

NOTICE

**This notice is posted pursuant to the Texas Open Meetings Act.
[TEXAS GOVERNMENT CODE SECTION 551]**

BRYAN ISD BOARD OF TRUSTEES WORKSHOP

Boardroom

801 South Ennis Street

Bryan, TX 77803

Monday, February 6, 2023 – 12:00 PM

AGENDA

CALL TO ORDER

Welcome

Citizens' Comments

Spotlight

1. Campus Brag - Jane Long Intermediate - Health & Wellness Fair and Impact of Foundations Training
2. School Boundaries Update

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School Boundaries Update

February 6, 2023

Sadberry Intermediate, Opening August 2023



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- Opening of Sadberry Intermediate in August of 2023 with 5th graders.
- The goal was to create boundaries for each Intermediate school serving between 600-800 students.

Identified Needs

1. Neal is an underutilized campus.
2. Branch is an overutilized campus.
3. Henderson is an overutilized campus.
4. Johnson is an overutilized campus.
5. Increase the number of Emergent Bilingual Early Exit students at Crockett.
6. Prepare school boundaries for Sadberry, Rayburn, and Long.*

Approved Boundary Adjustments (1/17/23)

- PreKindergarten
 - Johnson's PreK attends Bowen
- Elementary School Boundary Adjustments
 - Minor adjustments from Branch to Jones
 - Minor adjustments from Fannin to Neal
 - Minor adjustments from Branch to Kemp
 - Minor adjustments from Houston to Mitchell
 - Minor adjustments from Henderson to Fannin
- Emergent Bilingual Program Boundary Adjustments
 - Minor adjustments from Branch to Crockett; from Fannin to Neal; from Branch to Jones
- Dual Language Program Adjustments
 - None, all Dual Language programs remain at their current campuses.
- Intermediate School Boundary Adjustments
 - Creation of Sadberry Intermediate boundary
 - Minor adjustments from Long to Rayburn and Rayburn to Long

Implementation of Revised School Boundaries

- Board Policy FC(Local): A student who is entering PK through grade 9 shall be reassigned to the new attendance boundary to attend the grade level he or she is entering, unless the student is attending the campus on an approved advanced academics program transfer.
 - However, students entering grade 4, 6, or 8 may remain at their current campus but shall not be eligible for District-provided transportation, and siblings at other grades within the school shall be reassigned to the new attendance boundary school. **(Parents must complete a student transfer request during the transfer window)**

Bryan ISD 021902		FC (LOCAL)
SCHOOL ATTENDANCE AREAS		
Purpose	By ensuring that the process described herein is followed, the Board upholds the District's primary responsibility to provide school facilities that address changing enrollment patterns and that sustain high quality educational programs. Accordingly, the Board shall be committed to distributing programs, designing school attendance areas and feeder patterns, and employing alternative student enrollment options in a manner that best utilizes District facilities and meets the students' needs.	
	A student shall be assigned to a school attendance area in which he or she resides. The Superintendent or designee shall approve or deny a student's intradistrict transfer upon review of a transfer application. [See FDB]	
Attendance Areas	Individual school attendance areas shall be defined by the Board upon recommendation of the Superintendent. The Board shall be committed to a student-centered approach when defining school attendance areas. School attendance areas shall be kept as stable as possible. However, adjustments or changes shall be made whenever the District determines that there is a need to balance student loads or to distribute programs among schools for efficient use of facilities or when it is determined to be in the best interests of the students involved.	
	The purpose of establishing attendance areas shall be to:	
	<ol style="list-style-type: none"> 1. Attempt to maintain the neighborhood concept; 2. Prevent and eliminate overcrowding; 3. Allow for future growth; 4. Keep distances traveled by students as short as possible while still considering economic and demographic balance; 5. Minimize the need for student transportation; and 6. Allow campuses to house students safely and provide adequate services to all students. 	
Definitions	For purposes of this policy:	
	<ul style="list-style-type: none"> • "Capacity" refers to the maximum functional capability of the school building for a particular school and student population, adjusted by a scheduling factor, taking into account the number of core seats in the building and not counting temporary buildings on site. • "Scheduling factor" shall mean a numeric multiplier that adjusts capacity according to whether the school serves elementary or secondary grade levels and considers the school's 	
	DATE ISSUED: 9/15/2022 LDU 2022.03 FC(LOCAL)-X	Adopted: 1 of 5

Family Notification & Outreach

Pending the Board's consideration of the school boundaries recommendations.

- February 2023
 - Communication to parents and families regarding school boundary adjustments for elementary and intermediate schools.
- March - August, 2023
 - Opportunities for families and students to connect and participate in events at the current and future school to ensure a smooth transition.

INTERMEDIATE SCHOOL INFO NIGHT! Feb. 16, 2023

SADBERRY INTERMEDIATE MUSTANGS
 Bonham Elementary
 6 pm - Meet the Principal
 7 pm - Campus Presentation

LONG INTERMEDIATE LOBOS
 6 pm @ Long Cafeteria
 All Dual Language
 Students will Attend Long

RAYBURN INTERMEDIATE RAIDERS
 6 pm @ Rayburn Cafeteria

LEARN ABOUT...

- The Staff**
Meet Administration & Counselors
- Courses**
Choices & Registration
- Aspire Academy**
Application (Due by Feb. 20)
- Daily Schedule**
Campus Routines & Expectations
- Organizations**
Clubs & Volunteer Opportunities



Aspire Academy Intermediate Enrichment



Biomedical Enrichment

- Medicine
- Physiology
- Genetics
- Microbiology
- Public Health



Computer Science Enrichment

- Coding
- Website Development
- App Development
- Cybersecurity



Engineering Enrichment

- Types of Engineering
- Robotics & Automation
- Engineering Design Process



Fine Arts Enrichment

- Influence of Arts on Society
- Artistic Knowledge
- Historical Context
- Interpretation of Arts



Global Studies Enrichment

- International Relationships
- Global Economy
- Global Citizenship
- International Institutions



Graphic Design Enrichment

- Digital Design
- Branding/Visual Identity
- Product Design
- Publishing

Intermediate to High School Alignment

Intermediate 5th - 6th Grades	Middle School 7th & 8th Grades* <small>**HS Credit Courses</small>	High School 9th - 12th Grades*
 <p>Biomedical Enrichment</p>	<p><u>Biomedical Pathway</u></p> <ul style="list-style-type: none"> –Principles of Health Sciences** –Principles of Biosciences ** 	<p><u>Biomedical Pathway</u></p> <ul style="list-style-type: none"> –PLTW Principles of Biomedical Science, Human Body Systems, Medical Interventions, Biomedical Innovations –Medical Microbiology –AP/IB Biology
 <p>Computer Science Enrichment</p>	<p><u>Computer Science Pathway</u></p> <ul style="list-style-type: none"> –Fundamentals of Computer Science** –Foundations of Cybersecurity** 	<p><u>Computer Science Pathway</u></p> <ul style="list-style-type: none"> –AP Computer Science Principles –AP/IB Computer Science A –Computer Science I, Networking I
 <p>Engineering Enrichment</p>	<p><u>Engineering Pathway</u></p> <ul style="list-style-type: none"> –Principles of Applied Engineering** –Robotics I** 	<p><u>Engineering Pathway</u></p> <ul style="list-style-type: none"> –PLTW Introduction to Engineering Design –PLTW Civil Engineering and Architecture –Practicum in STEM at CTEC

* MS & HS courses are subject to change based on guidance from TEA

Intermediate to High School Alignment

Intermediate 5th - 6th Grades	Middle School 7th & 8th Grades* <small>**HS Credit Courses</small>	High School 9th - 12th Grades*
<p>Fine Arts Enrichment</p>	<p><u>Fine Arts Pathway</u> –Band, Choir, Orchestra –Mariachi (8th grade) –Art, Art 1 (8th grade**) –Theater, Theater 1 (8th grade**)</p>	<p><u>Fine Arts Pathway</u> –Various levels of Band, Symphony, Jazz & Chorale –IB Music –AP 2-D Design, AP 3-D Design, AP Drawing, AP Art History –IB Visual Arts, IB Film</p> <p style="text-align: right;">11</p>
<p>Global Studies Enrichment</p>	<p><u>Global Studies Pathway</u> –Principles of Business, Marketing, & Finance** –Spanish I/II** –Spanish II/III** –Student Leadership**</p>	<p><u>Global Studies & Entrepreneurship Pathway</u> –Entrepreneurship I, Entrepreneurship II –Practicum in Entrepreneurship –AP/IB Spanish IV, AP/IB Spanish V –AP Human Geography –AP World History –AP/IB Economics & AP/IB Government –AP Psychology</p>
<p>Graphic Design Enrichment</p>	<p><u>Graphic Design Pathway</u> –Principles of Arts, A/V Technology, and Communications** –Digital Media**</p>	<p><u>Graphic Design & Multimedia Arts Pathway</u> –Graphic Design & Illustration I, Graphic Design & Illustration II –Practicum Graphic Design and Illustration –Commercial Photography</p>

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Aspire Website

<https://www.bryanisd.org/o/bisd/page/aspire-academy>



Aspire Application

<https://bisd.link/AspireAcademyApplication2023>



FAQs

<https://bisd.link/AspireAcademyFAQs>



Information Night Presentation

<https://bisd.link/AspireAcademyInfoPresentation>



Board Committee Reports

1. Technology Committee
2. Teaching & Learning Committee
3. Finance Committee

Information Item

1. 2022-2025 School Safety Standards Grant
2. Sustainable Staffing of Year-Long Residents

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

Teaching and Learning

1. Discuss and Consider Approval of a Purchase Request Over \$50,000 for Grades 3-5 SAVVAS Social Studies

Human Resources

1. Discuss and Consider Authorizing the Superintendent to Negotiate and Enter into a Contract with ESS South Central, LLC for the Provision of Substitute Staffing Services for the 2023-2024 School Year

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Bryan ISD & ESS Partnership Plan

Bryan ISD
ESS Partnership Investment Plan

Cost Category	
Total Annual Payroll	\$ 1,931,795
ESS markup	1.29
Billing to District - Payroll * Markup	\$ 2,492,016
Expenses	
Payroll	(\$ 1,931,795)
Payroll Taxes - FUTA - 0.6%	(\$ 11,591)
Payroll Taxes - FICA - MC - 1.45%	(\$ 28,011)
Payroll Taxes - FICA - SS - 6.2%	(\$ 119,771)
Payroll Taxes - State SUI - 2.45%	(\$ 47,329)
Workers Compensation, General Liability & Payroll Service	(\$ 23,500)
Annual Purchasing Cooperative Fees	(\$ 6,000)
AESOP Software	(\$ 15,000)
Local Support - Dedicated Onsite Manager - 2 FTEs - salary plus benefits	(\$ 140,769)
Regional and National Support Allocation - 3.75%	(\$ 72,442)
Benefits Program for Substitutes - Plan Management	(\$ 2,500)
Recruiting - Annual Budget	(\$ 5,000)
Training - Annual Budget	(\$ 3,250)
Substitute Incentives - Annual Budget	(\$ 3,000)
Travel/Mileage Expenses - Annual Budget	(\$ 1,500)
Total Expenses	(\$ 2,411,458)
Contribution to Pre-Tax Profit	\$ 80,557
Federal Corporate Income Tax - 22.5%	(\$ 18,125)
Net Income	\$ 62,432
Net Income - %	2.5%

**Cost comparison of moving
substitutes back to BISD**

BISD costs for same level of substitutes	Percentage	Increase substitute pay rate 10%
\$ 1,931,795		\$ 2,124,975
\$ 11,591	0.60%	\$ 12,750
\$ 28,011	1.45%	\$ 30,812
\$ 77,272	4.00% TRS	\$ 84,999
\$ 47,329	2.45%	\$ 52,062
\$ 19,318	1.00%	\$ 21,250
\$ 0		\$ 0
\$ 15,000		\$ 15,000
\$ 140,769		\$ 140,769
\$ 0		\$ 0
\$ 2,500		\$ 2,500
\$ 0		\$ 0
\$ 0		\$ 0
\$ 3,000		\$ 3,000
\$ 1,500		\$ 1,500
\$ 2,278,085		\$ 2,489,616
\$ 133,373		(\$ 78,158)

Estimated cost savings or (additional
spend) of moving substitute
management back to Bryan ISD.

Benefits for having an ESS Partnership

- ESS offers insurance for substitutes
- A call center is available to secure substitutes for advanced absences
- ESS is able to provide incentives to motivate substitutes to take jobs
- Two ESS employees are dedicated to recruit substitutes
- Substitutes are paid weekly
- BISD uses ESS as a recruiting platform
 - 2020 - 70 substitutes hired
 - 2021 - 80 substitutes hired
 - 2022 - 70 substitutes hired

Complications for ending the Partnership

- Rebuild Frontline
- Rehire substitutes
- Loss of substitutes
- No insurance for substitutes

Questions?

Closed Session

1. Discuss Issues Pertaining to Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Texas Government Code Section 551.074)
2. Receive Legal Advice with Regard to the City's Proposed "Interlocal Agreement City of Bryan and Bryan Independent School District Deferred Road Construction" and Options for the District's Property Identified as 851 N. Harvey Mitchell Parkway, Further Described as Zeno Phillips League, A-45, Block 19, Lot 2, Acres 95.29, in Brazos County, Texas, and Including the Ruby Haliburton Auxiliary Complex Project. (Texas Government Code Sections 551.071 and 551.129)
3. Discussion Regarding the Duties of a Public Official and Board Operating Procedures (Texas Government Code Section 551.074)
4. Discussion Regarding Superintendent's Evaluation and Evaluation Process of Superintendent (Texas Government Code 551.074)

Reconvene in Open Session

1. Possible Action on the City's Proposed "Interlocal Agreement City of Bryan and Bryan Independent School District Deferred Road Construction," and Options for the District's Property Identified as 851 N. Harvey Mitchell Parkway, Further Described as Zeno Phillips League, A-45, Block 19, Lot 2, Acres 95.29, in Brazos County, Texas, and Including the Ruby Haliburton Complex Project. (Texas Government Code Sections 551.071 and 551.129)

ADJOURN

In accordance with the Texas Open Meetings Act Subchapters D and E of Chapter 551, Texas Government Code (§551.071 Attorney/Client Consultation, §551.072 Real Estate, §551.073 Contracts for Gifts or Donations, §551.074 Personnel Matters, §551.075 Investments, §551.076 Security Devices, §551.082 Discipline of Student or Employee Complaint, §551.0821 Personally Identifiable Student Information, §551.083 Employee Groups Consultation, §551.084 Exclusion of Hearing Witnesses), the board may enter closed meeting to deliberate any subject authorized by Subchapters listed.