

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 October 17, 2023 beginning at 6:00 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. PUBLIC FORUM #2 - Rezoning for Elementary School #16 6  
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 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 and video 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 consents to the online publication of their comments.
- 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 educate, value, and nurture students through innovative and personalized educational experiences while celebrating our diversity.
- F. SOCIAL CONTRACT  
The Board will:
  - Serve as District Ambassadors
  - Assume Positive and Noble Intentions
  - Collaborate as a Team and Respect the Body Corporate
  - Promote Discussion and Value Each Other's Perspectives
  - Be Professional
- G. PUBLIC HEARING (*October 23, 2023*) 7  
Public Hearing of the Financial Integrity Rating System of Texas (FIRST) Report
- H. SUPERINTENDENT REPORT 27
- I. PUBLIC FORUM 28  
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 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 and video 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 consents to the online publication of their comments.*

J.	STUDENT ACHIEVEMENT REPORT	
1.	Update on Hays CISD Teacher Incentive Allotment (TIA) <i>[Presentation October 23, 2023]</i>	29
K.	CAMPUS RECOGNITION - Uhland Elementary School	30
L.	CONSENT AGENDA	31
1.	Minutes of Board of Trustees Meetings	32
2.	Hays CISD Budget Amendments	33
M.	ACTION ITEMS for October 23, 2023	
1.	Consideration and possible approval of Class Size Waivers for K4 Capacity Incentive in Kindergarten at Hemphill Elementary, Grade 1 at Tom Green Elementary and Grade 1 at Sunfield Elementary	37
2.	Consideration and possible adoption of the 2023-2024 District Improvement Plan, containing District Performance Objectives and Student Performance Goals	39
3.	Consideration and possible approval of the Statement of Work Contract between E3 Alliance and Hays CISD	65
4.	Consideration and possible adoption of Committee Recommendation of Attendance Zone for Elementary School #16	71
5.	Consideration and possible approval of Schematic Design for 2023 Bond Bid Package 3 for Improvements at Hays High School	75
6.	Consideration and possible approval of the Schematic Design for 2023 Bond Bid Package 5 for Dahlstrom Middle School and Wallace Middle School	78
7.	Consideration and possible approval of the 2023 Bond Bid Package 11 Purchase of a Turn-Key Lighting Project at Hays High School and Barton Middle School - Musco Lighting	81
8.	Consideration and possible approval of the 2023 Bond Bid Package 11 for Athletic Improvements - Change Order for Artificial Turf	85
9.	Consideration and possible approval of the Design Development for 2023 Bond Elementary School #17	88
10.	Consideration and possible approval of an electrical easement for Pedernales Electric Cooperative at Wallace Middle School	90
N.	INFORMATION ITEMS	
1.	First Reading of the Hays CISD District of Innovation Plan for Five-Year Renewal	99
2.	First Reading of proposed revisions to Policy DEAA (Local)	105
3.	First Reading of proposed revisions to Policy DEC (Local)	109
4.	Update on Bond, Construction, and Renovation Projects in the district	119
5.	Hays CISD Financial Statements	120
O.	REQUESTS FOR INFORMATION FROM THE BOARD OF TRUSTEES	
P.	RECAP OF QUESTIONS	
Q.	UPCOMING BOARD MEETINGS	135
	October 23, 2023 @ @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	November 13, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	TUESDAY, November 28, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	December 11, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	TUESDAY, January 16, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	January 22, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	TUESDAY, February 20, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	February 26, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	
	March 18, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM	

March 25, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

April 15, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

April 22, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

\*\* May 13, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

\*\* May 20, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

\*\* June 17, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

\*\* June 24, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

\*\* July 22, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 PM

*\*\* Meeting location may be moved to the newly constructed Hays CISD Academic Support Center*

*Official Board of Trustees information may be obtained at [www.hayscisd.net](http://www.hayscisd.net)*

R. ADJOURN

This notice was posted in compliance with the Texas Open Meetings act on: Friday, October 13, 2023 at 2:30PM

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"><li>a. The medical records or psychiatric records of an individual applicant for a benefit from the plan; or</li><li>b. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan.</li></ul> <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"><li>a. The deployment, or specific occasions for implementation, of security personnel or devices; or</li><li>b. A security audit.</li></ul> <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"> <li>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</li> <li>b. To deliberate the offer of a financial or other incentive to such a business prospect.</li> </ul> <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: October 17, 2023

Agenda Item: B

Board Goal: Board/Staff/Community Relations

Subject: Public Forum #2 – Rezoning for Elementary School #16

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 and video 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 consents to the online publication of their comments.*

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

Date: October 23, 2023

Agenda Item: G

Board Goal: Community Relations

Subject: Conduct a Public Hearing of the Financial Integrity Rating System of Texas (FIRST)

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:**

The Board will conduct a Public Hearing to discuss the Financial Integrity Rating System of Texas (FIRST). If members of the audience wish to address the Board regarding the FIRST, they may do so by requesting an opportunity to speak. Commentaries and/or questions are limited to the FIRST, and shall not exceed two minutes.

**D. Recommended Motion**

No action needed. This item is presented for information only.

# Hays Consolidated Independent School District

## SCHOOLS FIR\$T

(Financial Integrity Rating System of Texas)

2023 RATING and REPORT

**Based on Audited Financial Data for**  
**the 2021 – 2022 Fiscal Year**



**Annual Financial Management Report**  
**2023 Financial Integrity Rating System of Texas (FIRST) Rating**

Beginning with the 2001-02 fiscal year, the financial health of every school district in Texas is evaluated as part of a financial accountability system known as Schools FIRST.

This is the 19th year of School FIRST (*Financial Accountability Rating System of Texas*), a financial accountability system for Texas school districts developed by the Texas Education Agency in response to Senate Bill 875 of the 76th Texas Legislature in 1999 and amendments under House Bill 5, 83rd Texas Legislature, Regular Session, 2013.

The primary goal of Schools FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system.

The School FIRST accountability rating system assigns one of four financial accountability ratings to Texas school districts, with the highest being "A" for "Superior Achievement," followed by "B" for "Above-Standard Achievement," "C" for "Standard Achievement" and "F" for "Substandard Achievement."

For the 2022-2023 fiscal year, Hays CISD has received a rating of:

**A – "Superior Achievement"**

The "A-Superior Achievement" rating is the state's highest, demonstrating the quality of Hays CISD's financial management and reporting system. The Schools FIRST accountability rating ensures that Texas school districts are accountable not only for student learning, but also for achieving these results cost effectively and efficiently.

This report includes the following information to assist the reader in understanding the Texas School FIRST rating system and Hays CISD's rating:

- 2022-23 District Rating Including District Status Detail (pages 3-6)
- How Ratings are Assessed (pages 7-10)
- Disclosures (pages 11-12)
- Glossary (pages 13-19)

Questions regarding the District's FIRST rating may be addressed to:

Randall Rau, CPA  
Chief Financial Officer  
21003 Interstate 35 Frontage Road  
Kyle, TX 78640  
(512) 268 – 2141

## 2022-2023 Ratings Based on School Year 2021-2022 Data

### District Status Detail

**Name:** HAYS CISD (105906)

**Status:** Passed

**Rating:** **A = Superior Achievement**

**District Score:** - **96**

**Publication Level 1:** 8/4/2023 12:02:16 PM

**Publication Level 2:** 8/7/2023 3:01:39 PM

**Last Updated:** 8/7/2023 3:01:39 PM

**Passing Score:** 70

<u>#</u>	<u>Indicator Description</u>	<u>Updated</u>	<u>Score</u>
1	Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?	7/13/2023 6:19:11 PM	Yes
2	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)	7/13/2023 6:19:11 PM	Yes
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? <i>(If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</i>	7/13/2023 6:19:11 PM	Yes
4	Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? <i>(If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</i>	7/13/2023 6:19:11 PM	Yes Ceiling Passed
5	This indicator is not being scored.		NA

6	Was the average change in ( <i>assigned and unassigned</i> ) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? ( <i>If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.</i> )	7/13/2023 6:19:11 PM	Ceiling Passed
7	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures ( <i>excluding facilities acquisition and construction</i> )? See ranges below in the Determination of Points section.	7/13/2023 6:19:11 PM	10
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.	7/13/2023 6:19:11 PM	8
9	Did the school district's general fund revenues equal or exceed expenditures ( <i>excluding facilities acquisition and construction</i> )? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.	7/13/2023 6:19:11 PM	10
10	This indicator is not being scored		10
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? If the school district's increase of students in membership over 5 years was 7 percent or more, then the school district automatically passes this indicator. See ranges below in the Determination of Points section.	7/13/2023 6:19:11 PM	10
12	What is the correlation between future debt requirements and the district's assessed property value?	7/13/2023 6:19:11 PM	8
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.	7/13/2023 6:19:11 PM	10
14	This indicator is not being scored		10
15	This indicator is not being scored		5

- |    |  |                         |                   |
|----|--|-------------------------|-------------------|
| 16 | Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? <i>(If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</i>                               | 7/13/2023<br>6:19:11 PM | Ceiling<br>Passed |
| 17 | Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? <i>(The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)</i> | 7/13/2023<br>6:19:11 PM | Ceiling<br>Passed |
| 18 | Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? <i>(The AICPA defines material noncompliance.)</i>  | 7/13/2023<br>6:19:11 PM | 10                |
| 19 | Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?   | 7/13/2023<br>6:19:11 PM | 5                 |
| 20 | Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?  | 7/13/2023<br>6:19:11 PM | Ceiling<br>Passed |

96  
Weighted  
Sum  
1  
Multiplier  
Sum  
  
(100  
Ceiling)

**96 Score**

**Determination of Rating**

- A. Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is **F for Substandard Achievement** regardless of points earned.
- B. Determine the rating by the applicable number of points. (Indicators 6-15)
 

<b>A = Superior Achievement</b>	90-100
<b>B = Above Standard Achievement</b>	80-89
<b>C = Meets Standard Achievement</b>	70-79
<b>F = Substandard Achievement</b>	<70

**No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.**

The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.

**Ceiling Indicators**

Did the school District meet the criteria for any of the following **ceiling indicators** 4, 6, 16, 17, or 20? If so, the school district’s applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any earned as the result of the school district meeting the criteria of a ceiling indicator.

<u>Determination of rating based on meeting ceiling criteria.</u>	<u>Maximum Points</u>	<u>Maximum Rating</u>
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement

## How Ratings Are Assessed

Preliminary ratings are released by Texas Education Agency every calendar year during the summer. The Commissioner's Rules for School FIRST are contained in Title 19, Texas Administrative Code, Chapter 109, Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System.

The questions a school district must address in completing the worksheet used to assess its financial management system can be confusing to non-accountants. The following is a layman's explanation of what the questions mean—and what the district's answers can mean to its rating.

**1. Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?**

- *A simple indicator. Was the District's Annual Financial Report filed by the deadline?*

**2. Review the AFR for an unmodified opinion and material weaknesses.**

- *Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)?*

**3. Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)**

- *This indicator seeks to make certain that the district has timely paid all bills/obligations, including financing arrangements to pay for school construction, school buses, photocopiers, etc.*

**4. Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?**

- *This indicator seeks to make sure the district fulfilled its obligation to the TRS, TWC and IRS to transfer payroll withholdings and to fulfill any additional payroll-related obligations required to be paid by the district.*

**5. Was the total unrestricted Net Position balance (Net of the accretion of interest for capital appreciation bonds) in the governmental activities column in the Statement of Net Positions greater than zero? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.)**

- *This indicator is not being scored this year due to the impact of accounting changes implemented by the Governmental Accounting Standards Board.*

**6. Was the average change in (assigned and unassigned) fund balance over 3 years less than a 25% decrease or did the current year assigned and unassigned fund balance exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)?**

- *This indicator measures the percentage change in fund balance to see whether the fund balance is declining too quickly, and if it is declining, whether sufficient fund balance remains to operate for at least 75 days.?*

**7. Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?**

- *This indicator measures how long in days after the end of the fiscal year the school district could have disbursed funds for its operating expenditures without receiving any new revenues. Did you meet or exceed the target amount in School FIRST?*

**8. Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?**

- *This indicator measures whether the school district had sufficient short-term assets at the end of the fiscal year to pay off its short-term liabilities. Did you meet or exceed the target amount in School FIRST?*

**9. Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?**

- *This indicator simply asks, "Did you spend more than you earned?" (The school district will automatically pass this indicator, if the school district had at least 60 days cash on hand.)*

**10. Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?**

- *This indicator is currently not being scored due to the impact of COVID-19 and federal ESSER funding on school district revenue.*

**11. Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.)**

- *This question is like asking someone if their mortgage exceeds the market value of their home. Were you below the cap for this ratio in School FIRST? Fortunately, this indicator recognizes that high-growth districts incur additional operating costs to open new instructional campuses.*

**12. What is the correlation between future debt requirements and the district's assessed property value?**

- *This indicator asks about the school district's ability to make debt principal and interest payments. Did you meet or exceed the target amount in School FIRST?*

**13. Was the school district's administrative cost ratio equal to or less than the threshold ratio?**

- *This indicator measures the percentage of their budget that Texas school districts spent on administration. Did you exceed the cap in School FIRST for districts of your size?*

**14. Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the school district will automatically pass this indicator.)**

- *This indicator is not currently being evaluated.*

**15. Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.**

- *This indicator is currently not being scored due to the impact of COVID-19 on school district attendance.*

**16. Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?**

- *This indicator measures the quality of data reported to PEIMS and in your Annual Financial Report to make certain that the data reported in each case "matches up." If the difference in numbers reported in any fund type is 3 percent or more, your district "fails" this measure. If the district fails this indicator, the maximum points and highest rating the district may receive is 89 points and a B, which is equal to above standard achievement.*

**17. Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)**

- *A clean audit of your Annual Financial Report would state that your district has no material weaknesses in internal controls. Any internal weaknesses create a risk of your District not being able to properly account for its use of public funds and should be immediately addressed. If the district fails this indicator, the maximum points and highest rating the district may receive is 79 points and a C, which is equal to above standard achievement.*

**18. Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (*The AICPA defines material noncompliance.*)**

- *This indicator measures whether the district is complying with laws, rules and regulations related to the expenditure of grant funds, contracts, and other state and federal funds.*

**19. Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?**

- *This indicator measures whether the district is complying with legal requirements related to financial transparency by posting all required information.*

**20. Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?**

- *This indicator measures whether the district's administration and school board had the opportunity to discuss any changes and/or impact to local, state, and federal funding at a school board meeting within 120 days before the district's budget was adopted.*

## DISCLOSURES

Reporting requirements for the financial management report for Schools FIRST public hearing are found in **Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing, Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System**. This rule describes requirements for the five (5) disclosures explained below that are to be presented as appendices in the Schools FIRST financial management report.

### 1. Superintendent's Employment Contract

The Superintendent's Employment Contract can be found on the District's website at:

<https://www.hayscisd.net/Page/271>

### 2. Reimbursements Received by the Superintendent and Board Members for Fiscal Year 2022.

For the Twelve-month Period Ended June 30, 2022	Superintendent	District 1	District 2	District 3	District 4	District 5	At-Large	At-Large
Description of Reimbursements	Dr. Eric Wright	Raul Vela, Jr.	Willie Tenorio, Jr./ Dr. Esmeralda Perez Gonzalez	Dr. Michael Sanchez/ Courtney Runkle	Merideth Keller/ Byron Severance	Esperanza Orosco	Will McManus	Vanessa Petrea
Meals	\$ 138.00	\$ 196.00	\$ 149.00	\$ 92.00	\$ 69.00	\$ 0.00	\$ 138.00	\$ 92.00
Lodging	\$ 924.58	\$ 1,695.21	\$ 1,333.97	\$ 1,640.65	\$ 839.20	\$ 2,436.09	\$ 1,156.90	\$ 1,536.73
Transportation	\$ 311.25	\$ 448.76	\$ 476.00	\$ 238.56	\$ 245.48	\$ 0.00	\$ 418.00	\$ 238.56
Motor Fuel	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Other	\$ 3,016.00	\$ 785.00	\$ 1,010.00	\$ 920.00	\$ 460.00	\$ 75.00	\$ 785.00	\$ 785.00
<b>Total</b>	<b>\$ 4,389.83</b>	<b>\$ 3,124.97</b>	<b>\$ 2,968.97</b>	<b>\$ 2,891.21</b>	<b>\$ 1,613.68</b>	<b>\$ 2,511.09</b>	<b>\$ 2,497.90</b>	<b>\$ 2,652.29</b>

**Note** – The spirit of the rule is to capture all “reimbursements” for the fiscal year ending June 30, 2021 regardless of the manner of payment, including direct pay, credit card, cash, and purchase order. Reimbursements to be reported per category include:

**Meals** – Meals consumed off of the school district's premises, and in-district meals at area restaurants (excludes catered meals for board meetings).

**Lodging** - Hotel charges.

**Transportation** - Airfare, car rental (can include fuel on rental), taxis, mileage reimbursements, leased cars, parking and tolls.

**Motor fuel** – Gasoline.

**Other** - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

**3. Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services in Fiscal Year 2022.**

<b>For the Twelve-month Period Ended June 30, 2022</b>	
Name(s) of Entity	
<b>None</b>	\$ 0.00
<b>Total</b>	\$ 0.00

**Note** – Compensation does not include business revenues from the superintendent’s livestock or agricultural-based activities on a ranch or farm. Report gross amount received (do not deduct business expenses from gross revenues). Revenues generated from a family business that have no relationship to school district business are not to be disclosed.

**4. Gifts Received by the Executive Officer(s) and Board Members (and First-Degree Relatives, if any) in Fiscal Year 2021.**

<b>For the Twelve-month Period Ended June 30, 2021</b>	Superintendent	District 1	District 2	District 3	District 4	District 5	At-Large	At-Large
	Dr. Eric Wright	Raul Vela, Jr.	Willie Tenorio, Jr./ Dr. Esmeralda Perez Gonzalez	Dr. Michael Sanchez/ Courtney Runkle	Merideth Keller/ Byron Severance	Esperanza Orosco	Will McManus	Vanessa Petrea
<b>Summary Amounts</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>

**Note** – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification. Gifts received by first degree relatives, if any, will be reported under the applicable school official.

**5. Business Transactions Between School District and Board Members for Fiscal Year 2020-2021.**

<b>For the Twelve-month Period Ended June 30, 2021</b>	Superintendent	District 1	District 2	District 3	District 4	District 5	At-Large	At-Large
	Dr. Eric Wright	Raul Vela, Jr.	Willie Tenorio, Jr./ Dr. Esmeralda Perez Gonzalez	Dr. Michael Sanchez/ Courtney Runkle	Merideth Keller/ Byron Severance	Esperanza Orosco	Will McManus	Vanessa Petrea
<b>Summary Amounts</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>

**Note** - The summary amounts reported under this disclosure are not to duplicate the items reported in the summary schedule of reimbursements received by board members.

## GLOSSARY

**Accounting**: A standard school fiscal accounting system must be adopted and installed by the board of trustees of each school district. The accounting system must conform to generally accepted accounting principles. This accounting system must also meet at least the minimum requirements prescribed by the state board of education, subject to review and comment by the state auditor.

**Ad Valorem Property Tax**: Literally the term means "according to value." Ad valorem taxes are based on a fixed proportion of the value of the property with respect to which the tax is assessed. They require an appraisal of the taxable subject matter's worth. General property taxes are almost invariably of this type. Ad valorem property taxes are based on ownership of the property, and are payable regardless of whether the property is used or not and whether it generates income for the owner (although these factors may affect the assessed value).

**Adopted Tax Rate**: The tax rate set by the school district to meet its legally adopted budget for a specific calendar year.

**All Funds**: A school district's accounting system is organized and operated on a fund basis where each fund is a separate fiscal entity in the school district much the same as various corporate subsidiaries are fiscally separate in private enterprise. All Funds refers to the combined total of all the funds listed below:

- The General Fund
- Special Revenue Funds
- Debt Service Funds
- Capital Projects Funds
- Enterprise Funds for the National School Breakfast and Lunch Program

**Assessed Valuation**: A valuation set upon real estate or other property by a government as a basis for levying taxes.

**Assigned Fund Balance**: The assigned fund balance represents tentative plans for the future use of financial resources. Assignments require executive management (per board policy to assign this responsibility to executive management prior to end of fiscal year) action to earmark fund balance for bona fide purposes that will be fulfilled within a reasonable period of time. The assignment and dollar amount for the assignment may be determined after the end of the fiscal year when final fund balance is known.

**Auditing**: Accounting documents and records must be audited annually by an independent auditor. Texas Education Agency (TEA) is charged with review of the independent audit of the local education agencies.

**Beginning Fund Balance**: The General Fund balance on the first day of a new school year. For most school districts this is equivalent to the fund balance at the end of the previous school year.

**Budget**: The projected financial data for the current school year. Budget data are collected for the general fund, food service fund, and debt service fund.

**Budgeting**: Not later than August 20 of each year, the superintendent (or designee) must prepare a budget for the school district if the fiscal year begins on September 1. (For those districts with fiscal years beginning July 1, this date would be June 20.) The legal requirements for funds to be budgeted are included in the Budgeting module of the TEA Resource Guide. The budget must be adopted before expenditures can be made, and this adoption must be prior to the setting of the tax rate for the budget year. The budget must be itemized in detail according to classification and purpose of expenditure, and

must be prepared according to the rules and regulations established by the state board of education. The adopted budget, as necessarily amended, shall be filed with TEA through the Public Education Information Management System (PEIMS) as of the date prescribed by TEA.

**Capital Outlay:** This term is used as both a Function and an Object. Expenditures for land, buildings, and equipment are covered under Object 6600. The amount spent on acquisitions, construction, or major renovation of school district facilities are reported under Function 80.

**Capital Project Funds:** Fund type used to account for financial resources to be used for the acquisition or construction of major capital facilities (other than those financed by proprietary funds and trust funds.)

**Cash:** The term, as used in connection with cash flows reporting, includes not only currency on hand, but also demand deposits with banks or other financial institutions. Cash also includes deposits in other kinds of accounts or cash management pools that have the general characteristics of demand deposit accounts in that the governmental enterprise may deposit additional cash at any time and also effectively may withdraw cash at any time without prior notice or penalty.

**Chapter 49:** A key "equity" chapter in the Texas Education Code (TEC) is Chapter 41. This chapter is devoted to wealth equalization through the mechanism of recapture, the recovery of financial resources from districts defined by the state as high property wealth. Resources are recovered for the purpose of sharing them with low-wealth districts. Districts that are subject to the provisions of Chapter 49 must make a choice among several options in order to reduce their property wealth and share financial resources.

**Committed Fund Balance:** The committed fund balance represents constraints made by the board of trustees for planned future use of financial resources through a resolution by the board, for various specified purposes including commitments of fund balance earned through campus activity fund activities. Commitments are to be made as to purpose prior to the end of the fiscal year. The dollar amount for the commitment may be determined after the end of the fiscal year when final fund balance is known.

**Comptroller Certified Property Value:** The district's total taxable property value as certified by the Comptroller's Property Tax Division (Comptroller Valuation).

**Days of Cash on Hand:** The number of days the school district can disburse funds for its operating expenditures without receiving any new revenues.

**Debt Service Fund:** Governmental fund type used to account for the accumulation of resources for, and the payment of, general long-term debt principal and interest.

**Debt Services:** Two function areas (70 and 71) and one Object (6500) are identified using this terminology "debt services." Function 70 is a major functional area that is used for expenditures that are used for the payment of debt principal and interest including Function 71. Expenditures that are for the retirement of recurring bond, capital lease principal, and other debt, related debt service fees, and for all debt interest fall under Function 71. Object 6500 covers all expenditures for debt service.

**Debt Service Coverage Ratio:** This ratio measures an organization's ability to make debt principal and interest payments that will become due during the year.

**Deferred Revenue:** Resource inflows that do not yet meet the criteria for revenue recognition. Unearned amounts are always reported as deferred revenue. In governmental funds, earned amounts also are reported as deferred revenue until they are available to liquidate liabilities of the current period.

**Ending Fund Balance:** The amount of unencumbered surplus fund balance reported by the district at the end of the specified school year. For most school districts this will be equivalent to the fund balance at the beginning of the next school year.

**Excess (Deficiency):** Represents receivables due (excess) or owed (deficiency) at the end of the school year. This amount is recorded as Asset Object 1200.

**Existing Debt Allotment (EDA):** Is the amount of state funds to be allocated to the district for assistance with existing debt.

**Federal Revenues:** Revenues paid either directly to the district or indirectly through a local or state government entity for Federally- subsidized programs including the School Breakfast Program, National School Lunch Program, and School Health and Related Services Program. This amount is recorded as Revenue Object 5900.

**Fiscal Year:** A period of 12 consecutive months legislatively selected as a basis for annual financial reporting, planning, and budgeting. The fiscal year may run September 1 through August 31 or July 1 through June 30.

**Foundation School Program (FSP) Status:** The Foundation School Program (FSP) is the shared financial arrangement between the state and the school district, where property taxes are blended with revenues from the state to cover the cost of basic and mandated programs. The nature of this arrangement falls in one of the following status categories: Regular, Special Statutory, State Administered, Education Service Center, or Open Enrollment Charter School District.

**FTE:** Full-Time Equivalent measures the extent to which one individual or student occupies a full-time position or provides instruction, e.g., a person who works four hours a day or a student that attends a half of a day represents a .5 FTE.

**Function:** Function codes identify the expenditures of an operational area or a group of related activities. For example, in order to provide the appropriate atmosphere for learning, school districts transport students to school, teach students, feed students and provide health services. Each of these activities is a function.

The major functional areas are:

- 10 Instruction and Instructional-Related Services
- 20 Instructional and School Leadership
- 30 Support Services - Student
- 40 Administrative Support Services
- 50 Support Services; Non-Student Based
- 60 Ancillary Services
- 70 Debt Service
- 80 Capital Outlay
- 90 Intergovernmental Charges

**Fund Balance:** The difference between assets and liabilities reported in a governmental fund.

**General Administration:** The amount spent on managing or governing the school district as an overall entity. Expenditures associated with this functional area are reported under Function 41.

**General Fund:** This fund finances the fundamental operations of the district in partnership with the community. All revenues and expenditures not accounted for by other funds are included. This is a budgeted fund and any fund balances are considered resources available for current operations.

**I&S Tax Rate:** The tax rate calculated to provide the revenues needed to cover Interest and Sinking (I&S) (also referred to as Debt Service). I&S includes the interest and principal on bonds and other debt secured by property tax revenues.

**Incremental Costs:** The amount spent by a school district with excess wealth per WADA on the purchase of attendance credits either from the state or from other school district(s). Expenditures associated with this functional area are reported under Function 92.

**Instruction:** The amount spent on direct classroom instruction and other activities that deliver, enhance or direct the delivery of learning situations to students regardless of location or medium. Expenditures associated with this functional area are reported under Function 11.

**Instructional Facilities Allotment (IFA):** (State Aid) Provides assistance to school districts in making debt service payments on qualifying bonds and lease-purchase agreements. Proceeds must be used for the construction or renovation of an instructional facility.

**Intergovernmental Charges:** "Intergovernmental" is a classification used when one governmental unit transfers resources to another. In particular, when a Revenue Sharing District purchases WADA or where one school district pays another school district to educate transfer students. Expenditures associated with this functional area are reported under Function 90.

**Investments in Capital Assets, Net of Related Debt:** One of three components of net assets that must be reported in both government-wide and proprietary fund financial statements. Related debt, for this purpose, includes the outstanding balances of any bonds, mortgages, notes, or other borrowings that are attributable to the acquisition, construction, or improvement of capital assets of the government.

**Local & Intermediate Revenues:** All revenues from local taxes and other local and intermediate revenues. For specifics, see the definitions for Local Tax and Other Local & Intermediate Revenues. This amount is recorded under Object 5700.

**Local Tax:** This is all revenues from local real and personal property taxes, including recaptured funds from:

- Contracted Instructional Services Between Public Schools (Function 91), and
- Incremental Costs associated with Chapter 41 of the Texas Education Code (Function 92).

**M&O Tax Rate:** The tax rate calculated to provide the revenues needed to cover Maintenance & Operations (M&O). M&O includes such things as salaries, utilities, and day-to-day operations.

**Modified Opinion:** Term used in connection with financial auditing. A modification of the independent auditor's report means there exists one or more specific exceptions to the auditor's general assertion that the district's financial statements present fairly the financial information contained therein according to generally accepted accounting principles.

**No New Revenue Tax Rate:** Provides the unit with approximately the same amount of local tax revenue it had the year before on properties taxes in both years. A comparison of the no new revenue tax rate to the taxing unit's proposed tax rate shows if there will be a tax increase.

**Non-spendable Fund Balance:** The portion of fund balance that is in non-liquid form, including inventories, prepaid items, deferred expenditures, long-term receivables and encumbrances (if significant). Non-spendable fund balance may also be in the form of an endowment fund balance that is required to remain intact.

**Object:** An object is the highest level of accounting classification used to identify either the transaction posted or the source to which the associated monies are related. Each object is assigned a code that identifies in which of the following eight major object groupings it belongs:

- 1000 Assets
- 2000 Liabilities
- 3000 Fund Balances
- 5000 Revenue
- 6000 Expenditures/Expenses
- 7000 Other Resources/Non-Operating Revenue/Residual Equity Transfers In
- 8000 Other Uses/Non-Operating Revenue/Residual Equity Transfers Out

**Operating Expenditures:** A wide variety of expenditures necessary to a district's operations fall into this category with the largest portion going to payroll and related employee benefits and the purchase of goods and services.

**Operating Expenditures/Student:** Total Operating Expenditures divided by the total number of enrolled students.

**Operating Revenues and Expenses:** Term used in connection with the proprietary fund statement of revenues, expenses, and changes in net assets. The term is not defined as such in the authoritative accounting and financial reporting standards, although financial statement preparers are advised to consider the definition of operating activities for cash flows reporting in establishing their own definition.

**Other Local & Intermediate Revenues:** All local and intermediate revenues NOT from local real and personal property taxes including:

- Revenues Realized as a Result of Services Rendered to Other School Districts
- Tuition and Fees
- Rental payments, interest, investment income
- Sale of food and revenues from athletic and extra/co-curricular activities
- Revenues from counties, municipalities, utility districts, etc.

**Other Operating Costs:** Expenditures necessary for the operation of the school district that are NOT covered by Payroll Costs, Professional and Contracted Services, Supplies and Materials, Debt Services, and Capital Outlay fall into this category and include travel, Insurance and bonding costs, election costs, and depreciation. This amount is recorded as Expenditure/Expense Object 6400.

**Other Resources:** This amount is credited to total actual other resources or non-operating revenues received or residual equity transfers in. This amount is recorded under Object 7020.

**Payments for Shared Services Arrangements:** Payments made either from a member district to a fiscal agent or payments from a fiscal agent to a member district as part of a Shared Services Arrangement (SSA). The most common types of SSAs relate to special education services, adult education services,

and activities funded by the Elementary and Secondary Education Act (ESEA). Expenditures associated with this functional area are reported under Function 93.

**Payroll:** Payroll costs include the gross salaries or wages and benefit costs for services or tasks performed by employees at the general direction of the school district. This amount is recorded as Expenditure/Expense Object 6100. (NOTE: Payroll amounts do not include salaries for contract workers, e.g., for food service and maintenance. Therefore, this figure will vary significantly between districts and campuses that use contract workers and those that do not.)

**PEIMS:** A state-wide data management system for public education information in the State of Texas. One of the basic goals of PEIMS, as adopted by the State Board of Education in 1986, is to improve education practices of local school districts. PEIMS is a major improvement over previous information sources gathered from aggregated data available on paper reports. School districts submit their data via standardized computer files. These are defined in a yearly publication, the PEIMS Data Standards.

**Plant Maintenance & Operations:** The amount spent on the maintenance and operation of the physical plant and grounds and for warehousing and receiving services. Expenditures associated with this functional area are reported under Function 51.

**Property /Refined ADA:** The district's Comptroller Certified Property Value divided by its total Refined ADA.

**Property/WADA:** The district's Comptroller Certified Property Value divided by its total WADA.

**Refined ADA:** Refined Average Daily Attendance (also called RADA) is based on the number of days of instruction in the school year. The aggregate eligible days attendance is divided by the number of days of instruction to compute the refined average daily attendance.

**Restricted Fund Balance:** This is the portion of fund balance that has externally enforceable constraints made by outside parties.

**Revenues:** Any increase in a school district's financial resources from property taxes, foundation fund entitlements, user charges, grants, and other sources. Revenues fall into the three broad sources of revenues: Local & Intermediate; State; and Federal.

**Robin Hood Funds:** See Wealth Equalization Transfer.

**School Year:** The twelve months beginning September 1 of one year and ending August 31 of the following year or beginning July 1 and ending June 30. Districts now have two options.

**Special Revenue Fund:** A governmental fund type used to account for the proceeds of specific revenue sources (other than for major capital projects) that are legally restricted to expenditures for specified purposes.

**State Revenues:** Revenues realized from the Texas Education Agency, other state agencies, shared services arrangements, or allocated on the basis of state laws relating to the Foundation School Program Act. This amount is recorded as Revenue Object 5800.

**Unassigned Fund Balances:** Available expendable financial resources in a governmental fund that are not the object of tentative management plans (i.e., committed or assigned). One primary criterion of rating agencies for school bonds is the relative amount of unassigned fund balance. Bond rating agencies view

unassigned fund balances as a reflection of the financial strength of school districts and show concern when district fund balances decrease.

**Unmodified Opinion:** Term used in connection with financial auditing. An unmodified independent auditor's opinion means there are no stated exceptions to the auditor's general assertion that the district's financial statements present fairly the financial information contained according to generally accepted accounting principles.

**Unrestricted Net Position Balance:** The term Net Position refers to the amount of total assets less total liabilities. Unrestricted Net Position balance refers to the portion of total Net Position that is neither invested in capital assets nor restricted.

**Voter Approved Tax Rate:** Provides governments other than school districts with approximately the same amount of tax revenue it spent the previous year for day-to-day operations plus an extra 8 percent cushion, and sufficient funds to pay its debts in the coming year. For school districts, the M&O portion of the rollback tax rate allows school districts to add four cents (\$0.04) to the lesser of the prior tax year compressed operating tax rate or the effective M&O rate to generate operating funds. School districts will get to add to the compressed operating rate any additional cents approved by voters at a 2006 or subsequent rollback election, not 8 percent. The rollback rate is the highest rate that the taxing unit may adopt before voters can petition for an election to roll back the adopted rate to the rollback rate. For school districts, no petition is required; it's an automatic election if the adopted rate exceeds the rollback rate.

**WADA:** A Weighted Average Daily Attendance (WADA) is used to measure the extent students are participating in special programs. The concept of WADA in effect converts all of a school district's students with their different weights to a calculated number of regular students required to raise the same amount of revenue. The greater the number of students eligible for special entitlements, the greater a school district's WADA will be.

**Wealth Equalization Transfer:** The amount budgeted by districts for the cost of reducing their property wealth to the required equalized wealth level (Function 91). Sometimes referred to as Robin Hood Funds.

**Wealth Equalization Transfer:** The amount budgeted by districts for the cost of reducing their property wealth to the required equalized wealth level (Function 91). Sometimes referred to as Robin Hood Funds.

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

**Date:** October 17, 2023

**Agenda Item:** H

**Board Goal:** Board/Staff/Community Relations

**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: October 17, 2023

Agenda Item: I

Board Goal: Board/Staff/Community Relations

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 and video 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 consents to the online publication of their comments.*

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

Date: October 23, 2023

Agenda Item: J.1

Board Goal: Student Achievement / Community Relations

Subject: Preliminary Teacher Incentive Allotment Data for 2023/2024 School Year

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer  
Marivel Sedillo, Deputy Superintendent / Chief Academic Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy: DEAA                       Law or Rule                       N/A

**C. Goal or Need Addressed:**

The purpose of this item is to provide the Hays CISD Board an update on the preliminary Teacher Incentive Allotment (TIA) Data for this year.

**D. Summary:**

Previous board action relating to this item –  
 Future action anticipated  
 Background information – Hays CISD is committed to being an unrivaled employee-friendly organization. Aligned with this commitment, the district is engaged with the Teacher Incentive Allotment to provide opportunities for our teachers to earn additional pay, providing incentives for eligible teachers to remain in the classroom for the benefit of our students. District administration analyzes T-TESS and student growth progress measures and submits reports to TEA and Texas Tech University for validation and approval of our new Teacher Incentive Allotment designs.

**E. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other: TIA Steering Committee

**F. Administrative Recommendation:**

No recommendation requested at this time. This is only for information.

**G. Fiscal Impact and Cost:    Amount: \$3.4 M**

Budget                       Bond                       Grant/Special Funds                       Other Reimbursable  
Prior Year Spending -  
Future/Ongoing -

**H. Monitoring and Reporting Time Line:**

Person responsible for monitoring and reporting – Christina Courson, Chief Human Resources Officer  
Marivel Sedillo, Deputy Superintendent / Chief Academic Officer

**I. Suggested Motion:**

No motion is requested for this agenda item. This is presented as information only.

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

Date: October 17, 2023

Agenda Item: K

Subject: Campus Recognition – Uhland Elementary School

Administrator Responsible/Position: Marivel Sedillo, Deputy Superintendent / Chief Academic Officer  
Michael Watson, Deputy Academic Officer  
Amanda Muro, Principal

**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 – Our district recognizes a campus each month to highlight their academic achievement, student programs, and their parent/community involvement.

**E. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:

**F. Administrative Recommendation:**

The administration is not making a recommendation on this item as it is only informational.

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

Budget – General Operating Fund     Bond 2021     Grant/Special Funds     Other

Prior Year Spending – n/a

Future/Ongoing –

**H. Monitoring and Reporting Time Line:**

Person responsible for evaluating this decision or action – Jesus Gomez, Deputy Academic Officer

Evaluation method and time line -

Next report to the board – Upon request.

**I. Suggested Motion:**

No motion required. This agenda item is presented for information only.

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

Date: October 23, 2023

Agenda Item: L

Board Goal: Board/Staff/Community Relations

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

Board Policy BE 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

**E. Comments Received:**

- Cabinet     DLT     FBOC     Teacher Org. Reps.     Other

**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 Hays CISD Board of Trustees approve the consent agenda, as presented.

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

Date: October 23, 2023

Agenda Item: L.1

Board Goal: Board/Staff/Community Relations

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 August 28, 2023, September 6, 2023, September 18, 2023, September 25, 2023 and October 2, 2023 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 August 28, 2023, September 6, 2023, September 18, 2023, September 25, 2023 and October 2, 2023 meetings, as presented

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

Budget                       Bond                       Grant/Special Funds                       Other

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve minutes from the August 28, 2023, September 6, 2023, September 18, 2023, September 25, 2023 and October 2, 2023 meetings, as presented

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

Date: October 23, 2023

Agenda Item: L.2

Board Goal: Board/Staff/Community Relations

Subject: Budget Amendments

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. Summary:**

Previous board action relating to this item - Monthly  
 Background information – The 2023-2024 budget has been approved by the Board of Trustees. Amendments to the budget must also be approved by the Board.

**D. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other

**E. Administrative Recommendation:**

The administration recommends approval of the retro-active budget amendment to Child Nutrition, as presented.

**F. Fiscal Impact and Cost:            Amount:**

Budget (See attached detail)     Bond                       Grant/Special Funds                       Other

**G. Monitoring and Reporting Timeline:**

Person responsible for evaluating this decision: Randy Rau

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the budget amendment, as presented.

# BUDGET AMENDMENT 2 – October 23, 2023

## 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	\$ (135,140)
12 - Instructional Resources and Media Services	\$ 0
13 - Instructional Staff Development	\$ (3,069)
21 - Instructional Administration	\$ 7,009
23 - Campus Administration	\$ (11,300)
31 - Guidance and Counseling Services	\$ 0
32 - Social Work Services	\$ 142,500
33 - Health Services	\$ 0
34 - Transportation	\$ 0
36 - Co curricular / Extracurricular	\$ 0
41 - General Administration	\$ 0
51 - Maintenance	\$ 0
52 - Security	\$ 0
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
<b>Total Net Transfers</b>	<b>\$ 0</b>

**REQUESTS for Re-APPROPRIATIONS:**

New appropriations are requested for the JROTC program representing the budget for STEM, rollover unit support maintenance, and “reimbursables” from the federal government totaling \$36,975.

New appropriations are also requested for the Lehman High School Gym Floor Replacement due to an insurance claim totaling \$77,400.

<b>General Operating Fund Re-Appropriations Summary</b>			
<b>Description</b>	<b>Official Budget</b>	<b>Increase/ (Decrease)</b>	<b>Amended Budget</b>
<b><u>Revenues:</u></b>			
183-00-5949-ST-005-00-0-0	\$ 0	\$ 7,500	\$ 7,500
183-00-5949-US-005-00-0-0	\$ 0	\$ 23,740	\$ 23,740
183-00-5949-10-005-00-0-0	\$ 11,000	\$ 5,735	\$ 16,735
181-00-5745-00-000-00-0-0	\$ 0	\$ 77,400	\$ 77,400
<b>Total</b>	<b>\$ 11,000</b>	<b>\$ 114,375</b>	<b>\$ 125,375</b>
<b><u>Expenditures:</u></b>			
183-11-6xxx-ST-005-11-1-0	\$ 0	\$ 7,500	\$ 7,500
183-11-6xxx-US-005-11-1-0	\$ 0	\$ 23,740	\$ 23,740
183-11-6394-TE-005-11-1-0	\$ 11,000	\$ 5,735	\$ 16,735
181-51-6249-IR-005-99-3-0	\$ 0	\$ 77,400	\$ 77,400
<b>Total</b>	<b>\$ 11,000</b>	<b>\$ 114,375</b>	<b>\$ 125,375</b>
<b>Total Net Appropriations (Revenues minus Expenditures)</b>		<b>\$ 0</b>	

**ACTION REQUIRED**

Board Approval

**SUPPORT INFORMATION**

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

**Hays Consolidated Independent School District**  
**Budget Amendment 2 Support Information**  
**for the Fiscal Year Ending June 30, 2024**

**Budget Amendment #2 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>New JE #</u>	<u>Reason</u>
199 -11-6394-LG-980-23-3-0	11	980	\$ (7,009.00)	vargasn	Pending	3		361	Surveillance cameras
199 -21-6295-MB-888-23-3-0	21	888	\$ 7,009.00	vargasn	Pending	3		361	Surveillance cameras
199 -13-6411-00-103-99-1-0	13	103	\$ (2,500.00)	benitezmoralesm	Pending	3		549	>SUBS
199 -11-6112-00-103-11-1-0	11	103	\$ 2,500.00	benitezmoralesm	Pending	3		549	>SUBS
199 -13-6498-00-103-99-1-0	13	103	\$ (569.00)	benitezmoralesm	Pending	3		549	>SUPPLIES
199 -11-6399-00-103-11-1-0	11	103	\$ 569.00	benitezmoralesm	Pending	3		549	>SUPPLIES
199 -11-6295-CM-921-24-3-0	11	901	\$ (142,500.00)	riojasr	Pending	3		660	Payment to CIS. Budget in wrong function.
199 -32-6295-CM-001-24-3-0	32	001	\$ 28,500.00	riojasr	Pending	3		660	Payment to CIS. Budget in wrong function.
199 -32-6295-CM-002-24-3-0	32	002	\$ 28,500.00	riojasr	Pending	3		660	Payment to CIS. Budget in wrong function.
199 -32-6295-CM-004-24-3-0	32	004	\$ 28,500.00	riojasr	Pending	3		660	Payment to CIS. Budget in wrong function.
199 -32-6295-CM-005-24-3-0	32	005	\$ 28,500.00	riojasr	Pending	3		660	Payment to CIS. Budget in wrong function.
199 -32-6295-CM-006-24-3-0	32	006	\$ 28,500.00	riojasr	Pending	3		660	Payment to CIS. Budget in wrong function.
199 -23-6295-00-043-99-1-0	23	043	\$ (11,300.00)	silvam	Pending	3		912	Get More Math Program
199 -11-6397-TE-043-11-1-0	11	043	\$ 11,300.00	silvam	Pending	3		912	Get More Math Program

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

Date: October 23, 2023

Agenda Item: M.1

Board Goal: Student Achievement / Community Relations

Subject: Consideration and possible approval of Class Size Waivers for K4 Capacity Incentive in Kindergarten at Hemphill Elementary, Grade 1 at Tom Green Elementary, and Grade 1 at Sunfield Elementary

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy: FB (Legal)                       Law or Rule                       N/A

**C. Goal or Need Addressed:**

A school district must submit a request for a class size exception for any classroom in PreK–Grade 4 exceeding 22 students (Texas Education Code (TEC) §25.112). The class size requirement applies throughout the school year except during any 12-week period selected by the district with a significant percentage of migratory students or the last 12 weeks of any school year.

To apply for an exception, the class size limit must create an undue hardship on the district. The following factors are considered by the commissioner:

- Unanticipated enrollment growth
- Lack of facilities
- Lack of teachers
- Financial hardships

In June 2023, the Hays CISD Board approved the K-4 Capacity Supplemental Pay in the 2023-2024 Compensation Plan. There are three teachers who volunteered and were approved for the K-4 Capacity Supplemental Pay and have been assigned students above the 22:1 ratio. One class is a kindergarten class at Hemphill Elementary School. One class is a first-grade class at Sunfield Elementary School. Another is a first-grade class at Tom Green Elementary School. The district must now apply for a class size exception for these three classes and first seeks approval from the Board before the application to the Texas Education Agency.

**D. Summary:**

Previous board action relating to this item –  
 Future action anticipated –  
 Background information – The approval of these three class size waivers is for three classrooms in which the K-4 Capacity Supplemental Pay is in use due to financial hardships by the district and student growth.

**E. Comments Received:**

Cabinet       DLT       FBOC       Teacher Org. Reps.       Other:

**F. Administrative Recommendation:**

Administration recommends approval of the Class Size Waivers, as presented.

**G. Fiscal Impact and Cost: Amount: N/A**  
 Budget       Bond       Grant/Special Funds       Other  
Prior Year Spending -  
Future/Ongoing -

**H. Monitoring and Reporting Time Line:**  
Person responsible for monitoring and reporting – Christina Courson, Chief Human Resources Officer

**I. Suggested Motion:**  
I move that the Hays CISD Board of Trustees approve the Class Size Waivers for K4 Capacity Incentive in Kindergarten at Hemphill Elementary, Grade 1 at Tom Green Elementary and Grade 1 at Sunfield Elementary, as presented.

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

Date: October 23, 2023

Agenda Item: M.2

Subject: Consideration and possible adoption of 2023-2024 District Improvement Plan containing District Performance Objectives and Student Performance Goals

Administrator Responsible/Position: Dr. Eric Wright, Superintendent  
Marivel Sedillo, Deputy Superintendent / Chief Academic Officer  
Stephanie Norris, Director of Federal Programs

**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:**

District policy BQ(LEGAL) states that the Board of Trustees shall annually approve District Performance Objectives and shall ensure that the District and Campus Plans are mutually supportive to accomplish the identified objectives and support the stated goals and objectives under Texas Education Code Chapter 4.

**D. Summary:**

Previous board action relating to this item -  
 Future action anticipated -  
 Background information – Local Boards of Trustees must annually approve the performance objectives in the District Improvement Plan. Administration recommends approval of the District Improvement Plan.

**F. Comments Received:**

Cabinet                       DLT                       FBOC                       Teacher Org. Reps.                       Other - Principals

**G. Administrative Recommendation:**

The administration recommends the board approve the District Improvement Plan, as presented.

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

Budget – General Operating Fund                       Bond                       Grant/Special Funds                       Other

Prior Year Spending: n/a

Future/Ongoing: n/a

**I. Suggested Motion**

I move that the Hays CISD Board of Trustees adopt the 2023-2024 District Improvement plan, containing District Performance Objectives and Student Performance Goals, as presented.

# Hays Consolidated Independent School District

## District Improvement Plan

2023-2024



# Mission Statement

The mission of Hays CISD is to educate, value, and nurture students through innovative and personalized educational experiences while celebrating our diversity.

*(Adopted 8/29/2022)*

## Vision

All Hays CISD learners will be:

- \* highly sought-after for college, career, or military
- \* prepared for life and responsible citizenship
- \* effective communicators and collaborators
- \* resourceful and creative problem solvers

*(Adopted 8/29/2022)*

## Core Beliefs

We believe:

- \* Decision-making is student-focused
- \* All students have the capacity to learn and be successful
- \* A safe and secure environment is essential
- \* Success is a shared investment that includes learners, educators, families, and the community
- \* In being an unrivaled employee-friendly organization
- \* The allocation of resources will support high quality learning
- \* High expectations for all lead to high achievement
- \* Open communication, transparency, and accountability build trust
- \* Success is dependent upon a commitment to lifelong learning
- \* Diverse and differentiated opportunities further learning
- \* Student success includes a well-rounded education that goes beyond standardized testing

*(Adopted 8/29/2022)*

# Goals

**Goal 1:** Hays CISD believes in the achievement, growth, and success of every student.

**Performance Objective 1:** Through attention to individual student's needs, each campus will demonstrate continuous improvement by showing academic growth and student engagement, including intervention and enrichment. The District will evaluate and address the individual needs of each student. Student performance will be evaluated in academics; college, career, and military readiness; and character and power skills education.

## High Priority

### HB3 Goal

**Evaluation Data Sources:** Student Advising: The district will utilize a career interest profiler to track academic advising beginning the spring semester of 5th grade based on student interest and academic achievement. In June 2024, the district will provide a comprehensive report showing evidence of the academic advising captured through a career interest profiler by campus and grade level.

Student Achievement: In February, a public hearing on TAPR will be held to summarize student academic performance/achievement and accessibility gaps, including the district's college, career and military readiness counts. In August 2024, the superintendent will present the student growth goals addressing the Hays CISD approaches/meets/ masters % vs. the state performance.

College & Career Readiness: The district will use data from PSAT8 and PSAT to track student progress toward college readiness. SAT and TSIA2 will be utilized to assess college readiness along with attainment of college credit through advanced placement exams, dual credit, and dual enrollment courses. Career readiness will be assessed through the attainment of industry-based certification through CTE courses. The district will monitor progress throughout the 2023-2024 school year and will provide an update on college readiness to the Board by January 2024 for the final 2022 CCMR results.

Professional Development: The district will offer continuous differentiated Just-in-Time professional development in all content areas to support our campus initiatives and student achievement goals. To inform campus professional development, campus administrators will conduct at least 60 minutes of walk-throughs per day. A focus on lesson design and delivery will amplify student learning experiences that will lead to mastery learning and improved student outcomes. Phonics instruction will be required in the primary grades.

## Strategy 1 Details

**Strategy 1:** Reading Language Arts: K-12 reading and writing will be integrated and purposefully planned following the research-based district curriculum that has been provided as a framework. The district will continue to provide a streamlined, explicit phonics program for grades K-2 and Foundational Skills for 3-5. The district literacy team will provide ongoing campus support in PLCs with the writing process, rubric calibration, and grammar. K-3 teachers, instructional coaches, and campus administrators who do not currently have House Bill 3 Credit are participating in the TEA Reading Academies this year to enhance their knowledge of the Science of Teaching Reading.

**Strategy's Expected Result/Impact:** mCLASS data will reflect that by the end of the year at least 59% of students will be at Tier 1 in Kindergarten, at least 62% of students will be at Tier 1 in First Grade, and at least 60% of students will be at Tier 1 in Second Grade.

Student achievement goals are based on our 2023 results with an increase of 3% Approaches, 2% Meets, and 1% Masters.

STAAR RLA data will indicate improved performance in the following areas:

3rd grade reading will increase to 81% Approaches, 54% Meets, and 22% Masters

4th grade reading will increase to 83% Approaches, 54% Meets, and 25% Masters

5th grade reading will increase to 87% Approaches, 62% Meets, and 33% Masters

6th grade reading will increase to 81% Approaches, 55% Meets, and 24% Masters

7th grade reading will increase to 81% Approaches, 56% Meets, and 28% Masters

8th grade reading will increase to 88% Approaches, 60% Meets, and 29% Masters

English I will increase to 80% Approaches, 60% Meets, and 18% Masters.

English II will increase to 82% Approaches, 62% Meets, and 10% Masters.

At least 95% of Reading Academy participants will successfully complete the content to receive HB3 credit.

**Staff Responsible for Monitoring:** RLA Content Coordinators

### Strategy 2 Details

**Strategy 2: Math:** The district will enhance math concepts, numerical fluency, and daily problem solving by streamlining the usage of Numerical Fluency Resources (K-5th) in addition to researched based adopted curriculum grades K-8 and Algebra 1. TEKS-aligned and differentiated resources will be used for a blended model of Tier 1 instruction. Strategic planning will focus on fidelity to the curriculum and teacher understanding and implementation of formative assessments and mastery criteria.

**Strategy's Expected Result/Impact:** MAP data will reflect that by the end of the year at least 58% of students will be at Tier 1 in Kindergarten, at least 52% of students will be at Tier 1 in First Grade, and at least 51% of students will be at Tier 1 in Second Grade.

Student achievement goals are based on our 2023 results with an increase of 3% Approaches, 2% Meets, and 1% Masters.

STAAR Math data will indicate improved performance in the following areas:

3rd grade math will increase to 78% Approaches, 46% Meets, and 19% Masters

4th grade math will increase to 75% Approaches, 49% Meets, and 23% Masters

5th grade math will increase to 86% Approaches, 51% Meets, and 21% Masters

6th grade math will increase to 78% Approaches, 40% Meets, and 15% Masters

7th grade math will increase to 54% Approaches, 24% Meets, and 3% Masters

8th grade math will increase to 81% Approaches, 53% Meets, and 19% Masters

Algebra I will increase to 87% Approaches, 59% Meets, and 35% Masters.

**Staff Responsible for Monitoring:** Math Content Coordinators

### Strategy 3 Details

**Strategy 3: Science/STEM:** The district will integrate additional scientific inquiry in the form of qualitative and quantitative investigations and engineering design to drive conceptual understanding and an appreciation for the process of science. Professional development and campus support throughout the school year will focus on literacy strategies, math integration, and formative assessment to drive tiered instruction. Resources including district-designed curriculum, STEMscopes (K-8 & Biology), McGraw-Hill, and ScienceFusion will be utilized for increased literacy, investigations, and accessibility of content and skills for all students.

**Strategy's Expected Result/Impact:** Student achievement goals are based on our 2023 results with an increase of 3% Approaches, 2% Meets, and 1% Masters.

STAAR Science data will indicate improved performance in the following areas:

5th grade science will increase to 71% Approaches, 40% Meets, and 18% Masters

8th grade science will increase to 79% Approaches, 51% Meets, and 19% Masters

Biology will increase to 92% Approaches, 64% Meets, and 26% Masters.

**Staff Responsible for Monitoring:** Science Content Coordinators

#### Strategy 4 Details

**Strategy 4:** Social Studies: The district will enhance instruction to embed a higher frequency of artifact based learning, non-fiction texts, and writing components. The district will enhance instruction through the use of new curriculum resources, common formative assessments, DBQ Project resources, and coordinator support. Lesson planning focused on TEKS alignment will support RLA goals through reading and writing. Resources such as Active Classroom, TEKS Resource System, and DBQ will be utilized for increased literacy, rigor, and differentiation opportunities.

**Strategy's Expected Result/Impact:** Student achievement goals are based on our 2023 results with an increase of 3% Approaches, 2% Meets, and 1% Masters.

STAAR Social Studies data will indicate improved performance in the following areas:

8th grade Social Studies will increase to 68% Approaches, 35% Meets, and 17% Masters

U.S. History will increase to 95% Approaches, 74% Meets, and 43% Masters.

**Staff Responsible for Monitoring:** Social Studies Content Coordinator

#### Strategy 5 Details

**Strategy 5:** Professional Learning Communities and Lesson Planning Guidelines:

All Hays CISD instructional staff will continue participating in Professional Learning Communities (PLC) that are centered around the three big ideas - a focus on learning, collaboration, and student results. Professional Learning Communities will operate as self-sufficient teams and utilize the four critical questions of a PLC to collaborate and drive the teaching and learning process. To ensure PLCs are focused and efficient, all campus and district leadership will participate in the PLC Process and Graphic training that centers around teacher calibration and collaboration. To ensure teachers are prepared for consistent PLCs, all teachers will follow the before, during, and after PLC expectations outlined in the PLC Process and Graphic. All core content PLCs will meet at a minimum of once every other week throughout the 23-24 academic school year. Specials, electives, and CTE teachers will participate in their PLCs three to four times per semester. All PLCs will develop, implement, and utilize a Common Formative Assessment and data analysis protocol to drive the teaching and learning process at a minimum of once every other week. Campus and district leadership will monitor PLCs on a bi-weekly basis for correct implementation and progress and provide support and guidance as needed that builds the instructional capacity of teams. In addition, Professional Learning Communities will be given 6 staff development days throughout the 23-24 academic school year to assist with PLC implementation and collaboration. To support teachers with lesson planning, all instructional staff will be trained on and utilize the Lesson Planning Guidelines that focuses on the 5 Student Actions for Student Mastery.

**Strategy's Expected Result/Impact:** For elementary reading and writing, mCLASS data will reflect that 65% of students will be at Tier 1.

For middle school reading and writing, universal screener data will reflect that 58% of students will be on grade level or above.

For elementary and middle school mathematics, MAP Growth data will reflect that 61% of students will be on grade level or above.

For all STAAR and EOC tested courses, students will meet district goals for Approaches, Meets, and Masters.

**Staff Responsible for Monitoring:** Executive Officer of Curriculum and Instruction

### Strategy 6 Details

**Strategy 6: Progress Monitoring:** Teachers will monitor student progress through regular universal screeners for reading and math.

**Strategy's Expected Result/Impact:** 100% of K-5 students will be administered a universal screener three times a year for reading.

100% of K-8 students will be administered a universal screener three times a year for math.

100% of our Pre-K students will be administered Letter Names/Sounds Assessment four times a year.

Based on data, all students will receive differentiated instruction within tier 1, 2, and 3 as determined by universal screener results and bi-weekly progress monitoring. The newly created MTSS Specialist will serve as support and monitor the implementation of MTSS at the campus level.

**Staff Responsible for Monitoring:** Director of Academic Support

### Strategy 7 Details

**Strategy 7: Accelerated Instruction:** Accelerated Instruction will be provided in accordance with HB 1416 (formerly HB 4545) for all students not meeting the minimum standard on state assessments. Accelerated instruction may also be offered to students who are identified as at-risk for not graduating. These accelerated instructional opportunities may be provided during the school year (before, after, or during the school day) or during summer school programs.

**Strategy's Expected Result/Impact:** 100% of students requiring Accelerated Instruction due to performance on the STAAR State Assessment will be provided the required supplemental instruction in accordance with TEA guidelines.

**Staff Responsible for Monitoring:** Executive Officer of Curriculum and Instruction

### Strategy 8 Details

**Strategy 8: Data and Assessment:** The district will streamline assessment procedures to support teachers in the analysis of data and making real-time adjustments to classroom and student-specific instruction.

**Strategy's Expected Result/Impact:** The implementation of the district testing procedures, including the enhanced focus on writing across content areas and additional understanding of STAAR 2.0, will yield at least a 3% increase in student achievement on STAAR.

**Staff Responsible for Monitoring:** Director of Assessment and Accountability

**Results Driven Accountability**

### Strategy 9 Details

**Strategy 9:** College, Career, and Life Readiness: HS College and Career Readiness Counselors, in collaboration with all guidance counselors, will provide students and parents with activities and information about post-secondary readiness.

These opportunities will include:

- \*In-person and/or virtual events such as Navigate Your Future Night and informational sessions on the college application and financial aid processes.
- \*Each school year, from 7th grade and beyond; walking students through the process of creating, reviewing and/or updating their Graduation Plans (to include career pathways and endorsement).
- \*Engaging and completing the career interests' inventories within SchooLinks.
- \*College and Career Fairs (in-person and/or virtual).
- \*Field trips to colleges and universities.
- \*A variety of college admissions informational sessions on the high school campuses.

Counselors and other secondary CCR support staff will assist students in tracking their progress in completing the college and career readiness (CCR) steps through preparation for college readiness exams: PSAT 8/9, PSAT/NMSQT, SAT, ACT, TSIA2 and/or ASVAB.

**Strategy's Expected Result/Impact:** HS counselors will advise students and hold conferences with 95% of 9th -12th grade students on how to access post-secondary options and explore college and career opportunities.

8th, 9th, 10th and 11th graders will create a College Board account to access Khan Academy for SAT prep, after they have received PSAT scores from the fall administration of the exam.

100% of all seniors will be afforded multiple opportunities to complete their FAFSA/TASFA and/or submit their completed Opt-Out form in order to satisfy the HB3 graduation requirement.

11th and 12th graders will be encouraged to apply for scholarships early on, in particular the College Board Opportunity Scholarships that are available for juniors and seniors.

12th grade students will be encouraged and guided in completing at least one college application and/or have an alternate post-secondary plan in place before May 1st; the completion rate will be increased by 10%.

**Staff Responsible for Monitoring:** Director of Counseling and College and Career Readiness

### Strategy 10 Details

**Strategy 10:** Career and Technical Education: To increase its college and career readiness indicator in the state accountability system, the district will increase the number of student industry certifications on the A-F list for accountability by enhancing COW Day (Career On Wheels Day) and CREW Day (Career Ready Educated Workforce/Senior Hiring Day), placing more students in internships at the conclusion of a Program of Study, and increasing the number of businesses participating in National Manufacturing Day.

**Strategy's Expected Result/Impact:** 100% of CTE teachers will include program growth and certification growth in their T-TESS goals for the 2023-2024 school year.

Hays CISD will increase the number of students earning an IBC on the TEA A-F List from 492 seniors graduating in 2023 with an IBC to 550 seniors graduating in 2024 with an IBC.

**Staff Responsible for Monitoring:** Director of Career and Technical Education

### Strategy 11 Details

**Strategy 11:** Advanced Academics: Use local, state, and national data along with enhanced messaging to recruit students into advanced academic classes. Provide pedagogical and content support for teachers of advanced classes.

**Strategy's Expected Result/Impact:** The number of students engaged in advanced and college credit-bearing courses will increase by at least 3%.

The number of college credits earned by high school students will increase by at least 3%.

Districtwide student performance on measures of college readiness (SAT, ACT, TSIA2) will increase by at least 3%.

**Staff Responsible for Monitoring:** Director of Advanced Academics

### Strategy 12 Details

**Strategy 12:** Professional Development: The district will provide a professional development plan that supports both individual professional growth and district-wide initiatives that foster student's academic growth. Utilizing in-person professional development sessions, along with some virtual and blended methodologies, teachers, administrators, aspiring administrators, and paraprofessionals will have the opportunity to meet their differentiated learning needs throughout the summer and 2023-24 academic school year. These professional development opportunities include: Leadership Retreat, Lead and Learn, Just-in-Time Professional Development opportunity to build content pedagogy and planning for upcoming units, ten days of Reading Academy offering to assist teachers with learning and applying the science of teaching reading, and the two district professional development days in August. In addition, Professional Learning Communities will be given 6 staff development days throughout the 23-24 academic school year to assist with PLC implementation and collaboration, which includes 4 campus professional development days.

**Strategy's Expected Result/Impact:** The Eduphoria online catalog of workshops offered will list one or more professional development opportunities for teachers and/or administrators to deepen their knowledge in the district focus initiatives.

100% of our professional development offerings will be aligned to T-TESS, TPSS, and District goals/focus initiatives.

At the district level, end of year T-TESS appraisals for dimensions 2.1 (Achieving Expectations) and 4.3 (Professional Development) will increase by 0.15 points each.

**Staff Responsible for Monitoring:** Director of Professional Development

### Strategy 13 Details

**Strategy 13:** Gifted and Talented: Continue utilizing two assessment windows a year and use a varied battery of assessment instruments and processes to identify students as gifted and talented. (See addendum for additional G/T Plan information)

**Strategy's Expected Result/Impact:** Demographic disparities in representation in those receiving Gifted and Talented services will close by at least 2% in underrepresented groups (African American, Hispanic, economically disadvantaged) in newly identified students.

100% of elementary students identified as G/T will begin service in same year as identified.

90% of secondary will take advanced level courses in their identified G/T strength areas.

**Staff Responsible for Monitoring:** Coordinator of Gifted and Talented Services

### Strategy 14 Details

**Strategy 14:** Multilingual: Emergent Bilinguals: The district will use a bilingual instructional framework (dual language or transitional early-exit depending on campus and grade) as well as Sheltered Instruction/Content-Based Language Instruction (CBLI) strategies for developing academic language proficiency. Purposeful planning will be developed in collaboration with Special Education, C&I, CTE, Advanced Academics, the Office of Academic Support and Campus Instructional Coaches. The ELLevation digital platform offers the Strategies component which supports differentiation for our Multilingual learners. Additional supports include strategic scheduling of Multilingual learners needing additional linguistic support and new arrival centers with access to the IXL online platform for beginner reading students. The Summit K12 digital platform will be used by the five bilingual campuses and our secondary ESL focused classrooms to promote the development of the four language domains (listening, speaking, reading, writing) which will support the TELPAS language state assessment.

**Strategy's Expected Result/Impact:** State Assessment:

By the end of the 2023-24 school year, Emergent Bilingual students will demonstrate increased performance on the STAAR exam by 3% in Approaches, 3% in Meets, and 3% in Masters.

By the end of the 2023-24 school year, 10% of Emergent Bilingual learners will increase one proficiency level using the composite score in TELPAS.

World Languages:

The Hays CISD World Languages department has the goal of increasing the number of students receiving the Recognition of Academic Achievement in World Languages by 20% each school year, thus increasing the amount of College & Career Readiness points earned by the students' respective campuses.

**Staff Responsible for Monitoring:** Director of Multilingual Services

**Results Driven Accountability**

### Strategy 15 Details

**Strategy 15:** Special Education: The district will use the research-based district curriculum as a framework for all core content areas. Purposeful planning for differentiation will be developed in collaboration with Special Education, C&I, CTE, Advanced Academics, the Office of Academic Support and Campus Instructional Coaches.

Specially designed instruction is utilized for dyslexia instruction that includes Wilson, Basic Language Skills, Esperanza, and Reading by Design.

Unique Learning Systems, STAR, SOLER, and LINKS curriculum is used for students who require TEKS prerequisite skills to support STAAR Alt.

**Strategy's Expected Result/Impact:** State Assessment:

By the end of the 2023-24 school year, students receiving special education services will demonstrate increased performance on the STAAR exam, by 3% in Approaches, 3% in Meets, and 3% in Masters.

By the end of the 2023-24 school year, students receiving TEKS prerequisite curriculum will demonstrate a performance level of Satisfactory or Accomplished.

**Staff Responsible for Monitoring:** Director of Special Education

### Strategy 16 Details

**Strategy 16: Highly Mobile and At-Risk:** All students who meet one of the fifteen at-risk criteria will be identified by the campus and their individual needs for additional academic or supportive services will be reviewed. Any student identified as "at-risk" will be provided with accelerated instruction to meet their academic needs to support grade promotion and/or graduation. Students who meet the criteria as students who are homeless or in foster/substitute care will be identified by campus counselors and provided with the resources to support school and life success.

**Strategy's Expected Result/Impact:** 100% of students meeting the "at-risk" criteria as defined by the TEA will be identified in PEIMS.

100% of students identified as being either a student in substitute (Foster) care or a student who is homeless, will be provided with Free School Nutrition meals, transportation to/from the school of origin, emergency resources as allowed by the TEA, and referrals to community resources within 5 days of identification.

**Staff Responsible for Monitoring:** Director of Federal Programs / Director of Student Information Systems

### Strategy 17 Details

**Strategy 17: Pregnancy Related Services:** The district Pregnancy, Education and Parenting Program provides support services, including Compensatory Education Home Instruction (CEHI), to pregnant and parenting students. The PEP staff collaborates with other programs including Early Head Start, Texas State University, counselors, case managers, educators, and other staff who support pregnant and parenting students in their completion of requirements needed for graduation while learning to manage the responsibilities of parenthood. These services continue to be administered while the student is receiving CEHI services. A TEA Waiver is on file for CEHI services to be provided face-to-face in small groups on campus.

**Strategy's Expected Result/Impact:** 100% of students served with PEP/PRS CEHI services will be provided education in the following areas: all course subjects required for promotion/graduation, child development, parenting, job-related skills, college and career readiness, and community services.

**Staff Responsible for Monitoring:** Pregnancy, Education, and Parenting Program (PEP) Coordinator

**Goal 2:** Hays CISD is dedicated to the safety, mental health, and engagement of all students and staff.

**Performance Objective 1:** A safe environment must include secure facilities, staff and student training, access to mental health supports, opportunities for all students to be engaged in their school community, and our adopted standard response protocol. The district will partner with local, state, and federal entities to ensure preparedness related to School Safety and Security.

**Evaluation Data Sources:** Safety and Security: The Board will receive a brief narrative posted in the Board Blog addressing the updated EOP, including plans for a cybersecurity coordinator along with an overview of district safety protocols and training by the end of September.

Social Emotional Learning: All campuses will implement Social Emotional Learning (SEL) strategies with fidelity and embed SEL best practices across all academic areas. The district will capture information about the SEL Program implemented at each campus. Campuses will track and monitor student participation in extracurricular/club participation, and the district will track discipline and attendance on an ongoing basis. SEL information will be presented in December 2023 to provide a district-wide update.

### Strategy 1 Details

**Strategy 1: Student Safety:** The Chief Safety and Security Officer will provide oversight and support to meet the safety and security needs of Hays CISD. Areas of focus for 2023-2024 will include establishing strong communication channels with area emergency operations departments, managing the School Resource Officer program, providing safety and security training, managing security coverage, ensuring district compliance with the revised safety standards, and conducting required safety audits.

**Strategy's Expected Result/Impact:** All campuses will be trained on and fully implement the Navigate 360 Silent Panic Alert Technology by December 2023.

By December 2023, each instructional facility will have a lockbox installed to allow first responders to enter the building in the event of an emergency situation.

By May 2024, each instructional facility will be fully mapped with layers to include fire, safe weather areas, evacuation/staging areas, and a tactical response map.

By May 2024, MSDS sheets will be available in every classroom and district building to ensure the proper procedures are available to staff and students for handling or working with a particular substance.

All campuses will complete all mandatory drills by the end of the 2023-2024 school year.

100% of all district and campus personnel will complete all mandatory training, including the following modules: Standard Response Protocol (SRP); Automated External Defibrillators (AED); Bloodborne Pathogen Exposure & Prevention; Bullying Recognition & Response; Child Abuse Identification, Intervention, & Mandatory Reporting; Copyright Infringement; Diversity & Inclusion; FERPA; Health Emergencies - Allergies and Epinephrine Administration; Sexual Harassment; Sexual Misconduct; Student Alcohol & Substance Abuse; MKV; and Youth Suicide Awareness and Prevention.

**Staff Responsible for Monitoring:** Chief Safety and Security Officer

### Strategy 2 Details

**Strategy 2: Social Emotional Learning:** In alignment with the Texas Education Agency's Safe and Supportive Schools initiative, the district will continue to enhance positive campus climates through SEL models and program delivery that support the 5 competencies of the CASEL framework: self-awareness, self-management, relationship skills, responsible decision-making, social awareness.

**Strategy's Expected Result/Impact:** 100% of campuses will implement SEL programs and student-focused initiatives.

Effective implementation of SEL programs will be assessed each semester, to include some of the following best practices:

- \* Delivery of SEL lessons with consistency and alignment with the program guidelines. (This may include a regular data review as part of the SEL curricular tools unique to the student focused program in place on each campus);
- \* Assuring that students (5th-12th) are accessing the student SEL survey within SchoolLinks and that the needs identified from the survey, which is aligned with the key tenets of the CASEL model, are being used to inform next steps and needed interventions;

\*Growing our Mentoring relationships are a key focus across the district due to its direct positive impact on cultivating a supportive and nurturing school community. Thus, through combined efforts, the Dept. of Guidance & Counseling will strive to continue to grow mentoring relationships across campuses, by at least 15% this school year.

**Staff Responsible for Monitoring:** Director of Counseling and College and Career Readiness

### Strategy 3 Details

**Strategy 3: Mental Health and Suicide Prevention:** The district will provide counseling and mental health services to support identified student needs regarding early mental health intervention, suicide prevention, conflict resolution, and drug/violence prevention and intervention. Counselors and mental health professionals will integrate best practices on grief-informed and trauma-informed care in effectively addressing the needs of students. The district will enter into MOUs with Communities in Schools, UT Austin, School of Social Work, St. Edward's University MAC Program, Seedling Foundation, TCHAT Program/Dell Children's, Hill Country-MHDD, Cenikor Drug Prevention and other partnering agencies for additional support. The district will continue to train staff in suicide prevention and youth Mental Health First Aid, share the updated Suicide Action Plan, and obtain training for our Hays CISD Mental Health Crisis Response Team.

**Strategy's Expected Result/Impact:** No later than the end of September 2023, counselors will present to campus staff about suicide prevention, referrals and protocols, and the CPS reporting process.

100% of all counseling and Mental Health staff will complete the ASIST Suicide Risk Assessment & Response Training by January 2024.

95% of the Counselors, Administrator designee, nurses, and all other mental health professionals at all campuses, including all other MH Professionals that provide additional support district-wide; will complete Psychological First Aid Training through Hill Country-MHDD by May 2024.

To ensure that the largest number of HCISD staff have the tools and knowledge base to recognize the signs of a student experiencing a mental health crisis or that may potentially be in need of counseling support, as a district we are committed to assuring that the number of staff trained in Youth Mental Health First Aid will increase by 25% by May 2024.

Principal and/or designees (admin designee for violence/discipline related incident) and counselor & Mental Health Professionals (for self-harm/mental health concerns) will address alerts that are raised through Lightspeed and/or Hays HopeLine with immediate and consistent follow-through 100% of the time. Documentation is also required to be completed on the Navigate 360 platform.

**Staff Responsible for Monitoring:** Director of Counseling and College and Career Readiness

#### Strategy 4 Details

**Strategy 4: Increasing Student Attendance:** The district will support multi-tiered intervention systems. The district Attendance Intervention Specialists will collaborate with students at risk of dropping out and stakeholders to provide intervention, support, and a plan for the school year. The district and campuses will work together to ensure that pupils with attendance problems are identified as early as possible to provide appropriate support services and interventions. Together, district and campus teams will identify and respond to grade level and pupil subgroup patterns of chronic absence and truancy, and they will identify and address factors contributing to chronic absenteeism and habitual truancy, including suspension and expulsion.

The district will focus on creating a culture that links attendance and academic achievement by unpacking the data, providing professional development, engaging parents, and working with community providers to identify strategies to remove barriers to attendance.

**Strategy's Expected Result/Impact:** The district will improve from a 92.68% BOY attendance rate to a 96% attendance rate in May 2024.

**Staff Responsible for Monitoring:** Director of Student Services

#### Strategy 5 Details

**Strategy 5: Student Engagement:** The district will encourage the participation of students in extra-curricular activities and clubs, both in person and virtually. The district will implement the 100% Hays motto to provide a vision for engagement.

**Strategy's Expected Result/Impact:** The district will increase the number of students participating in extra-curricular activities as evidenced by the overall engagement score on the K12 Insight Survey question "I participate in extra-curricular activities" increasing from 2.68 to at least 3.0.

**Staff Responsible for Monitoring:** Deputy Academic Officers

#### Strategy 6 Details

**Strategy 6: Athletics:** Facilities improvement/additions, streamline/align structure and systems, promote and support campus and district identity, and promote, encourage, and support coaching mentoring capacity.

**Strategy's Expected Result/Impact:** Athletics/pre-athletics participation rates in grades 6-12 will increase by 4% from our current 22-23 school year level of 38% to 42% in the 2023-2024 school year.

**Staff Responsible for Monitoring:** Director of Athletics

#### Strategy 7 Details

**Strategy 7: Fine Arts:** Increase enrollment and participation to align with the "100% Hays" philosophy. Run audit of enrollment to ensure all secondary students are meeting the fine arts course requirements.

**Strategy's Expected Result/Impact:** To build fine arts programs, at the end of 2023-24, overall fine arts enrollments will increase by 5% from 18,642 to 19,574. This will require retention of current students and increased recruitment activities especially for incoming sixth and ninth graders.

During 2023-2024, an audit will continue collecting data of meeting the TAC requirement of taking fine arts in middle school.

**Staff Responsible for Monitoring:** Director of Fine Arts

**Goal 3:** Hays CISD is dedicated to treating everyone with respect and dignity.

**Performance Objective 1:** The district will foster a welcoming culture of positive engagement and public service. Our district is committed to customer service with timely and effective communication.

**Evaluation Data Sources:** The Board will receive timely updates on community and staff outreach. An employee engagement survey will be given and the Board will see the results AND how they will be addressed.

Staff will receive targeted training, after a process review, in the areas of customer service and community relations. HCISD will develop strategies and systems to make this the best place to work, and the plan will be presented to the Board in November.

During the December and June Board meetings, the board will receive a report of the recommendations made to Dr. Wright by the Diversity Advisory Council. Progressive Educational Opportunities such as co-curricular, experiential learning, etc.

#### Strategy 1 Details

**Strategy 1: School Community Involvement:** The Communication Department will continue to excel at an award-winning level in providing essential services including: news and communication, media relations, district customer service, community relations, volunteer services, foundation support, website and emergency alert systems, district special events and projects, elections, public information, district photography and digital media services, awards and recognition, district advertising initiatives, intergovernmental relations, interdepartmental support, and support for the Board of Trustees. The Communication Office at Hays CISD will lead a number of projects and outreach activities this school year to engage the Hays CISD community with the district and its 26 campuses.

**Strategy's Expected Result/Impact:** The Communication office will support the work of the Hays Education Foundation to provide opportunities to engage the local community in financially supporting the innovative ideas of Hays CISD teachers through mini-grant awards during the 2023-2024 school year.

Through the use of the district website, social media resources, and local media outlets (radio, newspaper, and television), the Communication office will highlight district staff and student successes and the focus on fighting fentanyl throughout the school year.

The Communication office will engage with the District Leadership Team (DLT) and other stakeholder groups to develop the next series of academic calendars (2024-2025 and 2025-2026) to present to the Board of Trustees for consideration and possible adoption.

As the district continues to open new facilities to accommodate student population growth, the Communication office will engage with the community during the naming, ribbon cutting, and rezoning processes to ensure that stakeholders have the opportunity to provide input to the district.

The Volunteer Coordinator will continue to grow the Volunteers in Public Schools (VIPS) Program, ensuring that every VIP receives a badge and tracks their volunteer hours using that badge during the 2023-2024 school year.

**Staff Responsible for Monitoring:** Volunteer Coordinator; Communications Director

### Strategy 2 Details

**Strategy 2:** Family Engagement / Parent Involvement: Campuses and district departments will provide a variety of opportunities throughout the school year to engage parents in the education of their students. All parents will receive regular updates about their student's academic progress and related needs (Progress Reports, Report Cards, MTSS progress report, etc). Parents will be provided advance notice of upcoming events via multiple methods of communication (school newsletter, campus/district websites, social media) and in languages understood by parents. Parent engagement events may include College and Career Planning Events, Parent Literacy classes, Transition events (5th to 6th grade and 8th to 9th grade), Math and Literacy nights, and social-emotional learning events.

**Strategy's Expected Result/Impact:** By the end of May 2024, each campus will hold at least 3 parent engagement events and the district will hold at least 2 events.

By the end of May 2024, each Title I Schoolwide campus will have held an Annual Title I Meeting (offered twice before November 2023) and a Spring Title I Evaluation Meeting (offered twice before June 2024), and all meeting documentation will be uploaded into the Title I electronic folder.

**Staff Responsible for Monitoring:** Director of Federal Programs

### Strategy 3 Details

**Strategy 3:** Attract and Retain Highly Qualified Staff: Human Resources will develop career opportunities within Hays CISD for students, employees, and individuals from other industries who aspire to become educators.

**Strategy's Expected Result/Impact:** The department will increase customer satisfaction by 7% by June 30, 2024, to meet the department customer service expectations and values. This goal will be measured using our end of year survey, administered by K12 Insight.

**Staff Responsible for Monitoring:** Chief Human Resources Officer

# State Compensatory

## Budget for District Improvement Plan

**Total SCE Funds:** \$7,988,000.00

**Total FTEs Funded by SCE:** 0

### **Brief Description of SCE Services and/or Programs**

The District will use the direct services portion (55%) of its SCE budget to fund an Intervention teacher as well as an Instructional Coach at each campus to support the academic needs of at-risk students. The interventionists will provide direct small-group instruction support to students identified through the MTSS process or through the review of prior year STAAR results (HB 4545). Instructional Coaches will support the Core Content Teachers by providing direct instructional and coaching support so that students receive high-quality differentiated instruction in those STAAR-tested content areas. The District will also fund a supplemental Outreach Counselor (Mental Health Professional) at each Comprehensive High School to support the needs of students that extend beyond the capacity of the regular campus counselors. The District will also support a PEP program including instructional services as well as a Child Care Center for students who are also parents or who are becoming parents. The non-administrative expenses at both the Live Oak Academy, a drop-out recovery campus for students at-risk of not graduating, and the Impact Center, a DAEP campus, will be funded with State Compensatory Allotment funds. Finally, each campus will receive an additional allotment of SCE funds to support the HB1416 (Required Accelerated Instruction), SEL, and any additional needs of at-risk students as identified in the Campus Needs Assessment and documented in their CIP.

# Title I

## 1.1: Comprehensive Needs Assessment

The Comprehensive Needs Assessment is housed in Plan 4 Learning for the LEA and for each campus.

## 2.1: Campus Improvement Plan developed with appropriate stakeholders

The District and each Campus plan is developed in collaboration with all required stakeholders. Meeting documentation can be found in Title 1 crate and online at [hayscisd.net/DLT](https://hayscisd.net/DLT)

## 2.2: Regular monitoring and revision

The district and each campus review the progress on the strategies in their improvement plans at the end of each 9 weeks. Following each of these reviews, campus leaders are required to present these progress reviews to their CLTs for input and possible revision of the CLT strategies. The quarterly reviews can be found embedded in the CIP/DIP in Plan4Learning. CLT documentation can be found in Plan4Learning, and DLT documentation can be found on the Hays CISD website at [hayscisd.net/DLT](https://hayscisd.net/DLT).

## 2.3: Available to parents and community in an understandable format and language

All CIPs and the DIP are made available in English and in Spanish on the [Hayscisd.net](https://hayscisd.net) website, and hard copies are available at the Hays CISD Central Administration Building located at 21003 IH 35 Frontage Rd., Kyle TX. Each campus's CIP can also be found on the Campus website.

## 2.4: Opportunities for all children to meet State standards

Hays CISD and each Title 1 campus actively plan for student success through the selection of high-quality instructional materials, professional development that is based on data and aligned to student and teacher needs, student-focused data-driven instruction, Professional Learning Communities, and PBIS strategies and mental health supports to encourage student success. Many of these activities are supplemental activities, funded using Title 1 funds, and documented in the CIP in relation to the strategies they support.

## 2.5: Increased learning time and well-rounded education

All Title 1 campuses balance academic learning time with enrichment through Specials and elective classes that support a well-rounded education. Specials classes at the elementary level include PE, Music, Technology, and Social Emotional Learning. All elementary campuses also have student clubs to increase enrichment opportunities, with the clubs varying based on teacher skills and student interest. At the middle school level, students have access to a range of Elective Courses including Athletics, Orchestra, Choir, Band, Mariachi, Robotics, and Art. Each middle school also offers afterschool clubs to support student enrichment, with these clubs being driven by student interest. All campuses K-8 offer Intervention in Math and Reading provided by a certified teacher in a pull-out setting, and all middle school campuses offer additional learning time afterschool through tutorials with their teachers.

## 2.6: Address needs of all students, particularly at-risk

Students who meet one or more of the 15 at-risk criteria set out by the TEA are identified in PEIMS by the PEIMS clerk and Campus Counselor. These students are provided additional services and supports through State Compensatory Education funds, MKV funds, or other dedicated funds to meet their needs. Services and supports may include additional tutoring or academic intervention, supplemental counseling, emergency supplies and clothing, and community referrals. Campus staff listen to students and families, and

they respond to student needs as they become aware of them. District MKV and Counseling staff as well as Clothes Closet and HaysHope2Go volunteers are available to support campus teams and students whenever necessary. Hays CISD recognizes that in order for students to be academically successful, the district must address the needs of the whole student.

### **3.1: Annually evaluate the schoolwide plan**

The Title 1 Plans are embedded in the LEA and each Campus Improvement Plan. The plans are reviewed quarterly with a final summative evaluation completed in June. The summative evaluation reviews the effectiveness of Title 1, SCE, and other federal grant expenditures (Including ESSA, Perkins, IDEA, etc.) on increasing student achievement. The evaluation reviews are embedded in the DIP and CIPs in Plan4Learning. These reviews inform the CNA and funding priorities for the coming year.

### **4.1: Develop and distribute Parent and Family Engagement Policy**

The LEA and each Title 1 campus develop or revise their PFE Policy and annual activities each Spring at the SBDM (CLT/DLT) meeting. These policies are translated into Spanish, and then the PFE policy is made available on the Campus/District website with hard copies made available at the Hays CISD Administration Building in the Federal Programs office.

### **4.2: Offer flexible number of parent involvement meetings**

Each campus is required to hold at least 6 parent involvement over the course of the school year. The Fall Title 1 meeting is offered on at least two dates, and the same is true for the Spring Parent Engagement evaluation meeting. The LEA will offer a variety of Parent Involvement activities in coordination with other Federal Programs and Departments including CTE, Multilingual, MKV, Counseling and Mental Health, Special Education, and MTSS/Dyslexia. Campuses upload meeting documentation into Title Crate.

### **5.1: Determine which students will be served by following local policy**

N/A

# Addendums

## **Hays CISD**

### **2023- 2024 District Improvement Plan**

### **Policy & Procedure Document List**

A person wishing to view any of these documents, may request them by emailing [stephanie.norris@haysicsd.net](mailto:stephanie.norris@haysicsd.net), Hays CISD Director of Federal Programs. Further, anyone requiring an accommodation, including language translation, for one of these documents should make that request to the Director of Federal Programs.

#### **Bullying Prevention**

- Bullying Procedures, from the Hays CISD Parent-Student Handbook
- HCISD Bullying Webpage
- FFI (Local)
- FFI (Legal)

#### **Child Abuse and Neglect**

- Hays CISD Child Abuse and Trafficking (from 2024 Parent-Student Handbook)

#### **Coordinated Health Program**

- Hays CISD Wellness Plan

#### **Decision-Making and Planning Policy Evaluation**

- DLT Website Information
- BQA Legal
- BQA Local

#### **Disciplinary Alternative Education Program (DAEP)**

- Impact Student Handbook
- FOC (LEGAL)

#### **Dropout Prevention**

- Dropout and Truancy Procedures

#### **Dyslexia Treatment Program**

- Dyslexia in Hays CISD

#### **Gifted and Talented Services**

- Hays CISD GT Handbook
- Hays CISD GT Plan

## **Job Description for School Resource Officers and Security Personnel**

- Hays CISD SRO Job Duties
- Security Guard Job Description

## **Title I, Part C Migrant**

- Migrant PFS Action Plan

## **Multi-tiered System of Support Program**

- HCISD MTSS Process

## **Recruiting Teachers and Paraprofessionals**

- 2023-2024 Professional Development plan

## **School Library Programs**

- FRS Librarians Framework
- HCISD Library Overview

## **Section 504 Services**

- Section 504 Referral Procedures

## **Student Welfare: Discipline/Conflict/Violence Management**

- Hays CISD Student Parent Handbook
- Hays CISD Student Code of Conduct

# Hays CISD Student Achievement Goals 2023-2024



	STATE 2023 RESULTS			HAYS CISD 2023 RESULTS			2023-2024 DISTRICT GOAL		
	App	Me	Ma	App	Me	Ma	App	Me	Ma
3 Reading	77	51	20	78	52	21	81	54	22
3 Math	72	44	19	75	44	18	78	46	19
4 Reading	78	47	21	80	52	24	83	54	25
4 Math	70	47	22	72	47	22	75	49	23
5 Reading	81	56	28	84	62	33	87	62	33
5 Math	79	50	21	83	49	20	86	51	21
5 Science	64	34	15	68	38	17	71	40	18
6 Reading	76	51	22	78	53	23	81	55	24
6 Math	74	38	15	75	38	14	78	40	15
7 Reading	77	52	26	77	54	27	81	56	28
7 Math	61	35	10	51	22	2	54	24	3
8 Reading	82	56	27	85	59	28	88	60	29
8 Math	74	44	16	78	51	18	81	53	19
8 Science	72	45	16	76	49	18	79	51	19
8 Soc. Stu.	60	31	15	65	33	16	68	35	17
English I	71	54	14	77	60	17	80	60	18
Algebra I	78	45	24	84	57	34	87	59	35
Biology	89	58	22	92	64	25	92	64	26
English II	74	56	9	79	62	9	82	62	10
US History	95	71	39	95	74	43	95	74	43

**At or Above State**

2023-2024 goals are based on an increase of 3% at the Approaches Level, 2% at Meets, and 1% at Masters over Spring 2023 results. With the complete redesign of all STAAR assessments starting in the Spring of 2023, these are our new baseline percentages. When a subject reaches 90% Approaches, 60% Meets, or 30% Masters, our goal is to maintain those high percentages in future years.

## Hays CISD Academic Growth Goals

	2023	2024	2025
Reading	66%	76%	85%
Math	71%	78%	85%

62/77% of all students making growth in 2024 should return the district's rating to an 87 or higher. Our goal of 85% for 2025 should result in an "A" rating for the district. **#GrowthForAll**

# College and Career Readiness



		Class of 2022		Class of 2023 (Estimated)		Class of 2024 Goal	
		# Met	%age	# Met	%age	# Met	%age
<b>TSI Criteria (Met TSI criteria in BOTH ELA/Reading and Mathematics)</b>		<b>445</b>	<b>31</b>	<b>550</b>	<b>31</b>	<b>558</b>	<b>34</b>
<b>TSI Criteria ELA/Reading</b>	<b>Met TSI criteria for at least one indicator in ELAR</b>	<b>660</b>	<b>45</b>	<b>941</b>	<b>53</b>	<b>918</b>	<b>56</b>
	<b>Met TSIA criteria - ELAR</b>	271	19	267	15	295	18
	<b>Met SAT criteria - ELAR</b>	520	36	640	36	640	39
<b>TSI Criteria Math</b>	<b>Met TSI criteria for at least one indicator in Math</b>	<b>471</b>	<b>32</b>	<b>589</b>	<b>33</b>	<b>590</b>	<b>36</b>
	<b>Met TSIA criteria - Math</b>	243	17	242	14	279	17
	<b>Met SAT criteria - Math</b>	251	17	320	18	344	21
<b>AP/IB Examination</b> Met criterion score on an AP/IB exam in any subject		<b>284</b>	<b>19</b>	<b>276</b>	<b>15</b>	<b>295</b>	<b>18</b>
<b>Dual Course Credits</b> Earned credit for ≥ 3 hours in ELA or Maths or 9 hours in any subject		<b>133</b>	<b>9</b>	<b>203</b>	<b>11</b>	<b>TBD</b>	<b>TBD</b>
<b>Industry-Based Certifications</b> Earned an IBC from approved list while in high school		<b>403</b>	<b>28</b>	<b>949</b>	<b>53</b>	<b>820*</b>	<b>50*</b>
<b>OnRamps Dual Enrollment Course</b> Completed an OnRamps course & qualified for ≥3 hours of university/college credit in any subject		<b>17</b>	<b>1.0</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>

\*The calculation of IBCs will change over each of the next 3-4 years to ensure students are completing certain coursework.

## HB 3 Required Goals (5 Year Plan)

	Grade 3 Reading (Meets GL)				
	2021	2022	2023	2024	2025
All Students	46%	52%	52%	54%	56%
Hispanic	37%	42%	44%	47%	50%
African American	38%	23%	41%	44%	47%
White	63%	73%	67%	69%	71%
Asian	42%	63%	72%	74%	76%
Special Education	20%	25%	21%	24%	27%
EB	27%	29%	34%	37%	40%
EcoDis	31%	38%	40%	43%	46%

	Grade 3 Math (Meets GL)				
	2021	2022	2023	2024	2025
All Students	31%	38%	44%	46%	48%
Hispanic	22%	32%	36%	39%	42%
African American	32%	23%	26%	29%	32%
White	47%	62%	63%	65%	67%
Asian	42%	71%	74%	76%	78%
Special Education	16%	20%	19%	22%	25%
EB	16%	24%	32%	35%	38%
EcoDis	24%	28%	31%	34%	37%

	Met CCMR Criteria*				
	2021	2022	2023	2024	2025
All Students	51%	51%	57%	59%	61%
Hispanic	47%	46%	52%	55%	58%
African American	39%	45%	52%	55%	58%
White	64%	63%	70%	72%	74%
Asian	63%	53%	65%	67%	69%
Special Education	69%	62%	69%	72%	75%
EB	34%	30%	45%	48%	51%
EcoDis	44%	42%	50%	53%	56%

## TELPAS

	2024 GOAL
1st GRADE	54%
2nd GRADE	46%
3rd GRADE	51%
4th GRADE	47%
5th GRADE	57%
6th GRADE	43%
7th GRADE	55%
8th GRADE	52%
9th GRADE	40%
10th GRADE	36%
11th GRADE	23%
12th GRADE	50%

TELPAS Writing changed how TEA calculated the English Language Proficiency (ELP) for 2023. We will not get a 2023 ELP for state percentages. 2023 TELPAS Composite scores are the new baseline for our 2024 ELP goals.

## CIRCLE Reading & Math

	2023 EOY On Track	2024 EOY GOAL
Pre-K	74%	77%

## mCLASS Reading

	2023 EOY* TIER 1	2024 EOY GOAL
ENG LIT - K	56%	59%
ENG LIT - 1	59%	62%
ENG LIT - 2	57%	60%
SPN LIT - K	79%	82%
SPN LIT - 1	68%	71%
SPN LIT - 2	71%	74%

## MAP Math

	2023 EOY** TIER 1	2024 EOY GOAL
MATH - K	55%	58%
MATH - 1	49%	52%
MATH - 2	48%	51%

\*For Teacher Incentive Allotment procedures, the 2023 EOY was district-administered. To ensure our TIA procedures remain consistent, mCLASS BOY and EOY will be district-administered.

\*\*NWEA MAP was first administered in the 2022-2023 SY. As with other goals, we will set the baseline data with 2023 EOY MAP Growth %s..

## **Hays CISD Title II Prioritization of Funds**

Hays CISD uses a variety of data sources to inform its use of Title II funds to ensure that all activities are aligned to support students in meeting the challenging state standards. These data sources include, but are not limited to, the following: student achievement data, T-TESS and T-PESS data, teacher and administrator evaluation feedback from in-district training sessions, DLT (SBDM) input, campus CLT input, and staff surveys on Professional Development needs.

All Professional Development activities that are paid for with Title II funds are part of larger professional development plans for the individual staff (T-TESS/T-PESS), for the campus (CIP), or for the district (DIP and LEA Professional Development Plans). The Director of Professional Development works to ensure that all professional learning is part of ongoing PD initiatives and instructional coaching activities rather than standalone one-day training events.

Title II funds are prioritized to meet the needs of Hays CISD campuses with the highest percentages of low-income students and campuses that have been identified for school improvement.

In June, the Director of Professional Development along with the input of the Curriculum and Development team will review the impact of the district Title II activities to determine their effectiveness and impact on student learning and teacher effectiveness. This evaluation will be documented in the Summative review of the District Improvement Plan.

For 2023-2024, Hays CISD will use Title funds to support the following initiatives:

- School Leader Coaching for all 4 Title I campuses identified for School Improvement (These funds will supplement the ESF Grant funds received by the 4 campuses. This coaching will supplement the Coaching provided by the Vetted Improvement Partner.)
- Student-focused Coaching – districtwide – for Teachers and Instructional Coaches.
- New Teacher Mentors/Instructional Coaches (1.5 FTEs) to provide ongoing 1:1 support and small group professional learning for teachers in the district who are new to the profession.
- Just in Time Professional Development offered throughout the year to targeted teacher groups at key points in the curriculum or assessment cycle. Title II funds may be used to support contracted presenters and substitute teachers for teachers to be able to attend the trainings.
- Math Professional Development to support teachers in increasing student achievement in math.
- Summer Planning to pay master teachers from across the district to come together to review student data and then revise the district's curriculum planning documents and targeted lessons to increase teacher effectiveness and student achievement.

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

Date: October 23, 2023

Agenda Item: M.3

Board Goal: Student Achievement

Subject: Consideration and possible approval of the Statement of Work Contract between E3 Alliance and Hays CISD

Administrator Responsible/Position: Marivel Sedillo, Deputy Superintendent / Chief Academic Officer  
Stephanie Norris, Director of Grants and Federal Programs

**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 request approval of a statement of work contract for E3 Alliance to serve as the vetted partner for Hays CISD's Effective Schools Framework (ESF) Grant for the 2023-2024 and 2024-2025 school years.

**D. Summary:**

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

Hays CISD was awarded the Effective Schools Framework (ESF) grant by the TEA for 2023-2025 to support its Title I campuses that were identified as requiring Targeted Support. This grant requires that each grant recipient have a partner organization to lead their school improvement work under the grant. Each campus had the opportunity to choose a partner that would best meet their campus's school improvement needs, and each campus chose E3 Alliance based on prior collaboration.

**E. Scope of Options Reviewed:**

**Contract Information:** Allied States Cooperative / Region 19 Contract #19-7332

**Length of Contract:** This is a one-year contract to continue through the lift of the grant.

**Reasons for rejecting alternatives:** E3 Alliance best meets the needs of each campus based on the campus' completion of the ESF self-assessment and their prior experience with E3 Alliance.

**F. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:

**G. Administrative Recommendation:**

Staff recommends approval of the statement of work contract, as presented

**H. Fiscal Impact and Cost: Amount: \$280,000 Total (\$140k in 23/24, \$140k in 24/25)**

Budget                       Bond 2023                       Grant/Special Funds: ESF Grant                       Other

Future/Ongoing: This service will be a recurring cost for the two-year life of the grant. (\$140k in 23/24, \$140k in 24/25)

**I. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action:** Marivel Sedillo, Deputy Superintendent / Chief Academic Officer

**Evaluation method and time line:**

**Next report to the board:**

**J. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the statement of work contract with E3 Alliance, for a total amount of \$280,000, for services to be provided in the 2023-2024 and 2024-2025 school years, as presented.

**Statement of Work: Contracted Services for the Effective Schools Framework (ESF)-Focused Support Grant for Armando Chapa Middle, DJ Red Simon Middle, Dr. T.C. McCormick Middle, and Laura B. Wallace Middle Schools at Hays Consolidated Independent School District.**

This Statement of Work provided by E3 Alliance for acceptance by Armando Chapa Middle, DJ Red Simon Middle, Dr. T.C. McCormick Middle, and Laura B. Wallace Middle Schools at Hays CISD is in effect July 8, 2023 through August 31, 2025 to provide contracted services related to the ESF-Focused Support Grant from the Texas Education Agency for the 2023-24 and 2024-25 school year.

**Fee Summary and Payment Schedule**

Multiple E3 Alliance workshops, coaching visits, and other supports (see table below) beginning on July 8, 2023 and ending August 31, 2025 will be provided for Armando Chapa Middle, DJ Red Simon Middle, Dr. T.C. McCormick Middle, and Laura B. Wallace Middle School staff for a price of \$140,000 per year and \$280,000 both years following the payment schedule below. Should any work or deliverables be substantively changed from the outline of this document, the project budget will be reviewed by both parties before proceeding. E3 Alliance requests payments be made electronically. E3 Alliance’s W-9 and electronic payment information will be provided.

ESF-Focused Support Grant Contracted Services  
Payment Schedule

<b>Invoice Date</b>	<b>Amount</b>
October 2023	\$70,000
April 2024	\$70,000
October 2024	\$70,000
April 2025	\$70,000

**E3 Alliance Responsibilities and Deliverables**

E3 Alliance will be responsible for supporting the campus in their Web-based Improvement Plans by providing professional development, facilitation of school teams, and coaching aligned to the identified ESF priority levers the school identified in their grant application. The following is the scope outlined in the table based on the option selected for the ESF-Focused Support Grant.

<b>Support Scope</b>	<b>\$35,000/ year (\$70,000 total)</b>
<b>In-person Coaching Visits</b>	5 per year
<i>One-on-one or group coaching for campus leaders and/or teachers to support focus areas</i>	
<b>Professional Learning Session(s)</b>	1 per year
<i>Campus determines topic and audience, includes time for immediate application</i>	
<b>Virtual Coaching Sessions</b>	as needed
<i>One-on-one or group coaching sessions to monitor implementation and problem solve</i>	
<b>Data and Artifact Collection</b>	Ongoing
<i>Guidance with root cause analysis, strategic use of data, and documentation of progress</i>	
<b>Professional Learning Sessions Aligned to ESF Success Criteria for Focus Lever</b>	Ongoing
<i>Access to a series of virtual deep-dives into ESF Essential Action Success Criteria offered through the year</i>	

### District & Campus Responsibilities

- Identify a primary Point of Contact (POC) at the district and/or campus for all logistics and planning.
- Identify a Financial POC at the district and/or campus to work through for all invoicing and payments.
- Collaborate, calendar and finalize schedule of professional learning sessions, coaching sessions and other supports with E3 Alliance.
- Campus leaders and Principal Supervisor identify participants to attend the workshops, coaching sessions and other supports and ensure participation. Provide a list of participants with emails to E3 Alliance.
- Collect and share data and artifacts critical to monitoring progress on the web-based improvement plan including campus assessments (Common Assessments, Benchmarks, Reading and Math Screeners, STAAR scores). As well, other data might be shared depending on the campus improvement plan, including but not limited to surveys, attendance data, discipline data, classroom observation data, PLC agendas, and Faculty meeting agendas and outcomes/decisions.

- If applicable, provide a district location/facility for professional learning and coaching sessions with A/V capabilities, table supply boxes and table seating for all workshop participants.
- Provide Continuing Education/Professional Learning credit to participating school and district personnel.
- In follow up meetings with schools throughout the school year, monitor and support action plans developed in order to support the focused campus improvement efforts.
- Notify E3 Alliance implementation team of significant personnel changes (Principals, Assistant Principals, Instructional Coaches, Principal's Supervisor and other key staff related to improvement efforts) and participate in planning for sustainability of improvement efforts taking into account such staff changes.
- Complete post-professional learning session surveys when applicable. Also, allow staff to provide quotes, testimonials, and pictures/video reflecting on ESF work, following district policies for student privacy.

### **Protection of Sensitive Data**

E3 Alliance acknowledges and agrees that if confidential information is so identified and disclosed by the district, E3 shall hold all such confidential information in the strictest confidence as a fiduciary and shall not sell, transfer, publish, disclose, display or otherwise make available to any third person such confidential information or any portion thereof without the express written consent of the district. Each party shall each use their best efforts to protect the confidentiality of all such information consistent with the manner in which they protect their most confidential business information.

E3 Alliance further agrees to abide by all requirements of the Family educational rights and Privacy Act (FERPA; specifically, protections under Federal Law 20 USC, Section 1232g and implementing federal regulations found in 34 CFR, part 99 and State Law). Under such regulations, E3 will maintain confidentiality of applicable data, whether or not it is marked as such, and will not permit access of such data to person not authorized, and will report any known instances of missing data or data that has been inappropriately shared. District will ensure that all FERPA-protected data to be provided by the district to E3 Alliance will be provided in a secure format per E3 instructions.

### Other Terms and Conditions

- E3 Alliance has commercial general liability, automobile liability, and umbrella liability insurance coverage.
- E3 Alliance screens and performs background checks on employees and contractors that operate on school campuses and may come into contact with students.
- All reports and work products related to the project and related processes, statistical methods and inventions, including all Intellectual Property Rights therein, remain owned by E3 Alliance. E3 hereby assigns to the District full rights to use delivered work products associated with this project for use in supporting student performance improvement.
- Cancellation and Rescheduling Policy: The Client acknowledges and understands that timely cancellations and rescheduling of services are crucial for efficient planning and resource allocation by the Service Provider. Therefore, the following policies apply:
  - a. Cancellation: If a Client cancels a scheduled service within 48 hours of the planned date and time of that service, the Client must pay the Service Provider the full cost of the canceled service. If both parties are available, the service may be rescheduled at equivalent additional cost.
  - b. Rescheduling: If the client needs to reschedule a planned service, they must do so at least 48 hours ahead of the data and time of the planned service with a written notice. A mutually available reschedule data will be determined at no additional cost. However, the Client is allowed no more than two reschedules less than two weeks of planned delivery. If more than two planned service dates during the period of this contract, and within two weeks of scheduled service delivery, must be rescheduled by the Client, the Client will be charged.

Acceptance of this Statement of Work:

By:

---

Name: Dr. Eric Wright  
Title: Superintendent  
Hays Consolidated Independent School District

By:



---

Susan Dawson  
President and Executive Director  
E3 Alliance

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 23, 2023

Agenda Item: M.4

Board Goal: Community Relations

Subject: Consideration and possible adoption of Committee Recommendation of Attendance Zone for Elementary School #16

Administrator Responsible/Position: Tim Savoy, Chief Communication 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:**

Policy FC (Local) details the process for establishing a new attendance zone.

**D. Summary:**

**Previous board action relating to this item** – Empaneling the attendance zone committee; public forms

**Background information** –

In May 2022, Hays CISD voters approved a bond measure that included the construction of the district's 16th elementary school. When it opens in August 2024, it will need an attendance zone. In July 2023, the Hays CISD Board voted to empanel an Attendance Boundary Rezoning Committee comprised of 14 citizens to advise and assist the Board in the process of creating an attendance zone for the new school. Ultimately, 12 of the positions on the committee were filled by trustee appointments. The committee met in September and held the first public forum on September 28, 2023, regarding a map the committee developed (known as Map Plan G). Following the forum and feedback on the district's electronic 'Zone Talk' communication channel, the committee voted to adopt Map Plan G as its recommendation. Of the 12 members on the committee, 10 members cast a vote regarding the plan. Among the 10 who voted, Map Plan G was unanimously adopted by the committee as its recommendation. In addition to the map lines, Map Plan G is also recommended by the committee with the caveats that: (1) affected students entering 5<sup>th</sup> grade be grandfathered an allowed to stay at their current school should they choose to do so, and (2) remaining affected students, including siblings, be given first priority for transfers to remain at their existing campuses if they do not wish to attend school at their new campus. The second public forum, as required by Board local policy, is embedded in the Board's October workshop meeting on Tuesday, October 17, 2023.

**E. Monitoring and Reporting Timeline:**

**Person responsible for evaluating this decision or action** – Tim Savoy, Chief Communication Officer

The full process with supporting materials is enshrined on the Hays CISD website at: [www.hayscisid.net/zone2023](http://www.hayscisid.net/zone2023). Upon adoption of an attendance zone map for Elementary #16, the results will be communicated to parents, students, and employees.

**G. Attachments:**

Map G with accompanying student population projections, and additional information.

**F. Suggested Motion:**

I move that the Hays CISD Board of Trustees adopt the committee recommended amendments to the district's elementary school attendance zone boundaries as presented in Map G, as discussed and presented.

# Map Plan G

## The 2023 Hays CISD Zoning Committee Recommendation

October 3, 2023

Map G is the seventh map option created to accommodate Elementary School #16. Maps A – E were developed as starting-point maps, which are required by local Board policy. The committee created maps F and G.

### Map Plan G highlights:

- The numbers at Negley are nearly perfect, keeping the campus steady at about 900 a year.
- The numbers at Elementary #16 are good and workable for the target period of five years. There will be future opportunities with the additions of elementaries 18 through 20 in future bonds to continue to make zone adjustments around the district if needed. When comprehensive high school #4 opens in either 2028 or 2029 (provided it passes a bond), the district will likely have to do a comprehensive, top-to-bottom review of all zone maps at that time to clean up high school feeder patterns.
- Map G is the simplest and least disruptive way to make changes to create a zone for Elementary #16. There are no students outside the current Negley zone who are affected and there are no recommended changes to middle school and high school maps. This means all students will continue to go to Barton MS and Hays HS.
- The Map G package addresses most of the public concerns and issues that arose during the zoning process and that were submitted to 'Zone Talk' or presented during the first public forum, including keeping Mountain City at Negley and allowing 4<sup>th</sup>-graders to remain at Negley for their 5<sup>th</sup> grade year.

### Notations from Process:

- The Elementary #16 zone based on this map plan is not contiguous. To make the map contiguous would require moving planning unit #22 (depicted on the map) to Elementary #16. There are currently seven elementary students living in that planning unit. The committee felt it not necessary to disrupt the seven students simply to make the attendance zone aesthetically pleasing (continuous) on the map.
- Efforts to include the entirety of the current and future Plum Creek and Plum Creek North sections in the Negley zone to avoid splitting a neighborhood were not successful. To fit the entirety of the current and future Plum Creek development into Negley would require including planning unit #116 (parts A and B) and planning unit #113 (parts A and B) in the Negley zone. Even if those were the only planning units assigned to Negley, the population would, within two years, exceed 1,000 students at Negley, leaving it as crowded as it currently is and above the campus capacity. Variations of attempting to keep all of Plum Creek together were discussed or tested in previous versions of the attendance zone maps (maps A to E). The committee determined that the current, unconstructed northern-most portion of Plum Creek North should be zoned to Elementary #16. This will need to be addressed at a future zone meeting, but Elementary #16 can accommodate the growth until about 2029 or 2030. There is a future elementary site located in Plum Creek North that could be considered as an option for construction at the start of the 2030s.
- The Buda and Elm Grove student populations will likely need to be leveled at some point during the next decade. The committee explored moving the northern-most portion of Plum Creek North, along with parts of the current Buda attendance zone into Elm Grove (Map F), but ultimately decided that the extensive moves affecting students so far away from Elementary #16 were outside of the scope of the charge of this committee. The committee determined the district's larger leveling needs would be better addressed during a future rezoning process in the second half of the current decade.

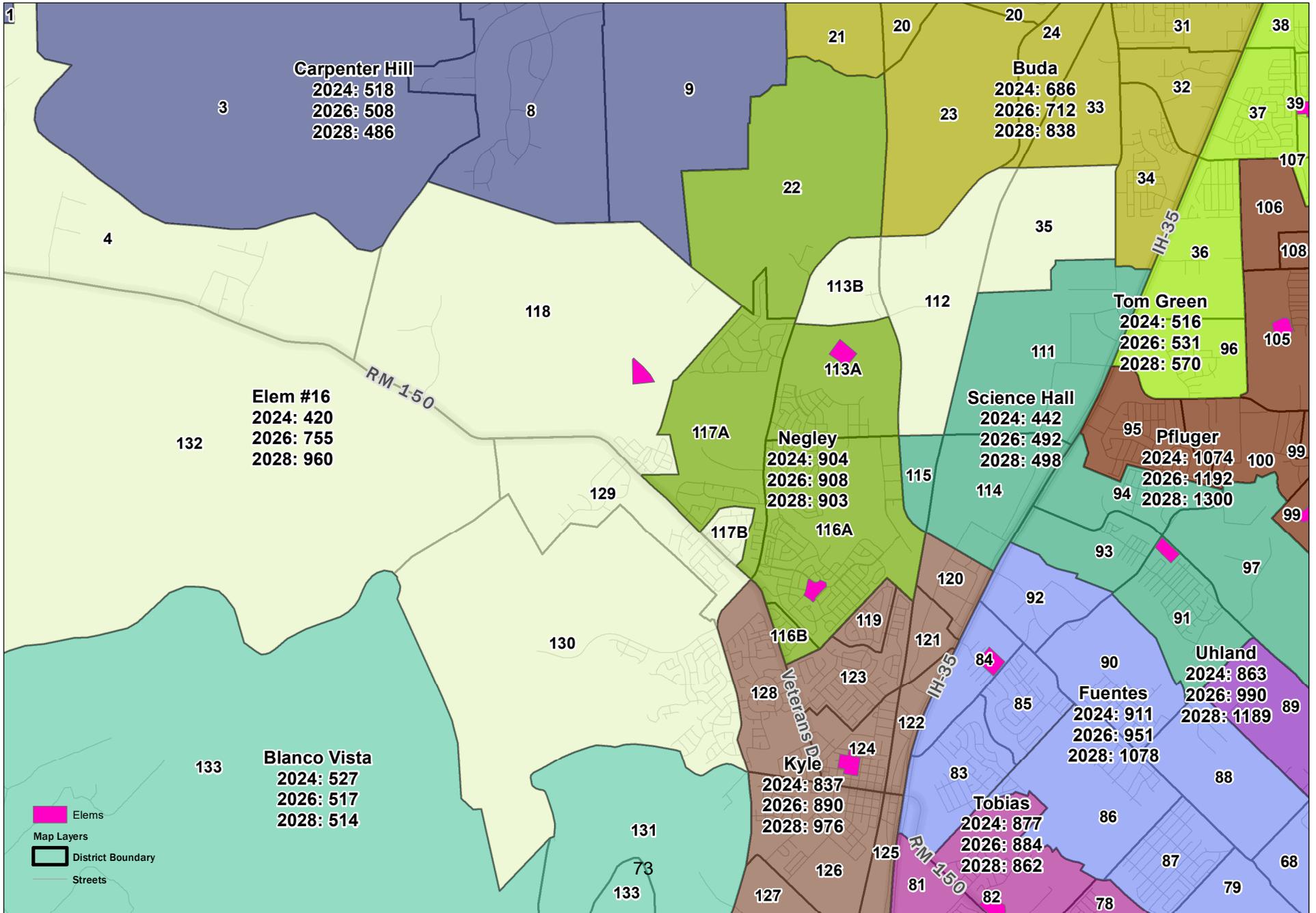
### Attachments:

Map G

Projected Student Population Chart for Map G

# Elementary Option G - Projected Geocoded EE-5th

Hays CISD





	Transfers	2024	2025	2026	2027	2028	2029	2030	2031	2032
<b>Blanco Vista</b>										
Students Projected	268	527	522	517	506	514	523	543	569	598
Students Projected w Trans		795	790	785	774	782	791	811	837	866
Practical Capacity		800	800	800	800	800	800	800	800	800
Percent Utilization		99%	99%	98%	97%	98%	99%	101%	105%	108%
Student Margin		5	10	15	26	18	9	-11	-37	-66
<b>Buda</b>										
Students Projected	-6	686	692	712	758	838	925	1038	1154	1273
Students Projected w Trans		680	686	706	752	832	919	1,032	1,148	1,267
Practical Capacity		900	900	900	900	900	900	900	900	900
Percent Utilization		76%	76%	78%	84%	92%	102%	115%	128%	141%
Student Margin		220	214	194	148	68	-19	-132	-248	-367
<b>Carpenter Hill</b>										
Students Projected	87	518	523	508	487	486	482	489	501	512
Students Projected w Trans		605	610	595	574	573	569	576	588	599
Practical Capacity		800	800	800	800	800	800	800	800	800
Percent Utilization		76%	76%	74%	72%	72%	71%	72%	74%	75%
Student Margin		195	190	205	226	227	231	224	212	201
<b>Elm Grove</b>										
Students Projected	-5	656	636	599	585	581	569	569	574	579
Students Projected w Trans		651	631	594	580	576	564	564	569	574
Practical Capacity		982	982	982	982	982	982	982	982	982
Percent Utilization		66%	64%	60%	59%	59%	57%	57%	58%	58%
Student Margin		331	351	388	402	406	418	418	413	408
<b>Kyle</b>										
Students Projected	-136	837	846	890	936	976	1001	1032	1052	1076
Students Projected w Trans		701	710	754	800	840	865	896	916	940
Practical Capacity		770	770	770	770	770	770	770	770	770
Percent Utilization		91%	92%	98%	104%	109%	112%	116%	119%	122%
Student Margin		69	60	16	-30	-70	-95	-126	-146	-170
<b>Negley</b>										
Students Projected	-12	904	919	908	903	903	893	894	901	909
Students Projected w Trans		892	907	896	891	891	881	882	889	897
Practical Capacity		967	967	967	967	967	967	967	967	967
Percent Utilization		92%	94%	93%	92%	92%	91%	91%	92%	93%
Student Margin		75	60	71	76	76	86	85	78	70
<b>Science Hall</b>										
Students Projected	163	442	481	492	499	498	492	491	494	497
Students Projected w Trans		605	644	655	662	661	655	654	657	660
Practical Capacity		720	720	720	720	720	720	720	720	720
Percent Utilization		84%	89%	91%	92%	92%	91%	91%	91%	92%
Student Margin		115	76	65	58	59	65	66	63	60
<b>Elem 16</b>										
Students Projected	0	420	585	755	860	960	1064	1169	1247	1322
Students Projected w Trans		420	585	755	860	960	1,064	1,169	1,247	1,322
Practical Capacity		900	900	900	900	900	900	900	900	900
Percent Utilization		47%	65%	84%	96%	107%	118%	130%	139%	147%
Student Margin		480	315	145	40	-60	-164	-269	-347	-422

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 23, 2023

Agenda Item: M.5

Subject: Consideration and possible approval of the Schematic Design for 2023 Bond Bid Package 3 for Improvements 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 safe, clean facilities.

**D. Summary:**

Previous board action relating to this item –

In April 2023, the Board granted the Superintendent authority to assign minor 2023 Bond projects to the district's architects, either O'Connell Robertson or Huckabee.

Future action anticipated -

Background information –

The 2023 Bond Bid Package 3 contains provisions for the following improvements:

- Hays HS scope includes HVAC, roofing, boiler replacement, additional parking and parking repair, walkway cover, and a new weight room.
- Barton MS scope includes roofing and parking repair.
- PAC scope includes roofing.

Huckabee will present SD documents for the new weight room and other project elements.

Bartlett Cocke will provide an SD cost estimate.

**F. Comments Received:**

- Cabinet                       DLT                       FBOC                       Teacher Org. Reps.                       Other - Principals

**G. Administrative Recommendation:**

The administration recommends the board approve the SD package, as presented.

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

- Budget – General Operating Fund                       2023 Bond                       Grant/Special Funds                       Other

	Original Budget	Schematic Design
<b>Construction</b>	\$14,295,525	\$18,080,665
<b>Architect</b>	\$1,000,687	\$1,265,647
<b>FFE</b>	\$1,000,687	\$1,000,687
<b>Infrastructure and Fees</b>	\$536,082	\$536,082
<b>Contingency</b>	\$1,036,426	-\$3,013,675
<b>Total</b>	\$17,869,406	\$17,869,406

**I. Monitoring and Reporting Timeline:**

Person responsible for evaluating this decision or action: Max Cleaver, COO  
Nate Wensowitch, Director of Planning and Construction

Evaluation method and timeline:  
Next report to the Board:

<b>Milestone</b>	<b>Anticipated Date</b>
Discussion of SD	September 2023
Consideration of SD	October 2023
Consideration of DD	January 2024
Consideration of CD	March 2024
Consideration of GMP	April 2024
Substantial Completion	June 2025

**J. Suggested Motion**

I move that the Hays CISD Board of Trustees approve the Schematic Design for 2023 Bond Bid Package 3 for improvements at Hays High School, as designed by O'Connell Robertson and estimated by Bartlett Cocke Construction, as presented.

**2023 Bond  
Bid Package 3 Accounting 231011**

	Original Budget	SD	Estimate 2	GMP
Construction	\$14,295,525	\$16,733,096		
Architect	\$1,000,687	\$1,171,317		
FFE	\$1,000,687	\$1,000,687		
Infr and Fees	\$536,082	\$536,082		
Contingency	\$1,036,426	-\$1,571,776		
Total	\$17,869,406	\$17,869,406		

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

Date: October 23, 2023

Agenda Item: M.6

Subject: Consideration and possible approval of the Schematic Design for 2023 Bond Bid Package 5 for Improvements at Dahlstrom Middle School and Wallace 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:**

Provide safe and clean facilities.

**D. Summary:**

**Previous board action relating to this item –**

In April 2023, the Board granted the Superintendent authority to assign minor 2023 Bond projects to the District's architects, OCR or Huckabee

**Future action anticipated –**

**Background information –**

The 2023 Bond contains provisions for the replacement and repair of select HVAC equipment, roof systems and parking areas at Dahlstrom MS and Wallace MS per the schematic design documents produced by O'Connell Robertson (OCR). Additionally, the DMS scope includes a new drive loop on the north side of the site connecting to Carpenter Hill Drive.

The purpose of this agenda items is to familiarize you with bid package 5 and to seek approval for the long lead-time HVAC equipment in order to make the Summer 2024 work schedule.

OCR and Jackson Construction have provided SD documentation and a schematic design construction estimate for your review.

Staff anticipates discussing this item with the FBOC on October 18, 2023.

**E. Comments Received:**

Cabinet       DLT       FBOC       Teacher Org. Reps.       Other:

**F. Administrative Recommendation:**

Staff recommends approval of the SD package as presented.

**G. Fiscal Impact and Cost: Amount: See Below**

Budget       Bond 2023       Grant/Special Funds       Other

	Original Budget	Schematic Design
Construction	\$9,595,150	\$10,787,559
Architect	\$671,660	\$623,685
FFE	\$671,660	\$0
Infrastructure and Fees	\$359,818	<b>\$359,818</b>
Contingency	\$695,648	\$691,098
Total	\$11,993,937	\$12,462,160

**H. Monitoring and Reporting Time Line:**

Person responsible for evaluating this decision or action: Max Cleaver, Chief Operations Officer  
 Nate Wensowitch, Dir. Planning and Construction

Evaluation method and time line:

Next report to the board:

Suggested Milestones	
Consideration of SD	October 2023
Consideration of DD and GMP 1 (Long-Lead items)	November 2023
Consideration of CD for Remaining Project	January 2023
Consideration of GMP 2 for Remaining Project	March 2024

**I. Suggested Motion:**

I move the Hays CISD Board of Trustees approve the Schematic Design for 2023 Bond Bid Package 5 for improvements at Dahlstrom Middle School and Wallace Middle School, as designed by OCR and estimated by Jackson Construction, as presented.

**2023 Bond**  
**Bid Package 5 Accounting 231011**

<b>Bid Package 5</b>	<b>Original Budget</b>	<b>SD</b>	<b>Estimate 2</b>	<b>GMP</b>
Construction	\$9,595,150	\$10,869,691		
Architect	\$671,660	\$760,878		
FFE	\$671,660	\$0		
Infr and Fees	\$359,818	\$359,818		
Contingency	\$695,648	\$3,550		
Total	\$11,993,937	\$11,993,937		

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 23, 2023

Agenda Item: M.7

Board Goal: Community Relations

Subject: Consideration and possible approval of the 2023 Bond Bid Package 11 Purchase of a Turn-Key Lighting Project at Hays High School and Barton Middle School – Musco Lighting

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 clean, safe facilities.

D. Summary:  
 **Previous board action relating to this item**  
 On June 26, 2023, the Board approved CEI for design services for high school baseball and softball artificial turf installation projects.  
 On July 24, 2023, the Board approved the design intent for all three high schools.  
 On August 28, 2023 the Board approved a construction contract with Paragon Sports Company (PSC) for the installation of artificial turf at Hays and Johnson High Schools.  
 On September 25 the Board Approved a construction contract with PSC for the installation of artificial turf and baseball softball venue upgrades at Lehman HS

**Future action anticipated -**

**Background information –**  
 The 2023 Bond contains provisions for Athletic improvements at three high schools including the installation of artificial turf on three baseball and three softball fields, improvements to LHS baseball and softball venues, track and retaining wall, and sports lighting improvements at Hays HS (tennis) and Barton MS (tennis and stadium) with an estimated total project budget of \$15,147,210, referred to as Bid Package 11.  
 In an attempt to complete the baseball and softball projects by January 15, 2024, staff recommends the following schedule and project packaging:

June 2023	Board Assigns Engineer
June-July 2023	Begin design process for JHS and HHS
	Begin design process for LHS (Addl site requirements and water line coordination)
	Begin design process for Athletic Lighting
July 2023	Seek Design Intent approval for all High Schools
August 2023	Seek approval of construction contract for JHS and HHS
September 2023	Seek approval of construction contract for LHS and Athletic Lighting
October 2023	Start construction
January 2023	Substantial completion

Due to the compressed schedule, the proposal opening is scheduled for Monday, August 21, 2023 which is the same day as the Board Workshop. Staff will open the proposals, develop a draft tabulation, and provide it to the BOT at the time of the meeting. Five staff members scored the proposals, identified Paragon Sports Group as the best value, and began negotiations

Staff presented this portion of the project (HHS and JHS) to FBOC on August 23, 2023 and explained that the cost overruns from this project could be absorbed by other projects. There was no dissention on that concept. Staff worked exclusively with PSC to develop the Lehman HS construction proposal to ensure all three schools receive the same quality installation.

The LHS project was discussed at the FBOC on September 20, 2023. The committee reached consensus (11 yes, 1 no) to move forward with a deficit budget.

The purpose of this agenda item is to seek approval for the sports lighting components of the bid package

The sports lighting scope includes the replacement of existing light poles and fixtures with new Musco Brand LED equipment. This portion of the project is in budget as shown on the following tab.

	<b>Sports Lighting HHS and BMS Budget</b>	<b>Sports Lighting Estimate</b>
Construction	\$652,589	\$690,342
Architect	\$32,629	\$34,517
FFE	\$0	\$0
Infrastructure and Fees	\$24,472	\$24,472
Contingency	\$106,045	\$66,405
Total	\$815,736	\$815,736

**E. Scope of Options Reviewed:**

**Contract Information:** BuyBoard 677-22 Parks and Sports Field Lighting Products and Installation

**Length of Contract:**

**Reasons for rejecting alternatives**

**F. Comments Received:**

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

**G. Administrative Recommendation:**

Staff recommends approval of the construction contract, as presented

**H. Fiscal Impact and Cost: Amount: See Bid Package 11 accounting detail**

Budget     Bond 2023     Grant/Special Funds     Other

See Bid Package 11 Cost Estimate Tab and 2023 Bond Accounting Look-ahead for details.

**I. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action:** Max Cleaver, COO

Nate Wensowitch, Dir. Planning & Const.

Lance Moffett, Athletic Director

**J. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the purchase of a turn key lighting project at Hays HS and Barton MS from Musco lighting in the amount of \$690,342, as presented.

Date: September 28,2023  
Expiration date: December 28,2023

Project: Hays CISD  
Musco Project Numbers: 216536 & 216537

BuyBoard

Master Project: 218434, Contract Number: 677-22, Expiration: 09/30/2023  
Commodity: Parks and Sports Field Lighting Products and Installation Services

All purchase orders should note the following:  
BuyBoard purchase – Contract Number: 677-22

Quotation Price – Materials Delivered to Job Site and Installation

<b>Per Plans &amp; Specifications -</b> .....	<b>\$ 665,342</b>
<i>*At Barton Middle School football field &amp; tennis courts, Hays High School Tennis Courts</i>	
<b>Contingency -</b> .....	<b>\$ 25,000</b>
<b>Total</b> .....	<b>\$ 690,342</b>
<b>Deduct: Retrofit Barton Football -</b> .....	<b>\$ -84,000</b>
<i>** In lieu of (4) new 70' poles, Musco would re-use the (6) existing 50' concrete poles.</i>	

Quote is confidential. Pricing is good for 90 days.

Light-Structure System™ with Total Light Control – TLC for LED™ technology

Guaranteed Lighting Performance

- Barton Middle School Football Guaranteed light levels of 30fc and uniformity of 2.5:1
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight
- Barton Middle School and Hays High School Tennis Guaranteed light levels of 50fc and uniformity of 2:1

System Description

- Factory aimed and assembled luminaries, including BallTracker® luminaires
- (24) Galvanized steel poles
- (24) Pre-cast concrete bases with integrated lightning grounding
- Pole length factory assembled wire harnesses
- Factory wired and tested remote electrical component enclosures
- UL listed assemblies

Light Control

- Industry leading spill and glare control to minimize off field light.

Control Systems and Services

- Control-Link® control and monitoring system to provide remote on/off and dimming (high/medium/low) control and performance monitoring with 24/7 customer support
- (4) Player-activated pushbutton control systems at Hays High School
- (1) Player-activated pushbutton control system at Barton Middle School

Operation and Warranty Services

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 25 years
- Support from Musco’s Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system



### **Payment Terms**

---

Musco's Credit Department will provide payment terms.

Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC  
Attn: Taylor Knoot  
Fax: 800-374-6402  
Email: musco.contracts@musco.com

**All purchase orders should note the following:  
BuyBoard purchase – Contract Number: 677-22**

### **Delivery Timing**

---

Approximately 6 - 8 weeks for delivery of materials to the job site from the time of submittal approval.

### **Notes**

---

Quote is based on following conditions:

- Shipment of projects at the same time, to deliver at each school.
- Structural code and wind speed = 2015 IBC, 115 mi/h, Exposure c, Importance Factor 1.
- Foundation design for Barton Middle School based on standard soil conditions – rock, bottomless, wet, or unsuitable soil may require additional engineering, special installation methods and additional cost
- Foundation design for Hays High School based on Furgo Geotechnical Report No. 04.30171024, dated August 10, 2017
- *In May 2023 Musco updated the photometry / lumen output and as a result we were able to reduce the fixture wattage from the initial design. Decreasing from 1500 watt to 1200 watt fixtures improved the overall lighting design and reduced the pole class on several poles.*

Thank you for considering Musco for your lighting needs. Please contact me with any questions or if you need additional details.

Tim Oordt  
Senior Sales Representative  
Musco Sports Lighting, LLC  
100 1st Avenue West – PO Box 808  
Oskaloosa, IA 52577, USA  
Phone: 512-658-6884  
E-mail: tim.oordt@musco.com

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 23, 2023

Agenda Item: M.8

Board Goal: Community Relations

Subject: Consideration and possible approval of the 2023 Bond Bid Package 11 for Athletic Improvements – Change Order for Artificial Turf Project

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 clean, safe facilities.

**D. Summary:**

**Previous board action relating to this item**

On June 26, 2023, the Board approved CEI for design services for high school baseball and softball artificial turf installation projects.

On July 24, 2023, the Board approved the design intent for all three high schools.

On August 28, 2023 the Board approved a construction contract with Paragon Sports Company (PSC) for the installation of artificial turf at Hays and Johnson High Schools.

On September 25 the Board Approved a construction contract with PSC for the installation of artificial turf and baseball softball venue upgrades at Lehman HS

**Future action anticipated -**

**Background information –**

The 2023 Bond contains provisions for Athletic improvements at three high schools including the installation of artificial turf on three baseball and three softball fields, improvements to LHS baseball and softball venues, track and retaining wall, and sports lighting improvements at Hays HS (tennis) and Barton MS (tennis and stadium) with an estimated total project budget of \$15,147,210, referred to as Bid Package 11.

In an attempt to complete the baseball and softball projects by January 15, 2024, staff recommends the following schedule and project packaging:

June 2023	Board assigns engineer
June-July 2023	Begin design process for JHS and LHS
	Begin design process for LHS (addl site requirements for water line coordination)
	Begin design process for Athletic Lighting
July 2023	Seek Design Intent approval for all High Schools
August 2023	Seek approval of Construction Contract for JHS and HHS
September 2023	Seek approval of Construction Contract for LHS and Athletic Lighting
October 2023	Start construction
January 15, 2023	Substantial Completion

Due to the compressed schedule, the proposal opening is scheduled for Monday, August 21, 2023 which is the same day as the Board Workshop. Staff will open the proposals, develop a draft tabulation, and provide it to the BOT at the time of the meeting. Five staff members scored the proposals, identified Paragon Sports Group as the best value, and began negotiations

Staff presented these two school projects to FBOC on August 23, 2023 and explained that the cost overruns from this project could be absorbed by other projects. There was no dissention on that concept. Staff worked exclusively with PSC to develop the Lehman HS construction proposal to ensure all three schools receive the same quality installation.

The LHS project was discussed at the FBOC on September 20, 2023. The committee reached consensus (11 yes, 1 no) to move forward with a deficit budget on that project.

The purpose of this agenda item is to seek approval for additional funds for sub-surface conditions discovered during the excavation process at Johnson HS and Hays HS

The engineering firm CEI has provided the following narrative:

Johnson High School Softball:

Subgrade conditions are as the Geotech report indicated and thus, no changes are anticipated there. Work is proceeding per the project documents.

Hays High School Softball:

Subgrade conditions are as the Geotech report indicated and thus, no changes are anticipated there. Work is proceeding per the project documents.

Johnson High School Baseball:

There is more topsoil than what is normal on this field and in varying depth. The Geotech report did not reference any topsoil, just a 4-foot-thick layer of low PI (15) fill material. It turns out, as far as the history we know and the evidence we see, that when the decision was made to change from synthetic turf to natural grass when the field was built, this led to a grade change in the field. The artificial turf field was graded at 0.5% (very flat) for artificial turf, and grass will not drain at that flat of grade, thus we assume the grade was increased to allow the natural grass field to drain.

However, if keeping the field turf ready was to be accomplished, the grade change should have been made using more flex base material. However, Paragon's excavations have shown that instead, standard soil (black loam with a PI in the mid-20s) was used. There is 24 inches of topsoil/fill dirt over the structural base behind home plate which then tapers out to only 6 inches at the outfield wall.

In order to bring this field back to being turf ready, the excess soil will have to be removed and additional select fill installed. We have instructed Paragon to proceed with the removal and stockpiling for re-use at Hays HS.

The estimated cost to perform this work is \$685,000. Staff will provide revised information in the next posting of this agenda item if additional information becomes available

Hays High School Baseball:

Paragon has dug test holes all over this field because the first hole they dug to determine how much structural base exists there showed that the expected 12 inches of select fill that is to be salvaged for re-use is there, However, deeper down there exists a layer of what appears to be burn pile or other landfill materials. As they have excavated multiple holes to investigate this, each hole has yielded organic material with contaminants such as charred wood and tire rubber. The test holes show that this layer exists between 3 feet and 8 feet deep near the outfield wall and tapers to nothing near the edge of the infield clay surfacing.

The geotechnical engineer is recommending the organic layer to be removed and replaced with standard fill material. Thus, we will include in our PR that we will issue to Paragon, the request to price the removal and disposal of this layer and replacement with standard fill dirt.

We have instructed Paragon to salvage all excess clean dirt from both Johnson and Hays to be used as this standard fill. Also, if the school has no short-term plans for the property west of the ballfields, I recommend that we have the Geotech drill a couple of borings back there to see if those soils could be harvested as standard fill for the baseball field, to avoid having to purchase it and import it. This merits additional discussion. The estimated cost to perform this work with imported fill is \$720,000. Staff will provide revised information in the next posting of this agenda item if additional information becomes available.

On October 10, 2023 the contractor, in conjunction with Hays Grounds, dug test holes at LHS to verify the accuracy of the subsurface investigation. If anomalies are found, staff will provide those details to the Board in the next posting of this agenda item.

**E. Scope of Options Reviewed:**

**Contract Information:** to be determined based on final selection

**Length of Contract:** to be determined based on final selection

**Reasons for rejecting alternatives**

**F. Comments Received:**

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

**G. Administrative Recommendation:**

Staff recommends approval of the construction contract, as presented

**H. Fiscal Impact and Cost:    Amount: See Bid Package 11 accounting detail**

Budget     Bond 2023     Grant/Special Funds     Other

See Bid Package 11 Cost Estimate Tab and 2023 Bond Accounting Look-ahead for details.

Future/Ongoing -

**I. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action:** Max Cleaver, COO

Nate Wensowitch, Dir. Planning & Const.

Lance Moffett, Athletic Director

**J. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve a change order for 2023 Bond Bid Package 11 for Artificial Turf to Paragon Sports Construction for additional base work at Johnson HS and Hays HS baseball fields in the amount of \$1,405,000, as presented.

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 23, 2023

Agenda Item: M.10

Board Goal: Community Relations

Subject: Consideration and possible approval of the Design Development for 2023 Bond Elementary School 17

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 safe and clean facilities.

**D. Summary:**

Previous board action relating to this item –

In April 2023, the Board assigned this project to Huckabee Architects.

On August 28, 2023 the Board approved SD for this project.

Future action anticipated –

Background information –

The 2023 Bond contains provisions for the construction of Elementary School 17 which will be located on Gristmill Road in the southeast portion of the District.

The school will be a prototype based on the Sunfield Elementary School (ES 15) design.

Huckabee has provided DD documentation for your review.

Bartlett Cocke will provide a DD cost estimate for the next posting. They have indicated the cost estimate is still tracking within budget.

**E. Comments Received:**

- Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:

**F. Administrative Recommendation:**

Staff recommends approval of the design to date.

**G. Fiscal Impact and Cost:    Amount: See Below**

- Budget     Bond 2023     Grant/Special Funds     Other

	Original Budget	SD
Construction	\$60,789,949	\$51,993,783
Architect	\$4,255,296	\$3,639,565
FFE	\$4,255,296	\$4,255,296
Infr and Fees	\$2,279,623	\$2,279,623
Contingency	\$4,407,271	\$13,819,169
Total	\$75,987,436	\$75,987,436

**H. Monitoring and Reporting Time Line:**

Person responsible for evaluating this decision or action: Max Cleaver, Chief Operations Officer  
Nate Wensowitch, Dir. Planning and Construction

Evaluation method and time line:

Next report to the board:

Suggested Milestones	
October 2023	Consideration of DD
November 2023	Consideration of GMP 1 for Long Lead Items
February 2024	Consideration of GMP 2 for Balance of Work
June 2025	Substantial Completion

**I. Suggested Motion:**

I move the Hays CISD Board of Trustees approve the Design Development for 2023 Bond Elementary School 17, designed by O'Connell Robertson and estimated by Bartlett Cock Construction, as presented.

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

Date: October 23, 2023

Agenda Item: M.10

Board Goal: Community Relations

Subject: Consideration and possible approval of an Electrical Utility Easement for the Pedernales Electrical Cooperative (PEC) at Wallace MS

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 clean and safe facilities.
- D. Summary:**  
 Previous board action relating to this item:  
 Future action anticipated:  
 Background information:  
PEC is requesting an electrical utility easement, as shown on the attached diagram, in order to improve electrical service in the Gregg Village area.
- E. Comments Received:**  
 Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:
- F. Administrative Recommendation:**  
Grant an easement to PEC
- G. Fiscal Impact and Cost: Amount: N/A**  
 Budget                       Bond                       Grant/Special Funds                       Other  
Prior Year Spending – not applicable  
Future/Ongoing – not applicable
- H. Monitoring and Reporting Time Line:**  
Person responsible for evaluating this decision or action: Max Cleaver, Chief Operations Officer  
Evaluation method and time line -  
Next report to the board -
- I. Suggested Motion:**  
I move the Hays CISD Board of Trustees grant an electrical utility easement to Pedernales Electric Cooperative at Wallace Middle School, as presented.

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

**RESOLUTION OF OCTOBER 23, 2023  
(PEDERNALES ELECTRIC COOPERATIVE, INC)**

WHEREAS, the Pedernales Electric Cooperative, Inc. (the “PEC”), has requested a utility easement (the “Utility Easement”) across a portion of the District’s property described Being Lots 1 BLK A, of Wallace M.S. & Gregg-Clarke Park, a subdivision in Hays County, Texas, according to the map or plat thereof recorded in instrument no.19033881, of the Plat Records in Hays County, Texas, (O.P.R.H.TX.), Texas; and, Location of right-of-way and easement hereby conveyed shall be limited to a strip of land twenty (20)feet in width, being ten (10) feet on each side of the centerline of all overhead facilities, with guying easements as needed, **or** as indicated on Exhibit “A”, attached hereto and incorporated herein for all pertinent purposes.

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;

1. It is therefore RESOLVED:  
That Will McManus, in his 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;

[Signature Page Follows]

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 \_\_\_\_\_, 2023. 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 \_\_\_\_\_, 2023.

\_\_\_\_\_  
Courtney Runkle  
Secretary, Board of Trustees

[EXHIBIT 1 FOLLOWS]

PASSED AND APPROVED \_\_\_\_\_, 2023.

\_\_\_\_\_  
President, Board of Trustees

ATTEST:

\_\_\_\_\_  
Secretary, Board of Trustees

(SEAL)

## EXHIBIT A

**UTILITY EASEMENT**

**THE STATE OF TEXAS**

§  
§  
§

**KNOW ALL MEN BY THESE PRESENTS:**

**COUNTY OF HAYS**

That \_\_\_\_\_ **HAYS CISD** \_\_\_\_\_, by and through  
(Company Name)  
\_\_\_\_\_, in the capacity of \_\_\_\_\_, and  
(Printed Name) (Title)

not individually, hereinafter referred to as "Grantor" (whether one or more), for and in consideration of ONE DOLLAR (\$1.00) in hand paid by PEDERNALES ELECTRIC COOPERATIVE, INC of Johnson City, Texas, have granted, sold, and conveyed and by these presents do grant, sell, and convey unto Pedernales Electric Cooperative, Inc. an easement and right-of-way as hereinafter described for the purpose of an electric distribution line consisting of variable number of wires, poles (made of wood, metal or other materials), telecommunication wires, props, guys, anchors, a variable number of secondary conductors, ground rods, ground clamps, transformers, cutouts, lightning arrestors and all necessary or desirable appurtenances at or near the general course which shall become fixed at the location installed by Pedernales Electric Cooperative, Inc. through, across, over and under upon the following described lands located in Hays County, Texas, to-wit:

Being Lots 1 BLK A, of Wallace M.S. & Gregg-Clarke Park, a subdivision in Hays County, Texas, according to the map or plat thereof recorded in instrument no.19033881, of the Plat Records in Hays County, Texas.

Location of right-of-way and easement hereby conveyed shall be limited to a strip of land twenty (20) feet in width, being ten (10) feet on each side of the centerline of all overhead facilities, with guying easements as needed, **or** as indicated on Exhibit "A", attached hereto and incorporated herein for all pertinent purposes.

Together with the right of ingress and egress over Grantor's adjacent lands to or from said right-of-way for the purpose of constructing, upgrading, reconstructing, inspecting, patrolling, hanging new wire on, maintaining and removing said lines and appurtenances; the right to relocate within the limits of said right-of-way; the right to remove from said lands all trees and parts thereof, or other obstructions which endanger or may interfere with the efficiency of said lines or their appurtenances.

Grantor warrants that Grantor is the owner of said property and has the right to execute this easement

TO HAVE AND TO HOLD the above described easement and rights unto Pedernales Electric Cooperative, Inc. and their successors and assigns, until said easement and rights shall be relinquished.

Grantor, Grantor's heirs and legal representatives do hereby bind themselves to warrant and forever defend all and singular the above described easement and rights unto Pedernales Electric Cooperative, Inc. their successors and assigns, against every person whomsoever lawfully claiming or to claim the same or any part thereof.

WITNESS my hand this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
(Printed Corporate or Business Name)

By: \_\_\_\_\_  
(Printed General Partner or Manager Name)

\_\_\_\_\_  
(Signature)

**THE STATE OF TEXAS**

**COUNTY OF \_\_\_\_\_**

BEFORE ME, the undersigned authority, on this day personally appeared

\_\_\_\_\_, acting on behalf of \_\_\_\_\_  
(Printed Name) (Printed Corporate or Business Name)

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 purposes and consideration therein expressed.

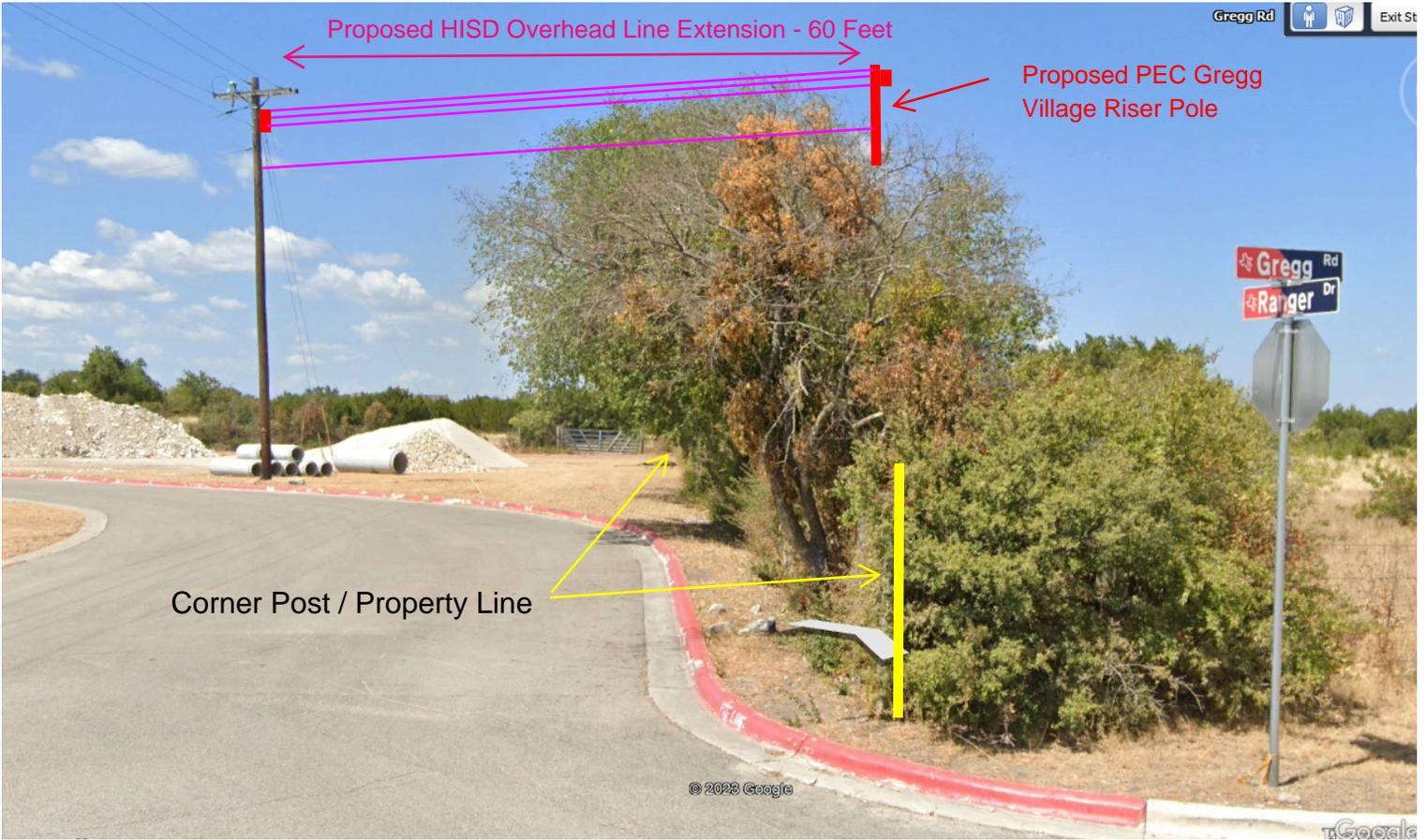
GIVEN UNDER MY HAND AND SEAL OF OFFICE this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

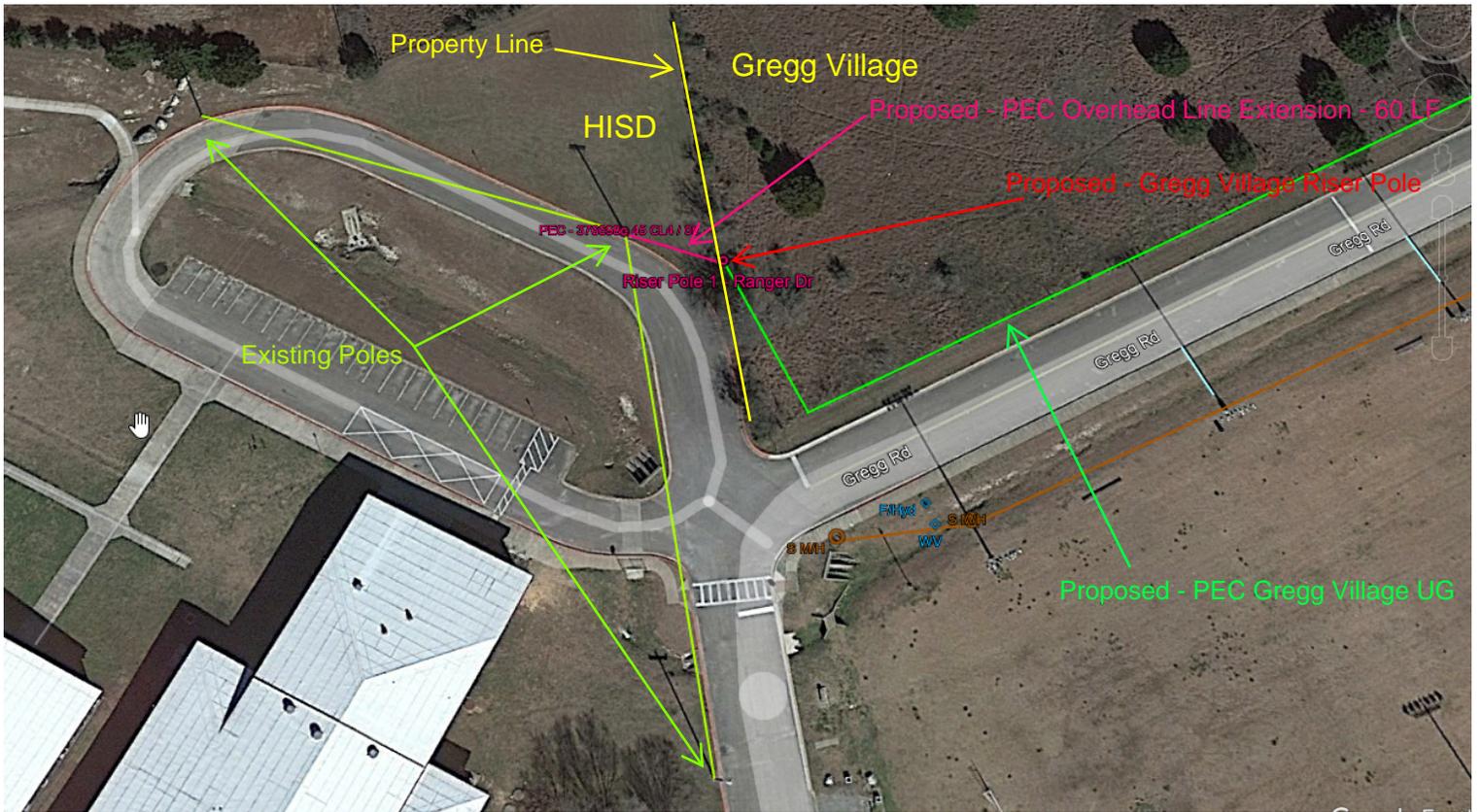
\_\_\_\_\_  
Notary Public in and for  
The State of Texas

Please Return to:

Pedernales Electric Cooperative  
Kyle Planning Department  
1810 FM 150 West  
Kyle, Texas 78640







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

Date: October 17, 2023

Agenda Item: N.1

Board Goal: Student Achievement / Community Relations

Subject: First Reading of the of the Hays CISD District of Innovation Plan for Five-Year Renewal

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

**A. Purpose of Agenda Item:**

Action needed

Information only

Receive input

**B. Authority for This Action:**

Local Policy: AF

Law or Rule

N/A

**C. Goal or Need Addressed:**

The current Hays CISD DOI Plan exists to support district goals aligned with student achievement for every student. A recommendation to renew our current DOI with no changes would enable the district to continue the plan for an additional five years.

**D. Summary:**

Previous board action relating to this item –

Future action anticipated – Adoption of Renewal of the current DOI Plan anticipated in October 2023

Background information – The renewal of the plan extends the plan for five more years. There are no proposed changes to the plan.

**E. Comments Received:**

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other: TIA Steering Committee

**F. Administrative Recommendation:**

No recommendation requested at this time. This is only for information.

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

Budget

Bond

Grant/Special Funds

Other

Prior Year Spending -

Future/Ongoing -

**H. Monitoring and Reporting Time Line:**

Person responsible for monitoring and reporting – Christina Courson, Chief Human Resources Officer

**I. Suggested Motion:**

No motion is requested for this agenda item. This is presented as information only.

# DOI PLAN PROPOSED FOR RENEWAL FOR 5 YEARS

This plan will be shared with the DLT and Hays CISD Board for review and consideration for renewal approval in October 2023.

There are no changes to the plan. The action to consider is focused solely on renewal.

Questions?  
Email [Christina.Courson@hayscisid.net](mailto:Christina.Courson@hayscisid.net)



## Hays CISD District of Innovation Plan Effective December 17, 2023 – December 17, 2028

### District Goals:

1. Hays CISD believes in the achievement of every student. The District will evaluate and address the individual needs of each student. Student performance will be evaluated in academics, college readiness, and career development. Our staff believes in the education of the whole child and knows that success is based on more than the results of a single test.
2. Hays CISD is dedicated to the safety social and emotional well-being of students and staff. A safe environment must include secure facilities, staff and student training, and our adopted standard response protocol. The district will partner with local and state entities to assure preparedness. Specific areas to be addressed are campus access, detecting and reporting possible threats, and building an environment of trust between adults and all students. Our Emergency Operations Plan is updated annually and followed throughout the district.
3. Hays CISD is dedicated to treating all stakeholders with respect and dignity. Cultivating great community and staff relations requires empathy, visibility, trust, and communication. Communication through all appropriate avenues is a priority, and staff will receive training in these areas. Our district is committed to increasing client engagement both internally and externally.

### Proposed Innovation:

*First Day of Instruction*

### TEC Code Requiring Exemption:

TEC §25.0811: A school district may not begin instruction for students for a school year before the fourth Monday in August.

### Innovation for HaysCISD:

*District Goals 1 of 2*

An exemption to this statute will provide the opportunity to develop a school calendar that positively impacts students by:

-  Balancing the disparity in the number of instructional days in each semester
-  Ending the first semester by Christmas break so that final exams for high school students do not extend beyond the break
-  Matching HaysCISD semesters to coincide with the calendar of colleges from which students are taking dual credit courses
-  Providing flexibility for students to enroll in summer school, internships, employment, and professional certification experiences
-  Allowing for more instruction time prior to state-mandated testing and retesting, as well as AP and SAT testing

This exemption will also support teacher growth by:

-  Supporting the adult learning model by providing ongoing professional development throughout the year
-  Allowing staff to prepare for the school year by decreasing the amount of professional development in August

#### **Implementation Considerations:**

-  The HaysCISD calendar committee will convene annually to collaboratively develop and recommend a district calendar that is designed to promote the effective delivery of classroom instruction and school/district operations.
-  Teacher contracts will remain at 187 days.

#### **Proposed Innovation:**

*CTE Teacher Certification*

#### **TEC Code Requiring Exemption:**

TEC §21.003: Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification (SBEC).

#### **Innovation for HaysCISD:**

##### *District Goal 1*

HaysCISD seeks to hire certified and highly qualified individuals for every teaching position. Currently, in the event the district cannot locate a certified teacher for a CTE position, the district must submit a request to the Texas Education Agency. TEA will then either approve or deny the request. At this time, non-certified professionals cannot be hired or paid without SBEC certification on file.

Because of the nature of Career and Technical Education courses at Hays HS, Johnson HS, and Lehman HS, the current certification requirements restrict the district's ability to hire CTE professionals with the most applicable experience and qualifications. Flexibility to establish local teacher certification requirements when hiring CTE teachers will allow the district to:

-  Select from a larger and more experienced candidate pool for CTE courses
-  Establish requirements for professionals transitioning to CTE education from other careers
-  Hire CTE teaching staff with industry-standard professional certifications, or those not currently certified in accordance with TEA standards

- Utilize the talents and skills of those in our community who would benefit the CTE needs of our students.

**Implementation Considerations:**

- Exemption from TEC 21.003 is limited to provide hiring flexibility in the specific instructional area of Career and Technical Education only. All other instructional staff are required to hold valid SBEC certificates and will receive Chapter 21 contracts in accordance with policy and law.
- HaysCISD will develop minimum required qualifications for individuals hired for such positions and will outline required professional development in the areas of student management, instructional strategies, curriculum, and parent engagement.
- HaysCISD will utilize the standard teacher salary schedule for CTE instructors.
- Parents will be notified when students are instructed by personnel without SBEC certification. Notification will include industry certifications held by the CTE instructor.

---

**Amendment 3 to Hays CISD District of Innovation Plan**

*Adopted following the process timeline: April 20, 2020*

**AREA OF INNOVATION**

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.

Exemption from: TEC §22.004(i)

Related Board Policies: HCISD CRD (LEGAL) and CRD (LOCAL)

Manner in which statute inhibits the goals of the plan

TEC §22.004 (i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Hays Consolidated ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a

lower cost. This provision is in direct contradiction to the wishes of the local Board of Trustees who represent community interests in this matter.

Innovation for HaysCISD:

Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

On January 27, 2020, the Board of Trustees adopted findings declaring that Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309.

---

## **Amendments 4-7 to Hays CISD District of Innovation Plan**

*Adopted following the process timeline: March 27, 2023*

### **Amendment 4**

Exemption from the due process including the notice and hearing to suspend a teacher without pay pending discharge of the teacher's employment. The timeline associated with suspending a teacher's pay pending a recommendation for termination can be unreasonable.

Related Statute: The board of trustees may suspend a teacher without pay for a period not to extend beyond the end of the school year pending discharge of the teacher. TEC §21.104(b) - In lieu of discharge or pending discharge, a school district may suspend a teacher without pay for good cause as specified by Subsection (a) for a period not to extend beyond the end of the current school year.

Related Board Policies: DFAA, DFBA

Innovation for HaysCISD: Increased control to suspend pay of an employee pending discharge that has already admitted or been convicted of a crime.

### **Amendment 5**

Exempt the District from state law regarding the maximum length of time an experienced teacher may be employed on a probationary contract. At the recommendation of the Superintendent, a probationary contract may be renewed for up to two additional one-year periods for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the District.

Related Statute: TEC §21.102(b) - The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

Related Board Policy: DCA

Innovation for HaysCISD: This innovation provides an extended period of time for an employee to remain employed on a probationary contract not to exceed two additional one-year periods as campus administration and district support personnel have an extended opportunity to evaluate academic performance in accordance with district adopted assessments and evaluation tools.

### **Amendment 6**

Exemption from the requirement to have Kinder - 3rd grade teachers and elementary principals attend a reading academy by the end of their first year. The district will ensure that teachers will complete the academies within 2 years of being hired or within 3 years in extenuating circumstances. This statute creates overwhelming requirements in the employee's first year.

Related Statute: TEC §28.0062(2)(A) - School districts and open enrollment charter schools must ensure that not later than the 2022- 2023 school year, each classroom teacher in kindergarten or first, second, or third grade and each principal at a campus with kindergarten or first, second, or third grade has attended a reading academy.

Related Board Policy: DMA

Innovation for HaysCISD: The innovation provides the district Kinder-3<sup>rd</sup> grade employees an extended period of time to complete required reading academy.

### **Amendment 7**

Expand the current certification exemption to include highly qualified out-of-state applicants. This option would be exercised by the Superintendent or designee when a highly qualified individual is coming from out of state and has yet to be certified by the State of Texas.

Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification.

Related Board Policies: DBA, DK

Innovation for HaysCISD: This innovation allows flexibility in hiring qualified out of state teachers to teach in their certified area while working on earning their Texas State Board of Education Certification.

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

Date: October 17, 2023

Agenda Item: N.2

Board Goal: Community Relations

Subject: First Reading of Proposed Revisions to Policy DEAA (Local)

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy: DEAA                       Law or Rule                       N/A

**C. Goal or Need Addressed:**

The purpose of the proposed revisions for DEAA (LOCAL) is to make clear that the incentive for early notice of retirement is truly the increase in salary the final year. The policy additionally provides information regarding payment for accumulated leave for retirees, which is the same whether or not one elects to provide early notice of retirement.

**D. Summary:**

- Previous board action relating to this item –
- Future action anticipated – Adoption of revised policy anticipated in October 2023
- Background information – In clarifying the payment for accumulated leave for retirees in DEC (LOCAL), the proposed revisions in DEAA (LOCAL) clarify that the incentive for early notice of retirement is the increase in salary the final year. The revisions provide mention of accumulated leave for retirees after presentation of that incentive and are aligned with DEC (LOCAL).

**E. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other: Legal Counsel and TASB

**F. Administrative Recommendation:**

No recommendation requested at this time. This item will be brought to the Board for approval in October 2023.

**G. Fiscal Impact and Cost:    Amount: n/a**

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 – Christina Courson, Chief Human Resources Officer

**I. Suggested Motion:**

No motion needed. This item is presented for information and discussion only.

## PROPOSED REVISIONS

### Stipend

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

### Supplemental Duties

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

### Incentive and Innovation Programs

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

### ~~Incentives Upon Retirement~~

#### Salary Increase for Last Year of Service

An eligible employee may elect to receive a salary increase for the employee's last year of service upon intent to retire from the District. ~~n incentive upon retirement:~~

~~1. Payment for accumulated leave days upon completion of his or her last year of service.~~

~~A salary increase for his or her last year of service.~~

An employee who intends to retire from the District shall be eligible for a salary increase under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.

2. The employee is retiring under the Teacher Retirement System of Texas (TRS).

3. The employee provides advance written notice of intent to retire by March 30 of the year preceding the school year of the effective retirement date.

4. The employee has at least five years of service with the District, including the current year.

The pay increase percentage shall be determined ~~by the employee's years of service with the District,~~ in accordance with the following:

1. At least 20 years of service shall receive a ten percent increase.

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(LOCAL)

2. At least 15 years of service shall receive a seven percent increase.
3. At least ten years of service shall receive a five percent increase.
4. At least five years of service shall receive a three percent increase.

Failure to ~~submit a resignation and~~ provide notice of intent to retire in accordance with this policy shall make the employee ineligible for ~~these~~ this incentives during or immediately following the originally intended school year of retirement. [See DFE(LOCAL)]

An employee may be required to repay a retirement incentive payment if the employee communicates an intent to retire under the ~~Texas Teacher Retirement System (TRS)~~ and receives incentive payments in accordance with this policy but does not retire in accordance with the notice and date provided by the employee.

Payment for  
Accumulated Leave  
Upon Retirement

~~Payment for  
Accumulated Leave  
Upon Retirement~~

An eligible employee may receive payment for accumulated leave upon retirement from the District. For provisions addressing eligibility for this payment, see DEC(LOCAL).

~~An employee who resigns from the District and provides notice of intent to retire under TRS shall be eligible for payment for accumulated state and local leave under the following conditions:~~

- ~~1. The employee's retirement is voluntary, i.e., the employee is not being discharged, nonrenewed, or asked to resign in lieu of such action.~~
- ~~2. The employee submits his or her resignation and provides advanced written notice of intent to retire by March 30 preceding the effective retirement date. The employee shall complete all work and/or contractual obligations through the last day of instruction.~~
- ~~3. The employee has at least five years of service with the District.~~
- ~~4. The employee has not previously retired under TRS.~~

~~An eligible employee who has at least five years of service with the District shall receive payment for each day of accumulated state and local leave, to a maximum of 50 days, at a rate of \$100 per day.~~

~~An eligible employee who has at least ten years of service with the District shall receive payment for each day of accumulated state~~

COMPENSATION PLAN  
INCENTIVES AND STIPENDS

DEAA  
(LOCAL)

Salary Increase in  
Last Year of  
Service

~~and local leave, to a maximum of 70 days, at a rate of \$100 per day.~~

~~An eligible employee who has at least 15 years of service with the District shall receive payment for each day of accumulated state and local leave, to a maximum of 90 days, at a rate of \$100 per day.~~

~~If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.~~

~~The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.~~

~~An employee who intends to retire at the end of the following school year may request a pay increase for the last year of service. The employee must submit his or her resignation and provide advanced written notice of intent to retire by March 30 of the year preceding the school year of the effective retirement date.~~

~~An employee who has at least five years of service with the District, including the current year, shall qualify for this incentive.~~

~~The pay increase percentage shall be determined by the employee's years of service with the District, in accordance with the following:~~

- ~~1. At least 20 years of service shall receive a ten percent increase.~~
- ~~2. At least 15 years of service shall receive a seven percent increase.~~
- ~~3. At least ten years of service shall receive a five percent increase.~~
- ~~4.5. At least five years of service shall receive a three percent increase.~~

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

Date: October 17, 2023

Agenda Item: N.3

Board Goal: Community Relations

Subject: First Reading of Proposed Revisions to Policy DEC (Local)

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy: DEC                       Law or Rule                       N/A

**C. Goal or Need Addressed:**

Aligned with the district's goal to be an unrivaled employee-friendly organization, this item proposes amendments to DEC (LOCAL) that clarify how the districts provides payment for accumulated leave for retirees.

**D. Summary:**

- Previous board action relating to this item –
- Future action anticipated – Adoption of revised policy anticipated in October 2023
- Background information – The recommended revisions to this policy provide clarity on payment for accumulated leave for retirees. Additionally, the revisions align the limit of the number of local leave days for payment for those separating from the district to those retiring from the district. Currently, those employees who are separating are paid a higher number of local days than those who are retiring.

**E. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other: Legal Counsel and TASB

**F. Administrative Recommendation:**

No recommendation requested at this time. This item will be brought to the Board for approval in October 2023.

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

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 – Christina Courson, Chief Human Resources Officer

**I. Suggested Motion:**

No motion needed. This item is presented for information and discussion only.

**PROPOSED REVISIONS (See pgs. 7-9)**

**Leave  
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

**Definitions**

The term “immediate family” is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee’s household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term “family emergency” shall be limited to disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

Regular Employee

A “regular employee” is not employed on a temporary or nonstandard hourly basis and shall work for at least 50 percent of the normal scheduled workweek for the position.

Leave Day

A “leave day” for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee’s usual assignment, whether full-time or part-time.

School Year

A “school year” for purposes of earning, using, or recording leave shall mean the term of the employee’s annual employment as set by the District for the employee’s usual assignment, whether full-time or part-time.

Catastrophic Illness  
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee’s immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or

recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

---

**Note:** For District contribution to employee insurance during leave, see CRD(LOCAL).

---

**Availability**

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

**State Leave Proration**

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

**Medical Certification**

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than three consecutive work-days because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

**State Personal Leave**

The Board requires employees to differentiate the manner in which state personal leave is used.

**Nondiscretionary Use**

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

Discretionary Use	<p>Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.</p>
<i>Request for Leave</i>	<p>In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.</p> <p>Discretionary use of state personal leave shall not exceed three consecutive workdays.</p>
Annual Use	<p>No more than ten personal leave days, including any combination of state personal leave and local leave, shall be used in a school year.</p>
<b>Local Leave</b>	<p>Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.</p> <p>Local leave shall accumulate without limit.</p> <p>Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]</p>
<b>Catastrophic Leave Bank</b>	<p>The District shall establish a catastrophic leave bank that employees may join through contribution of local leave. The catastrophic leave bank provides local leave days that are in addition to the established five local leave days per school year [see Local Leave, above]. Employees who request and receive local days from the catastrophic leave bank must exhaust those days before requesting the establishment of a sick leave pool [see Sick Leave Pool, below].</p> <p>Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee or a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.</p> <p>The Superintendent shall develop regulations for the operation of the catastrophic leave bank that address the following:</p> <ol style="list-style-type: none"><li>1. Membership in the catastrophic leave bank, including the number of days an employee must contribute to become a member;</li><li>2. Procedures to request leave from the catastrophic leave bank;</li></ol>

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

3. The maximum number of days per school year a member employee may receive from the catastrophic leave bank;
4. The committee or administrator authorized to consider requests for leave from the catastrophic leave bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the catastrophic leave bank.

Appeal

An employee may appeal a decision regarding the catastrophic leave bank in accordance with DGBA(LOCAL).

**Sick Leave Pool**

The sick leave pool provides additional local leave days beyond the established five local leave days per school year. [See Local Leave, above]. An employee who has exhausted all paid leave, including any applicable compensatory time or catastrophic leave bank days, and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate local leave or state personal leave for use by the eligible employee.

The number of days an employee may donate shall not be limited unless the donation would result in the donor having fewer than ten days. No donation may result in an employee having fewer than nine available local days, state days, or a combination thereof. If an employee has ten days available (local days, state days, or a combination thereof) and wishes to donate, the employee is limited to a donation of one day.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested or exhausts all leave days donated to the sick leave pool.

The Superintendent shall develop regulations for the implementation of the sick leave pool.

Appeal

An employee may appeal a decision regarding the establishment or implementation of the District's sick leave pool in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

**Short-Term Leave**

The District provides short-term leave to regular employees who do not meet the eligibility requirement of twelve-months of employment with the District under the Family and Medical Leave Act (FMLA). Short-term leave is intended to provide a benefit for those newly hired employees not yet eligible for FMLA leave. Employees who have been employed with the District for at least 12 months are not eligible for short-term leave. [See DECA(LEGAL)].

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

Eligibility	An employee must have worked a minimum of 30 days in the employee's current work calendar or in the twelve months preceding the request for short-term leave.
Pay Status	Short-term leave is unpaid leave. The District shall require the employee to use any available paid leave, including any compensatory time, concurrently with short-term leave.
Qualifying Reason	Qualifying reasons for purposes of short-term leave shall be consistent with those of FMLA leave. [See DECA(LEGAL)].
Leave Length and Reinstatement	Short-term leave is defined as unpaid leave that does not exceed 60 workdays from the last day worked. Short-term leave shall be used concurrently with extended leave [see Extended Leave below]. Employees who return to work at the end of the approved period of short-term leave shall be returned to the same or substantially same position held prior to the leave.
Return to Work	Employees who do not return to work on exhaustion of short-term leave shall not be guaranteed a return to their former position but shall be placed in the first available position for which they are qualified.  An employee returning from short-term leave shall provide, before resuming work, a fitness-for-duty certification (medical release) from the employee's health-care provider to human resources.
<b>Extended Leave</b>	The District provides extended leave to regular employees who do not meet the eligibility requirements as stated under temporary disability leave. [See Temporary Disability Leave below]
Eligibility	An employee must have worked a minimum of 30 days in the employee's current work calendar or in the twelve months preceding the request for extended leave.
Pay Status	Extended leave is unpaid leave. The District shall require the employee to use any available paid leave, including any compensatory time, concurrently with extended leave.
Qualifying Reason	For purposes of extended leave, an employee must suffer from a severe condition or combination of conditions affecting the mental or physical health of the employee that require the services of a licensed practitioner for a prolonged period of time. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.
Leave Length and Reinstatement	Extended leave is defined as unpaid leave. The maximum length of extended leave shall be 180 calendar days. Extended leave shall

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

	run concurrently with short-term leave. Extended leave is available only on a continuous basis and shall not be approved on an intermittent basis.
Return to Work	An employee returning from extended leave for his or her own serious health condition shall provide, before resuming work, a fitness-for-duty certification (medical release) from the employee's health-care provider to human resources.
<b>Family and Medical Leave</b>	FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.
<hr/> <b>Note:</b> See DECA(LEGAL) for provisions addressing FMLA. <hr/>	
Twelve-Month Period	For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.
Combined Leave for Spouses	When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.
Intermittent or Reduced Schedule Leave	The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.
Certification of Leave	When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.
Fitness-for-Duty Certification	In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.
Leave at the End of Semester	When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.
<b>Temporary Disability Leave</b>	Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

Temporary disability leave is unpaid leave. The District shall require the employee to use temporary disability leave concurrently with paid leave, including any compensatory time, and short-term leave or FMLA leave.

An employee shall notify the Superintendent or designee of a desire to return to active duty no later than the 30th day before the expected date of return. The notice must be accompanied by a physician's statement indicating the employee's fitness-for-duty. The employee may be required to provide another fitness-for-duty certification prior to returning to duty.

**Workers'  
Compensation**

---

**Note:** Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

---

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave  
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

**Civic Leave**

Court Appearances

Absences due to compliance with a valid subpoena, for jury duty, or for naturalization proceedings or processes shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Payment for  
Accumulated  
Leave Incentive Upon  
Retirement**

An eligible employee may receive ~~payment for accumulated leave~~ salary increase for the employee's last year of service upon intent to retirement from the District. For provisions addressing eligibility for this ~~payment~~ incentive, see DEAA(LOCAL).

**Payment for  
Accumulated Leave  
Upon Retirement**

The following leave provisions shall apply to state and local leave accumulated beginning on the original effective date of this program.

An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

2. The employee is retiring under the Teacher Retirement System of Texas (TRS) and has not previously retired under TRS.
3. The employee provides advance written notice at least two weeks before the last day of employment.
4. The employee has at least five years of service with the District.
5. The employee shall complete all contractual obligations and employment duties through the last day of instruction or through the end of the employee's work calendar.

An eligible employee shall receive payment for each day of accumulated state and local leave in accordance with the following:

<u>Years of Service</u>	<u>Maximum Days</u>	<u>Rate</u>
<u>At least five</u>	<u>50</u>	<u>\$100 per day</u>
<u>At least ten</u>	<u>70</u>	<u>\$100 per day</u>
<u>At least 15</u>	<u>90</u>	<u>\$100 per day</u>

If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

**Payment for  
Accumulated Leave  
Upon Separation**

The following leave provisions shall apply to local leave accumulated beginning on the original effective date of this program.

An employee who separates from employment with the District shall be eligible for payment for accumulated local leave under the following conditions:

1. The employee's separation from employment is voluntary, i.e., the employee is resigning and is not being discharged or non-renewed.
2. The employee provides advance written notice of intent to separate from employment at least two weeks before the last day of employment.
3. The employee has at least five years of service with the District.

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

4. The employee shall complete all contractual obligations and employment duties through the last day of instruction or through the end of the employee's work calendar.

The employee shall receive payment for each day of accumulated local leave ~~for which there is an equal number of state leave days~~, to a maximum of ~~60~~50 days, at a rate established by the Board. If the employee is reemployed with the District, local days for which the employee received payment shall not be available to that employee.

The following rates established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

Employee	Rate
Professional	\$100 per day
Paraprofessional	\$50 per day
Auxiliary	\$50 per day

**Neutral Absence Control**

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an at-will employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. A contract employee's failure to return to duty after exhausting all available leave may be considered good cause for termination or grounds for nonrenewal. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.

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

Date: October 23, 2023

Agenda Item: N.4

Board Goal: Board/Staff/Community Relations

Subject: Update on Bond, 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. Suggested Motion**

No action needed. This item is presented as information only.

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

Date: October 23, 2023

Agenda Item: N.5

Board Goal: Board/Staff/Community Relations

Subject: Financial Statements

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. Summary:**

Previous board action relating to this item - Monthly

Background information – A separate summary is attached with the financials.

**D. Comments Received:**

Cabinet  DLT

FBOC

Teacher Org. Reps.

Other

**E. Administrative Recommendation:**

There is no board action necessary. The monthly financial statements are presented as an information item.

**F. Fiscal Impact and Cost: Amount: N/A – Information only**

Budget

Bond

Grant/Special Funds

Other

**G. Suggested Motion:**

No action needed. This item is presented as information only.

# 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: October 23, 2023

### Monthly Financial Highlights

- The monthly Financial Reports represent financial data through September 30, 2023.
- The cash and investment balances of all funds at month end totals \$504,244,594.17. The Capital Projects Fund makes up the largest portion of the total with \$456,459,056.66 or approximately 90.52%.
- Through the end of the month (3/12 or 25.00% of the budget year):
  - The General Fund has collected \$23,509,539.56 (10.70% of its budgeted revenue) and has spent \$57,308,097.49 (24.18% of its budgeted expenditures). The *estimated* ending fund balance through the month of September 2023 is \$16,860,179.33. There are currently \$3,538,840.15 outstanding purchase orders.
  - The Child Nutrition fund has collected \$1,250,060.39 (11.23% of its budgeted revenue) and has spent \$1,163,627.02 (10.44% of its budgeted expenditures).
  - The Debt Service fund collected \$250,377.05 (.28% of its budgeted revenue) and spent \$27,166,935.97 (29.88% of its budgeted expenditures). Debt service payments are made two times a year, February 15<sup>th</sup> and August 15<sup>th</sup>.
  - The Capital Project funds have expenditures of \$33,810,411.78 in the current fiscal year through the month of September 2023 and have collected \$4,173,244.75 in interest revenue. The 2023 bonds were sold during the month of August 2023 in the amount of \$315,651,121.00 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 \$4,805,348.46 and total expenditures are \$4,330,569.18.
- Current Tax collections for the month of September totaled \$0 representing 0.00% of the levy collected during the month. Approximately 0.00% of the total levy has been collected through the end of September 2023. In comparison, 0.00% of the total levy was collected through the end of September 2022.

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**



**September 30, 2023**

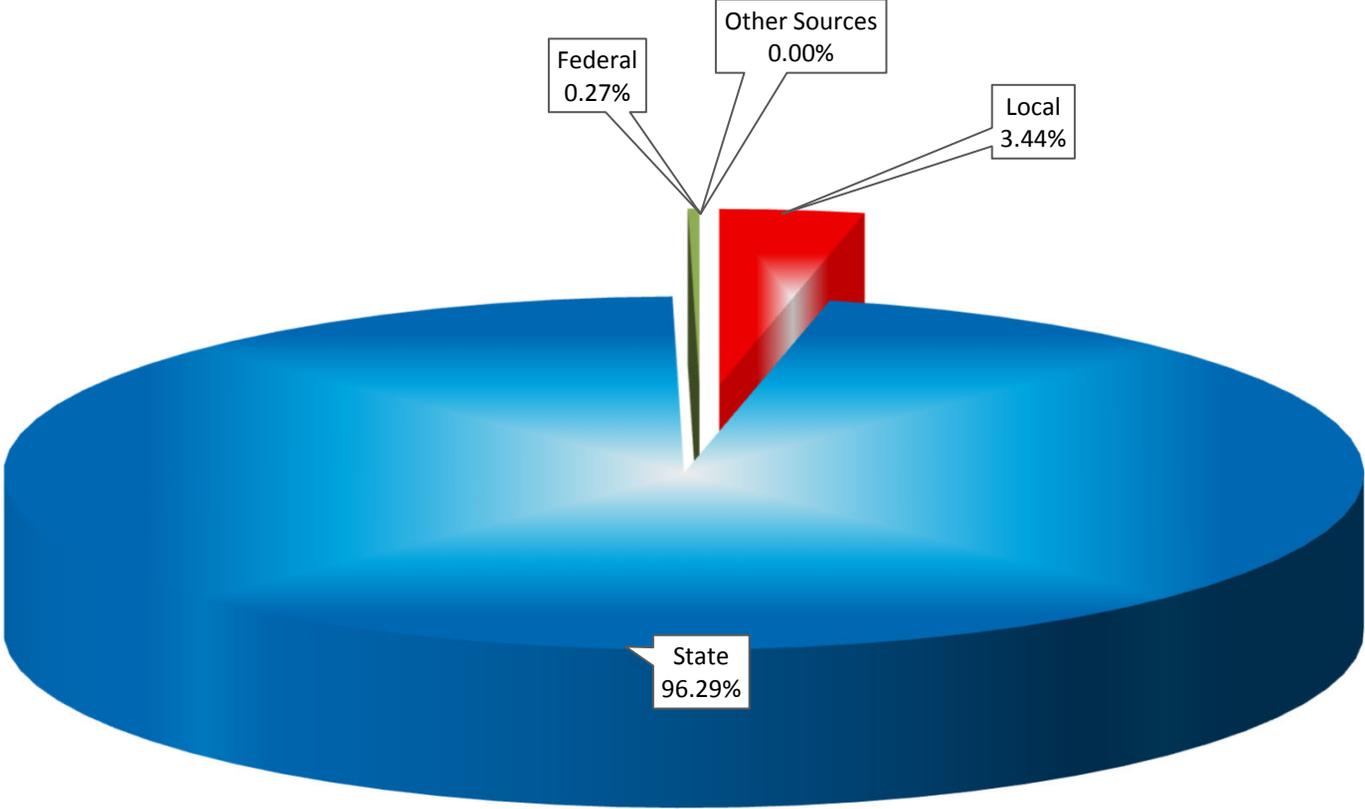
**Hays Consolidated Independent School District**  
**Combined Balance Sheet**  
**for the Month Ending September 30, 2023**  
**(Un-Audited)**

	<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>
<b>Assets:</b>						
Cash and Cash Equivalents	\$ 4,302,366.25	\$ 843,989.85	\$ -	\$ 221,662.39	\$ -	\$ 5,368,018.49
Current Investments	24,618,063.27	6,206,582.21	11,814,535.93	456,237,394.27	-	498,876,575.68
<b>Total Cash and Investments</b>	<b>\$ 28,920,429.52</b>	<b>\$ 7,050,572.06</b>	<b>\$ 11,814,535.93</b>	<b>\$ 456,459,056.66</b>	<b>\$ -</b>	<b>\$ 504,244,594.17</b>
Property Taxes - Delinquent	3,533,990.55	-	1,878,006.30	-	-	5,411,996.85
Allowance for Uncollectible Taxes	(819,736.67)	-	(389,226.87)	-	-	(1,208,963.54)
Due from State Agencies	507,412.74	-	-	-	3,519,282.00	4,026,694.74
Due from other Governments	122,529.49	-	-	-	701,830.42	824,359.91
Accrued Interest	-	-	-	-	-	-
Due from Other Funds	3,742,332.04	512,223.94	-	13,069.10	-	4,267,625.08
Other Receivables	19,398.65	60.00	-	-	525.00	19,983.65
<b>Total Receivables</b>	<b>\$ 7,105,926.80</b>	<b>\$ 512,283.94</b>	<b>\$ 1,488,779.43</b>	<b>\$ 13,069.10</b>	<b>\$ 4,221,637.42</b>	<b>\$ 13,341,696.69</b>
Inventories	-	113,389.00	-	-	-	113,389.00
Prepaid Items	5,079,564.30	500.00	-	-	-	5,080,064.30
<b>Other Current Assets</b>	<b>\$ 5,079,564.30</b>	<b>\$ 113,889.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 5,193,453.30</b>
<b>Total Current Assets</b>	<b>\$ 41,105,920.62</b>	<b>\$ 7,676,745.00</b>	<b>\$ 13,303,315.36</b>	<b>\$ 456,472,125.76</b>	<b>\$ 4,221,637.42</b>	<b>\$ 522,779,744.16</b>
<b>Liabilities and Fund Balance:</b>						
<b>Current Liabilities</b>						
Accounts Payable	\$ 97,560.33	\$ 4,933.66	\$ -	\$ -	\$ 540.00	\$ 103,033.99
Other Liabilities	-	-	-	-	-	-
Payroll Deductions and Withholdings	2,075,112.39	-	-	-	-	2,075,112.39
Accrued Wages Payable	16,402,123.03	385,381.68	-	-	-	16,787,504.71
Due to Other Funds	982,380.21	26,203.01	-	13,069.10	3,476,800.47	4,498,452.79
Due to State Agencies	-	-	61,509.00	-	-	61,509.00
Due to other Governments	303,851.41	-	236,712.80	-	-	540,564.21
Due to Student Groups	48,606.09	-	-	-	-	48,606.09
Deferred Revenues	1,776,637.71	214,854.36	63,988.43	-	269,517.67	2,324,998.17
Deferred Inflows	2,559,470.12	-	1,401,759.73	-	-	3,961,229.85
<b>Total Liabilities</b>	<b>\$ 24,245,741.29</b>	<b>\$ 631,372.71</b>	<b>\$ 1,763,969.96</b>	<b>\$ 13,069.10</b>	<b>\$ 3,746,858.14</b>	<b>\$ 30,401,011.20</b>
<b>Fund Balance/Equity</b>						
Reserved/Designated Fund Balance	-	6,914,102.00	38,455,904.32	57,019,584.90	-	102,389,591.22
Current Year Revenues less Expenditures/Expenses	(33,798,557.93)	86,433.37	(26,916,558.92)	286,013,953.97	474,779.28	225,860,049.77
Reserved Fund Balance for Current Year	-	-	-	-	-	-
Encumbrances (POs)	3,538,840.15	44,836.92	-	113,425,517.79	-	117,009,194.86
<b>Unreserved Fund Balance/Fund Equity</b>	<b>\$ 47,119,897.11</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 47,119,897.11</b>
<b>Total Fund Balance/Equity</b>	<b>\$ 16,860,179.33</b>	<b>\$ 7,045,372.29</b>	<b>\$ 11,539,345.40</b>	<b>\$ 456,459,056.66</b>	<b>\$ 474,779.28</b>	<b>\$ 492,378,732.96</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$ 41,105,920.62</b>	<b>\$ 7,676,745.00</b>	<b>\$ 13,303,315.36</b>	<b>\$ 456,472,125.76</b>	<b>\$ 4,221,637.42</b>	<b>\$ 522,779,744.16</b>

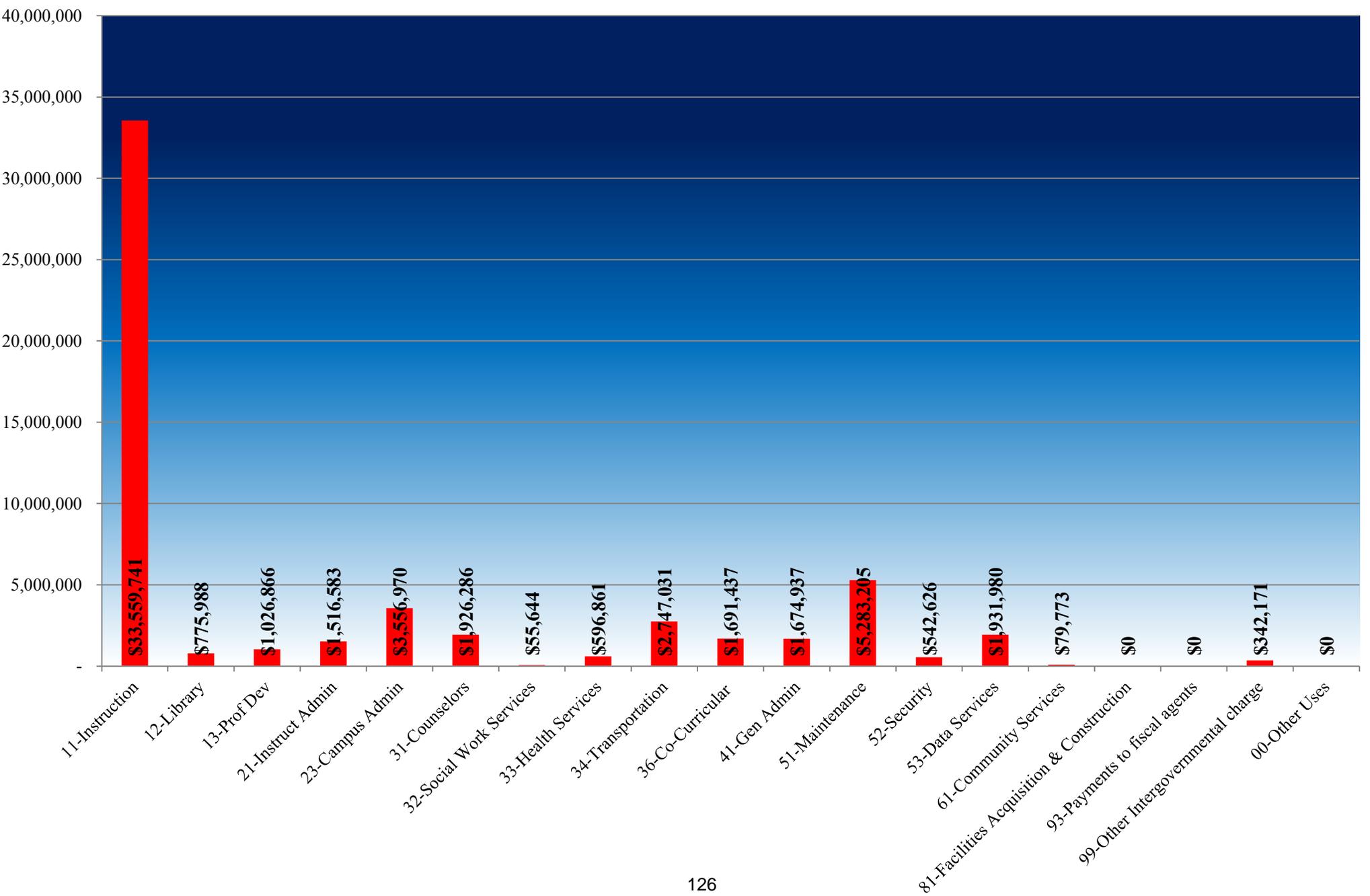
**Hays Consolidated Independent School District**  
**Statement of Revenues, Expenditures, and Changes in Fund Balance - General Fund**  
**for the Month Ending September 30, 2023**  
**(Un-Audited)**

	<b>GENERAL FUND</b>					
	<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>
<b>Revenues:</b>						
Local	\$ 505,201.81	\$ 146,167,000	\$ 146,167,000	\$ 807,928.29	(145,359,071.71)	0.55%
State	20,162,615.53	69,966,548	69,966,548	22,637,431.97	(47,329,116.03)	32.35%
Federal	52,402.97	3,625,000	3,636,000	64,179.30	(3,571,820.70)	1.77%
Other Sources	341,162.80	-	-	-	-	NA
<b>Total Revenues</b>	<b>\$ 21,061,383.11</b>	<b>\$ 219,758,548</b>	<b>\$ 219,769,548</b>	<b>\$ 23,509,539.56</b>	<b>\$ (196,260,008.44)</b>	<b>10.70%</b>
<b>Expenditures and Other Uses:</b>						
11-Instruction	31,316,013.32	139,164,522	139,162,347	33,559,740.81	105,602,606.19	24.12%
12-Library	684,904.42	3,141,880	3,142,906	775,987.56	2,366,918.44	24.69%
13-Prof Dev	780,261.27	5,357,821	5,371,864	1,026,866.41	4,344,997.59	19.12%
21-Instruct Admin	1,455,893.29	6,037,904	6,088,564	1,516,583.16	4,571,980.84	24.91%
23-Campus Admin	3,461,438.04	14,307,483	14,307,483	3,556,969.85	10,750,513.15	24.86%
31-Counselors	1,682,558.40	7,830,684	7,834,033	1,926,285.57	5,907,747.43	24.59%
32-Social Work Services	74,996.31	822,510	822,510	55,643.83	766,866.17	6.77%
33-Health Services	563,232.41	2,635,343	2,637,349	596,860.82	2,040,488.18	22.63%
34-Transportation	2,564,408.91	11,004,561	11,009,604	2,747,030.85	8,262,573.15	24.95%
36-Co-Curricular	1,833,079.12	6,604,577	6,817,990	1,691,436.63	5,126,553.37	24.81%
41-Gen Admin	1,637,323.11	6,121,688	6,126,942	1,674,936.66	4,452,005.34	27.34%
51-Maintenance	5,531,712.30	22,484,813	22,923,156	5,283,204.81	17,639,951.19	23.05%
52-Security	370,191.61	3,699,086	3,709,265	542,626.24	3,166,638.76	14.63%
53-Data Services	1,452,956.11	5,451,042	5,480,291	1,931,980.02	3,548,310.98	35.25%
61-Community Services	83,553.03	227,256	227,256	79,773.43	147,482.57	35.10%
81-Facilities Acquisition & Construction	-	-	-	-	-	NA
93-Payments to fiscal agents	-	292,378	292,378	-	292,378.00	0.00%
99-Other Intergovernmental charge	268,092.63	1,095,071	1,095,071	342,170.84	752,900.16	31.25%
00-Other Uses	-	-	-	-	-	NA
<b>Total Expenditures and Other Uses</b>	<b>\$ 53,760,614.28</b>	<b>\$ 236,278,619</b>	<b>\$ 237,049,009</b>	<b>\$ 57,308,097.49</b>	<b>\$ 179,740,911.51</b>	<b>24.18%</b>
<b>Excess of Revenues and Other Resources Over (Under) Expenditures and Other Uses</b>	<b>\$ (32,699,231.17)</b>	<b>\$ (16,520,071)</b>	<b>\$ (17,279,461)</b>	<b>\$ (33,798,557.93)</b>		
<b>Fund Balance July 1, 2023 - (Un-Audited)</b>		<b>\$ 50,658,737.26</b>	<b>\$ 50,658,737.26</b>	<b>\$ 50,658,737.26</b>		
<b>Fund Balance Ending - Monthly Reporting Period</b>		<b>\$ 34,138,666.26</b>	<b>\$ 33,379,276.26</b>	<b>\$ 16,860,179.33</b>	<b>\$ (16,519,096.93)</b>	

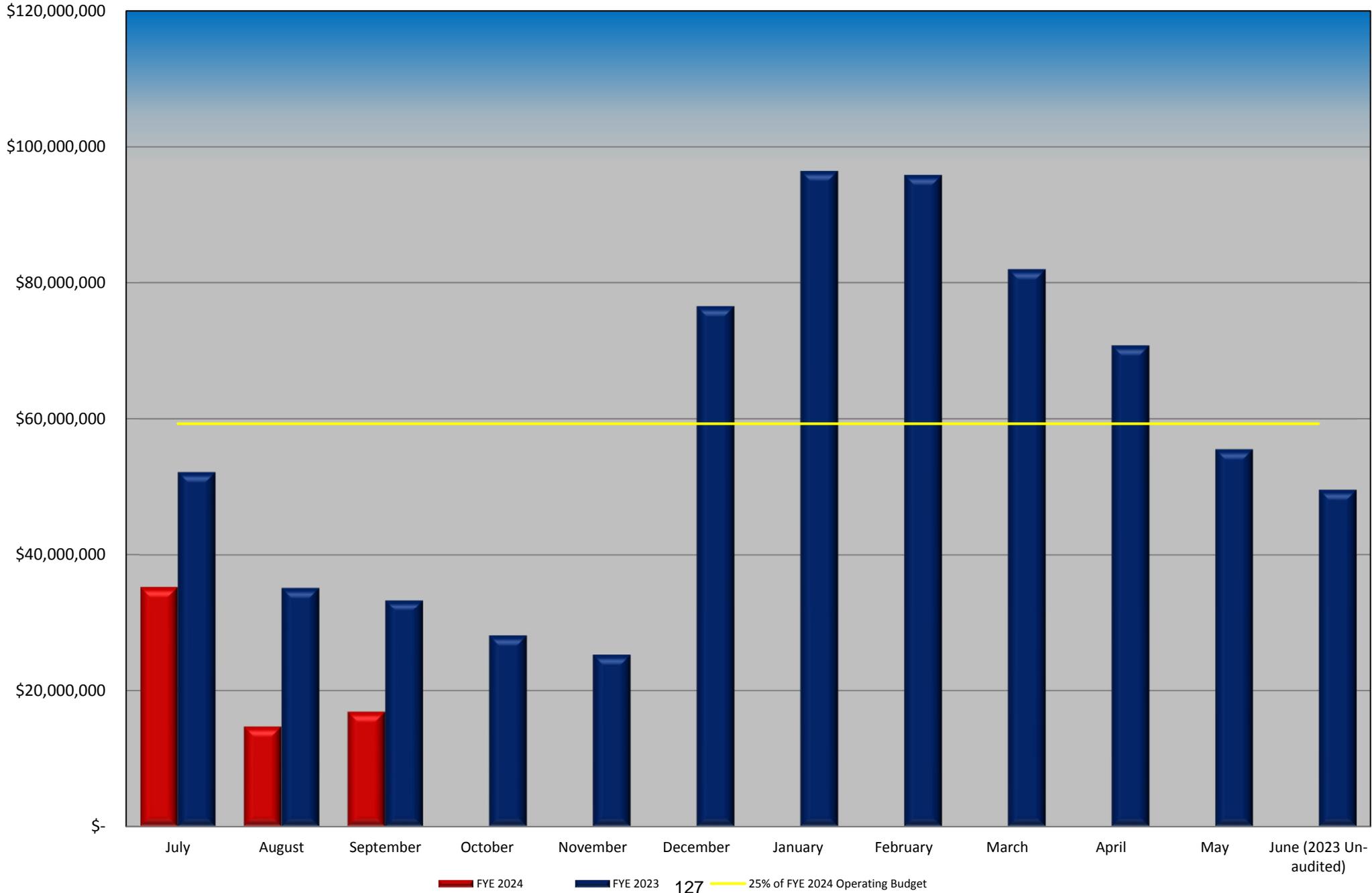
# General Fund Revenues Collected to Date



# General Fund Expenditures to Date



# General Fund Balance by Reporting Month



**Hays Consolidated Independent School District**  
**Statement of Revenues, Expenditures, and Changes in Fund Balance - Child Nutrition Fund**  
**for the Month Ending September 30, 2023**  
**(Un-Audited)**

	<b>CHILD NUTRITION FUND</b>						
	<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>
<b>Revenues and Other Resources:</b>							
Local	\$ 659,041.56	\$ 3,549,543	\$ 3,549,543	\$ 742,647.65	\$ (2,806,895.35)	20.92%	
State	-	54,662	54,662	-	(54,662.00)	0.00%	
Federal	1,313,636.73	7,529,150	7,529,150	507,412.74	(7,021,737.26)	6.74%	
Other sources	-	-	-	-	-	NA	
<b>Total Revenues and Other Resources</b>	<b>\$ 1,972,678.29</b>	<b>\$ 11,133,355</b>	<b>\$ 11,133,355</b>	<b>\$ 1,250,060.39</b>	<b>\$ (9,883,294.61)</b>	<b>11.23%</b>	
<b>Expenditures and Other Uses:</b>							
35-6100 Payroll	979,378.96	5,374,837	5,374,837	1,107,627.73	4,267,209.27	20.61%	
35-6200 Professional and Contracted Services	23,109.90	4,613,094	4,613,094	18,059.18	4,595,034.82	0.39%	
35-6341 Food Supplies	503.67	-	-	-	-	NA	
35-6342 Non-Food Supplies	44.36	-	-	-	-	NA	
35-6344 USDA Commodities	-	-	-	-	-	NA	
35-6349 Miscellaneous Supplies	3,158.64	40,000	40,000	10,153.07	29,846.93	25.38%	
35-6300 Supplies & Materials	22,093.09	85,424	85,424	25,407.06	60,016.94	29.74%	
35-6400 Food Service Other Operating Expenses	1,869.89	75,000	75,000	2,379.98	72,620.02	3.17%	
35-6600 Food Service Capital Expenses	-	945,000	961,535	-	961,535.00	0.00%	
<b>Total Expenditures</b>	<b>\$ 1,030,158.51</b>	<b>\$ 11,133,355</b>	<b>\$ 11,149,890</b>	<b>\$ 1,163,627.02</b>	<b>\$ 9,986,262.98</b>	<b>10.44%</b>	
<b>Excess of Revenues and Other Resources Over (Under) Expenditures and Other Uses</b>	<b>\$ 942,519.78</b>	<b>\$ -</b>	<b>\$ (16,535)</b>	<b>\$ 86,433.37</b>			
<b>Fund Balance July 1, 2023 - (Un-Audited)</b>		<b>6,958,938.92</b>	<b>6,958,938.92</b>	<b>6,958,938.92</b>			
<b>Fund Balance Ending - Monthly Reporting Period</b>		<b>\$ 6,958,938.92</b>	<b>\$ 6,942,403.92</b>	<b>\$ 7,045,372.29</b>	<b>\$ 102,968.37</b>		

**Hays Consolidated Independent School District**  
**Statement of Revenues, Expenditures, and Changes in Fund Balance - Debt Service Fund**  
**for the Month Ending September 30, 2023**  
**(Un-Audited)**

<b>DEBT SERVICE FUND</b>										
	<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>
<b>Revenues:</b>										
<b>Local Revenue</b>										
Taxes, Current Year Levy	-	\$	89,603,009	\$	89,603,009		(141,980.94)	\$	(89,744,989.94)	-0.16%
Taxes, Prior Year	(16,357.85)		250,000		250,000		57,782.96		(192,217.04)	23.11%
Penalties, Interest and Other Tax Revenues	7,981.75		275,000		275,000		20,209.55		(254,790.45)	7.35%
Earnings from Investments	87,767.31		800,000		800,000		314,365.48		(485,634.52)	39.30%
Miscellaneous Revenue	5,094.09		-		-		-		-	NA
<b>Local Revenue</b>	<b>\$ 84,485.30</b>	<b>\$</b>	<b>90,928,009</b>	<b>\$</b>	<b>90,928,009</b>	<b>\$</b>	<b>250,377.05</b>	<b>\$</b>	<b>(90,677,631.95)</b>	<b>0.28%</b>
<b>State Revenue</b>										
Additional State Aid for Homestead Exemption	7,225.00	\$	-	\$	-	\$	-	\$	-	NA
<b>State Revenue</b>	<b>\$ 7,225.00</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>NA</b>
<b>Other Sources</b>										
Operating Transfer In	-	\$	-	\$	-	\$	-	\$	-	NA
<b>Other Sources</b>	<b>\$ -</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>NA</b>
<b>Total Revenue</b>	<b>\$ 91,710.30</b>	<b>\$</b>	<b>90,928,009.00</b>	<b>\$</b>	<b>90,928,009.00</b>	<b>\$</b>	<b>250,377.05</b>	<b>\$</b>	<b>(90,677,631.95)</b>	<b>0.28%</b>
<b>Expenditures:</b>										
71-6511 Bond Principal	13,490,000.00		56,215,000		56,215,000		14,070,000.00		42,145,000.00	25.03%
71-6521 Interest on Bonds	10,042,286.39		34,688,009		34,688,009		13,078,665.97		21,609,343.03	37.70%
71-6599 Other Debt Service Fees	900.00		25,000		25,000		18,270.00		6,730.00	73.08%
<b>Total Expenditures</b>	<b>\$ 23,533,186.39</b>	<b>\$</b>	<b>90,928,009</b>	<b>\$</b>	<b>90,928,009</b>	<b>\$</b>	<b>27,166,935.97</b>	<b>\$</b>	<b>63,761,073.03</b>	<b>29.88%</b>
<b>Excess of Revenues</b>										
<b>Over (Under) Expenditures</b>	<b>\$ (23,441,476.09)</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>(26,916,558.92)</b>			
<b>Fund Balance July 1, 2023 - (Un-Audited)</b>			<b>\$ 38,455,904.32</b>		<b>\$ 38,455,904.32</b>		<b>\$ 38,455,904.32</b>			
<b>Fund Balance Ending - Monthly Reporting Period</b>			<b>\$ 38,455,904.32</b>		<b>\$ 38,455,904.32</b>		<b>\$ 11,539,345.40</b>		<b>\$ (26,916,558.92)</b>	

**Hays Consolidated Independent School District**  
**Statement of Revenues, Expenditures, and Changes in Fund Balance - Capital Project Funds**  
**for the Month Ending September 30, 2023**  
**(Un-Audited)**

	<b>CAPITAL PROJECT FUNDS</b>					
	<b><u>2008</u></b>	<b><u>2017</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>	<b><u>2022 - 2023</u></b>
	<b><u>Capital Projects</u></b>					
	<b><u>Program</u></b>	<b><u>Program</u></b>	<b><u>Program</u></b>	<b><u>Program</u></b>	<b><u>Program</u></b>	<b><u>Total Revenues/</u></b>
						<b><u>Expenses</u></b>
<b><i>Revenues and Other Resources:</i></b>						
Local	\$ 2,902.14	\$ 126,873.02	\$ 807,153.26	\$ 1,406,824.31	\$ 1,829,492.02	\$ 4,173,244.75
State	-	-	-	-	-	\$ -
Other sources	-	-	-	-	315,651,121.00	315,651,121.00
<b>Total Revenues and Other Resources</b>	<b>\$ 2,902.14</b>	<b>\$ 126,873.02</b>	<b>\$ 807,153.26</b>	<b>\$ 1,406,824.31</b>	<b>\$ 317,480,613.02</b>	<b>\$ 319,824,365.75</b>
<b><i>Expenditures and Other Uses:</i></b>						
6100 Payroll	-	-	17,356.11	-	-	17,356.11
6200 Professional and Contracted Services	-	666,029.60	60,078.30	-	-	726,107.90
6300 Supplies and Materials	-	111,710.82	427,534.80	642,822.47	703.98	1,182,772.07
6400 Other Operating Expenses	-	-	-	-	-	-
6600 Capital Outlay	-	3,591.00	10,212,280.68	19,573,577.10	2,094,726.92	31,884,175.70
8000-Other Uses	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ -</b>	<b>\$ 781,331.42</b>	<b>\$ 10,717,249.89</b>	<b>\$ 20,216,399.57</b>	<b>\$ 2,095,430.90</b>	<b>\$ 33,810,411.78</b>
<b>Excess of Revenues and Other Resources</b>						
<b>Over (Under) Expenditures and Other Uses</b>	<b>\$ 2,902.14</b>	<b>\$ (654,458.40)</b>	<b>\$ (9,910,096.63)</b>	<b>\$ (18,809,575.26)</b>	<b>\$ 315,385,182.12</b>	<b>\$ 286,013,953.97</b>
<b>Fund Balance July 1, 2023 - (Un-Audited)</b>	<b>\$ 208,828.63</b>	<b>\$ 9,530,356.59</b>	<b>\$ 56,119,729.32</b>	<b>\$ 104,586,188.15</b>	<b>\$ -</b>	<b>\$ 170,445,102.69</b>
<b>Fund Balance Ending - Monthly Reporting Period</b>	<b>\$ 211,730.77</b>	<b>\$ 8,875,898.19</b>	<b>\$ 46,209,632.69</b>	<b>\$ 85,776,612.89</b>	<b>\$ 315,385,182.12</b>	<b>\$ 456,459,056.66</b>

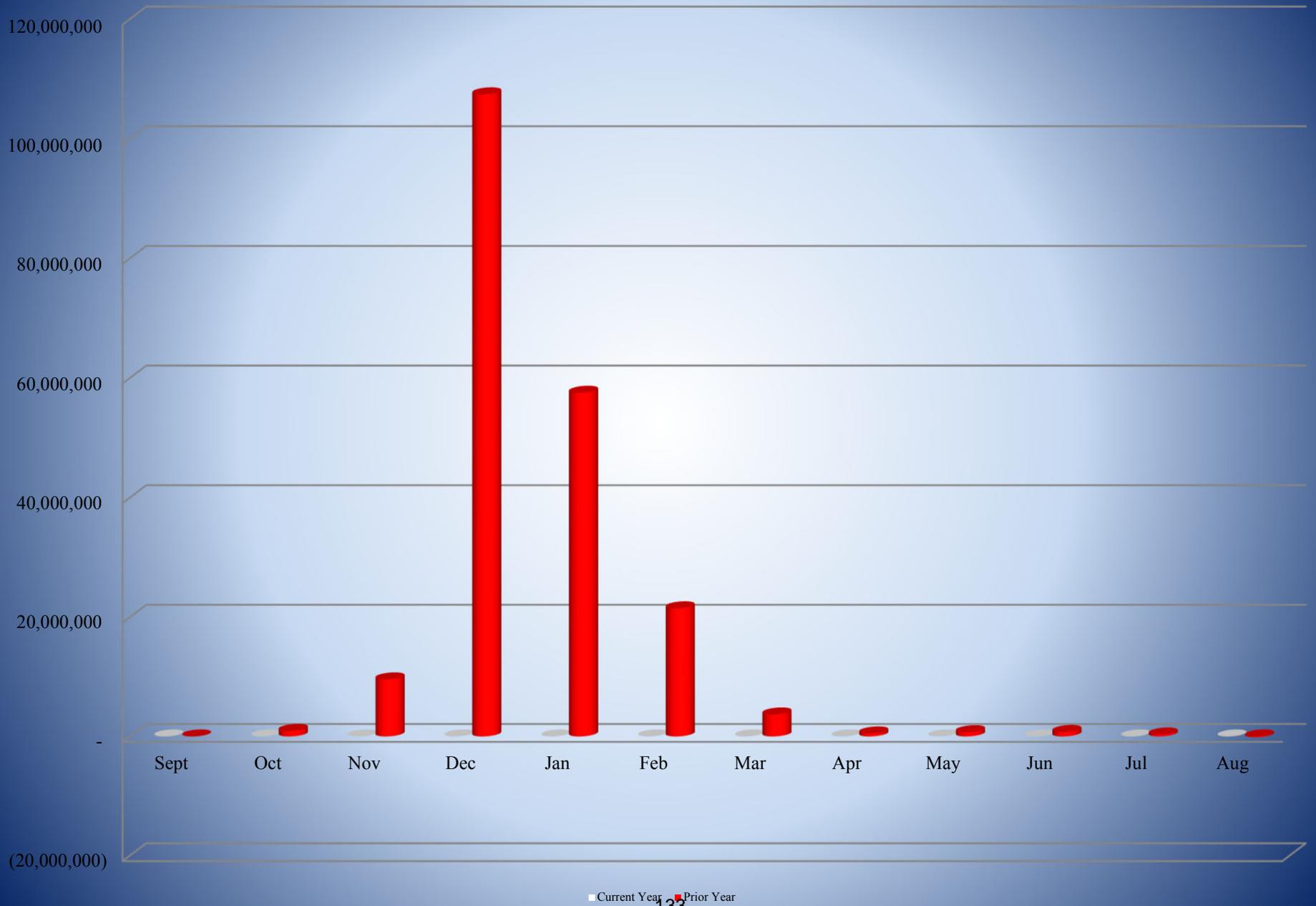
**Hays Consolidated Independent School District**  
**Statement of Revenues, Expenditures, and Changes in Fund Balance - Special Revenue Funds (Grants)**  
**for the Month Ending September 30, 2023**  
**(Un-Audited)**

	<b>SPECIAL REVENUE FUNDS</b>					
	<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>
<b>Revenues:</b>						
Local	\$ 19,203.67	\$ -	\$ 15,000	\$ 19,558.06	\$ 4,558.06	130.39%
State	831,188.51	-	2,100,000	2,440,818.45	340,818.45	116.23%
Federal	3,517,854.25	7,497,807	7,497,807	2,344,971.95	(5,152,835.05)	31.28%
<b>Total Revenues</b>	<b>\$ 4,368,246.43</b>	<b>\$ 7,497,807</b>	<b>\$ 9,612,807</b>	<b>\$ 4,805,348.46</b>	<b>\$ (4,807,458.54)</b>	<b>49.99%</b>
<b>Expenditures:</b>						
6100 Payroll	3,205,832.67	6,351,830	6,791,830	2,664,483.48	4,127,346.52	39.23%
6200 Professional and Contracted Services	127,465.79	390,000	390,000	177,719.25	212,280.75	45.57%
6300 Supplies and Materials	757,270.67	526,131	2,201,131	1,410,207.78	790,923.22	64.07%
6400 Other Operating Expenses	46,226.97	229,846	229,846	60,708.67	169,137.33	26.41%
6600 Capital Outlay	-	-	-	17,450.00	(17,450.00)	NA
<b>Total Expenditures</b>	<b>\$ 4,136,796.10</b>	<b>\$ 7,497,807</b>	<b>\$ 9,612,807</b>	<b>\$ 4,330,569.18</b>	<b>\$ 5,282,237.82</b>	<b>45.05%</b>
<b>Excess of Revenues</b>						
<b>Over (Under) Expenditures</b>	<b>\$ 231,450.33</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 474,779.28</b>		
<b>Fund Balance July 1, 2023 - (Un-Audited)</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Fund Balance Ending - Monthly Reporting Period</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ 474,779.28</b>	<b>\$ 474,779.28</b>	

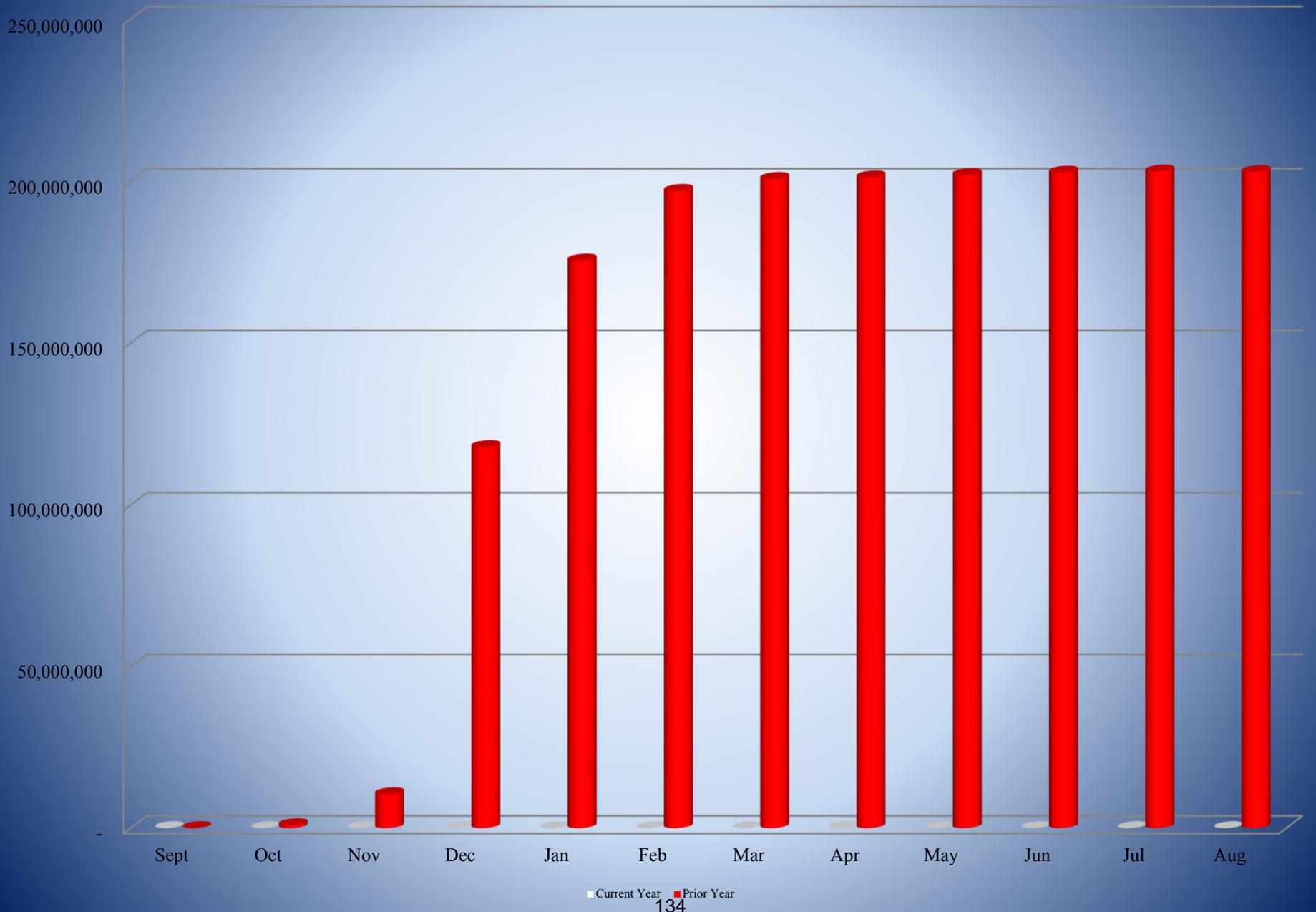
**Hays Consolidated Independent School District**  
**Monthly Tax Collection Report**  
**for the Month Ending September 30, 2023**

	<b>Prior Year 2022 - 2023</b>				<b>Current Year 2023 - 2024</b>			
	<b><u>General Fund</u></b>	<b><u>Debt Service Fund</u></b>	<b><u>Total</u></b>	<b><u>% of Levy</u></b>	<b><u>General Fund</u></b>	<b><u>Debt Service Fund</u></b>	<b><u>Total</u></b>	<b><u>% of Levy</u></b>
<b><u>Current Month Tax Collections:</u></b>								
5711 Taxes-Current Year Tax Levy	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
5712 Taxes-Delinquent Collections	\$ (24,766.35)	\$ (16,357.85)	\$ (41,124.20)		\$ (139,093.89)	\$ (84,197.98)	\$ (223,291.87)	
5719 Penalties and Interest	\$ 14,742.86	\$ 7,981.75	\$ 22,724.61		\$ 37,140.01	\$ 20,209.55	\$ 57,349.56	
<b>Total Current Month Collections</b>	<b>\$ (10,023.49)</b>	<b>\$ (8,376.10)</b>	<b>\$ (18,399.59)</b>		<b>\$ (101,953.88)</b>	<b>\$ (63,988.43)</b>	<b>\$ (165,942.31)</b>	
<b><u>Fiscal Year to Date Collections:</u></b>								
5711 Taxes-Current Year Tax Levy	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
5712 Taxes-Delinquent Collections	\$ (24,766.35)	\$ (16,357.85)	\$ (41,124.20)		\$ (139,093.89)	\$ (84,197.98)	\$ (223,291.87)	
5719 Penalties and Interest	\$ 14,742.86	\$ 7,981.75	\$ 22,724.61		\$ 37,140.01	\$ 20,209.55	\$ 57,349.56	
<b>Total Revenue Collected</b>	<b>\$ (10,023.49)</b>	<b>\$ (8,376.10)</b>	<b>\$ (18,399.59)</b>		<b>\$ (101,953.88)</b>	<b>\$ (63,988.43)</b>	<b>\$ (165,942.31)</b>	
<b>Total Budgeted Tax Revenue (Current, Delinquent, Penalty &amp; Interest)</b>	<b>\$ 126,032,959.00</b>	<b>\$ 71,444,986.00</b>	<b>\$ 197,477,945.00</b>		<b>\$ 141,892,000.00</b>	<b>\$ 90,128,009.00</b>	<b>\$ 232,020,009.00</b>	
<b>Percentage of Budget Collected</b>	<b>-0.01%</b>	<b>-0.01%</b>	<b>-0.01%</b>		<b>-0.07%</b>	<b>-0.07%</b>	<b>-0.07%</b>	

# Month to Date Tax Collections Current Levy



# Year to Date Tax Collections Current Levy



**2023-2024 Hays CISD Board of Trustees  
Meeting Schedule**



July 24, 2023 @ Kunkel Room at Historic Buda Elementary Campus – 5:30 pm

August 21, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:00 pm  
August 28, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:00 pm

September 18, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm  
September 25, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**TUESDAY**, October 17, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm  
October 23, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

November 13, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm  
**TUESDAY**, November 28, 2023 @ Kunkel Room at Historic Buda Elementary Campus – 5:30 pm

December 11, 2023 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**TUESDAY** January 16, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm  
January 22, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**TUESDAY**, February 20, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm  
February 26, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

March 18, 2024 @ Kunkel Room at Historic Buda Elementary Campus – 5:30 pm  
March 25, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

April 15, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm  
April 22, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**\*\***May 13, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**\*\***May 20, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**\*\***June 17, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**\*\***June 24, 2024 @ Kunkel Room at Historic Buda Elementary Campus - 5:30 pm

**\*\***July 22, 2024 @ Kunkel Room at Historic Buda Elementary Campus – 5:30 pm

**\*\****Meeting location may be moved to the newly constructed Hays CISD Academic Support Center*