- C. Goal or Need Addressed:
- D. Summary:
 Previous board action relating to this item - Monthly
 Future action anticipated -
 Background information – A separate summary is attached with the financials.
- E. Comments Received:
 Cabinet DLT FBOC Teacher Org. Reps. Other _____
- F. Administrative Recommendation:
There is no board action necessary. The monthly financial statements are presented as an information item.
- G. Fiscal Impact and Cost: Amount: \$ _____
 Budget Bond Grant/Special Funds Other _____
- H. Suggested Motion:
There is no board action necessary. The monthly financial statements are presented as an information item.

Hays Consolidated Independent School District

Division of Financial Services

21003 Interstate 35 Frontage Road
Kyle, Texas 78640
Ph: (512) 268-2141
Fx: (512) 268-2147



Date: April 25, 2022

Monthly Financial Highlights

- The monthly Financial Reports represent financial data through March 31, 2022.
- The cash and investment balances of all funds at month end totals \$207,374,156.17. The General Fund makes up the largest portion of the total with \$90,464,464.10 or roughly 43.62%.
- Through the end of the month (9/12 or 75% of the budget year):
 - The General Fund has collected \$153,658,793.89 (75.57% of its budgeted revenue) and has spent \$150,300,112.36 (71.20% of its budgeted expenditures). The *estimated* ending fund balance through the month of March 2022 is \$75,113,558.42.
 - The Child Nutrition fund has collected \$10,495,390.67 (92.25% of its budgeted revenue) and has spent \$7,051,614.58 (61.98% of its budgeted expenditures).
 - The Debt Service fund collected \$55,261,917.15 (96.35% of its budgeted revenue) and spent \$53,837,618.74 (93.86% of its budgeted expenditures). Debt service payments are made two times a year, February 15th and August 15th.
 - The Capital Project funds have expenditures of \$52,415,298.19 in the current fiscal year through the month of March 2022 and have collected \$72,548.86 in interest revenue. The 2021 bonds were sold in late August 2021 in the amount of \$125,000,000 and are categorized as “other sources”.
- Special Revenue funds consist of Federal, State, and local grants received by the District. Some of these grants such as Title I and IDEA are non-competitive federal grants which the District receives based on certain types of student populations reported through PEIMS. Other local grants are “competitive grants” and are awarded based on demonstrated needs. This group of funds also includes the Textbook (IMA) and awarded Education Foundation funds. Total revenue is \$14,353,812.76 and total expenditures are \$14,353,812.76.
- Current Tax collections for the month of March 2022 totaled \$2,124,713,.16 representing 1.38% of the levy collected during the month. Approximately 97.77% of the total levy has been collected through the end of March 2022. In comparison, 96.02% of the total levy was collected through the end of March 2021.

If you should have any questions regarding these financials please contact me.

Randall Rau, CPA

Chief Financial Officer
Hays Consolidated Independent School District

Hays Consolidated Independent School District

Financial Reports



March 31, 2022

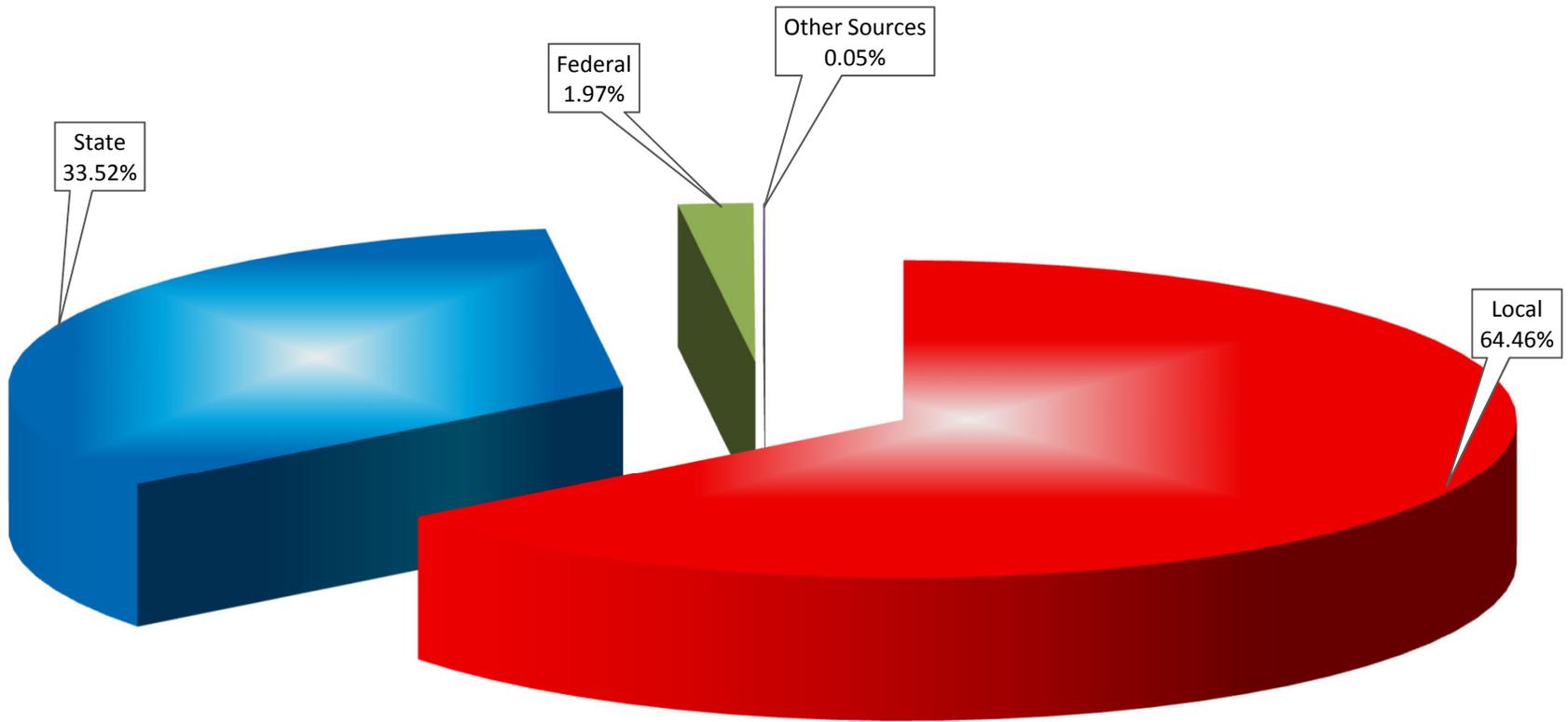
Hays Consolidated Independent School District
Combined Balance Sheet
for the Month Ending March 31, 2022
(Un-Audited)

	<u>General</u> <u>Fund</u>	<u>Child Nutrition</u> <u>Fund</u>	<u>Debt Service</u> <u>Fund</u>	<u>Capital</u> <u>Projects Funds</u>	<u>Special Revenue</u> <u>Funds</u>	<u>Total</u>
Assets:						
Cash and Cash Equivalents	\$ 19,431,423.17	\$ 146,905.47	\$ 4,070.24	\$ 2,944,416.69	\$ (7,197,355.84)	\$ 15,329,459.73
Current Investments	71,033,040.93	6,281,106.03	30,826,011.70	83,904,537.78	-	192,044,696.44
Total Cash and Investments	\$ 90,464,464.10	\$ 6,428,011.50	\$ 30,830,081.94	\$ 86,848,954.47	\$ (7,197,355.84)	\$ 207,374,156.17
Property Taxes - Delinquent	2,091,642.49	-	1,022,302.30	-	-	3,113,944.79
Allowance for Uncollectible Taxes	(634,099.59)	-	(281,855.44)	-	-	(915,955.03)
Due from State Agencies	1,443,544.03	-	-	-	7,672,917.91	9,116,461.94
Due from other Governments	498,981.76	-	100,424.08	-	827,327.29	1,426,733.13
Accrued Interest	-	-	-	-	-	-
Due from Other Funds	2,360,153.98	2,741,733.22	9.40	-	-	5,101,896.60
Other Receivables	3,183.98	-	-	-	-	3,183.98
Total Receivables	\$ 5,763,406.65	\$ 2,741,733.22	\$ 840,880.34	\$ -	\$ 8,500,245.20	\$ 17,846,265.41
Inventories	-	155,216.69	-	-	-	155,216.69
Prepaid Items	5,954,481.19	500.00	-	-	-	5,954,981.19
Other Current Assets	\$ 5,954,481.19	\$ 155,716.69	\$ -	\$ -	\$ -	\$ 6,110,197.88
Total Current Assets	\$ 102,182,351.94	\$ 9,325,461.41	\$ 31,670,962.28	\$ 86,848,954.47	\$ 1,302,889.36	\$ 231,330,619.46
Liabilities and Fund Balance:						
Current Liabilities						
Accounts Payable	\$ 50,240.74	\$ -	\$ -	\$ 1,598,364.56	\$ 5,697.95	\$ 1,654,303.25
Other Liabilities	177,299.27	-	-	-	-	177,299.27
Payroll Deductions and Withholdings	2,328,188.38	-	-	-	-	2,328,188.38
Accrued Wages Payable	15,141,091.15	369,968.60	-	-	-	15,511,059.75
Due to Other Funds	3,341,984.23	2,358,219.24	-	-	-	5,700,203.47
Due to State Agencies	-	-	-	-	-	-
Due to other Governments	13,824.00	-	-	-	-	13,824.00
Due to Student Groups	290,633.57	-	-	-	-	290,633.57
Deferred Revenues	4,267,989.28	283,443.75	-	-	1,297,191.41	5,848,624.44
Deferred Inflows	1,457,542.90	-	740,446.86	-	-	2,197,989.76
Total Liabilities	\$ 27,068,793.52	\$ 3,011,631.59	\$ 740,446.86	\$ 1,598,364.56	\$ 1,302,889.36	\$ 33,722,125.89
Fund Balance/Equity						
Reserved/Designated Fund Balance	-	2,092,143.29	29,506,217.01	12,593,339.24	-	44,191,699.54
Current Year Revenues less						
Expenditures/Expenses	3,358,681.53	3,443,776.09	\$ 1,424,298.41	7,200,817.86	-	15,427,573.89
Reserved Fund Balance for Current Year						
Encumbrances (POs)	3,589,501.03	777,910.44	-	65,456,432.81	-	69,823,844.28
Unreserved Fund Balance/Fund Equity	\$ 68,165,375.86	-	-	-	-	\$ 68,165,375.86
Total Fund Balance/Equity	\$ 75,113,558.42	\$ 6,313,829.82	\$ 30,930,515.42	\$ 85,250,589.91	\$ -	\$ 197,608,493.57
Total Liabilities and Fund Equity	\$ 102,182,351.94	\$ 9,325,461.41	\$ 31,670,962.28	\$ 86,848,954.47	\$ 1,302,889.36	\$ 231,330,619.46

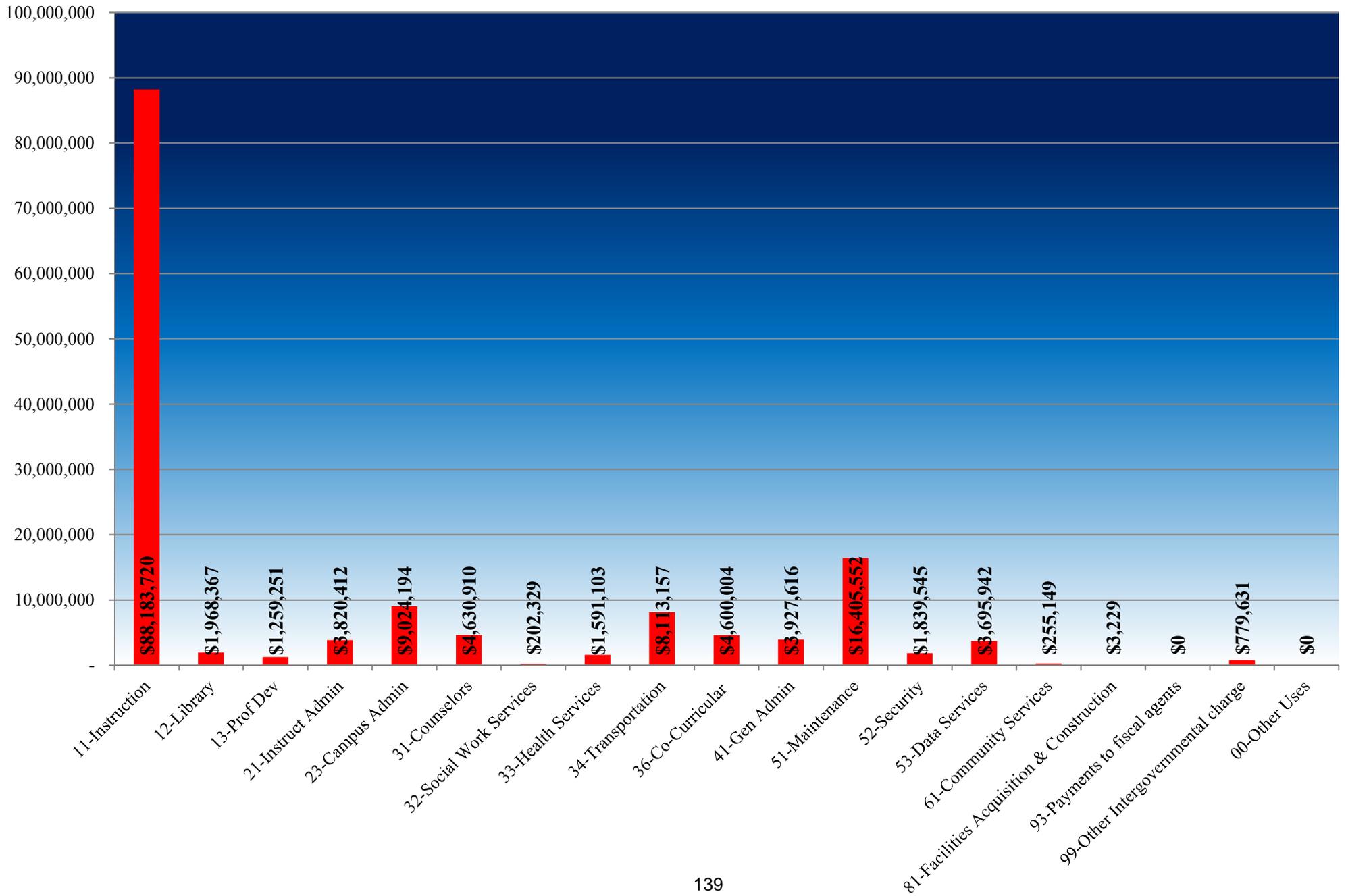
Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - General Fund
for the Month Ending March 31, 2022
(Un-Audited)

	GENERAL FUND					
	<u>Prior Year</u>			<u>Current Year</u>	<u>Unrealized/</u>	<u>Percentage</u>
	<u>Actual Revenues/ Expenditures</u>	<u>Original Budget</u>	<u>Official Budget</u>	<u>Actual Revenues/ Expenditures</u>	<u>Unexpended Budget</u>	<u>Y-T-D</u>
Revenues:						
Local	\$ 86,759,518.32	\$ 102,840,161	\$ 104,813,359	\$ 99,047,492.06	(5,765,866.94)	94.50%
State	55,154,012.86	95,549,500	95,549,500	51,503,612.05	(44,045,887.95)	53.90%
Federal	2,430,129.46	2,900,000	2,907,284	3,032,195.67	124,911.67	104.30%
Other Sources	64,943.94	-	55,777	75,494.11	19,717.11	135.35%
Total Revenues	\$ 144,408,604.58	\$ 201,289,661	\$ 203,325,920	\$ 153,658,793.89	\$ (49,667,126.11)	75.57%
Expenditures and Other Uses:						
11-Instruction	84,840,581.37	121,273,641	121,454,863	88,183,720.38	33,271,142.62	72.61%
12-Library	1,932,950.62	2,761,977	2,763,769	1,968,367.34	795,401.66	71.22%
13-Prof Dev	846,534.23	1,782,392	1,719,875	1,259,251.44	460,623.56	73.22%
21-Instruct Admin	3,128,687.40	4,838,114	4,939,962	3,820,412.07	1,119,549.93	77.34%
23-Campus Admin	8,787,517.74	12,597,004	12,629,206	9,024,194.11	3,605,011.89	71.45%
31-Counselors	4,574,039.33	6,624,986	6,639,364	4,630,909.55	2,008,454.45	69.75%
32-Social Work Services	275,577.10	288,612	288,612	202,329.31	86,282.69	70.10%
33-Health Services	1,556,378.04	2,395,541	2,386,442	1,591,102.52	795,339.48	66.67%
34-Transportation	7,254,415.59	11,117,747	11,150,424	8,113,157.11	3,037,266.89	72.76%
36-Co-Curricular	3,876,246.41	6,342,176	8,077,671	4,600,003.82	3,477,667.18	56.95%
41-Gen Admin	3,631,982.70	5,586,601	5,624,561	3,927,616.38	1,696,944.62	69.83%
51-Maintenance	14,500,160.16	21,120,510	23,571,286	16,405,552.30	7,165,733.70	69.60%
52-Security	816,898.15	2,616,970	2,581,970	1,839,544.91	742,425.09	71.25%
53-Data Services	4,015,116.06	5,050,588	5,122,936	3,695,942.21	1,426,993.79	72.15%
61-Community Services	179,447.91	238,624	237,624	255,149.04	(17,525.04)	107.38%
81-Facilities Acquisition & Construction	299,903.93	-	527,691	3,228.50	524,462.50	0.61%
93-Payments to fiscal agents	302,404.95	400,000	400,000	-	400,000.00	0.00%
99-Other Intergovernmental charge	708,404.69	975,000	975,000	779,631.37	195,368.63	79.96%
00-Other Uses	-	-	-	-	-	NA
Total Expenditures and Other Uses	\$ 141,527,246.38	\$ 206,010,483	\$ 211,091,256	\$ 150,300,112.36	\$ 60,791,143.64	71.20%
Excess of Revenues and Other Resources Over (Under) Expenditures and Other Uses	\$ 2,881,358.20	\$ (4,720,822)	\$ (7,765,336)	\$ 3,358,681.53		
Fund Balance July 1, 2021 - (<u>Audited</u>)		\$ 71,754,876.89	\$ 71,754,876.89	\$ 71,754,876.89		
Fund Balance Ending - Monthly Reporting Period		\$ 67,034,054.89	\$ 63,989,540.89	\$ 75,113,558.42	\$ 11,124,017.53	

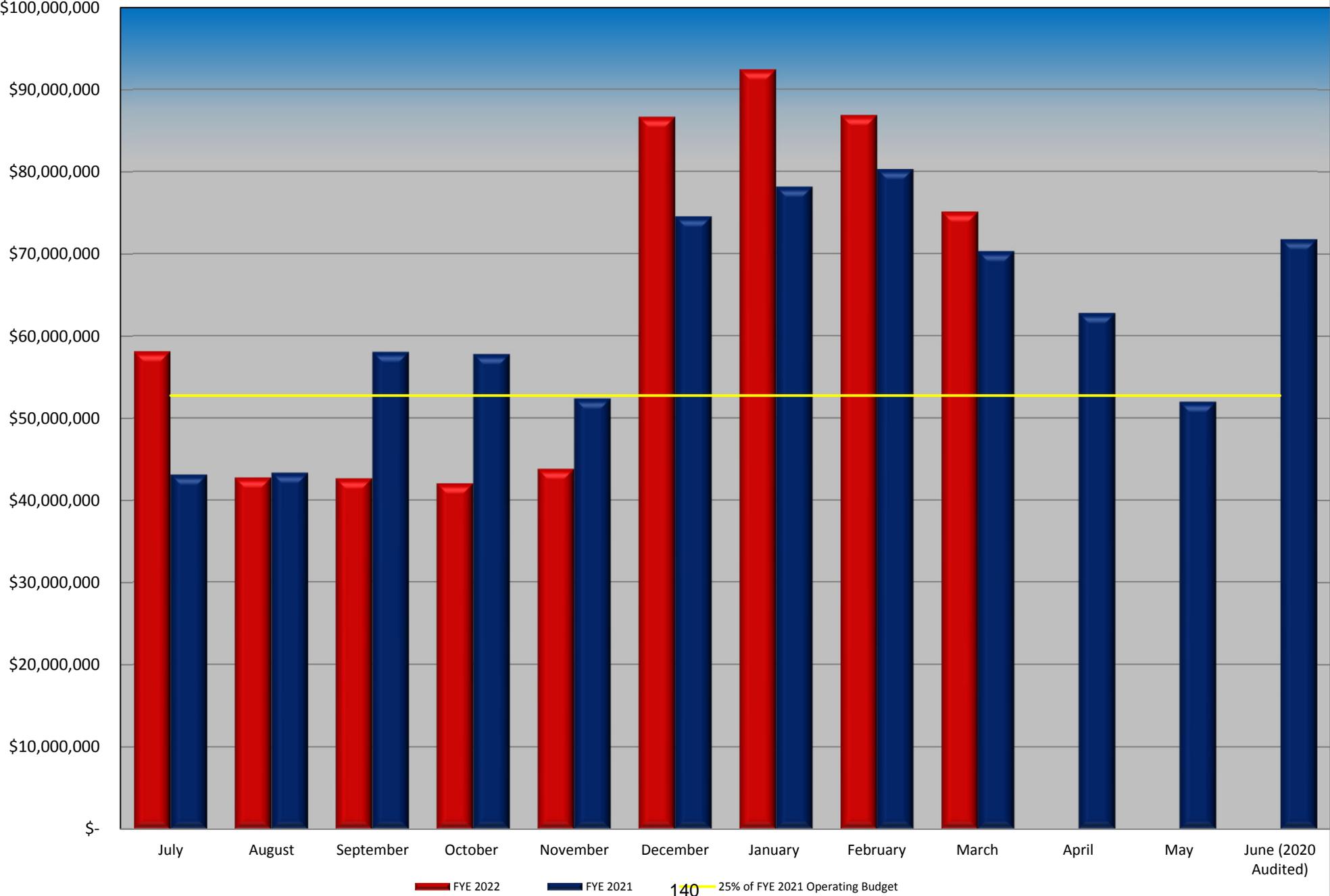
General Fund Revenues Collected to Date



General Fund Expenditures to Date



General Fund Balance by Reporting Month



■ FYE 2022
 ■ FYE 2021
 140 — 25% of FYE 2021 Operating Budget

Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Child Nutrition Fund
for the Month Ending March 31, 2022
(Un-Audited)

	CHILD NUTRITION FUND					
	<u>Prior Year</u>			<u>Current Year</u>	<u>Unrealized/</u>	<u>Percentage</u>
	<u>Actual Revenues/ Expenditures</u>	<u>Original Budget</u>	<u>Official Budget</u>	<u>Actual Revenues/ Expenditures</u>	<u>Unexpended Budget</u>	<u>Y-T-D</u>
Revenues and Other Resources:						
Local	\$ 308,302.96	\$ 3,786,628	\$ 3,786,628	\$ 814,472.66	\$ (2,972,155.34)	21.51%
State	55,577.26	45,000	45,000	20,781.42	(24,218.58)	46.18%
Federal	3,651,011.23	7,545,186	7,545,186	9,660,136.59	2,114,950.59	128.03%
Other sources	-	-	-	-	-	NA
Total Revenues and Other Resources	\$ 4,014,891.45	\$ 11,376,814	\$ 11,376,814	\$ 10,495,390.67	\$ (881,423.33)	92.25%
Expenditures and Other Uses:						
35-6100 Payroll	2,786,344.59	5,194,736	5,194,736	3,061,844.99	2,132,891.01	58.94%
35-6200 Professional and Contracted Services	456,503.16	904,618	904,618	672,557.88	232,060.12	74.35%
35-6341 Food Supplies	1,234,732.86	4,155,089	4,155,089	2,998,397.29	1,156,691.71	72.16%
35-6342 Non-Food Supplies	128,344.80	291,845	291,845	243,700.26	48,144.74	83.50%
35-6344 USDA Commodities	-	471,868	471,868	-	471,868.00	0.00%
35-6349 Miscellaneous Supplies	37,107.15	178,310	178,310	10,476.68	167,833.32	5.88%
35-6300 Supplies & Materials	73,946.89	88,004	88,004	57,009.82	30,994.18	64.78%
35-6400 Food Service Other Operating Expenses	5,587.52	92,344	92,344	7,627.66	84,716.34	8.26%
35-6600 Food Service Capital Expenses	6,993.97	-	-	-	-	NA
Total Expenditures	\$ 4,729,560.94	\$ 11,376,814	\$ 11,376,814	\$ 7,051,614.58	\$ 4,325,199.42	61.98%
Excess of Revenues and Other Resources Over (Under) Expenditures and Other Uses	\$ (714,669.49)	\$ -	\$ -	\$ 3,443,776.09		
Fund Balance July 1, 2021 - <u>(Audited)</u>		2,870,053.73	2,870,053.73	2,870,053.73		
Fund Balance Ending - Monthly Reporting Period		\$ 2,870,053.73	\$ 2,870,053.73	\$ 6,313,829.82	\$ 3,443,776.09	

Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Debt Service Fund
for the Month Ending March 31, 2022
(Un-Audited)

	DEBT SERVICE FUND					
	<u>Prior Year</u> <u>Actual Revenues/</u> <u>Expenditures</u>	<u>Original</u> <u>Budget</u>	<u>Official</u> <u>Budget</u>	<u>Current Year</u> <u>Actual Revenues/</u> <u>Expenditures</u>	<u>Unrealized/</u> <u>Unexpended</u> <u>Budget</u>	<u>Percentage</u> <u>Y-T-D</u>
Revenues:						
Local Revenue						
Taxes, Current Year Levy	46,163,595.81	\$ 56,782,902	\$ 56,782,902	54,091,144.43	\$ (2,691,757.57)	95.26%
Taxes, Prior Year	388,021.32	350,000	350,000	374,050.66	24,050.66	106.87%
Penalties, Interest and Other Tax Revenues	166,727.66	225,000	225,000	177,925.21	(47,074.79)	79.08%
Earnings from Investments	12,533.78	-	-	10,116.60	10,116.60	NA
Miscellaneous Revenue	61,884.45	-	-	6,970.25	6,970.25	NA
Local Revenue	\$ 46,792,763.02	\$ 57,357,902	\$ 57,357,902	\$ 54,660,207.15	\$ (2,697,694.85)	95.30%
State Revenue						
Additional State Aid for Homestead Exemption	613,352.00	-	-	601,710.00	601,710.00	NA
State Revenue	\$ 613,352.00	\$ -	\$ -	\$ 601,710.00	\$ 601,710.00	NA
Other Sources						
Operating Transfer In	1,103,413.39	-	-	-	-	NA
Other Sources	\$ 1,103,413.39	\$ -	\$ -	\$ -	\$ -	NA
Total Revenue	\$ 48,509,528.41	\$ 57,357,902.00	\$ 57,357,902.00	\$ 55,261,917.15	\$ (2,095,984.85)	96.35%
Expenditures:						
71-6511 Bond Principal	24,983,781.24	38,303,562	38,303,562	34,875,000.00	3,428,562.00	91.05%
71-6521 Interest on Bonds	18,003,369.48	19,019,340	19,019,340	18,942,149.74	77,190.26	99.59%
71-6599 Other Debt Service Fees	26,191.00	35,000	35,000	20,469.00	14,531.00	58.48%
Total Expenditures	\$ 43,013,341.72	\$ 57,357,902	\$ 57,357,902	\$ 53,837,618.74	\$ 3,520,283.26	93.86%
Excess of Revenues						
Over (Under) Expenditures	\$ 5,496,186.69	\$ -	\$ -	\$ 1,424,298.41		
Fund Balance July 1, 2021 - (Audited)		\$ 29,506,217.01	\$ 29,506,217.01	\$ 29,506,217.01		
Fund Balance Ending - Monthly Reporting Period		\$ 29,506,217.01	\$ 29,506,217.01	\$ 30,930,515.42	\$ 1,424,298.41	

Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Capital Project Funds
for the Month Ending March 31, 2022
(Un-Audited)

	<u>2008</u> <u>Capital Projects</u> <u>Program</u>	<u>2014</u> <u>Capital Projects</u> <u>Program</u>	<u>2017</u> <u>Capital Projects</u> <u>Program</u>	<u>2021</u> <u>Capital Projects</u> <u>Program</u>	<u>2021 - 2022</u> <u>Capital Projects</u> <u>Total Revenues/</u> <u>Expenses</u>
<i>Revenues and Other Resources:</i>					
Local	\$ 176.28	\$ 238.74	\$ 7,444.59	\$ 64,689.25	\$ 72,548.86
State	-	-	-	-	-
Other sources	-	-	-	125,000,000.00	125,000,000.00
Total Revenues and Other Resources	\$ 176.28	\$ 238.74	\$ 7,444.59	\$ 125,064,689.25	\$ 125,072,548.86
<i>Expenditures and Other Uses:</i>					
6100 Payroll	-	-	-	-	-
6200 Professional and Contracted Services	-	-	11,636.90	-	11,636.90
6300 Supplies and Materials	-	-	329,141.72	8,266.19	337,407.91
6400 Other Operating Expenses	-	-	-	600.00	600.00
6600 Capital Outlay	-	445,666.25	6,244,191.65	45,375,795.48	52,065,653.38
8000-Other Uses	-	-	-	-	-
Total Expenditures	\$ -	\$ 445,666.25	\$ 6,584,970.27	\$ 45,384,661.67	\$ 52,415,298.19
Excess of Revenues and Other Resources Over (Under) Expenditures and Other Uses	\$ 176.28	\$ (445,427.51)	\$ (6,577,525.68)	\$ 79,680,027.58	\$ 72,657,250.67
Fund Balance July 1, 2021 - (<u>Audited</u>)	\$ 200,058.73	\$ 445,427.51	\$ 16,923,734.81	\$ (4,975,881.81)	\$ 12,593,339.24
Fund Balance Ending - Monthly Reporting Period	\$ 200,235.01	\$ -	\$ 10,346,209.13	\$ 74,704,145.77	\$ 85,250,589.91

Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Special Revenue Funds (Grants)
for the Month Ending March 31, 2022
(Un-Audited)

	SPECIAL REVENUE FUNDS					
	<u>Prior Year</u> <u>Actual Revenues/</u> <u>Expenditures</u>	<u>Original</u> <u>Budget</u>	<u>Official</u> <u>Budget</u>	<u>Current Year</u> <u>Actual Revenues/</u> <u>Expenditures</u>	<u>Unrealized/</u> <u>Unexpended</u> <u>Budget</u>	<u>Percentage</u> <u>Y-T-D</u>
Revenues:						
Local	\$ 19,250.00	\$ 1,000	\$ 263,855	\$ 92,744.54	\$ (171,110.46)	35.15%
State	1,780,606.16	1,678,535	5,132,949	2,229,155.57	(2,903,793.43)	43.43%
Federal	5,359,539.26	23,771,185	25,689,841	12,031,912.65	(13,657,928.35)	46.84%
Total Revenues	\$ 7,159,395.42	\$ 25,450,720	\$ 31,086,645	\$ 14,353,812.76	\$ (16,732,832.24)	46.17%
Expenditures:						
6100 Payroll	5,115,144.33	24,330,588	20,230,051	6,506,967.93	13,723,083.07	32.16%
6200 Professional and Contracted Services	368,305.56	430,400	1,967,134	689,007.68	1,278,126.32	35.03%
6300 Supplies and Materials	1,401,652.08	648,732	7,370,316	6,221,352.84	1,148,963.16	84.41%
6400 Other Operating Expenses	162,405.20	41,000	726,709	180,100.79	546,608.21	24.78%
6600 Capital Outlay	111,888.25	-	792,435	756,383.52	36,051.48	95.45%
Total Expenditures	\$ 7,159,395.42	\$ 25,450,720	\$ 31,086,645	\$ 14,353,812.76	\$ 16,732,832.24	46.17%
Excess of Revenues						
Over (Under) Expenditures	\$ -	\$ -	\$ -	\$ -		
Fund Balance July 1, 2021 - (<u>Audited</u>)		\$ -	\$ -	\$ -	\$ -	
Fund Balance Ending - Monthly Reporting Period		\$ -	\$ -	\$ -	\$ -	

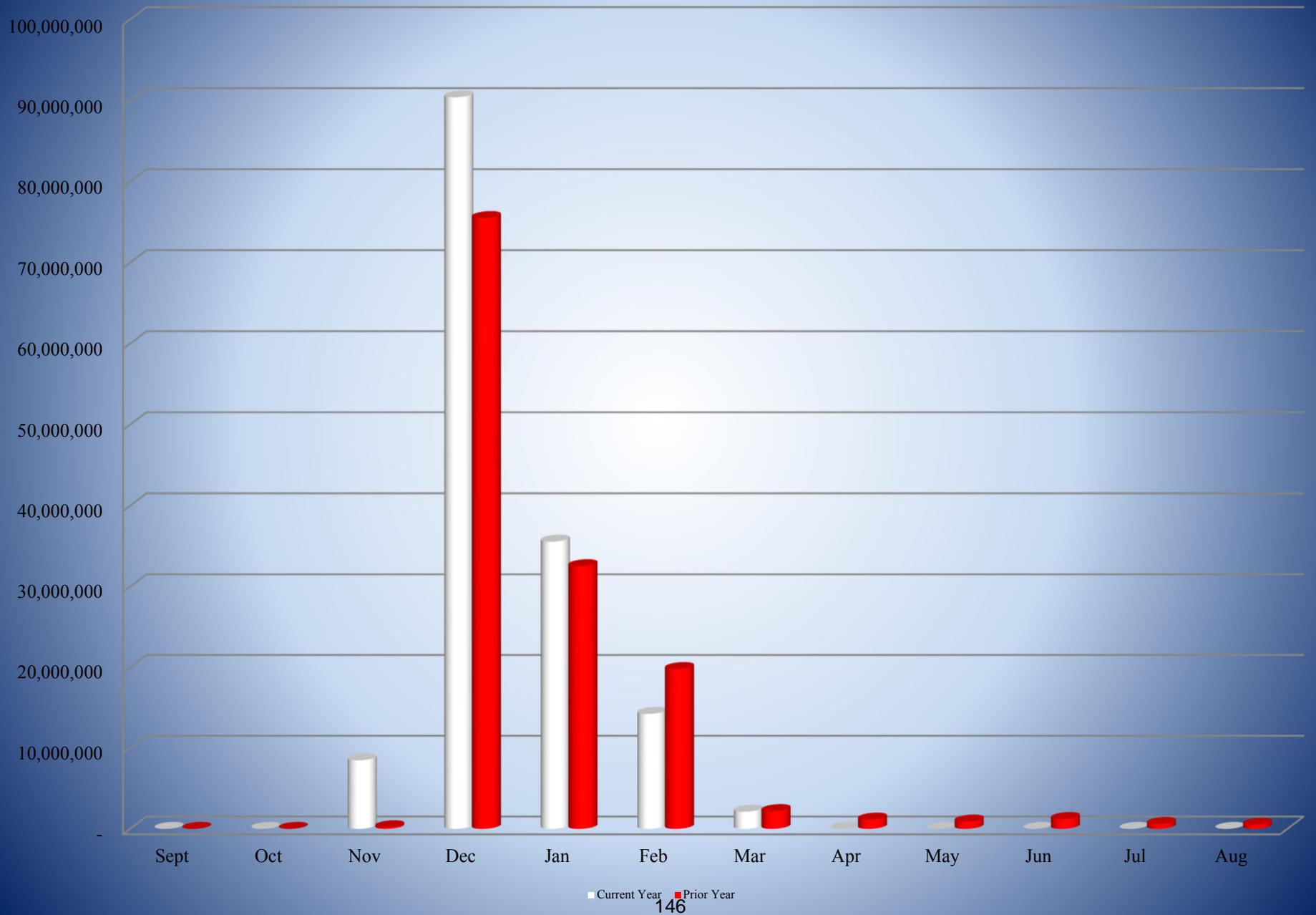
Hays Consolidated Independent School District
Monthly Tax Collection Report
for the Month Ending March 31, 2022

Prior Year 2020 - 2021

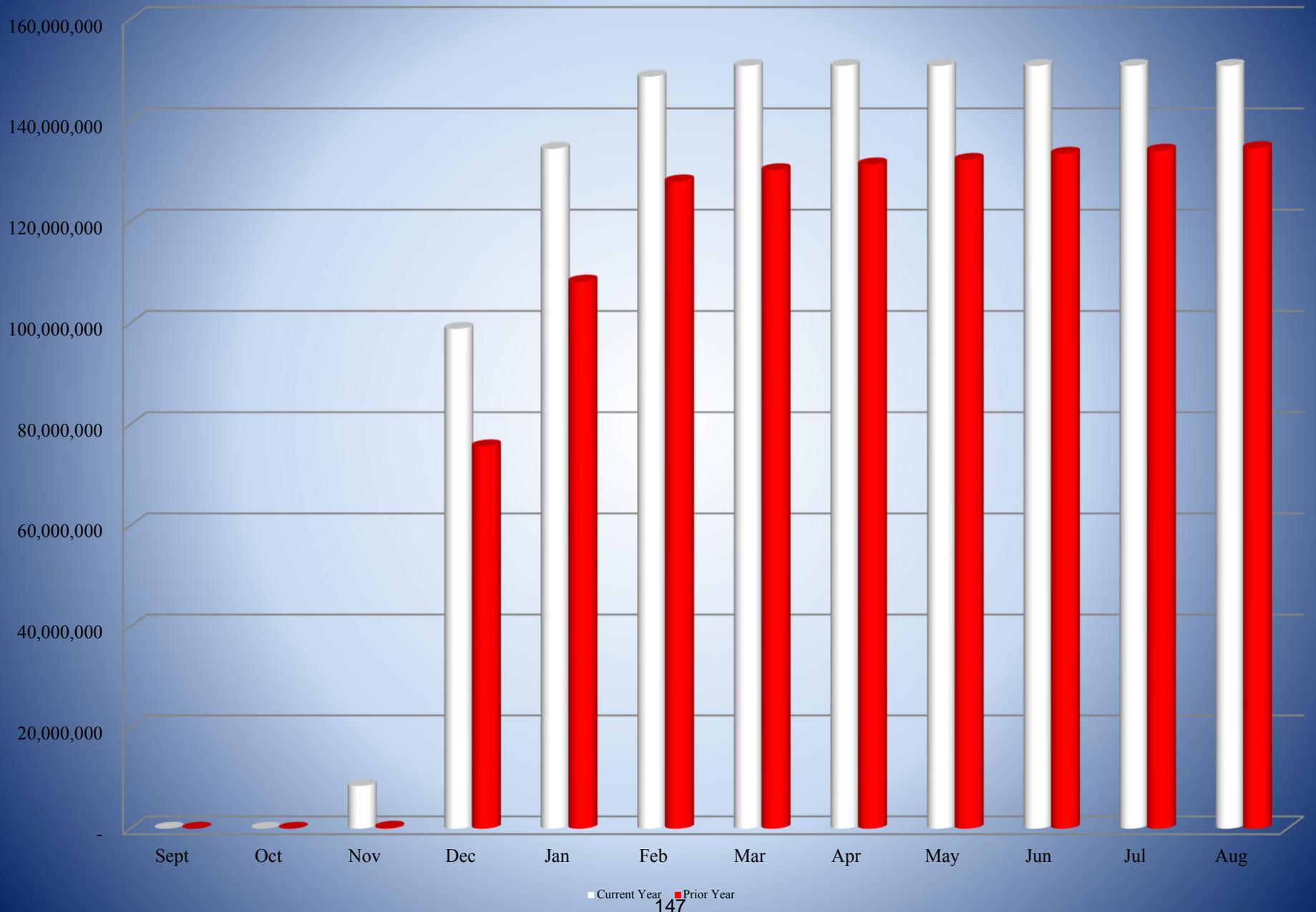
Current Year 2021 - 2022

	Prior Year 2020 - 2021				Current Year 2021 - 2022			
	General Fund	Debt Service Fund	Total	% of Levy	General Fund	Debt Service Fund	Total	% of Levy
Current Month Tax Collections:								
5711 Taxes-Current Year Tax Levy	\$ 1,420,910.84	\$ 780,182.93	\$ 2,201,093.77	1.62%	\$ 1,362,892.57	\$ 761,820.59	\$ 2,124,713.16	1.38%
5712 Taxes-Delinquent Collections	\$ 141,783.58	\$ 71,969.30	\$ 213,752.88		\$ 34,982.79	\$ 16,747.25	\$ 51,730.04	
5719 Penalties and Interest	\$ 137,482.37	\$ 73,576.79	\$ 211,059.16		\$ 119,797.36	\$ 66,240.39	\$ 186,037.75	
Total Current Month Collections	\$ 1,700,176.79	\$ 925,729.02	\$ 2,625,905.81		\$ 1,517,672.72	\$ 844,808.23	\$ 2,362,480.95	
Fiscal Year to Date Collections:								
5711 Taxes-Current Year Tax Levy	\$ 84,059,493.08	\$ 46,163,595.81	\$ 130,223,088.89	96.02%	\$ 96,731,941.12	\$ 54,091,144.43	\$ 150,823,085.55	97.77%
5712 Taxes-Delinquent Collections	\$ 786,864.52	\$ 388,021.32	\$ 1,174,885.84		\$ 726,146.97	\$ 374,050.66	\$ 1,100,197.63	
5719 Penalties and Interest	\$ 325,112.07	\$ 166,727.66	\$ 491,839.73		\$ 333,079.54	\$ 177,951.82	\$ 511,031.36	
Total Revenue Collected	\$ 85,171,469.67	\$ 46,718,344.79	\$ 131,889,814.46		97,791,167.63	54,643,146.91	152,434,314.54	
Total Budgeted Tax Revenue (Current, Delinquent, Penalty & Interest)	\$ 86,187,397.00	\$ 43,715,670.00	\$ 129,903,067.00		\$ 100,750,161.00	\$ 57,357,902.00	\$ 158,108,063.00	
Percentage of Budget Collected	98.82%	106.87%	101.53%		97.06%	95.27%	96.41%	

Month to Date Tax Collections Current Levy



Year to Date Tax Collections Current Levy



**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 18, 2022

Subject: Quarterly Investment Report for the Second Quarter of 2021-2022

Administrator Responsible/Position: Randy Rau

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action

Local Policy - CDA Law or Rule N/A

C. Goal or Need Addressed:

Board Policy CDA(LLEGAL) Not less than quarterly, the investment officer shall prepare and submit to the board a written report of investment transactions for all funds covered by the Public Funds Investment Act for the preceding reporting period.

D. Summary:

Previous board action relating to this item - Quarterly
 Future action anticipated -
 Background information – Quarterly Investment Report is attached

E. Administrative Recommendation:

There is no board action necessary. The Quarterly Investment Reports are presented as an information item

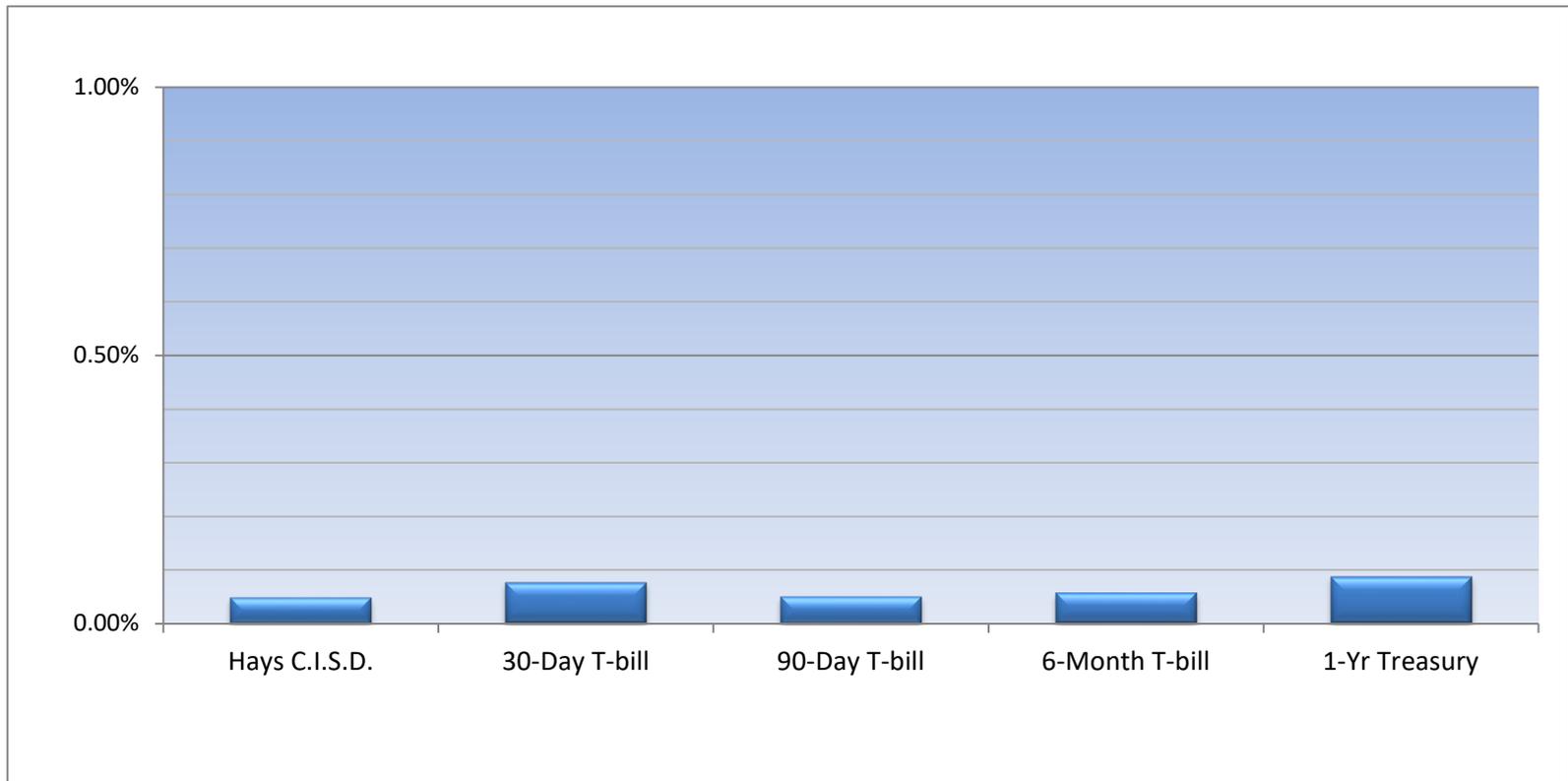
**Quarterly Investment Report
HAYS CISD
2nd Quarter 2021-2022**

Portfolio Summary As Of December 31, 2021

Ending Market Value	\$ 242,835,998.41
Ending Book Value	\$ 242,835,998.41
Current Period Earnings	\$ 52,154.12
Portfolio Rate of Return	0.05%
Weighted Average Maturity	33 Days

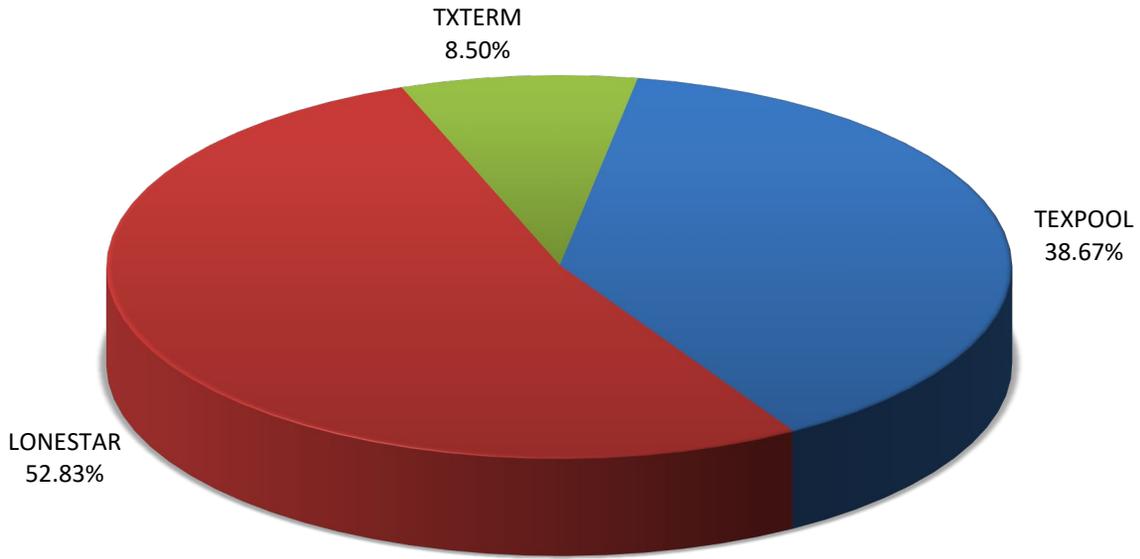
Benchmark Analysis for December 31, 2021

Hays C.I.S.D.	0.05%
30-Day T-bill	0.08%
90-Day T-bill	0.05%
6-Month T-bill	0.06%
1-Year Treasury	0.09%

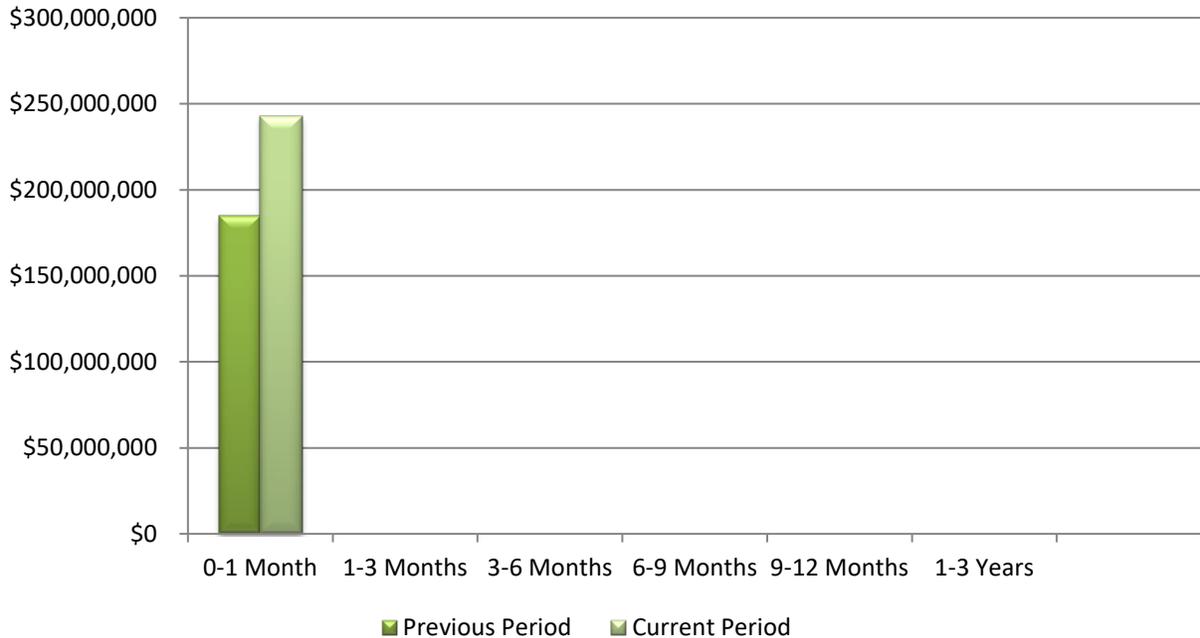


**Quarterly Investment Report
HAYS CISD
2nd Quarter 2021-2022**

Portfolio Composition at 12/31/2021



Maturity Aging - 10/01/2021 vs 12/31/2021



Detail of Investment Holdings

HAYS CISD

2nd Quarter 2021-2022

Portfolio Summary As Of December 31, 2021

Description	CUSIP	Beginning Par Value	Ending Par Value	Beginning Book Value 9/30/2021	Ending Book Value 12/31/2021	Beginning Market Value 9/30/2021	Ending Market Value 12/31/2021	Current Period Earnings	Yield To Maturity	Maturity Date	Days to Maturity
199 - General Operating											
Lone Star LGIP	LONESTAR	40,092,592.31	11,852,460.11	40,092,592.31	11,852,460.11	40,092,592.31	11,852,460.11	23,376.28	0.080	N/A	1
TexasTERM LGIP	TEXASTERM	3,777,931.49	16,147,095.41	3,777,931.49	16,147,095.41	3,777,931.49	16,147,095.41	343.92	0.020	N/A	1
TexPool LGIP	TEXPOOL02	2,639,020.33	60,274,835.40	2,639,020.33	60,274,835.40	2,639,020.33	60,274,835.40	970.74	0.020	N/A	1
		46,509,544.13	88,274,390.92	46,509,544.13	88,274,390.92	46,509,544.13	88,274,390.92	24,690.94			
240 - Child Nutrition											
Lone Star LGIP	LONESTAR	2,538,838.35	4,615,583.43	2,538,838.35	4,615,583.43	2,538,838.35	4,615,583.43	603.35	0.080	N/A	1
TexasTERM LGIP	TEXASTERM	744.95	744.98	744.95	744.98	744.95	744.98	0.03	0.020	N/A	1
		2,539,583.30	4,616,328.41	2,539,583.30	4,616,328.41	2,539,583.30	4,616,328.41	603.38			
599-Debt Service											
Lone Star LGIP	LONESTAR	1,993,887.97	2,562,370.67	1,993,887.97	2,562,370.67	1,993,887.97	2,562,370.67	477.70	0.080	N/A	1
TexasTERM LGIP	TEXASTERM	4,488,186.19	4,488,373.66	4,488,186.19	4,488,373.66	4,488,186.19	4,488,373.66	187.47	0.020	N/A	1
TexPool LGIP	TEXPOOL03	1,515,153.10	33,622,799.49	1,515,153.10	33,622,799.49	1,515,153.10	33,622,799.49	545.52	0.020	N/A	1
		7,997,227.26	40,673,543.82	7,997,227.26	40,673,543.82	7,997,227.26	40,673,543.82	1,210.69			
608- 2008 Construction											
Lone Star LGIP	LONESTAR	200,101.78	200,145.95	200,101.78	200,145.95	200,101.78	200,145.95	44.17	0.080	N/A	1
		200,101.78	200,145.95	200,101.78	200,145.95	200,101.78	200,145.95	44.17			
614- 2014 Construction											
Lone Star LGIP	LONESTAR	445,276.85	445,375.14	445,276.85	445,375.14	445,276.85	445,375.14	98.29	0.080	N/A	1
TexasTERM LGIP	TEXASTERM	246.46	246.46	246.46	246.46	246.46	246.46	0.00	0.020	N/A	1
		445,523.31	445,621.60	445,523.31	445,621.60	445,523.31	445,621.60	98.29			
617-2017 Construction											
TexasTERM LGIP	TEXASTERM	12,368,646.27	156.80	12,368,646.27	156.80	12,368,646.27	156.80	330.53	0.020	N/A	1
		12,368,646.27	156.80	12,368,646.27	156.80	12,368,646.27	156.80	330.53			
617.18- 2017 Construction											
Lone Star LGIP	LONESTAR	434,536.98	11,606,707.94	434,536.98	11,606,707.94	434,536.98	11,606,707.94	1,070.19	0.080	N/A	1
		434,536.98	11,606,707.94	434,536.98	11,606,707.94	434,536.98	11,606,707.94	1,070.19			
621- 2021 Construction											
Lone Star LGIP	LONESTAR	114,118,357.34	97,019,102.97	114,118,357.34	97,019,102.97	114,118,357.34	97,019,102.97	24,105.93	0.080	N/A	1
		114,118,357.34	97,019,102.97	114,118,357.34	97,019,102.97	114,118,357.34	97,019,102.97	24,105.93			
Summary By Fund											
199- General Operating		46,509,544.13	88,274,390.92	46,509,544.13	88,274,390.92	46,509,544.13	88,274,390.92	24,690.94			
240- Food Service		2,539,583.30	4,616,328.41	2,539,583.30	4,616,328.41	2,539,583.30	4,616,328.41	603.38			
599- Debt Service		7,997,227.26	40,673,543.82	7,997,227.26	40,673,543.82	7,997,227.26	40,673,543.82	1,210.69			
608- 2008 Construction		200,101.78	200,145.95	200,101.78	200,145.95	200,101.78	200,145.95	44.17			
614- 2014 Construction		445,523.31	445,621.60	445,523.31	445,621.60	445,523.31	445,621.60	98.29			
617-2017 Construction		12,368,646.27	156.80	12,368,646.27	156.80	12,368,646.27	156.80	330.53			
617.18- 2017 Construction		434,536.98	11,606,707.94	434,536.98	11,606,707.94	434,536.98	11,606,707.94	1,070.19			
621 - 2021 Construction		114,118,357.34	97,019,102.97	114,118,357.34	97,019,102.97	114,118,357.34	97,019,102.97	24,105.93			
TOTAL PORTFOLIO		184,613,520.37	242,835,998.41	184,613,520.37	242,835,998.41	184,613,520.37	242,835,998.41	52,154.12			

**Quarterly Investment Report
HAYS CISD
2nd Quarter 2021-2022**

We, the approved Investment Officers of Hays CISD, hereby certify that the following Investment Report represents the investment position of the district as of **December 31, 2021** in compliance with the Board approved Investment Policy, the Public Funds Investment Act (*Texas Government Code 2256*), and, Generally Accepted Accounting Principles (GAAP).

Randall Rau
Chief Financial Officer



Rebecca Palmer,
Director of Finance



HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: April 18, 2022

Subject: Update on construction and renovation projects in the district

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy – CV(LOCAL)

Law or Rule

N/A

C. Summary:

Previous board action relating to this item -

Future action anticipated – As needed

Background information - The board needs to monitor the progress of the bond projects and other construction projects to ensure the contract with the community is fulfilled.

D. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other _____

All agenda items are reviewed by Superintendent's Cabinet.

E. Administrative Recommendation: N/A

F. Fiscal Impact and Cost: Amount: N/A

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: April 18, 2022

Subject: Report of Continuing Education Requirements for Board Members Under Senate Bill 1566

Administrator Responsible/Position: Vanessa Petrea, Board President

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action:

Local Policy Law or Rule NA

C. Goal or Need Addressed:

Required report of the Continuing Education Requirements for Board Members Under Senate Bill 1566

D. Summary:

Previous board action relating to this item –

Future action anticipated –

Background information –

By law, boards must announce the continuing education hours completed by each trustee at the last regular meeting of the board of trustees held before an election of trustees.

The attached report provides information on the training hours each board member has earned. No action is required.

Training Requirements for School Board Members

School District: Hays Consolidated ISD

Date last updated: April 2022

May 1, 2021 – April 25, 2022

Length of Service	Local District Orientation	Intro to TEC	Open Government ³	Cybersecurity	Post-Legislative Update to TEC	Child Abuse Prevention	Evaluating and Improving Student Outcomes	Team Building	Additional Continuing Education (based on assessed needs)
New Trustees (First Year) ~25 hrs	Local Orientation (within 120 days) 3 hrs	(within 120 days) 3 hrs	OMA ³ (within 90 days) 1-2 hrs PIA 1-2 hrs	~1 hr each year	N/A because update is incorporated into Intro to TEC	1 hr every two years	(within 120 days) 3 hrs ² every two years	3 hrs ² each year with all trustees and superintendent	10 hrs first year
Experienced Trustees (After First Year) 9-16 hrs ¹	Can attend, but not required				Sufficient length ~1-2 hrs after each legislative session				5 hrs each year
Provider:	School District	ESC	TASB or other registered provider	See Department of Information Resources website	TASB or other registered provider	TASB or other registered provider	TASB or other registered provider	TASB or other registered provider	TASB or other registered provider
	Date Completed	Date Completed	Date Completed	Date Completed	Date Completed	Date Completed	Date Completed	Date Completed	Hours
E. Perez-Gonzalez 10/2021	1/14/22	4/06/22	OMA: 1/31/22 PIA: 2/02/22	4/14/22	4/06/22	4/14/22			5
C. Runkle 05/2021	5/11/21	8/05/21	6/13/21	5/21/21	6/26/21	7/02/21		8/12/21	11
M. Keller				6/15/21	6/26/21	1/28/21	1/29/21	8/12/21	13
W. McManus				5/02/21	6/26/21	5/14/20	6/25/21	8/12/21	15.75
E. Orosco				6/14/21	6/26/21	5/14/20	6/25/21	8/12/21	38.5
V. Petrea				6/10/21	6/26/21	6/27/20	6/25/21	8/12/21	14
R. Vela				6/14/21	6/19/21	2/27/21	6/18/21	8/12/21	15.25

Training Requirement Notes:

¹ Required hours after the first year will vary depending on how the Post-Legislative Update, Child Abuse, and Student achievement and Accountability hours fall for an individual trustee.

² Trustees may receive any training online **except** Local Orientation for new board members, Team Building, and Evaluating and Improving Student Outcomes.

³ **OMA** and **PIA** training is required (outside of SBOE rule) of all elected officials within 90 days of election of appointment. PIA training may be delegated by district policy.

OMA: Open Meetings Act
TEC: Texas Education Code
PIA: Public Information Act
SBOE: State Board of Education

Hays CISD

Board of Trustees Operating Procedures



Board Meetings

While Board Meetings are for the purpose of the Board conducting the business of the District in public, they are not public forums for the purpose of securing interaction with the public.

Developing the Board Meeting Agenda (Ref Policy BE)

- ▶ Agendas
 - The Superintendent will develop all Board Meeting agendas in collaboration with the Board President.
 - Items discussed at previous Board Meetings which are proposed for inclusion by more than one board member at a future meeting will also be added when appropriate.
 - Board Members must request to the Board President and Superintendent in writing, any item(s) they wish to have considered for placement on the agenda.
 - Items may be placed on the agenda by the Superintendent, the Board President, any Board Member with approval of the President, or through a request by any two Board Members.
 - No item can be placed on the agenda less than ten days in advance of the meeting without the Board President's approval.
 - No item can be placed on the agenda less than three work days in advance of the meeting unless an emergency or public necessity exists.
 - The complete agenda will be reviewed by the Superintendent and the Board President the Tuesday afternoon prior to the Agenda Workshop Meeting.
 - An annual agenda content calendar will be maintained by the Superintendent's office. This will be used to determine the minimum routine items that need to be on each regular meeting agenda. Other items can be added as requested following the procedures above and as noted in the minutes of previous Board Meetings. At, or close to the beginning of each school year, this agenda content calendar, including references to impacted policies and performance goals, will be presented to the Board at an agenda workshop meeting for Board review.
 - Board Members will adhere to deadlines and parameters of the Board agenda/event calendar.
- ▶ Timely Notification and Information
 - Board Members shall be notified of a meeting at least 72 hours prior to a regular meeting, workshop or special meeting, and at least one hour prior to an emergency meeting.
 - Typically, information will be provided to each Board Member via electronic or hard copy delivery. Questions regarding supporting documents should be directed to the Superintendent, or a member of the Superintendent's Cabinet, with a copy to the Administrative Assistant to the Superintendent.

- Copies of the agenda, for non-emergency meetings, shall be available for the Board Members requesting a copy no later than 5:00 p.m. on Wednesday prior to the Agenda Workshop Meeting.
 - Board members will attempt to have all questions regarding agenda items submitted to the Superintendent by 5:00 p.m. on Friday prior to the Board Agenda Workshop Meeting. The Superintendent and his Cabinet will make every attempt to communicate the answers to the questions to Board Members prior to the Monday meeting with a copy of the questions and answers included in the dais folders.
- ▶ Open and Closed Session Format
- Every Board Meeting will begin at the designated posted time and reconvene at the posted time.
 - Closed Session items for which there is a corresponding action item to be considered during the Open Session of the meeting will be scheduled prior to the beginning of the Open Session. The Board President and Superintendent shall, to the extent possible, allocate sufficient time to complete Closed Session discussion prior to the beginning of the Open Session.
 - If more Closed Session discussion is needed, the Presiding Officer shall announce that it is necessary for the Board to reconvene in Closed Session.
 - The Presiding Officer shall state publicly that any action, if taken, will be conducted in Open Session following the Public Comment portion of the meeting; or, if appropriate, that no action will then be taken.
- ▶ Consent Agenda
- The consent agenda includes items of routine and/or recurring nature, grouped together under one action item.
 - The consent agenda shall be limited to:
 - > Routine Personnel
 - > Minutes
 - > Budget Amendments
 - > Routine Contracts/Agreements
 - > Routine Procurements
 - > Acceptance of Gifts
 - > Acceptance of Grants
 - > Other items agreed to by the Board
 - Background material for each consent agenda item shall be furnished to the Board in the meeting's supporting documents.
 - All consent agenda items shall be acted upon by one vote without separate discussion.
 - A Board Member may request that an item be withdrawn for individual consideration.
- ▶ Meeting Dates
- The Superintendent and Board will develop a Board calendar that will include regular and workshop meeting dates of the Board of Trustees and the Board shall vote on the calendar annually.

- The calendar will include those items that are cyclical and/or recurring for consideration at regular or workshop meetings.

Conducting Board Meetings

▶ Quorum

- Attendance at Meetings - Whenever a Board Member will be late to, or absent from, a meeting or workshop, the Board Member must notify the Board President and the Superintendent's Secretary of the absence or the anticipated time of arrival to the meeting or workshop.
- Any time four or more Board Members are gathered to discuss school district business, it is considered a meeting, and must be posted as such according to Board legal policy.

▶ Closed Sessions

- The Board may meet in Closed Session as provided for in the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E.
- Before any Closed Session is convened, the Presiding Officer will announce publicly, as appropriate, that matters before the Board exist that necessitate convening into Closed Session to serve and protect the interests of the District, and that any action, if necessary, resulting from duly posted Closed Session items shall be conducted in Open Session. The Presiding Officer will also announce the specific sections of the Texas Government Code under which the Board will be meeting in closed session.
- The posted agenda shall identify the section or sections of the Act authorizing the Closed Session and the general topics or subjects to be discussed. The Presiding Officer of the Board shall publicly identify such section or sections and such topics and subjects.
- The Superintendent shall attend all sessions of the Board, both Open and Closed, except when the Board desires to meet without the Superintendent to consider the Superintendent's contract, evaluation or performance, or to resolve conflicts between individual Board Members, or to act as a tribunal.
- In the event of the Superintendent's illness or Board approved absence, the Superintendent's designee shall attend such meetings.

▶ Public Participation at Board Meetings

- The Board shall provide for public comment at each meeting, including all regular and special meetings. (Ref Policy BED)
- Prior to the beginning of the Public Forum, the Presiding Officer will announce the rules for public participation.
- A citizen must sign up on the appropriate form prior to the Public Forum portion of the agenda. The topic described on the form may be complete and in sufficient detail as to determine appropriateness of the topic prior to addressing the Board. Comments on posted agenda items may be taken first. Comments on non-agenda items may be permitted only after all agenda-specific comments have been made and if time permits.

- Public comments may be on items listed on the agenda or other areas of school district operations. Speakers with specific complaints or comments about identifiable students, employees, or officials of the District will be directed to the appropriate District administrator and/or the District's formal complaint process. Speakers shall be discouraged from using the names of specific individuals in their public comments.
 - Questions asked during Public Forum on posted agenda items may be answered or addressed by the Board during the discussion of that agenda item. Comments or questions on topics not on the posted agenda may be referred to the Superintendent for consideration and a later response, if appropriate.
 - The Presiding Officer shall determine the time limitation for each speaker, based on the number of individuals signed up to speak in Public Forum at the entrance prior to reconvening in open session. The time allotted to each speaker shall not exceed five minutes. Groups of five or more people wishing to speak on a single subject will be encouraged to appoint a spokesperson to express the views of the group. A speaker may not defer his/her allotted time to another speaker.
 - The Presiding Officer shall determine the total allotment of time for each Public Forum, based on the number of individuals signed up to speak at the start of each meeting. The standard time allotted for Public Forum shall be a total of 30 minutes.
 - The Board vests in its Presiding Officer the authority to terminate the remarks of any individual when such individual does not adhere to the established rules.
 - The Board shall not tolerate disruption of the meeting by members of the audience. If any person disrupts the meeting by his or her words or actions, the Presiding Officer may request assistance from law enforcement officials to have the person removed from the meeting.
- ▶ Board Meeting Parliamentary Procedure (Ref Policy BE)
 - The Board President serves as the Presiding Officer at Board Meetings. In the absence of the President, the Vice-President will preside.
 - The Board shall be guided by parliamentary procedure as detailed in Robert's Rules of Order, for Small Boards and Committees, or as spelled out in adopted procedure.
 - The Board President has the responsibility to keep the discussion to the motion at hand and shall halt discussion that does not apply to the business before the Board.
 - ▶ Transacting Business (Ref Policy BBE)
 - When an agenda item is presented, a discussion shall be held and a decision reached through voting in accordance with prescribed procedures.
 - Whenever possible, the Board should work toward a consensus model of decision-making. There may be dissenting votes which are a matter of record. However, once a decision has been made, all Board Members should support the majority vote of the Board, recognize that it carries the full authority of the Board, and individually respect that vote.
 - Whenever possible, board members are strongly encouraged to state reason why they are abstaining or voting no on an item.

- ▶ Hearings (Ref Policy [FNG](#), [FOD](#), [DGBA](#), [GF](#))
 - Employee, community and/or student/parent grievances will be handled according to Board policy [FNG](#), [FOD](#), [DGBA](#), [GF](#).

Board Workshops

The Board will conduct Special Meetings/Board Workshops as needed.

- ▶ The workshop format is intended to allow the Administration to present information to the Board that is:
 - Time sensitive and/or discussion intensive
 - Required by law, rule or policy, and
 - Is necessary for the efficient and effective operation of the District
- ▶ Board workshops are not intended to substitute for regular monthly Board Business Meetings, although a quorum of the Board may take action, as necessary.
- ▶ The workshops are intended to allow an opportunity for presentation, questions, discussion and an assessment of the Board's perspective.
- ▶ The Board President serves as the Presiding Officer at Board Workshops; however, it is understood that the intended nature and format of workshops allows for the Superintendent to substantially facilitate the presentation and ordering of items under consideration. In the absence of the President, the Vice-President will preside.

Board Committees (Ref Policy [BDB](#))

- ▶ The Board may, from time to time as it deems necessary, create committees to facilitate the efficient and necessary operation of the Board.
- ▶ The President shall appoint members to special Board committees, and the Board President and the Superintendent shall be ex officio members of all Board committees unless otherwise provided by Board action.

District- and Campus-Level Committees

- ▶ District- and campus-level planning and decision-making committees serve in an advisory capacity to the Board and make recommendations to the Board for final Board action; therefore, Board Members shall not serve on or attend such committees, except the Board and Superintendent Student Advisory Panel, unless otherwise provided by federal or state law, or approved by the Board

Electing Board Officers (Ref Policy [BDAA](#))

- ▶ At the first meeting after each election and qualification of Board members, the members of the Board shall organize by selecting:
 1. A president, who shall be a member of the Board – Presides as chair over meetings.

2. A vice president, who shall be a member of the Board – Fills in as chair if President unable to attend or chair meeting
3. A secretary, who may or may not be a member of the Board – Records requests for information from trustees.
4. Such other officers and committees as the Board may deem necessary
Education Code 11.061(c).

- ▶ A vacancy among officers of the Board shall be filled by majority action of the Board.

ANNUAL EVALUATIONS

Superintendent Evaluation (Ref Policy BJCD, BJCF, BJA)

- ▶ The Superintendent evaluation instrument will be updated and approved annually in conjunction with the adoption of the Board and Superintendent Goals.
- ▶ Three formative evaluations may be conducted annually in closed sessions at the Board Agenda Workshops. The suggested dates of these evaluations are the Agenda Workshops in February, August and November, or as close to those months as possible. New Board members will receive training on how to evaluate the superintendent prior to the first formative dialogue session.
- ▶ A summative evaluation will be conducted in closed session annually in May.
 - This closed session shall be on a date separate from the regular monthly Board Agenda Workshop or Board Meeting.
 - This session may include a discussion of the Superintendent's contract.
- ▶ The Board will use the approved evaluation instrument for the summative evaluation. A copy of the evaluation document will be completed in advance by each Board Member and brought with the Board Member to a special closed session meeting. After coming to a consensus on each evaluated item, the Board shall prepare a single composite Summative Evaluation Document to be given to the Superintendent for discussion during that closed meeting.
- ▶ The Board shall strive to accomplish the following objectives during each evaluation.
 - Develop and sustain a harmonious working relationship between the Board and the Superintendent.
 - Ensure administrative leadership for excellence in the District.
 - Formulate Board consensus about the Superintendent's performance and the District's progress toward achieving its goals and objectives.

Board Evaluation/Team Building

- ▶ There will be a routine assessment of the status of the Board/Superintendent team annually as required by law.

- ▶ The evaluation and team building process may include:
 - Board operating procedures
 - Board Member training
 - Social Contract
 - Conflict resolution
 - Working relationships with the Superintendent
 - Long-range planning and goal setting
 - Relationship with the community

INDIVIDUAL BOARD MEMBERS

Access to Information (Ref Policy BBE)

- ▶ An individual Board Member, acting in his or her official capacity, shall have the right to seek information pertaining to District fiscal affairs, business transactions, governance, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code.
- ▶ Individual Board Members shall not have access to confidential student records, unless there is a legitimate educational interest in the records in accordance with policies FL (LEGAL) and (LOCAL).
- ▶ A Board Member may request existing information and reports from the Superintendent's office. If the information is not available or a new report must be generated, it shall be requested through the Board President. If the Board President does not agree to the request, it may be resubmitted to the Board President by two or more Trustees. In case of emergency, the Board President may request information or reports.
- ▶ Board Member inquiries of staff shall be limited to Superintendent's Cabinet and responses will be distributed to all Board Members.

Communication with Other Board Members

- ▶ Board electronic and written communications regarding District issues should be routed through the Superintendent's office so that information can be disseminated and/or questions can be addressed in this manner, rather than among and between Board Members.
- ▶ A Board Member may discuss a District issue with no more than two other Board Members unless in a duly posted Board Meeting.

Communication with the Media

- ▶ The Board President serves as the official spokesperson for the Board team to the media/press on issues of media attention.
- ▶ Media calls should be directed to Superintendent and the Chief Communication Officer as the district spokesperson.
- ▶ Board Members asked for individual comments or opinions by the media/press are to qualify those statements as being the opinion of the individual Board Member and not representative of the Board as a whole or the District.

Complaints to Board Members (Ref Policy BBE)

- ▶ Employees, students, parents or other members of the public who bring concerns or complaints to an individual Board Member for the purpose of seeking remedy or perspective shall receive guidance that reflects:
 - An understanding by each Board Member that information provided to a Board Member, in some specific situations, could cause the Board Member receiving the information to be disqualified from participating in future hearing(s) or action by the Board specific to the issue;
 - Adherence to the Board's policies (DGBA, FNG, FOD and GF) regarding complaints and grievances.
- ▶ Board Members may notify the Superintendent's office of any complaint.
- ▶ As necessary, the Superintendent or designee shall guide the complainant to the appropriate staff member.

Visits to Campuses

- ▶ Board Members are encouraged to attend any and all school events as their time permits, and to show support of school activities.
- ▶ Board Members must notify the Superintendent or designee prior to visiting a campus in an official capacity.
- ▶ Board Members shall not visit a campus in an attempt to evaluate.

Board Member Training (Ref Policy BBD)

- ▶ Board Members are required to attend training set forth in Policy BBD. In addition to the orientation and team building training, a Board Member shall receive additional continuing education on an annual basis, in fulfillment of assessed needs and based on the framework for governance leadership. At a minimum, the district will cover the cost of registration, travel and lodging for each Board Member for the minimum number of hours shown on the *Continuing Education Requirements for School Board*

Members as published on the TASB website (with the exception of the 2021 TASA/TASB Convention). All costs for additional training will be the responsibility of the individual Board Member, unless otherwise agreed to by the Board

- ▶ Board memberships to any and all associations shall be brought to the Board for discussion and approval.