

Regular Action Meeting/Public Hearing
for ESSER III/RSSP
Monday, July 12, 2021 6:30 PM

Education Support Center
2218 FM 517
Dickinson, TX 77539

Agenda

1. Roll Call, Establish Quorum, Welcome Visitors
2. Pledge of Allegiance to the American and Texas Flags
3. Public Hearing and Citizen Input on ESSER III/RSSP
4. Public Comment: Agenda Items
5. Open Forum: Non agenda Items
6. Closed Executive Session
 - A. Section 551.074 - Resignations, Retirements, New Hires
7. Action on Closed Executive Session Items
 - A. Consider Approval of Resignations, Retirements, New Hires
8. Written Reports
 - A. Tax Report for May 2021 and Year to Date
 - B. Student Attendance Report for 6th Six Weeks
 - C. Parent Survey Results
 - D. Safety Report
9. Renewal of Property & Casualty Insurance Policies
10. UIL Course Exemptions
11. Personnel Compensation Plan
12. Action Items
 - A. Transforming Lives Cooperative Day Program (TLC) MOU 2021-2022
 - B. 4-H Organization Resolution and Adjunct Faculty Agreement with Galveston County Extension Agents
 - C. Quarterly Investment Report
 - D. Consent Agenda Items
 - Budget Amendments/Adjustments for June 9, 16, 23, 2021
 - Donation to DHS Robotics-Harbor Freight
 - Campus Fundraising Requests-All Campuses 2021-2022
 - June 7, 2021 Minutes
 - New Hires for the Week of June 11, 2021
 - Approval of Proposals Received RFP20-10-1091 Contracted Services
 - Donation to DHS Welding-Gary Botello
 - Campus Fundraising Requests-All Campuses 2021-2022
 - New Hires for the Week of June 18, 2021
 - New Hires for the Week of June 25, 2021
 - Out of State Travel-DHS CTE
 - Out of State Travel-CRES Blue Ribbon Ceremony
 - Sale of Tax Resale Property #06TX0513
 - Campus Fundraising Requests 2021-2022 – DMS, KJHS
 - Approval of Proposals Received: 20-06-1091, 21-06-1119, 21-06-1121, 21-06-

1122, 21-06-1124, 21-06-1127/1128/1129

- New Hires for the Week of July 2, 2021

13. Adjournment

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: July 12, 2021

Item Title: Public Hearing Regarding ESSER III/RSSP

Agenda Item: Carla Voelkel

Background Information:

In a public hearing format, administration will present information about the Elementary Secondary School Emergency Relief (ESSER) III Fund and Resilient Schools Support Program (RSSP).

Recommendation:

Information only.

Action Item: _____ Yes No

ESSER III/RSSP Public Hearing

July 12, 2021 – 6:30 p.m.

Dickinson ISD Education Support Center

2218 East FM 517 - Dickinson, Texas 77539

Please Sign In Below:

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Representing
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DICKINSON INDEPENDENT SCHOOL DISTRICT BOARD AGENDA DOCUMENT

Item Title: Public Comment: Agenda Items

Agenda Item: Carla Voelkel

Background Information:

The Board will hear from those in the audience who have completed the document for permission to address the Board this evening regarding agenda items per HB 2840. The Board President or Secretary will ask the individuals to speak in the order in which the completed document was received.

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Item Title: Open Forum

Agenda Item: Carla Voelkel

Background Information:

The Board will hear from those in the audience who have completed the document for permission to address the Board this evening. The Board President or Secretary will ask the individuals to speak in the order in which the completed document was received. Each will be limited to no more than three minutes. No one may begin addressing the Board thirty minutes from this time.

DICKINSON INDEPENDENT SCHOOL DISTRICT

EXECUTIVE BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Executive Session

Agenda Item: President of the Board

The Board President will reconvene the Board to meet in Executive Session. If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by **the Texas Open Meetings Act**, Texas Government Code **Section 551.001** et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including but not limited to the following section(s) and purpose(s): Texas Government Code **Section 551.071** - Consultation with District's attorney regarding potential claim to be asserted by the District and concerning matters on which the attorney's duty to the District under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings Laws; **Section 551.074** - for the purpose of considering the appointment, resignations, reassignment, evaluation, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against public officers or employees; **Section 551.082** school children; school district employees; disciplinary matter or complaint, and **Section 551.0821** for the purpose of considering a matter regarding a public school student where personally identifiable information about the student will necessarily be revealed by the deliberation.

Time To Executive Session: _____

Time Out of Executive Session: _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Personnel Action
• Employment
• Resignations/Retirement

Agenda Item: Kimberly Rich

- We have sixty-five (65) new hires
• We have nineteen (19) resignations: three (3) teachers at K.E. Little Elementary, one (1) Teacher at Lobit Elementary, two (2) Teachers at Hughes Road Elementary, one (1) Teacher at Calder Road Elementary, two (2) Academic Coaches at Dunbar Middle School, one (1) Teacher at Barber Middle School, one (1) Academic Coach at Lobit Middle School, one (1) Teacher at Lobit Middle School, one (1) Teachers at McAdams Junior High, one (1) Dean of Instruction at McAdams Junior High, four (4) Teachers at Kranz Junior High, three (3) Teachers at Dickinson High School, one (1) Teacher at Coastal Alternative Program
• We have zero (0) retirements
• We have zero (0) ineligible to hire.

Recommendation:

The Superintendent recommends the employment and ratification of the resignations/retirement of the above personnel.

Action Item: [checked] Yes _____ No

Motion made by _____ seconded by _____ vote _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: July 12, 2021

Item Title: Written Reports

If a request to pull a Written Report is not received by the afternoon of the Board meeting, the report writer will not be in attendance and President Swartz will move to the next item.

Background Information:

Written Reports

- Tax Report for May, 2021 and Year to Date – Kelly Logsdon
- Student Attendance Report for the 6th Six Weeks – Dr. Jeff Pack
- Parent Survey Results – Kathy Behrendsen
- Disciplinary/Safety Report – Robert Cobb

Recommendation:

Information only

Action Item: _____ Yes _____ No

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: July 12, 2021

Item Title: Monthly Tax Collection Report

Agenda Item: Kelly Logsdon

Background Information:

The Monthly Tax Collection Report for May, 2021 and year to date is attached.

Recommendation:

Information only

Action Item: _____ Yes No

Dickinson Independent School District
Monthly Tax Collections Report
Maintenance Operations and Interest Sinking

Tax Year	Adjusted Taxable Values	Tax Rate	Tax Levy	Current Year Taxes Collected	Current Year % Collected										
2020	\$4,850,655,590	\$1.344	\$65,192,811	\$62,760,410	96.27%										
2019	\$4,166,906,421	\$1.450	\$60,420,143	\$59,423,702	98.35%										
2018	\$3,689,155,526	\$1.520	\$56,075,164	\$54,995,123	98.07%										
2017	\$3,390,794,185	\$1.520	\$52,218,230	\$51,140,065	97.94%										
2016	\$3,065,293,671	\$1.540	\$47,205,523	\$46,378,211	98.25%										
2020 Tax Year	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Totals:	% To Total	
Current Year Tax	Pending Billing	\$378,534	\$2,549,710	\$13,354,403	\$29,495,191	\$14,036,825	\$1,771,012	\$682,688	\$492,047				\$62,760,410		
YTD % Collected	0.00%	0.58%	4.49%	24.98%	70.22%	91.75%	94.47%	95.51%	96.27%	96.27%	96.27%	96.27%	96.27%	96.27%	
Prior Years Tax	\$261,234	\$82,519	\$117,291	\$80,410	\$69,068	\$80,828	\$34,645	\$78,174	\$87,587				\$891,757		
Subtotal Taxes	\$261,234	\$461,054	\$2,667,001	\$13,434,813	\$29,564,260	\$14,117,652	\$1,805,657	\$760,862	\$579,634	\$0	\$0	\$0	\$63,652,167	97.64%	
Penalty & Interest	\$45,743	\$21,674	\$29,695	\$33,306	\$21,003	\$57,700	\$105,272	\$70,803	\$56,352				\$441,548		
Total Taxes & P&I	\$306,977	\$482,728	\$2,696,696	\$13,468,119	\$29,585,263	\$14,175,353	\$1,910,929	\$831,665	\$635,986	\$0	\$0	\$0	\$64,093,714	98.31%	
Attorney Fees	\$26,755	\$18,926	\$14,740	\$22,947	\$15,775	\$12,989	\$19,895	\$20,509	\$13,930				\$166,467		
Total Collections	\$333,732	\$501,654	\$2,711,435	\$13,491,066	\$29,601,038	\$14,188,342	\$1,930,824	\$852,174	\$649,916	\$0	\$0	\$0	\$64,260,181	N/A	
2019 Tax Year	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Totals:	% To Total	
Current Year Tax	Pending Billing	\$149,295	\$2,782,035	\$24,347,020	\$21,701,965	\$7,295,092	\$624,605	\$713,295	\$409,011	\$818,065	\$386,690	\$196,629	\$59,423,702		
YTD % Collected	0.00%	0.25%	4.85%	45.15%	81.07%	93.14%	94.17%	95.35%	96.03%	97.39%	98.03%	98.35%	98.35%	98.35%	
Prior Years Tax	\$204,856	\$75,888	\$65,915	\$67,241	\$105,664	\$412,440	\$36,605	\$19,100	-\$8,538	\$45,032	\$57,688	\$121,115	\$1,203,006		
Subtotal Taxes	\$204,856	\$225,183	\$2,847,950	\$24,414,261	\$21,807,629	\$7,707,532	\$661,210	\$732,395	\$400,472	\$863,098	\$444,379	\$317,744	\$60,626,708	100.34%	
Penalty & Interest	\$43,730	\$20,895	\$21,205	\$23,190	\$29,700	\$58,660	\$49,448	\$58,734	\$44,198	\$61,352	\$56,012	\$35,363	\$502,486		
Total Taxes & P&I	\$248,586	\$246,078	\$2,869,155	\$24,437,451	\$21,837,329	\$7,766,192	\$710,658	\$791,129	\$444,670	\$924,450	\$500,391	\$353,106	\$61,129,195	101.17%	
Attorney Fees	\$37,553	\$18,475	\$15,622	\$16,339	\$14,363	\$16,576	\$8,654	\$7,447	\$9,389	\$11,274	\$48,017	\$31,772	\$235,481		
Total Collections	\$286,139	\$264,553	\$2,884,778	\$24,453,789	\$21,851,692	\$7,782,768	\$719,311	\$798,576	\$454,059	\$935,723	\$548,408	\$384,878	\$61,364,675	N/A	
2018 Tax Year	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Totals:	% To Total	
Current Year Tax	Pending Billing	\$770,275	\$2,711,777	\$10,821,827	\$31,598,499	\$6,705,964	\$1,032,517	\$527,234	\$385,353	\$339,487	\$372,586	\$238,083	\$55,503,602		
YTD % Collected	0.00%	1.35%	6.10%	25.07%	80.46%	92.21%	94.02%	94.94%	95.62%	96.21%	96.87%	97.28%	97.28%	97.28%	
Prior Years Tax	\$115,032	\$102,879	\$49,873	\$71,307	\$61,014	\$112,220	\$32,790	\$62,396	\$47,284	\$49,934	\$64,771	\$46,812	\$816,312		
Subtotal Taxes	\$115,032	\$873,153	\$2,761,650	\$10,893,135	\$31,659,513	\$6,818,184	\$1,065,307	\$589,630	\$432,637	\$389,421	\$437,358	\$284,895	\$56,319,914	98.71%	
Penalty & Interest	\$21,487	\$18,180	\$14,583	\$15,852	\$22,941	\$73,075	\$62,393	\$48,233	\$44,527	\$37,546	\$54,866	\$30,882	\$444,565		
Total Taxes & P&I	\$136,519	\$891,333	\$2,776,233	\$10,908,986	\$31,682,454	\$6,891,259	\$1,127,700	\$637,863	\$477,164	\$426,967	\$492,224	\$315,777	\$56,764,478	99.49%	
Attorney Fees	\$19,713	\$14,417	\$11,989	\$12,942	\$14,314	\$22,911	\$12,565	\$13,744	\$13,326	\$8,928	\$35,743	\$27,655	\$208,248		
Total Collections	\$156,232	\$905,750	\$2,788,222	\$10,921,929	\$31,696,768	\$6,914,169	\$1,140,265	\$651,608	\$490,490	\$435,895	\$527,967	\$343,432	\$56,972,727	N/A	
2017 Tax Year	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Totals:	% To Total	
Current Year Tax	Pending Billing	\$187,352	\$2,763,831	\$21,998,802	\$19,021,683	\$7,891,945	\$1,072,658	\$543,284	\$471,494	\$357,831	\$365,201	\$321,043	\$54,995,123		
YTD % Collected	0.00%	0.33%	5.26%	44.49%	78.42%	92.49%	94.40%	95.37%	96.21%	96.85%	97.50%	98.07%	98.07%	98.07%	
Prior Years Tax	\$200,336	\$135,217	\$62,894	\$83,240	\$64,886	\$61,495	\$65,875	\$58,143	\$48,631	\$40,850	\$38,184	\$204,591	\$1,064,342		
Subtotal Taxes	\$200,336	\$322,569	\$2,826,725	\$22,082,041	\$19,086,569	\$7,953,440	\$1,138,534	\$601,427	\$520,125	\$398,681	\$403,384	\$525,634	\$56,059,466	99.97%	
Penalty & Interest	\$49,273	\$44,823	\$17,838	\$23,288	\$18,997	\$78,141	\$73,420	\$44,898	\$55,366	\$46,319	\$57,711	\$48,275	\$558,349		
Total Taxes & P&I	\$249,608	\$367,392	\$2,844,563	\$22,105,330	\$19,105,567	\$8,031,580	\$1,211,954	\$646,325	\$575,491	\$445,000	\$461,095	\$573,909	\$56,617,814	100.97%	
Attorney Fees	\$49,872	\$35,006	\$13,496	\$20,231	\$10,986	\$10,396	\$8,938	\$17,883	\$17,233	\$12,983	\$45,535	\$46,595	\$289,154		
Total Collections	\$299,481	\$402,398	\$2,858,059	\$22,125,561	\$19,116,553	\$8,041,977	\$1,220,891	\$664,208	\$592,724	\$457,983	\$506,631	\$620,504	\$56,906,968	N/A	
2016 Tax Year	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Totals:	% To Total	
Current Year Tax	Pending Billing	\$304,618	\$2,736,229	\$19,079,059	\$19,399,265	\$7,422,327	\$1,067,090	\$255,354	\$340,409	\$179,874	\$234,525	\$121,314	\$51,140,065		
YTD % Collected	0.00%	0.58%	5.82%	42.36%	79.51%	93.72%	95.77%	96.26%	96.91%	97.25%	97.70%	97.94%	97.94%	97.94%	
Prior Years Tax	\$83,732	\$63,962	\$52,521	\$152,728	\$43,617	\$80,716	\$46,888	\$38,354	\$41,005	\$36,087	\$36,984	\$24,102	\$700,695		
Subtotal Taxes	\$83,732	\$368,580	\$2,788,750	\$19,231,787	\$19,442,882	\$7,503,044	\$1,113,977	\$293,707	\$381,415	\$215,961	\$271,509	\$145,416	\$51,840,761	99.28%	
Penalty & Interest	\$21,145	\$18,505	\$14,866	\$9,830	\$14,350	\$76,448	\$79,456	\$35,577	\$46,371	\$42,972	\$43,212	\$28,594	\$431,326		
Total Taxes & P&I	\$104,877	\$387,085	\$2,803,616	\$19,241,617	\$19,457,232	\$7,579,492	\$1,193,433	\$329,285	\$427,785	\$258,933	\$314,721	\$174,010	\$52,272,086	100.10%	
Attorney Fees	\$16,094	\$12,507	\$7,879	\$7,879	\$20,413	\$12,540	\$12,811	\$12,910	\$12,308	\$12,234	\$26,747	\$25,546	\$181,611		
Total Collections	\$120,972	\$399,593	\$2,811,555	\$19,249,496	\$19,466,855	\$7,599,904	\$1,206,244	\$342,195	\$440,093	\$271,167	\$341,468	\$199,556	\$52,453,697	N/A	

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Student Attendance Report for Sixth Six Weeks

Agenda Item: Dr. Jeff Pack

Background Information:

Attached is data from the sixth six-week reporting period for 2020-2021 and comparison data from the 2016-2017, 2017-2018, 2018-2019, and 2019-2020 school years.

Recommendation:

Information only

Action Item: _____ Yes √ _____ No

ADA Percentages by Campus

Campus	2016-17		2017-18		2018-19		2019-20		2020-21	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Little Elementary School										
First six weeks	624.37	96.27%	624.90	96.50%	625.50	96.30%	620.70	95.10%	474.76	91.83%
Second six weeks	635.23	95.79%	628.40	95.30%	624.70	96.20%	619.10	94.30%	515.66	92.82%
Third six weeks	635.88	95.91%	615.00	94.60%	625.60	95.80%	588.00	90.70%	520.70	92.30%
Fourth six weeks	634.35	95.13%	605.70	93.40%	628.10	95.10%	581.07	94.76%	519.30	91.70%
Fifth six weeks	636.71	94.86%	608.10	94.10%	632.40	94.20%	COVID-19	COVID-19	530.04	93.50%
Sixth six weeks	627.50	94.20%	606.10	94.60%	642.40	94.50%	COVID-19	COVID-19	522.00	91.30%
<i>Yearly Average</i>	632.34	95.36%	614.70	94.75%	629.78	95.35%	609.12	93.90%	513.74	92.24%
Lobit Elementary School										
First six weeks	639.72	97.06%	508.40	96.30%	522.10	96.90%	595.40	97.10%	593.36	97.55%
Second six weeks	630.63	96.05%	503.60	96.60%	533.80	96.50%	592.90	95.70%	585.68	95.49%
Third six weeks	634.00	96.32%	500.10	95.20%	532.10	95.50%	593.60	95.10%	583.40	94.50%
Fourth six weeks	629.64	95.95%	510.10	95.90%	539.50	96.10%	589.89	96.01%	596.10	94.80%
Fifth six weeks	632.56	95.68%	517.70	96.40%	544.20	95.80%	COVID-19	COVID-19	612.69	95.40%
Sixth six weeks	624.60	95.00%	517.40	96.20%	545.80	95.90%	COVID-19	COVID-19	618.00	95.20%
<i>Yearly Average</i>	631.86	96.01%	509.55	96.10%	536.25	96.12%	593.86	95.98%	598.21	95.49%
Silbernagel Elementary School										
First six weeks	670.78	96.69%	674.70	96.40%	612.90	96.10%	593.90	96.50%	533.74	94.13%
Second six weeks	683.17	95.74%	668.40	95.80%	615.20	96.30%	604.10	95.80%	551.45	94.29%
Third six weeks	686.78	95.78%	658.70	94.50%	611.00	96.00%	595.30	94.20%	556.50	94.90%
Fourth six weeks	687.82	95.91%	649.20	94.30%	604.90	95.90%	560.90	94.60%	557.40	94.30%
Fifth six weeks	691.09	95.49%	660.60	94.90%	601.20	95.10%	COVID-19	COVID-19	571.22	94.70%
Sixth six weeks	690.10	94.50%	662.60	94.90%	604.50	95.30%	COVID-19	COVID-19	571.06	94.10%
<i>Yearly Average</i>	684.96	95.69%	662.37	95.13%	608.28	95.78%	594.61	95.21%	556.90	94.40%
Hughes Road Elementary School										
First six weeks	475.61	95.91%	559.00	96.70%	588.30	94.90%	612.90	95.50%	599.80	94.42%
Second six weeks	468.10	95.59%	552.30	96.10%	601.00	95.80%	617.00	94.80%	601.40	93.44%
Third six weeks	461.60	95.07%	547.30	95.00%	595.90	95.00%	611.40	93.00%	609.60	94.90%
Fourth six weeks	466.09	95.26%	546.50	95.10%	603.00	95.30%	630.40	94.86%	606.40	94.60%
Fifth six weeks	467.21	95.26%	555.80	95.10%	599.60	94.50%	COVID-19	COVID-19	607.25	94.20%
Sixth six weeks	461.60	94.00%	554.60	95.10%	608.20	95.20%	COVID-19	COVID-19	609.22	93.60%
<i>Yearly Average</i>	466.70	95.18%	552.58	95.52%	599.33	95.12%	616.69	94.59%	605.61	94.19%

ADA Percentages by Campus

Campus	2016-17		2017-18		2018-19		2019-20		2020-21	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Bay Colony Elementary School										
First six weeks	739.41	96.97%	686.20	96.70%	649.80	96.60%	633.10	96.50%	599.05	95.61%
Second six weeks	733.38	96.64%	672.90	95.70%	639.80	95.90%	625.00	95.10%	605.87	94.63%
Third six weeks	722.74	95.87%	666.60	95.10%	637.40	94.70%	615.00	93.50%	609.00	94.70%
Fourth six weeks	717.52	95.66%	678.30	95.40%	649.20	95.80%	626.55	95.27%	607.30	94.00%
Fifth six weeks	707.34	95.72%	679.50	95.60%	650.70	95.50%	COVID-19	COVID-19	609.01	94.00%
Sixth six weeks	706.70	95.10%	675.40	95.20%	652.60	95.30%	COVID-19	COVID-19	603.47	93.60%
<i>Yearly Average</i>	721.18	95.99%	676.48	95.62%	646.58	95.63%	623.67	95.14%	605.62	94.42%
San Leon Elementary School										
First six weeks	709.83	96.54%	644.50	96.40%	637.00	96.00%	639.70	96.20%	591.73	93.16%
Second six weeks	708.85	95.36%	643.90	95.50%	629.90	94.70%	629.80	94.60%	616.07	93.67%
Third six weeks	703.72	95.99%	638.40	95.10%	622.90	95.10%	624.30	93.20%	617.40	94.30%
Fourth six weeks	696.45	95.90%	650.80	95.20%	616.80	95.20%	610.07	94.96%	601.80	92.70%
Fifth six weeks	691.40	95.75%	645.90	95.00%	618.60	94.30%	COVID-19	COVID-19	594.98	93.20%
Sixth six weeks	687.30	94.90%	643.60	95.20%	621.50	94.40%	COVID-19	COVID-19	593.11	93.70%
<i>Yearly Average</i>	699.59	95.74%	644.52	95.40%	624.45	94.95%	633.74	94.77%	602.52	93.46%
Calder Road Elementary										
First six weeks	520.39	96.93%	499.40	96.20%	515.30	96.20%	581.50	96.30%	558.97	95.42%
Second six weeks	510.98	96.40%	488.90	96.10%	517.80	95.90%	582.30	94.90%	589.30	95.21%
Third six weeks	513.28	96.38%	481.80	94.90%	508.00	94.60%	576.00	94.40%	599.70	95.40%
Fourth six weeks	515.95	95.26%	474.70	95.20%	522.10	96.20%	564.01	94.61%	607.70	94.70%
Fifth six weeks	521.25	95.90%	481.10	95.80%	521.40	95.40%	COVID-19	COVID-19	609.21	94.60%
Sixth six weeks	516.90	95.20%	479.80	95.30%	522.90	95.20%	COVID-19	COVID-19	611.05	94.20%
<i>Yearly Average</i>	516.46	96.01%	484.28	95.58%	517.92	95.58%	578.80	94.95%	595.99	94.92%
Dunbar Middle School										
First six weeks	504.74	96.84%	650.10	96.40%	618.40	96.00%	592.50	96.00%	608.58	95.96%
Second six weeks	505.79	96.17%	644.90	95.30%	620.50	95.70%	585.50	94.90%	599.80	94.53%
Third six weeks	503.20	95.43%	641.60	94.80%	618.30	94.90%	581.50	93.50%	603.20	94.70%
Fourth six weeks	508.54	95.24%	631.00	94.40%	601.10	94.30%	580.41	94.33%	588.00	93.10%
Fifth six weeks	512.12	95.87%	626.70	94.80%	601.30	94.40%	COVID-19	COVID-19	588.57	92.80%
Sixth six weeks	507.00	95.20%	632.50	94.60%	597.20	93.80%	COVID-19	COVID-19	591.94	92.90%
<i>Yearly Average</i>	506.90	95.79%	637.80	95.05%	609.47	94.85%	583.79	94.68%	596.68	94.00%

ADA Percentages by Campus

Campus	2016-17		2017-18		2018-19		2019-20		2020-21	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Barber Middle School										
First six weeks	672.74	96.90%	625.50	97.50%	683.20	97.40%	697.90	97.10%	685.08	98.52%
Second six weeks	669.83	96.23%	628.80	97.40%	684.60	96.80%	696.30	96.50%	685.00	96.88%
Third six weeks	669.80	96.06%	621.00	95.80%	677.70	96.20%	691.60	95.80%	683.40	96.70%
Fourth six weeks	672.68	95.87%	625.00	95.40%	679.40	96.40%	695.27	95.97%	665.40	95.60%
Fifth six weeks	675.82	96.03%	630.10	95.50%	679.40	95.80%	COVID-19	COVID-19	664.86	95.40%
Sixth six weeks	666.14	94.93%	633.20	96.10%	681.80	95.60%	COVID-19	COVID-19	657.94	94.80%
<i>Yearly Average</i>	671.17	96.00%	627.27	96.28%	681.02	96.37%	693.86	96.34%	673.61	96.32%
Lobit Middle School										
First six weeks	408.52	97.90%	414.40	97.00%	420.00	97.00%	436.80	96.50%	461.04	98.62%
Second six weeks	407.17	96.67%	405.50	95.90%	421.10	96.60%	440.70	96.20%	451.77	95.60%
Third six weeks	403.32	96.44%	406.10	95.60%	422.20	96.50%	435.90	94.90%	455.00	96.60%
Fourth six weeks	406.07	96.27%	410.90	96.20%	420.70	96.10%	442.12	95.55%	459.20	96.10%
Fifth six weeks	409.44	96.49%	408.90	95.80%	421.80	95.40%	COVID-19	COVID-19	454.75	95.30%
Sixth six weeks	406.49	95.80%	408.80	95.50%	426.80	96.10%	COVID-19	COVID-19	450.62	95.10%
<i>Yearly Average</i>	406.84	96.60%	409.10	96.00%	422.10	96.28%	437.31	95.78%	455.40	96.22%
McAdams Junior High School										
First six weeks	1528.59	96.65%	1504.40	95.80%	726.40	96.30%	843.60	96.50%	872.75	98.64%
Second six weeks	1510.75	95.45%	1484.50	94.60%	726.70	95.50%	844.10	95.40%	846.83	95.45%
Third six weeks	1500.08	94.92%	1466.20	93.40%	722.60	94.80%	827.40	93.80%	843.80	94.30%
Fourth six weeks	1504.25	94.31%	1472.30	93.60%	729.50	95.00%	829.29	94.48%	833.00	93.10%
Fifth six weeks	1516.50	94.68%	1477.10	94.00%	728.10	94.50%	COVID-19	COVID-19	828.96	93.10%
Sixth six weeks	1500.11	93.41%	1446.10	92.00%	731.40	94.20%	COVID-19	COVID-19	805.53	90.60%
<i>Yearly Average</i>	1510.05	94.90%	1475.10	93.90%	727.45	95.05%	834.43	95.03%	838.48	94.20%
Kranz Junior High School										
First six weeks					884.20	96.00%	964.90	96.40%	916.58	96.66%
Second six weeks					873.80	94.70%	964.60	95.70%	926.54	94.91%
Third six weeks					871.20	94.10%	949.20	94.20%	922.30	94.20%
Fourth six weeks					873.20	94.60%	950.41	95.15%	891.70	92.00%
Fifth six weeks					867.00	93.70%	COVID-19	COVID-19	883.72	92.00%
Sixth six weeks					864.80	94.20%	COVID-19	COVID-19	877.56	91.20%
<i>Yearly Average</i>					872.37	94.55%	954.71	95.42%	903.07	93.50%

ADA Percentages by Campus

Campus	2016-17		2017-18		2018-19		2019-20		2020-21	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Dickinson High School										
First six weeks	2726.87	95.20%	2815.70	95.80%	2849.80	95.10%	2997.60	95.70%	3190.34	96.05%
Second six weeks	2672.81	93.59%	2756.60	94.20%	2842.60	94.60%	2977.30	94.80%	3108.13	93.23%
Third six weeks	2652.74	94.17%	2720.90	93.90%	2824.80	94.70%	2950.20	94.10%	3017.80	90.90%
Fourth six weeks	2597.86	94.02%	2664.10	92.90%	2759.10	93.50%	2907.38	93.91%	2680.20	84.60%
Fifth six weeks	2552.26	93.44%	2642.40	92.80%	2752.70	94.10%	COVID-19	COVID-19	2736.94	87.80%
Sixth six weeks	2533.80	92.40%	2642.00	93.80%	2748.60	94.40%	COVID-19	COVID-19	2781.00	89.70%
<i>Yearly Average</i>	2622.72	93.80%	2706.95	93.90%	2796.27	94.40%	2951.39	94.57%	2919.07	90.38%
Dickinson Continuation Center										
First six weeks	64.17	90.54%	68.10	93.00%	59.20	88.20%	60.30	92.70%	65.08	95.13%
Second six weeks	55.40	88.31%	64.20	90.90%	57.90	87.40%	56.20	90.40%	61.97	86.59%
Third six weeks	51.00	88.54%	61.10	92.80%	52.70	86.00%	48.60	90.90%	54.60	84.40%
Fourth six weeks	62.18	88.29%	62.60	90.20%	55.10	88.40%	57.54	89.02%	137.00	87.00%
Fifth six weeks	52.40	88.13%	55.40	90.60%	47.70	87.00%	COVID-19	COVID-19	115.93	80.30%
Sixth six weeks	38.35	86.63%	43.60	92.70%	39.20	89.20%	COVID-19	COVID-19	92.44	80.30%
<i>Yearly Average</i>	53.92	88.41%	59.17	91.70%	51.97	87.70%	55.66	90.79%	87.84	85.62%
Transforming Lives Cooperative										
First six weeks	8.37	97.00%	8.80	98.80%	5.30	100.00%	8.80	97.60%	6.08	96.69%
Second six weeks	9.42	92.62%	8.10	100.00%	8.30	99.20%	8.90	100.00%	7.27	100.00%
Third six weeks	9.68	100.00%	8.30	95.10%	10.40	93.20%	9.70	98.80%	8.00	100.00%
Fourth six weeks	9.50	94.33%	8.40	99.10%	8.90	96.50%	8.46	90.13%	5.60	100.00%
Fifth six weeks	8.56	100.00%	9.20	99.30%	7.80	100.00%	COVID-19	COVID-19	5.93	100.00%
Sixth six weeks	8.73	99.38%	7.50	100.00%	7.00	99.10%	COVID-19	COVID-19	6.62	99.10%
<i>Yearly Average</i>	9.04	97.22%	8.38	98.72%	7.95	98.00%	8.86	95.01%	6.58	99.30%
Galveston County Detention Facility										
First six weeks	16.63	99.78%	12.10	99.50%	15.60	98.00%	23.10	99.40%	7.42	99.44%
Second six weeks	15.42	99.73%	23.50	99.60%	15.20	98.90%	21.40	96.20%	12.43	100.00%
Third six weeks	15.68	100.00%	18.70	99.80%	11.80	99.30%	21.00	92.10%	7.40	100.00%
Fourth six weeks	11.93	100.00%	13.90	98.70%	22.30	99.80%	23.85	93.05%	7.30	100.00%
Fifth six weeks	18.59	99.69%	15.20	99.10%	24.70	99.70%	COVID-19	COVID-19	9.11	100.00%
Sixth six weeks	20.78	99.23%	13.50	99.80%	20.10	98.00%	COVID-19	COVID-19	12.15	100.00%
<i>Yearly Average</i>	16.51	99.74%	16.15	99.42%	18.28	98.95%	21.90	92.65%	9.30	99.91%

ADA Percentages by Campus

Campus	2016-17		2017-18		2018-19		2019-20		2020-21	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Coastal Alternative Program										
First six weeks	2.33	48.09%	5.60	79.10%	5.30	78.50%	2.30	64.30%	0.00	0.00%
Second six weeks	3.08	61.67%	3.70	47.90%	5.50	75.60%	3.10	73.00%	0.00	0.00%
Third six weeks	3.00	67.57%	4.50	54.80%	5.10	83.70%	3.10	63.40%	0.50	72.20%
Fourth six weeks	1.63	51.16%	3.80	77.60%	4.10	72.40%	3.65	62.66%	0.50	52.00%
Fifth six weeks	3.12	52.74%	2.80	65.80%	3.70	76.30%	COVID-19	COVID-19	1.24	63.20%
Sixth six weeks	4.27	58.52%	2.50	60.00%	2.00	45.50%	COVID-19	COVID-19	2.36	84.80%
<i>Yearly Average</i>	2.91	56.63%	3.82	64.20%	4.28	72.00%	3.03	67.21%	1.15	68.05%
DISTRICT TOTAL										
First six weeks	10367.36	96.29%	10301.80	96.20%	10418.30	95.90%	10905.10	96.10%	10758.31	96.01%
Second six weeks	10277.10	95.26%	10178.10	95.20%	10418.40	95.40%	10868.20	95.20%	10766.57	94.27%
Third six weeks	10224.94	95.28%	10055.70	94.40%	10349.60	95.00%	10721.70	93.90%	10694.00	93.60%
Fourth six weeks	10180.91	94.98%	10007.20	94.20%	10316.90	94.90%	10783.56	94.58%	10357.50	91.10%
Fifth six weeks	10152.66	94.89%	10016.50	94.40%	10302.10	94.60%	COVID-19	COVID-19	10424.41	92.00%
Sixth six weeks	10002.16	93.97%	9969.00	94.30%	10316.60	94.70%	COVID-19	COVID-19	10404.11	92.20%
Actual ADA for School Year	10200.86	95.11%	10088.05	94.78%	10353.65	95.08%	10795.43	94.95%	10567.48	93.20%
Projected ADA for School Year	*10400		*10350		*10500		*10800		*11000	

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Parent Survey Results

Agenda Item: Kathy Behrendsen

Background Information:
Parent Survey Results attached.

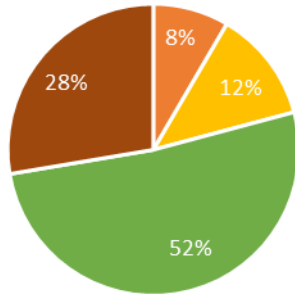
Recommendation:
Information only

Action Item: _____ Yes _____ No

Dickinson ISD District Parent Survey Results

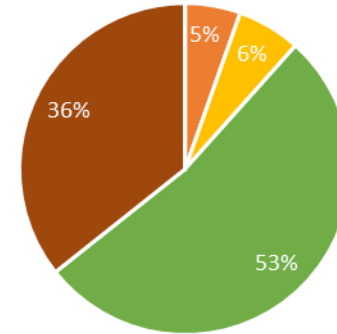
2020-2021

I feel welcome at the school my student attends.



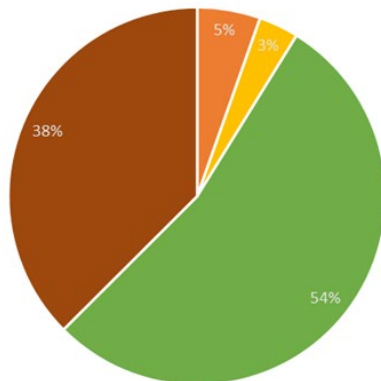
Definitely Disagree Disagree Agree Definitely Agree

I feel my student is safe at school.



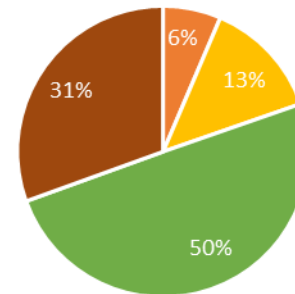
Definitely Disagree Disagree Agree Definitely Agree

My student is safe going to and from school.



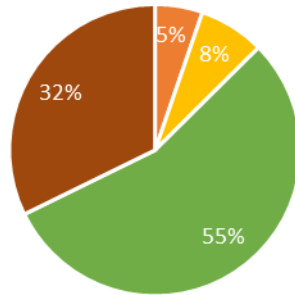
Definitely Disagree Disagree Agree Definitely Agree

I know what my student's teacher expects of my student.



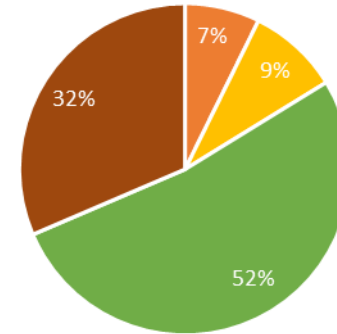
Definitely Disagree Disagree Agree Definitely Agree

There is adequate supervision before and after school.



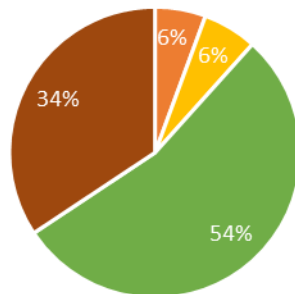
Definitely Disagree Disagree Agree Definitely Agree

Teachers show respect for the students.



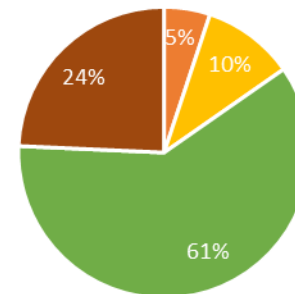
Definitely Disagree Disagree Agree Definitely Agree

Campus principals and assistant principals show respect for the students.



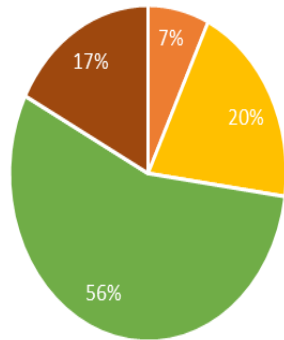
Definitely Disagree Disagree Agree Definitely Agree

Students show respect for teachers and administrators.



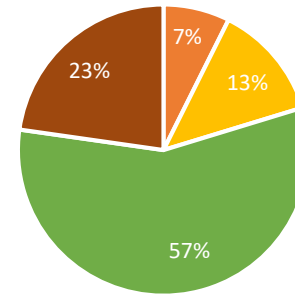
Definitely Disagree Disagree Agree Definitely Agree

Students show respect for other students.



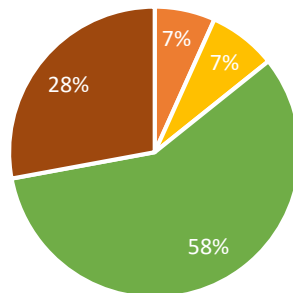
Definitely Disagree Disagree Agree Definitely Agree

The district/campus meets the social and emotional needs of the students.



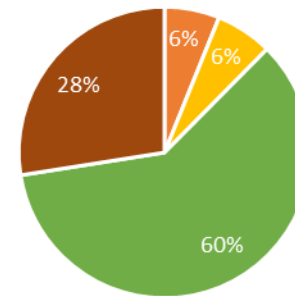
Definitely Disagree Disagree Agree Definitely Agree

The district/campus meets the academic needs of the students.



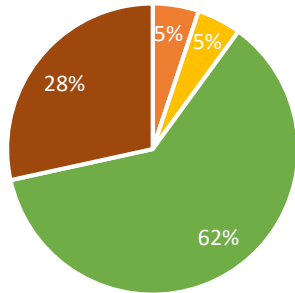
Definitely Disagree Disagree Agree Definitely Agree

Overall, the district/campus performs well academically.



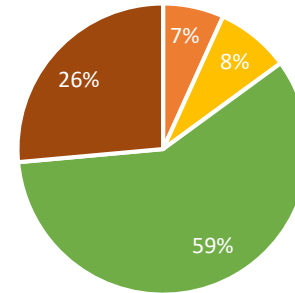
Definitely Disagree Disagree Agree Definitely Agree

The district/campus expects quality work of its students.



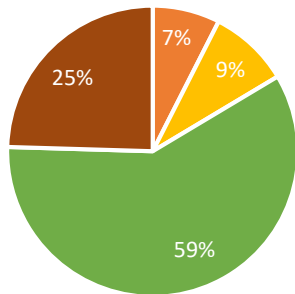
Definitely Disagree Disagree Agree Definitely Agree

The district/campus has an excellent learning environment.



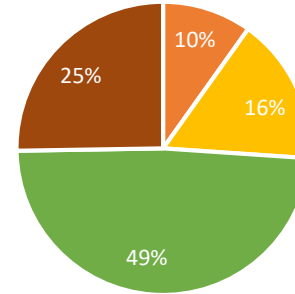
Definitely Disagree Disagree Agree Definitely Agree

The district/campus assessment practices are fair.



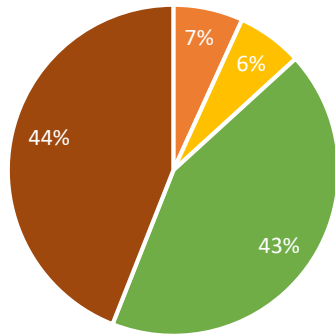
Definitely Disagree Disagree Agree Definitely Agree

The district/campus teachers help me to help my student learn at home.



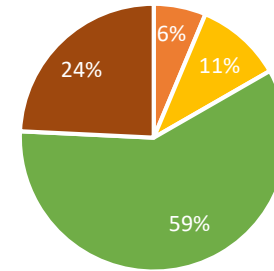
Definitely Disagree Disagree Agree Definitely Agree

I support my student's learning at home.



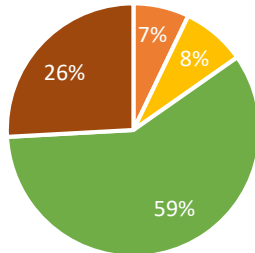
Definitely Disagree Disagree Agree Definitely Agree

The district/campus has a good public image.



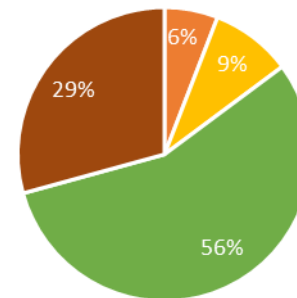
Definitely Disagree Disagree Agree Definitely Agree

The district/campus succeeds at preparing children for their future (next grade level, college/career/military).



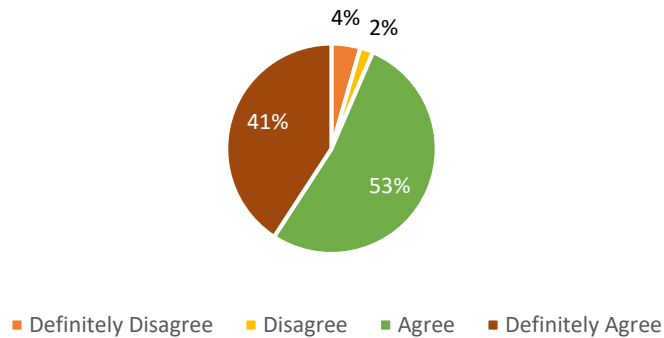
Definitely Disagree Disagree Agree Definitely Agree

I like the district/campus report cards/progress reports.

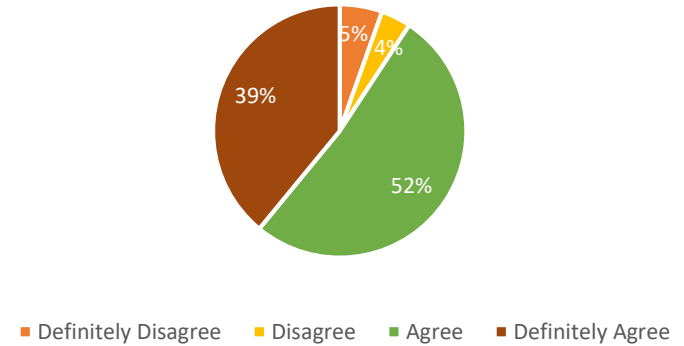


Definitely Disagree Disagree Agree Definitely Agree

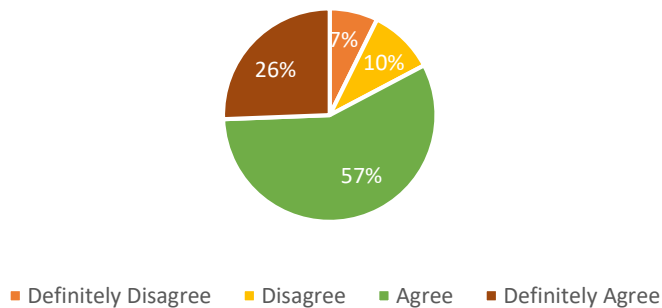
The district effectively communicates information about the district and when school closures are necessary for inclement weather.



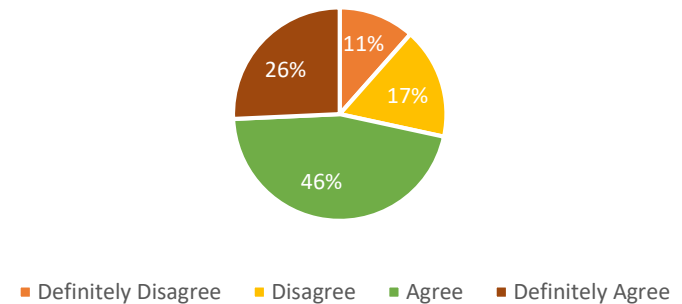
My student's school communicates with families in multiple ways (e.g., e-mail, phone, website).



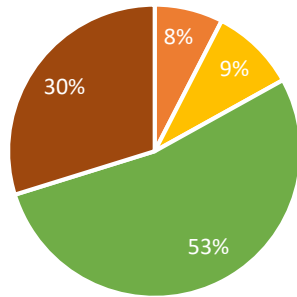
My student's school connects students, families, and staff to expanded learning opportunities, community services, and community improvement initiatives.



My student's teachers inform me of my student's progress and provide useful information on how to improve and make progress.

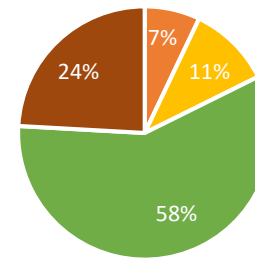


The district/campus quickly respond when I contact them.



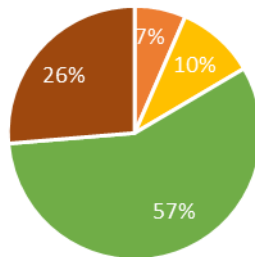
Definitely Disagree Disagree Agree Definitely Agree

I attended or viewed online informational and/or academic events on the campus and/or district website.



Definitely Disagree Disagree Agree Definitely Agree

The district website is easy to navigate and find district and/or campus information.



Definitely Disagree Disagree Agree Definitely Agree

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Safety Report

Agenda Item: Robert Cobb

Background Information:

Safety Report attached.

Recommendation:

Information only

Action Item: _____ Yes _____ No

Safety Report Update

July 12, 2021

Dickinson ISD is fortunate to have a great safety team spread out among several departments. Several team members attended the Regional School Safety Virtual Summit sponsored by Region 4 and Crime Stoppers. Topics included human trafficking, trauma informed care, transportation, facilities, drug alcohol issues, school health nursing, gangs, internet safety, mental health, juvenile justice, restorative practices, domestic violence, response to active shooter, threat assessment, and many others. Dr. Adam Saenz was the keynote speaker, and we are currently working with him to partner with Dickinson ISD on resiliency and other social emotional learning topics.

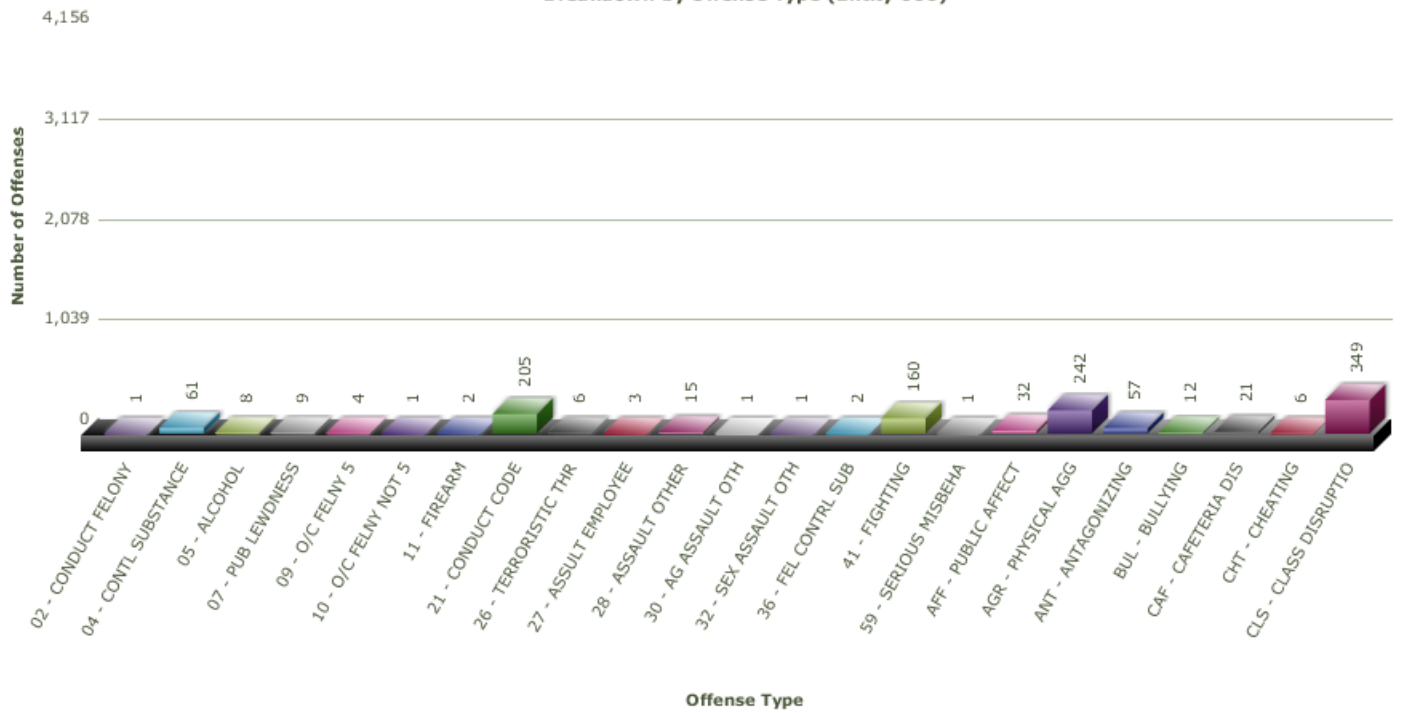
After June 4, 2021, the district can no longer mandate masks be worn based on Governor Abbott's Executive Order. However, we are still encouraging social distancing, providing hand sanitizer, encouraging frequent handwashing, and providing spray sanitizer bottles for each classroom during summer school. Students and staff who still want to wear masks are encouraged to do so. We will update our Covid-19 Safety Response Plan prior to the start of the new school year.

The 2021 Virtual Texas School Safety Conference is June 29 - 30, 2021, and this will be the third year in a row we have participated in this Texas School Safety Center sponsored conference; it has become the premier safety training for Texas schools. The theme this year is "Texas Strong: Resiliency Through Change", the conference brings together educators, administrators, school-based law enforcement, and emergency managers to collaborate, network, and learn from each other. This conference features keynote speakers including Elizabeth Smart and features various breakout sessions to address specific training needs.

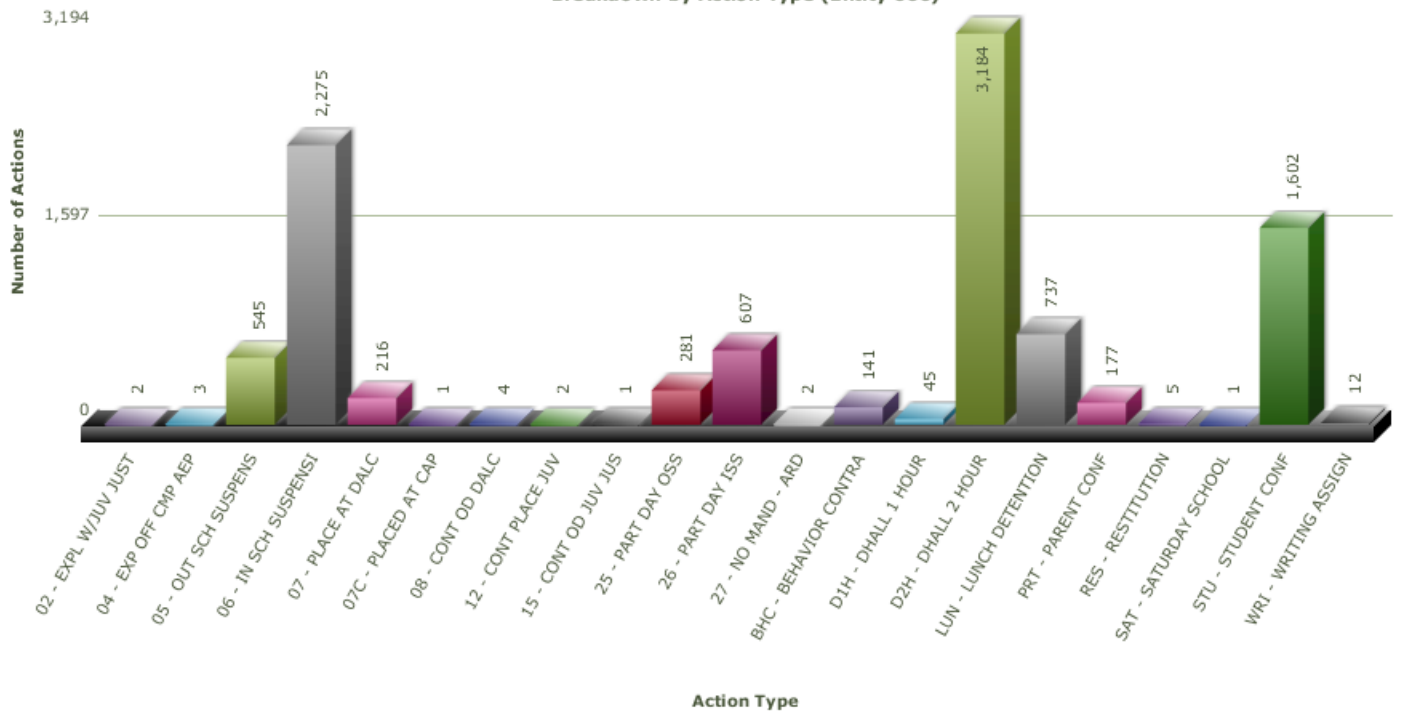
Construction on the campus security vestibules started immediately following the end of the 20-21 school year. Most office areas were successfully demolished by June 10th. All campus vestibules are being updated with ballistic-resistant film covering glass surfaces. Offices that can accommodate them are receiving transaction windows that will allow the school receptionist to conduct business and verify visitor's identities prior to admitting them into the front office. Most front entrance areas are receiving additional controlled door access. Hughes Road Elementary has some of the most visible improvement in progress this summer. The car rider stacking lanes and bus lanes are being improved and expanded while improvements to drainage issues in the front of the school are also being addressed.

The attached charts show discipline offenses and disciplinary actions taken for the entire year 2020-2021 school year. Disciplinary offenses showed a marked improvement over the 2019-2020 school year. The numbers of class disruption and physical aggression incidences were both cut in half between this year and last year. The number of fights also decreased from 282 to 160. We continue to move away from exclusionary discipline (disciplinary consequences that remove students from the educational setting), and as a result out of school suspensions, in school suspensions, and Dickinson Alternative Learning Center placements all went down significantly last year.

**Discipline Offenses
Breakdown by Offense Type (Entity 000)**



**Discipline Actions
Breakdown by Action Type (Entity 000)**



DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Approve Renewal of Property & Casualty Insurance Policies

Agenda Item: Tom Mooney

Background Information:

Due to the lingering effects of Winter Storm Uri, the record-setting 2020 Hurricane Season and several other natural disasters impacting Texas school districts, DISD's Property & Windstorm Insurance premium rate will increase by 12% for the coming year. Higher deductible options were considered but do not offer a better value to the District as this time.

Additionally, we have received Casualty/Auto/Liability Insurance renewals via our interlocal agreement with TASB. TASB's overall pricing has increased by 4% due to increased claims activity. Joe Blasi, NCPA Risk Management Consultant for Dickinson ISD, has reviewed the proposals and the insurance renewals as shown below are recommended.

	<u>Company Name:</u>	<u>2020 Premiums:</u>	<u>2021 Premiums:</u>
Property/Windstorm Insurance	Assured Partners/RUSI & Others	<u>\$2,034,784</u>	<u>\$2,301,625</u>
Total Cost Property/Windstorm Insurance:		\$2,034,784	\$2,301,625
Flood Insurance	Assured Partners/NFIP	\$ 98,541	\$ 103,474
Casualty/Liability Insurance:			
Equipment Breakdown Insurance	Assured Partners/Hartford Steam	\$ 13,895	\$ 14,382
General Liability	TASB	Incl. in SPL	Incl. In SPL
Cyber Liability	TASB	\$ 2,500	\$ 3,500
School Professional Liability	TASB	\$ 57,613	\$ 58,398
Automobile/Bus Fleet Insurance	TASB	\$ 107,877	\$ 113,619
Crime/Dishonesty Insurance	Assured Partners/Travelers	<u>\$ 4,330</u>	<u>\$ 4,550</u>
Total Cost of Casualty/Auto/Liability		\$ 186,215	\$ 194,449
Total Cost for Property & Casualty/Auto/Liability Insurance:		\$2,319,540	\$2,599,548

All Insurance Policies are for the term of September 1, 2021 to August 31, 2022.

Recommendation:

The Superintendent, Deputy Superintendent for Business & Operations, and Director of Purchasing recommend Board approval of the insurance policies as shown above.

Action Item: X Yes No

Motion made by: _____ seconded by _____ vote _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: UIL Course Exemptions

Agenda Item: Dr. Jeff Pack

Background Information:

Advanced courses are exempt from TEC §33.081 (“No Pass No Play”). For 2021-2022, the exempt courses include:

- **Advanced Placement** – all AP courses in English, Mathematics, Science, Social Studies, Economics, Fine Arts, and Languages other than English
- **Dual Credit** courses in English, Mathematics, Science, Social Studies, Economics, and Languages other than English
- **Dual Enrollment (UT)** – OnRamps Algebra II and OnRamps Pre-Calculus
- **English** – Pre-AP/Honors English I, Pre-AP/Honors English II, Pre-AP/Honors 7th grade English Language Arts, Pre-AP/Honors 8th grade English Language Arts
- **Mathematics** – Pre-AP/Honors Algebra I, Pre-AP/Honors Geometry, Pre-AP/Honors Algebra II, Pre-AP/Honors Pre-Calculus, Pre-AP/Honors 7th grade Math, Pre-AP/Honors 8th grade Math, Pre-AP/Honors Algebra I (8th grade)
- **Science** – Pre-AP/Honors Biology, Pre-AP/Honors Chemistry, Pre-AP/Honors Physics, Pre-AP/Honors Anatomy and Physiology, Pre-AP/Honors 7th grade Science, Pre-AP/Honors 8th grade Science
- **Social Studies** – Pre-AP/Honors World Geography, Pre-AP/Honors World History, Pre-AP/Honors 7th grade Social Studies, Pre-AP/Honors 8th grade Social Studies
- **Foreign Language** – Pre-AP/Honors French, Pre-AP/Honors French Literature, Pre-AP/Honors Spanish

*Note: We are in the process of changing the Pre-AP course designation to Pre-AP/Honors due to requirements from College Board.

Recommendation:

The Superintendent and Deputy Superintendent for Educational Services recommend the board approve the UIL Course Exemptions.

Action Item: Yes No

Motion made by _____ seconded by _____ vote _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Personnel Compensation Plan Manual for 2021-2022

Agenda Item: Kimberly Rich

Background Information:

Attached is the Personnel Compensation Plan Manual for 2021-2022.

Recommendation:

The Superintendent, the Assistant Superintendent for Administration and the Executive Director of Human resources recommend approval of the Personnel Compensation Plan Manual for 2021-2022.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

COMPENSATION MANUAL



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DISD Mission Statement

The mission of the Dickinson Independent School District is to equip and empower all learners with skills and experiences to achieve academic excellence and make meaningful contributions to our world.

Foreword

This compensation plan was initially adopted in August 1996 to establish a direction and procedure to equitably compensate Dickinson ISD employees. This plan is to be the sourcebook and guidance document for compensation policies and procedures for Dickinson ISD. With the knowledge that this type of system is generally in continual development, it is to be reviewed and updated each budget year.

Certification

This Personnel Compensation Manual is the official pay policy of Dickinson Independent School District and is to be utilized for all personnel compensation questions/decisions/actions. The official copy shall be maintained and updated in the office of the Executive Director for Human Resources.

Dickinson ISD Statement of Nondiscrimination

It is the policy of the DISD not to discriminate on the basis of race, color, national origin, sex or handicap for services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Es política del Distrito Escolar Independiente de Dickinson no discriminar en base de raza, color, nacionalidad de origen, sexo o discapacidad, por servicios o actividades como es requerido en el Título VI del Acto de los Derechos Civiles de 1964, según enmendado; el Título IX de la Enmiendas de Educación de 1972, según enmendado; y la Sección 504 del Acto de Rehabilitación de 1973, según enmendada.

It is the policy of the DISD not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Es política del Distrito Escolar Independiente de Dickinson no discriminar en base de raza, color, nacionalidad de origen, sexo, discapacidad, o edad en las prácticas de empleo como es requerido por el Título VI del Acto de los Derechos Civiles de 1964, según enmendado; el Título IX de la Enmiendas de Educación de 1972; el Acto de la Discriminación de Edades de 1975, según

enmendado; y la Sección 504 del Acto de Rehabilitación de 1973, según enmendada.

For information about your rights or grievance procedures, contact the Title IX Coordinator, Robert Cobb, at 2218 East FM 517, Dickinson, TX 77539, (281) 229-6000, and/or the Section 504 Coordinator, Laurie Rodriguez, at 2218 East FM 517, Dickinson, TX 77539, (281) 229-6000.

Para información sobre sus derechos o procedimientos de quejas, contacte el Coordinador del Título IX, Robert Cobb, en 2218 East FM 517 Dickinson, TX 77539, (281) 229-6000, y/o el Coordinador de la Sección 504, Laurie Rodríguez, en 2218 East FM 517 Dickinson, TX 77539, (281) 229-6000.

Policy

All policies and procedures from the Dickinson ISD Board Policy Manual may be referenced by clicking the links below:

Employment Objectives - Equal Employment Opportunity [DAA \(LEGAL\)](#)

Compensation and Benefits - Compensation Plan [DEA \(LOCAL\) / DEA \(LEGAL\)](#)

Compensation and Benefits – Vacations and Holidays [DED \(LOCAL\)](#)

Compensation Plan – Wage and Hour Laws [DEAB \(LOCAL\) / DEAB \(LEGAL\)](#)

School Board of Trustees and Administrator Role in District Salary Administration

The School Board of Trustees' Role

- Set goals and the pay philosophy for the district.
- Establish policies to govern the pay system.
- Approve adjusted compensation plans.
- Approve the amount of the general employee pay increases annually and adopt the budget.
- Balance employee needs against fiscal control needs of the District and the community.
- Plan compensation package for the Superintendent.

The Superintendent's Role

- Present pay plans and policies to meet the goals and philosophy of the School Board of Trustees.
- Research economic factors and develop recommendations for the annual pay increase and the payroll budget.
- Administer individual pay actions according to District policy and procedures.
- Communicate the District pay plan and policies to employees and respond to requests for information.
- Monitor and adjust the district salary structures regularly.

Compensation Plan

Definition of a Pay System

A pay system consists of all the policies, procedures and management tools that are used to define the basis for organizational pay actions.

A pay system should include:

- Job titles and job descriptions
- Defined pay ranges for each job
- Policies and administrative procedures
- Plan for communicating with employees
- Process for maintaining the system

Basic Objectives of a Pay System

Pay systems should be designed strategically to control and facilitate the following basic objectives:

- | | |
|------------|---|
| Objective: | Pay for Job Responsibility |
| Strategy: | Set and maintain the proper pay differential between jobs that require different levels of skill, effort, and responsibility. |
| Objective: | Pay Competitively |
| Strategy: | Keep trained employees paid within a proper range of the competitive job market. |
| Objective: | Provide Continued Pay Advancement |
| Strategy: | Prevent employees from topping out of pay scales too soon OR becoming overpaid for the worth of the job. |
| Objective: | Recruit Good Applicants |
| Strategy: | Keep starting salaries attractive by allowing inflationary adjustments to be made easily and within budget. |
| Objective: | Keep Payroll Costs Affordable |
| Strategy: | Keep payroll cost increases flexible to allow annual planning in response to revenue and market changes. |
| Objective: | Keep Good Employees |
| Strategy: | Pay trained employees' fair salaries for the worth of their job in an appropriate period of time. |

Pay Equity

Definition

Fair pay for the worth of the work performance to the organization.

Internal Equity

The worth of a job to the organization based on job content (skills, responsibility, effort required). To have internal equity, the system must identify the relative worth of all jobs according to a common set of compensable (job worth) factors.

External Equity

The worth of a job to the organization based on the outside job market (competitive pay). To have external equity, the system must identify the relative worth of jobs in the competitive marketplace.

Compensable Factors

Definition

Any factor (job characteristic) used to provide a basis for judging job value in a job evaluation process. The most commonly employed compensable factors include skill, effort, responsibility, and working conditions, where applicable.

Skill

- Knowledge and abilities required to successfully perform the job.
- Education or specialized knowledge — acquired through formal training or lower-level training.
- Experience — work experience beyond education or specialized training needed to perform the job.

Effort

- Difficulty of the work performed in terms of physical or mental energy.
- Working conditions — adverse conditions (physical hazards, stress or excessive time) associated with performing normal job duties.
- Complexity — difficulty of task and mental focus needed to complete tasks.
- Judgment — frequency and importance of independent decisions necessary to perform the job.

Responsibility

- Effects of proper or improper action on the products or services of the entire organization.
- Scope of authority — the degree to which influence is exercised over school operations and the scope of impact the job has on the district as a whole.
- Supervision of others — accountability and obligation for work performed by other employees.

Staffing Guidelines

Purpose

Guidelines provide a frame of reference for equitably by allocating district resources to all students. These guidelines are divided into major functional areas of the district. Not all jobs are included. Unless ‘campus’ designation is used, the number of students refers to the total student population of that instructional level.

Additional Notes

The Superintendent is authorized to modify staffing guidelines as required to meet budget constraints. Staffing Levels are to be monitored by budget managers. Any increase over approved levels will require prior approval of the Superintendent. Any increase over approved levels that will require additional budget allocation shall have prior School Board approval. Maintenance and Transportation staffing shall be determined by the Superintendent annually during budget planning and as conditions warrant during the budget year.

Elementary Instruction (PK-4)		
Teachers		
Classroom Teacher	Each increment of 25 students	1 Full-Time person per classroom
Special Education/ Special Programs Teacher	To be determined by Special Programs Department approved by the Superintendent	
Special Assignment Teachers	Varies by program/campus design	As required to provide instruction and in appropriate group sizes as approved by the Superintendent
ARD Committee Facilitator	Provided on a caseload basis as determined by Special Programs Department	0.5 Full-Time person (or as approved by Superintendent)
Dyslexia Specialist	Each campus	1 Full-Time person (additional staff based on student need as determined by Special Programs Department and approved by the Superintendent)
Bilingual/ESL Specialist	Varies by program/campus design	1 Full-Time person (additional staff based on student need as determined by the Special Programs Department and approved by the Superintendent)
Paraprofessionals (Instructional Paraprofessionals)		
Special Education/Special Programs Paraprofessional	To be determined by the Special Programs Department and approved by the Superintendent	Additional staff based on student need as determined by Special Programs Department and approved by the Superintendent

Instructional Intervention Paraprofessional	Each campus	1 Full-Time person
Bilingual Instructional Intervention Paraprofessional	K-4 based on campus need	1 Full-Time person
Computer Lab Monitor	Each campus	1 Full-Time person
ISS Paraprofessional	Each campus	1 Full-Time person
PE Paraprofessional	Each campus	1 Full-Time person
Pre-K (Regular/Bilingual)	For each class over 11 students	1 Full-Time person
Multipurpose Paraprofessional	Each campus	1 Full-Time person
Library/Media Services		
Librarian	Each campus	1 Full-Time person
Library Paraprofessional	250 to 500 students	1/2-Time person
	500 to 750 students	additional 1/2-Time person
	750 to 1000+ students	additional 1/2-Time person
Counseling Services		
Counselor	250 to 750 students	1 Full-Time person
	700 to 1000 students	additional 1/2-Time person (as Counselor or Social Worker)
	900 to 1250 students	additional 1/2-Time person
Health Services		
Registered Nurse	Each campus	1 Full-Time person
Administration		
Principal	Each campus	1 Full-Time person
Assistant Principal	Up to 800 ADA (FTE's)	1 Full-Time person
Secretarial/Clerical		
Secretary	Each campus	1 Full-Time person
Receptionist/Clerical	500 to 800 students	1 Full-Time person
	For each additional increment of 250 students	additional 1/2-Time person
Attendance/Data Entry Clerk	Each campus	1 Full-Time person

Middle and Junior High Instruction (5-8)		
Teachers		
Classroom Teacher	25-32 students per classroom - not to exceed 150 total students without Superintendent approval	1 Full-Time person per classroom
Special Education/ Special Programs Teacher	To be determined by Special Programs Department and approved by the Superintendent	
Special Assignment Teachers	Varies by program/campus design	As required to provide instruction and in appropriate group sizes as approved by the Superintendent
ARD Committee Facilitator	Determined on a caseload basis for each MS as determined by the Special Programs Department	0.5 Full-Time person (or as approved by Superintendent)
	Determined on a caseload basis for each JH as determined by the Special Programs Department	1 Full-Time person (or as approved by the Superintendent)
Dyslexia Specialist	Each campus	1 Full-Time person (additional staff based on student need as determined by the Special Programs Department and approved by the Superintendent)
Bilingual/ESL Specialist	Varies by program/campus design	1 Full-Time person (additional staff based on student need as determined by Special Programs and approved by Superintendent)
Paraprofessionals (Instructional Paraprofessionals)		
Special Education/ Special Programs Paraprofessional	To be determined by the Special Programs Department and approved by the Superintendent	Additional staffing as recommended by the Executive Director of Special Programs and approved by the Superintendent
Instructional Intervention Paraprofessional	Up to 600 students	1 Full-Time person
	For every increment of 400 students	1 additional person
Bilingual/ESL Instructional Intervention Paraprofessional	Each campus of 1000+ students	1 Full-Time person
Computer Lab Monitor	Each campus	1 Full-Time person
ISS Paraprofessional	Each campus	1 Full-Time person
PE Paraprofessional	Each campus	1 Full-Time person

Library/Media Services		
Librarian	Up to 1200 students	1 Full-Time person
	1200 to 2000+	1 Full-Time Person
Library Paraprofessional	250 to 1200	1 Full-Time person
	1201 to 2000+	1 Full-Time person
Counseling Services		
Counselor	Up to 600 students	1 Full-Time person
	For every increment of 400 students	1 additional person
Health Services		
Registered Nurse	Each campus	1 Full-Time person
Administration		
Principal	Each campus	1 Full-Time person
Dean of Instruction	Each JH campus	1 Full-Time person
Assistant Principal	Up to 650 students	1 Full-Time person
	651 to 1100 students	1 additional person
	1101 to 1300 students	1 additional person
	1300+ students	1 additional person
Secretarial/Clerical		
Secretary	Each campus	1 Full-Time person
Receptionist/Clerical	For 400-600 students	1 Full-Time person
	If more than 600 students	1 additional person
Attendance/Data Entry Clerk	Each campus	1 Full-Time person
Assistant Principal's Secretary	For each TWO AP positions in Grades 5-6	1 Full-Time person
	For each AP position in Grades 7-8	1 Full-Time person
Counselor's Secretary	Each JH campus	1 Full-Time person

High School Instruction (9-12)		
Teachers		
Classroom Teacher	25-35 students per classroom - not to exceed 150 total students without Superintendent approval	1 Full-Time person per classroom
Special Education/ Special Programs Teacher	To be determined by the Special Programs Department approved by the Superintendent	
Special Assignment Teachers	Varies by program/campus design	As required to provide instruction and in appropriate group sizes as approved by Superintendent
ARD Committee Facilitator	Each campus	1 Full-Time person
Dyslexia Specialist	Each campus	1 Full-Time person (based on student needs)
ESL Teacher	Varies by program/campus design	1 Full-Time person (based on student needs)
Paraprofessionals (Instructional Paraprofessionals)		
Special Education/ Special Programs Paraprofessional	To be determined by the Special Programs Department approved by the Superintendent	Additional staffing as recommended by the Executive Director of Special Programs and approved by the Superintendent
Instructional Intervention Paraprofessional	Up to 1000 students	1 Full-Time person
	For every increment of 500 students	1 additional person
ESL Instructional Intervention Paraprofessional	Each campus of 1500+ students	1 Full-Time person
Computer Lab Monitor	Each campus	1 Full-Time person
Library/Media Services		
Librarian	Up to 1200 students	1 Full-Time person
	1200 to 2000+	1 Full-Time Person
Library Paraprofessional	250 to 1200	1 Full-Time person
	1201 to 2000+	1 Full-Time person
Counseling Services		
Counselor	Up to 449 students	1 Full-Time person
	450 to 899 students	1 additional person
	900 to 1349 students	1 additional person
	1350 to 1799 students	1 additional person
	1800 to 2249 students	1 additional person
Special Education	Up to 450 students	1 Full-Time person

Health Services		
Registered Nurse	HS campus	1 Full-Time person
	1600+ students	1 additional person
Clinic Paraprofessional (LVN or PCT)	HS campus	1 Full-Time person
Administration		
Principal	Each campus	1 Full-Time person
Dean of Instruction	HS campus	1 Full-Time person
Associate Principal	Ninth Grade Center	1 Full-Time person
Assistant Principal	Up to 499 students	1 Full-Time person
	500 to 999 students	1 additional person
	1000 to 1499 students	1 additional person
	1500 to 1999 students	1 additional person
	2000 to 2499 students	1 additional person
	2500 to 2999 students	1 additional person
	3000 to 3499 students	1 additional person
	3500+ students	1 additional person
Secretarial/Clerical		
Secretary	Each administrator	1 Full-Time person
Registrar	HS campus	1 Full-Time person
Registrar Clerk	Ninth Grade Center	1 Full-Time person
Attendance Clerk	HS campus	2 Full-Time person
	Ninth Grade Center	1 Full-Time person
Receptionist/Clerical	HS campus	1 Full-Time person
	Ninth Grade Center	1 Full-Time person
Accounting Clerk/ Bookkeeper	HS campus	2 Full-Time position
Publication Clerk	HS campus	1 Full-Time person
	Ninth Grade Center	1 Full-Time person
Counseling/CCR Services	HS campus	1 Full-Time person

Dickinson Continuation Center / DALC		
Teachers		
Classroom Teacher	Based on ADA up to 40 students	2 Full-Time people per classroom
	41 to 65 students	1 additional person
	66 to 80 students	1 additional person
	81 to 95 students	1 additional person
	For every increment of 15 students	1 additional person
Counseling Services		
Counselor/Social Worker	DCC/DALC campus	1 Full-Time person
Administration		
Principal/Site Coordinator	DCC/DALC campus	1 Full-Time person
Secretarial/Clerical		
Secretary	DCC campus	1 Full-Time person
Secretary	DALC campus	1 Full-Time person
Receptionist/Clerical	DCC campus	1 Full-Time person

Gator Academy		
Administration		
Director of Employee Child Care Facility	Gator Academy	1 Full-Time person
Instructional Services		
Infants	6 weeks - 12 months	2 Full-Time positions 1 Part-Time position (6 hr)
First Seeps	12 - 18 months	2 Full-Time positions
Toddlers	18 -24 months	2 Full-Time positions
Early Pre-School	2-3 years of age	2 Full-Time positions 1 Part-Time position (6 hr)
Pre-School	3-4 years of age	1 Full-Time position
Pre-K	4-5 years of age	1 Full-Time position 1 Part-Time position (6 hr)
Kitchen Manager		1 Full-Time position
Ready, Set, Teach Students		2 Part-Time positions at substitute rate
<i>Additional staff as required by the Department of Family and Protective Services</i>		

District-Wide Services		
Curriculum/Technology Specialists	As approved by the Superintendent	As assigned
School Health Personnel	<p>Campus placements of school health personnel will be made based on identified student health / nursing needs.</p> <p>When a CNA position in a school health clinic is vacated due to reassignment, resignation or retirement, the position will be filled based on the identified student health / nursing needs (CNA, LVN, RN).</p> <p>One clinic Paraprofessional position (LVN or PCT) will be maintained and will be assigned to the same campus as the district's Nurse Coordinator.</p> <p>The district's Nurse Coordinator must be a RN with 5 years of school nursing experience who is properly trained to supervise other school health personnel.</p>	As assigned
LSSP/OT/PT/SLP/SLPA/ Diagnostician	As approved by the Superintendent	As assigned
Food & Nutrition Services		
FNS Manager	Each campus	1 Full-Time person
FNS Worker	As determined by the Director of FNS	As assigned
<i>Full-time workers may work less than eight (8) hours.</i>		
Maintenance/Facilities/Custodial		
Custodian	For each 24,000 sq. ft. or as determined by the supervisor and approved by the Superintendent	1 Full-Time person

Hiring Procedures

"New" Positions

Any personnel decision which affects the budget expenditures (other than discretionary substitutes) will require approval of the Superintendent. Budget managers will have indirect responsibility for personnel expenditure decisions through the recommendation process.

Requests for additional personnel expenditures, new positions, stipends or additional days to be worked must be in writing to the Superintendent. If approved, the Superintendent will indicate approval by signing the request and forwarding copies to the requesting budget manager, Business Department and the Human Resources Department.

"New" and "Replacement" Positions

- Copy of the approval to the Executive Director for Human Resources (for all "new" positions).
- Complete Request for Posting, if necessary. (Requires posting unless prior approval by the Superintendent is obtained.)
- Postings for positions that require a certificate or license shall be placed, no later than the tenth day before a position is filled, on the District website (DC Legal).
- Follow interview procedures.
- Hiring Manager will complete and submit employee recommendation form online.
- Human Resources will complete a Personnel Action form and submit to the Business Department
- Human Resources will forward salary notification to the employee.

Additional Pay for Degrees/Certifications

Pay for additional degrees (e.g. Master's and Doctorate), professional certifications (e.g. LSSP and Auxiliary certifications (e.g. Texas CDL, TDA Applicator's License, ASE, and lead differentials) will be credited once HR is notified. The deadline to notify HR is August 15th / January 15th. Certifications must be maintained and current in order to continue receiving the certification pay.

Pay Grades & Calendars by Position

Position	Pay Grade	Calendar
Accountant (Business Services / FNS)	AP3	221
Accountant, Junior (with Associate Degree)	AP1	221
Accountant, Purchasing	AP3	221
Accountant, Senior	AP4	221
Accounting Assistant	PCT8	221
Accounting Clerk / Bookkeeper (DHS)	PCT8	221
Accounts Payable Specialist	PCT7	221
Accounts Payable Specialist (FNS)	PCT7	180
Assessment Staff Support Clerk	PCT5	200
Assessment Specialist	Teacher	205
Assistant Athletic Director	AP5	221
Assistant Athletic Field Caretaker	FAS3	235
Assistant Director, Energy Management	AP2	221
Assistant Director, Transportation	AP4	211
Assistant Principal, Dickinson Continuation Center (DCC)	AP4	211
Assistant Principal, Elementary (Grades PK-4) and Middle School (Grades 5-6)	AP4	205
Assistant Principal, Junior High (Grades 7-8) and High School (Grades 9-12)	AP5	211
Assistant Superintendent, Administration	AP8	221
Athletic Complex Caretaker	FAS4	235
Athletic Coordinator	AP4	211
Athletic Field Caretaker	FAS4	235
Attendance / AP Secretary (Middle School)	PCT5	192
Attendance / Data Entry Clerk (Elementary)	PCT5	202
Attendance / Data Entry Clerk (Junior High and High School)	PCT5	192
Attendance / Data Entry Clerk, Lead (High School)	PCT5	221
Attendance Intervention Specialist	PCT8	221
Benefits Specialist	PCT7	221
Bookkeeper Clerk (High School)	PCT6	192
Bus Driver	TRA5	177
Bus Driver Trainee	TRA3	177
Bus Driver Trainer	TRA5	177
Bus Driver, Late Run / Mid-day Dispatcher	TRANS	177
Bus Driver, Lead	TRA5	177
Bus Driver, Mid-day Dispatcher Assistant	TRANS	177
Bus Monitor	TRA1	177
Campus Security Monitor	PCT6	180
Carpenter	FAS6	235
Case Management Clerk	PCT2	180

Commercial Refrigeration/ Appliance Technician	FNS7	221
Computer Lab Monitor	PCT3	180
Computer Lab Monitor, Edgenuity (DHS)	PCT4	184
Construction Project Coordinator	AP3	221
Coordinator, Assessment	AP5	221
Coordinator, Benefits / Risk Management	AP3	221
Coordinator, Curriculum and Instruction	AP5	221
Coordinator, DISD Ed Foundation	AP1	211
Coordinator, Evaluation and Related Services	AP5	221
Coordinator, Operations and Facilities	FAS6	235
Coordinator, Purchasing	AP5	221
Coordinator, Special Programs Instruction & Compliance	AP5	221
Counselor (DHS/ DCC and DALC)	Teacher	205
Counselor (DHS and DHS Special Education)	Teacher	205
Counselor (Elementary)	Teacher	190
Counselor (Middle School and Junior High)	Teacher	198
Craft Apprentice (HVAC, General Maintenance, Electrical and Plumbing)	FAS4	235
Curriculum and Instruction Application Manager	AP5	221
Curriculum Specialist	AP4	221
Custodian	FAS2	210
Custodian, Head (Elementary, Middle Schools and ESC)	FAS4	235
Custodian, Head (DHS)	FAS6	235
Custodian, Head (Junior High and Lobit Education Village)	FAS5	235
Custodian, Laundry Worker	FAS3	235
Custodian, Lead (Junior High and High School)	FAS3	235
Custodian, Lead Laundry Worker	FAS4	235
Data Entry / Counselor's Secretary (Middle School)	PCT5	198
Data Quality Coordinator	AP4	221
Data Quality Manager	AP2	221
DCC Office/ PE	PCT1	180
Dean of Instruction (Junior High)	AP5	215
Delivery Driver	FAS3	235
Deputy Superintendent, Business and Operations	AP9	221
Deputy Superintendent, Educational Services	AP9	221
DHS / Secondary Lead Counselor (AP5)	Teacher	215
DHS Assistant Principal (Special Education)	AP6	221
DHS Associate Principal	AP6	221
DHS Dean of Instruction	AP6	221
DHS Lead Counselor / Secondary Counseling Coordinator	AP5	221
DHS Registrar (Degreed)	AP3	221

DHS Testing Coordinator and Instructional Materials Manager	AP3	211
Diagnostician	Teacher	200
Director, Advanced Academic Programs	AP6	221
Director, Alternative Education	AP6	221
Director, Assessment, Accountability and Compliance	AP6	221
Director, Athletics / Head Football Coach	AP7	221
Director, At-Risk Programs	AP6	221
Director, Career Technical Education and Career Readiness	AP6	221
Director, Communications	AP5	221
Director, Custodial Services	AP6	230
Director, DISD Education Foundation	AP5	211
Director, Employee Child Care Center (Gator Academy)	AP1	190
Director, Energy Management	AP5	221
Director, Federal Programs	AP6	221
Director, Fine Arts	AP6	221
Director, Food and Nutrition Services	AP6	221
Director, Human Resources	AP6	221
Director, Maintenance	AP6	230
Director, Marketing and Social Media	AP5	221
Director, Purchasing	AP6	221
Director, Safety and Security	AP6	221
Director, Teacher Development and Professional Learning	AP6	221
Director, Transportation	AP6	221
Dispatcher	TRA4	190
District Assessment Coordinator	AP5	221
Electrician Specialist	FAS7	235
Esmond Center Records Clerk	PCT4	184
Executive Director, Business Operations	AP7	221
Executive Director, Facility Planning and Construction	AP8	221
Executive Director, Human Resources	AP7	221
Executive Director, Payroll	AP7	221
Executive Director, Special Programs	AP7	221
Executive Director, Technology	AP7	221
Facilities Project Assistant	AP3	221
Facilities/Stadium Manager	AP2	230
Field Trip Coordinator	TRA5	177
Fleet Manager	AP1	235
FNS Apprentice	FNS1	171
FNS Assistant Director	AP5	221
FNS Assistant Manager (Elementary and Middle School)	FNS3	171

FNS Assistant Manager (Junior High and High School)	FNS4	171
FNS Compliance Manager	AP2	221
FNS Culinary Supervisor	AP4	221
FNS Manager (Elementary, Middle School and Junior High)	AP1	180
FNS Manager (High School)	AP2	180
FNS Mechanical/Distribution Supervisor	FNS7	235
FNS Senior Mentor Manager	AP2	180
FNS Supervisor of Personnel & Purchasing	AP5	221
FNS Site Supervisor	AP4	221
FNS Technician	FNS2	170
Grounds Foreman	FAS5	235
Grounds Mechanic	FAS5	235
Grounds Supervisor	FAS6	235
Grounds Worker	FAS3	235
Help Desk Specialist	AP2	221
Human Resources Generalist	PCT7	221
HVAC Maintenance Worker	FAS3	235
HVAC Specialist	FAS7	235
HVAC Technician	FAS6	235
Inventory Management Technician	FAS5	235
Inventory Specialist	TRA6	221
Junior Systems Analyst	AP4	221
Landscape Detailer	FAS4	235
Librarian, Elementary (Grades PK-4)	Teacher	188
Librarian, Junior High (Grades 7-8) and High School (Grades 9-12)	Teacher	198
Librarian, Middle School (Grades 5-6)	Teacher	193
Licensed Professional Counselor (LPC)	Teacher	190
LSSP	Teacher	200
LSSP / Diagnostician Trainee	Teacher	200
LSSP Intern	Teacher	200
LSSP, Lead	Teacher	205
Marketing and Communications Specialist	AP1	221
Mechanic	TRA6	235
Mechanic Helper	TRA4	235
Network Manager	AP5	221
Network Specialist	AP4	221
Nurse, LVN	Teacher (70%)	190
Nurse, Registered	Teacher	190
Nurse, Registered Lead	Teacher	193
Office Generalist	TRA5	177

Painter	FAS6	235
Paraprofessional, ABCD	PCT3	182
Paraprofessional, Behavior (General Ed)	PCT3	180
Paraprofessional, Bilingual / ESL Instructional Intervention	PCT3	180
Paraprofessional, Clerical	PCT1	184
Paraprofessional, Clinic (CNA or PCT)	PCT4	184
Paraprofessional, Clinic (No other qualifications)	PCT3	184
Paraprofessional, DALC	PCT4	180
Paraprofessional, Day Care (Gator Academy)	PCT2	184
Paraprofessional, In-School Suspension	PCT2	180
Paraprofessional, Instructional Intervention	PCT3	180
Paraprofessional, JJAEP	PCT2	180
Paraprofessional, Library, Elementary (PK-4) and Middle School (5-6)	PCT1	180
Paraprofessional, Library, Junior High (7-8) and High School (9-12)	PCT1	184
Paraprofessional, Multipurpose (60 College Hours Required)	PCT3	180
Paraprofessional, PE	PCT1	180
Paraprofessional, Pre-K (Regular / Bilingual)	PCT3	180
Paraprofessional, Publication	PCT1	190
Paraprofessional, Special Education	PCT3	182
Payroll Specialist	PCT7	221
Payroll Specialist (Operations and Facilities)	PCT6	221
PC Support Specialist	AP2	221
PEIMS Senior Information Specialist	AP4	221
PEIMS Specialist	PCT6	221
Pest Control Operator	FAS5	235
Plumber	FAS6	235
Plumbing Specialist	FAS7	235
Principal, CAP	AP5	211
Principal, Elementary (Grades PK-4) and Middle School (Grades 5-6)	AP6	221
Principal, High School (Grades 9-12)	AP9	221
Principal, Junior High (Grades 7-8)	AP7	221
Probation Manager	FNS5	180
Publications / Business Technician	PCT5	221
Purchasing / Warehouse Manager	FAS6	235
Receptionist (Central Office)	PCT5	221
Receptionist (Middle School and Junior High)	PCT2	192
Receptionist / Clerk (DCC and DALC)	PCT2	180
Receptionist / Clerk (Elementary)	PCT2	184
Receptionist / Clerk (High School)	PCT2	192
Receptionist / Clerk (Operations and Facilities)	PCT3	221

Registrar (Junior High)	PCT6	192
Registrar Clerk (High School)	PCT6	198
Routing Specialist	TRA5	177
Secretary, Assistant Principal (Junior High and High School)	PCT4	192
Secretary, Assistant Superintendent of Administration	PCT10	221
Secretary, Associate Principal (High School)	PCT5	221
Secretary, Athletic Department	PCT8	221
Secretary, Coastal Alternative Program (CAP)	PCT6	211
Secretary, College and Career Center	PCT4	198
Secretary, Counselor (Junior High and High School)	PCT4	192
Secretary, Dean of Instruction (High School)	PCT5	221
Secretary, Dean of Instruction (Junior High)	PCT5	215
Secretary, Deputy Superintendent of Business and Operations	PCT10	221
Secretary, Deputy Superintendent of Educational Services	PCT10	221
Secretary, Director of Alternative Education	PCT7	221
Secretary, Director of Career and Technical Education	PCT7	221
Secretary, Director of Transportation	PCT7	221
Secretary, Educational Services Department	PCT8	221
Secretary, Esmond Center Educational Records	PCT6	198
Secretary, Executive Director of Human Resources	PCT8	221
Secretary, Executive Director of Technology	PCT8	221
Secretary, Executive Director of Special Programs	PCT8	221
Secretary, Principal (DCC and DALC)	PCT6	221
Secretary, Principal (Elementary, Middle School and Junior High)	PCT7	221
Secretary, Principal (High School)	PCT9	221
Secretary, Special Education Assessment	PCT6	221
Secretary, Special Education PEIMS	PCT6	221
Secretary, Special Programs Coordinators	PCT6	221
Secretary, Superintendent of Schools	PCT11	221
Security and Access Control Manager	AP5	221
Security Systems Assistant	AP4	221
Senior Systems Analyst	AP5	221
Social Emotional Learning Specialist	AP5	211
Social Worker / District Special Education Counselor	Teacher	205
Special Education ARD Clerk	PCT3	184
Special Education Bilingual ARD Clerk	PCT3	184
Special Programs Curriculum & Instruction Specialist	AP4	221
Special Programs Facilitator	AP4	205
Specialist (Curriculum & Instruction - ELAR, Math, Sci, SS)	AP4	221
Specialist (STEM and Bil/EL)	AP4	211

Speech Language Pathologist (SLP), Clinical Fellowship Year (CFY)	Teacher	188
Speech Language Pathologist (SLP)	Teacher	190
Speech Language Pathologist (SLP) Assistant	Teacher	187
Speech Language Pathologist (SLP), Lead	Teacher	200
Teacher	Teacher	187
Technical Support Specialist	PCT5	221
Technician, Building Maintenance (DHS)	FAS5	235
Technician, Door Hardware	FAS6	235
Technician, General Maintenance	FAS6	235
Technician, Life Safety / Security	FAS6	235
Technology Integration Coordinator	AP5	221
Technology Integration Specialist	AP4	221
Technology Services Manager	AP5	221
Therapist Assistant (COTA / LPTA)	Teacher	180
Therapist Trainee (OT / PT)	Teacher	200
Therapist, Certified Occupational / Physical (as needed)	Teacher	200
Transportation Route Coordinator	AP1	221
Transportation Special Needs Route Coordinator	AP1	221
Transportation Supervisor	AP2	221
Utility Foreman	FAS5	235
Utility Supervisor	FAS6	235
Utility Worker	FAS3	235
Voice Systems Specialist	AP4	221
Warehouse Manager	FNS6	221
Warehouse Worker	FAS3	235

Administrative / Professional Pay Grades

AP1	Minimum	Midpoint	Maximum
Calendars	\$227.13	\$283.91	\$340.69
180	\$40,883	\$51,104	\$61,324
190	\$43,155	\$53,943	\$64,731
211	\$47,924	\$59,905	\$71,886
221	\$50,196	\$62,744	\$75,292
235	\$53,376	\$66,719	\$80,062
Position			Assigned Calendar
Coordinator of DISD Ed Foundation			211
Director of Employee Child Care Center (Gator Academy)			190
Fleet Manager			235
FNS Manager (Elementary, Middle School and Junior High)			180
Junior Accountant (with Associate Degree)			221
Marketing and Communications Specialist			221
Transportation Route Coordinator			221
Transportation Route Coordinator, Special Needs			221

AP2	Minimum	Midpoint	Maximum
Calendars	\$268.12	\$335.15	\$402.19
180	\$48,262	\$60,327	\$72,394
205	\$54,965	\$68,706	\$82,449
221	\$59,255	\$74,068	\$88,884
230	\$61,668	\$77,085	\$92,504
Position			Assigned Calendar
Assistant Director of Energy Management			221
Facilities/Stadium Manager			230
FNS Compliance Manager			221
FNS Manager (High School)			180
FNS Senior Mentor Manager			180
Help Desk Specialist			221
PC Support Specialist			221
Transportation Supervisor			221
Data Quality Manager			221

AP3	Minimum	Midpoint	Maximum
Calendars	\$293.37	\$366.71	\$440.05
211	\$61,901	\$77,376	\$92,851
221	\$64,835	\$81,043	\$97,251
Position			Assigned Calendar
Accountant (Business Services / FNS)			221
Coordinator of Benefits / Risk Management			221
DHS Registrar (Degreed)			221
DHS Testing Coordinator and Instructional Materials Manager			211
DISD Lead Nurse			221
Facilities Project Assistant			221
Purchasing Accountant			221

AP4	Minimum	Midpoint	Maximum
Calendars	\$321.76	\$402.20	\$482.64
205	\$65,961	\$82,451	\$98,941
211	\$67,891	\$84,864	\$101,837
221	\$71,109	\$88,886	\$106,663
Position			Assigned Calendar
Assistant Director of Transportation			211
Assistant Principal, Dickinson Continuation Center (DCC)			211
Assistant Principal, Elementary (Grades PK-4) and Middle School (Grades 5-6)			205
Athletic Coordinator			211
Data Quality Coordinator			221
FNS Culinary Supervisor			221
Junior Systems Analyst			221
Network Specialist			221
Security Systems Assistant			221
Senior Accountant			221
Senior Information Specialist (PEIMS)			221
Special Programs Curriculum & Instruction Specialist			221
Special Programs Facilitator			205
Specialist (Curriculum & Instruction - ELAR, Math, Sci, SS)			221
Specialist (STEM and BIL/EL)			211
Technology Integration Specialist			221
Voice Systems Specialist			221

AP5	Minimum	Midpoint	Maximum
Calendars	\$410.09	\$512.61	\$615.14
211	\$86,529	\$108,161	\$129,795
215	\$88,169	\$110,211	\$132,255
221	\$90,630	\$113,287	\$135,946
Position		Assigned Calendar	
Assistant Athletic Director		221	
Assistant Principal, Junior High (Grades 7-8) and High School (Grades 9-12)		211	
Coordinator of Assessment		221	
Coordinator of Curriculum and Instruction		221	
Coordinator of Evaluation and Related Services		221	
Coordinator of Purchasing		221	
Coordinator of Special Programs Instruction & Compliance		221	
Curriculum and Instruction Application Manager		221	
DHS Lead Counselor / Secondary Counseling Coordinator		221	
Dean of Instruction, Junior High (Grades 7-8)		215	
Director of Communications		221	
Director of DISD Education Foundation		211	
Director of Energy Management		221	
Director of Marketing and Social Media		221	
District Assessment Coordinator		221	
FNS Assistant Director		221	
FNS Supervisor of Personnel & Purchasing		221	
FNS Site Supervisor		221	
Network Manager		221	
Principal of CAP		211	
Security and Access Control Manager		221	
Senior Systems Analyst		221	
Social Emotional Learning Specialist		211	
Special Education Program Coordinator		221	
Technology Integration Coordinator		221	
Technology Services Manager		221	

AP6	Minimum	Midpoint	Maximum
Calendars	\$444.80	\$556.00	\$667.20
221	\$98,301	\$122,876	\$147,451
230	\$102,304	\$127,880	\$153,456
Position			Assigned Calendar
DHS Assistant Principal (Special Education)			221
DHS Associate Principal			221
DHS Dean of Instruction			221
Director of Advanced Academic Programs			221
Director of Alternative Education			221
Director of Assessment, Accountability and Compliance			221
Director of At-Risk Programs			221
Director of Career Technical Education and Career Readiness			221
Director of Custodial Services			230
Director of Federal Programs			221
Director of Fine Arts			221
Director of Food and Nutrition Services			221
Director of Human Resources			221
Director of Maintenance			230
Director of Purchasing			221
Director of Safety and Security			221
Director of Teacher Development and Professional Learning			221
Director of Transportation			221
Principal, Elementary (Grades PK-4) and Middle School (Grades 5-6)			221

AP7	Minimum	Midpoint	Maximum
Calendars	\$493.70	\$617.12	\$740.54
221	\$109,108	\$136,384	\$163,659
Position			Assigned Calendar
Director of Athletics / Head Football Coach			221
Executive Director of Business Operations			221
Executive Director of Human Resources			221
Executive Director of Payroll			221
Executive Director of Special Programs			221
Executive Director of Technology			221
Principal, Junior High School (Grades 7-8)			221

AP8	Minimum	Midpoint	Maximum
Calendars	\$520.51	\$650.64	\$780.77
221	\$115,033	\$143,791	\$172,550
Position			Assigned Calendar
Assistant Superintendent of Administration			221
Executive Director of Facility Planning and Construction			221

AP9	Minimum	Midpoint	Maximum
Calendars	\$567.82	\$709.78	\$851.74
221	\$125,488	\$156,861	\$188,235
Position			Assigned Calendar
Deputy Superintendent for Educational Services			221
Principal, High School (Grades 9-12)			221

Professional Job Classification / Hiring Schedule

COUNSELOR SALARY SCHEDULE	
A counselor's base salary shall be calculated utilizing the Teacher Salary Schedule / Compensation Chart. A certified teacher serving as a social worker would be paid as a certified counselor.	
Position	Assigned Calendar
Counselor, DHS/ DCC/ DALC	205
Counselor, Elementary (Grades PK-4)	190
Counselor, Junior High (Grades 7-8)	198
Counselor, Middle School (Grades 5-6)	198
DHS / Secondary Lead Counselor (AP5)	215

PROFESSIONAL SUPPORT STAFF HIRING SCHEDULE	
Professional Support Staff base salary shall be calculated utilizing the Teacher Salary Schedule / Compensation Chart. Professional Support Staff will enter the Teacher Salary Schedule based on the number of years' of experience in the licensed professional field, exception Diagnosticians, which are required to have teaching experience. All other step / local experience increment procedures associated with the Teacher Salary Schedule shall apply to Professional Support Staff. <i>Employees hired prior to 2018-2019 school year were grandfathered in with alternate hiring schedule.</i> Individuals assigned to work fewer or more days than specified will be paid the daily rate for the number of days worked. For the first year of employment with the district, the contract for the following positions may be 200 days in order to meet required supervision / training requirements for licensure / practice: LSSP / Diagnostician Trainee, LSSP Intern, SLP Assistant, or CFY. In subsequent years, the contract will be 195 days.	
Position	Assigned Calendar
Assessment Specialist	205
Diagnostician	200
Licensed Professional Counselor (LCP)	190
LSSP	200
LSSP / Diagnostician Trainee	200
LSSP Intern	200
Lead LSSP	205
OT / PT Therapist Trainee	(Maximum) 200
Social Worker / District Special Education Counselor	205
Speech Language Pathologist (SLP)	190
Speech Language Pathologist (SLP) Assistant	187
Speech Language Pathologist (SLP), Clinical Fellowship Year (CFY)	188
Speech Language Pathologist (SLP), Lead Therapist, Certified Occupational / Physical (as needed)	200
Therapist Assistant (COTA / LPTA)	(Maximum) 200
	180

SCHOOL HEALTH PERSONNEL		
Qualifications / Position	Starting Rate	Assigned Calendar
Clinic Paraprofessional (CNA or PCT)	Paraprofessional Salary Schedule	190
Licensed Vocational Nurse (LVN)	Teacher Salary Schedule (70%)	190
Registered Nurse	Teacher Salary Schedule	190
Registered Nurse, Lead	Teacher Salary Schedule	193

LIBRARIAN HIRING SCHEDULE	
Position	Assigned Calendar
Librarian, Elementary (Grades PK-4)	188
Librarian, High School (Grades 9-12)	198
Librarian, Junior High (Grades 7-8)	198
Librarian, Middle School (Grades 5-6)	193
Library Paraprofessional	184

TEACHER SALARY SCHEDULE

Step/Local Experience	DISD Compensation Rate	DISD Daily Rate
0	\$59,000.00	\$315.51
1	\$59,220.00	\$316.68
2	\$59,474.00	\$318.04
3	\$59,592.00	\$318.67
4	\$59,710.00	\$319.30
5	\$60,410.00	\$323.05
6	\$60,560.00	\$323.85
7	\$60,710.00	\$324.65
8	\$61,460.00	\$328.66
9	\$61,525.00	\$329.01
10	\$61,635.00	\$329.60
11	\$61,745.00	\$330.19
12	\$61,960.00	\$331.34
13	\$62,175.00	\$332.49
14	\$62,445.00	\$333.93
15	\$62,715.00	\$335.37
16	\$63,090.00	\$337.38
17	\$63,480.00	\$339.47
18	\$63,860.00	\$341.50
19	\$64,420.00	\$344.49
20	\$65,010.00	\$347.65
21	\$65,595.00	\$350.78
22	\$66,175.00	\$353.88
23	\$66,760.00	\$357.01
24	\$67,460.00	\$360.75
25	\$68,150.00	\$364.44
26	\$68,835.00	\$368.10
27	\$69,530.00	\$371.82
28	\$70,220.00	\$375.51
29	\$70,800.00	\$378.61
30	\$71,385.00	\$381.74
31	\$71,960.00	\$384.81
32	\$72,550.00	\$387.97
33	\$73,135.00	\$391.10
34	\$73,720.00	\$394.22
35	\$74,200.00	\$396.79
36	\$74,680.00	\$399.36
37	\$75,160.00	\$401.93
38	\$75,640.00	\$404.49
39	\$76,125.00	\$407.09
40	\$76,660.00	\$409.95

Teacher is defined as a classroom teacher, a counselor, a librarian, and a registered nurse.
 DISD Teacher Salary Schedule is based on a Bachelor's Degree.
 Master's Degree: Add \$1,000, Doctorate's Degree: Add \$2,000 to the appropriate step on DISD Base Salary Schedule.
 Career Ladder Level II: Add 1 step level, Career Ladder Level III: Add 2 step levels.
 This compensation chart is approved for the current school year only and, in no way, is intended to be interpreted for future use beyond the school year for which it was approved.
 An additional \$500 per step after Step 40 up to a maximum of Step 46.

Paraprofessional / Clerical / Technical Pay Ranges

PCT1	Minimum	Midpoint	Maximum
Calendars	\$108.80	\$145.07	\$181.34
180	\$19,584	\$26,113	\$32,641
184	\$20,019	\$26,693	\$33,367
190	\$20,672	\$27,563	\$34,455
Position			Assigned Calendar
Clerical Paraprofessional			184
DCC Office/PE			180
Library Paraprofessional, Elementary (PK-4) and Middle School (5-6)			180
Library Paraprofessional, Junior High (7-8) and High School (9-12)			184
PE Paraprofessional			180
Publication Paraprofessional			190

PCT2	Minimum	Midpoint	Maximum
Calendars	\$115.71	\$154.28	\$192.85
180	\$20,828	\$27,770	\$34,713
184	\$21,291	\$28,388	\$35,484
192	\$22,216	\$29,622	\$37,027
Position			Assigned Calendar
Case Management Clerk			180
Day Care Paraprofessional (Gator Academy)			184
In-School Suspension Paraprofessional			180
JJAEP Paraprofessional			180
Receptionist, Junior High			192
Receptionist, Middle School			192
Receptionist / Clerk (DCC and DALC)			180
Receptionist / Clerk, Elementary			184
Receptionist / Clerk, High School			192

PCT3	Minimum	Midpoint	Maximum
Calendars	\$120.97	\$161.30	\$201.62
180	\$21,775	\$29,034	\$36,292
182	\$22,017	\$29,357	\$36,695
184	\$22,258	\$29,679	\$37,098
187	\$22,621	\$30,163	\$37,703
221	\$26,734	\$35,647	\$44,558
Position			Assigned Calendar
ABCD Paraprofessional			182
Behavior Paraprofessional (General Ed)			180
Bilingual / ESL Instructional Intervention Paraprofessional			180
Clinic Paraprofessional (No other qualifications)			184
Computer Lab Monitor			180
Instructional Intervention Paraprofessional			180
Multipurpose Paraprofessional (60 College Hours Required)			180
Pre-K Paraprofessional (Regular / Bilingual)			180
Receptionist / Clerk, Operations and Facilities			221
Special Education Paraprofessional			182
Special Education ARD Clerk			184
Special Education Bilingual ARD Clerk			184

PCT4	Minimum	Midpoint	Maximum
Calendars	\$123.36	\$164.48	\$205.60
180	\$22,205	\$29,606	\$37,008
184	\$22,698	\$30,264	\$37,830
187	\$23,068	\$30,758	\$38,447
192	\$23,685	\$31,580	\$39,475
198	\$24,425	\$32,567	\$40,709
Position			Assigned Calendar
DALC Paraprofessional			180
Esmond Center Records Clerk			184
Edgenuity Computer Lab Monitor			184
Secretary, Assistant Principal (Junior High and High School)			192
Secretary, College and Career Center			198
Secretary, Counselor (Junior High and High School)			192
TIDES CNA/PCT Paraprofessional (Qualified as Certified Nurse Assistant or Patient Care Technician)			184

PCT5	Minimum	Midpoint	Maximum
Calendars	\$128.79	\$171.72	\$214.66
192	\$24,728	\$32,970	\$41,215
198	\$25,500	\$34,001	\$42,503
200	\$24,888	\$33,184	\$41,480
202	\$26,016	\$34,687	\$43,361
215	\$27,690	\$36,920	\$46,152
221	\$28,463	\$37,950	\$47,440
Position		Assigned Calendar	
Assessment Staff Support Clerk		200	
Attendance / AP Secretary, Middle School		192	
Attendance / Data Entry Clerk, Elementary		202	
Attendance / Data Entry Clerk, Junior High		192	
Attendance / Data Entry Clerk, High School		192	
Attendance / Data Entry Clerk (LEAD), High School		221	
Data Entry / Counselor's Secretary, Middle School		198	
Publications / Business Technician		221	
Receptionist, Central Office		221	
Secretary, Associate Principal (High School)		221	
Secretary, Dean of Instruction (Junior High and High School)		215 / 221	
Technical Support Specialist		221	

PCT6	Minimum	Midpoint	Maximum
Calendars	\$132.34	\$176.45	\$220.56
180	\$23,821	\$31,761	\$39,701
192	\$25,409	\$33,878	\$42,348
198	\$26,203	\$34,937	\$43,671
211	\$27,924	\$37,231	\$46,538
221	\$29,247	\$38,995	\$48,744
Position		Assigned Calendar	
Bookkeeper Clerk, High School		192	
Campus Security Monitor		180	
Payroll Specialist, Operations and Facilities		221	
PEIMS Specialist		221	
Registrar, Junior High		192	
Registrar Clerk, High School		198	
Secretary, Coastal Alternative Program (CAP)		211	
Secretary, Esmond Center Educational Records		198	
Secretary, Special Education Assessment		221	

Secretary, Special Programs Coordinators	221
Secretary, Special Education PEIMS	221
Secretary, Principal (DCC and DALC)	221

PCT7	Minimum	Midpoint	Maximum
Calendars	\$135.86	\$181.14	\$226.43
180	\$24,455	\$32,605	\$40,757
221	\$30,025	\$40,032	\$50,041
Position			Assigned Calendar
Accounts Payable Specialist			221
Accounts Payable Specialist, FNS			180
Benefits Specialist			221
Human Resources Generalist			221
Payroll Specialist			221
Secretary, Director of Alternative Education			221
Secretary, Director of Career and Technical Education			221
Secretary, Director of Transportation			221
Secretary, Principal (Elementary)			221
Secretary, Principal (Middle School)			221
Secretary, Principal (Junior High)			221

PCT8	Minimum	Midpoint	Maximum
Calendars	\$146.45	\$195.26	\$244.08
221	\$32,365	\$43,152	\$53,942
Position			Assigned Calendar
Accounting Assistant			221
Accounting Clerk / Bookkeeper, DHS			221
Attendance Intervention Specialist			221
Secretary, Athletic Department			221
Secretary, Educational Services Department			221
Secretary, Executive Director of Human Resources			221
Secretary, Executive Director of Special Programs			221
Secretary, Executive Director of Technology			221

PCT9	Minimum	Midpoint	Maximum
Calendars	\$179.74	\$239.65	\$299.56
221	\$39,723	\$52,963	\$66,203
Position			Assigned Calendar
Secretary, Principal (High School)			221

PCT10	Minimum	Midpoint	Maximum
Calendars	\$212.91	\$283.88	\$354.85
221	\$47,053	\$62,737	\$78,422
Position			Assigned Calendar
Secretary, Assistant Superintendent of Administration			221
Secretary, Deputy Superintendent of Educational Services			221

PCT11	Minimum	Midpoint	Maximum
Calendars	\$224.65	\$299.54	\$374.42
221	\$49,648	\$66,198	\$82,747
Position			Assigned Calendar
Secretary, Superintendent of Schools			221

PCT DAILY RATE SCHEDULE

Years Exp.	PCT1	PCT2	PCT3	PCT4	PCT5	PCT6	PCT7	PCT8	PCT9	PCT10	PCT11
0	\$108.80	\$115.71	\$120.97	\$123.36	\$128.79	\$132.34	\$135.86	\$146.45	\$179.74	\$212.91	\$224.65
1	\$109.80	\$116.41	\$121.97	\$124.36	\$129.79	\$133.34	\$136.86	\$147.45	\$180.74	\$213.91	\$225.65
2	\$110.80	\$116.96	\$122.27	\$124.71	\$130.79	\$134.34	\$137.86	\$148.05	\$181.44	\$214.91	\$226.65
3	\$112.80	\$118.21	\$123.57	\$126.06	\$132.79	\$136.34	\$139.86	\$149.65	\$183.14	\$216.91	\$228.65
4	\$114.80	\$119.46	\$124.87	\$127.41	\$134.79	\$138.34	\$141.86	\$151.25	\$184.84	\$218.91	\$230.65
5	\$116.80	\$120.71	\$126.17	\$128.76	\$136.79	\$140.34	\$143.86	\$152.85	\$186.54	\$220.91	\$232.65
6	\$118.80	\$121.96	\$127.47	\$130.11	\$138.79	\$142.34	\$145.86	\$154.45	\$188.24	\$222.91	\$234.65
7	\$119.80	\$123.21	\$128.77	\$131.11	\$139.79	\$143.34	\$146.86	\$155.45	\$189.94	\$224.91	\$236.65
8	\$120.80	\$124.46	\$130.07	\$132.36	\$140.79	\$144.34	\$147.86	\$156.45	\$191.64	\$226.91	\$238.65
9	\$121.80	\$125.71	\$131.37	\$133.61	\$141.79	\$145.34	\$148.86	\$157.45	\$193.34	\$228.91	\$240.65
10	\$122.80	\$126.96	\$132.67	\$134.86	\$142.79	\$146.34	\$149.86	\$158.45	\$195.04	\$230.91	\$242.65
11	\$123.80	\$128.21	\$133.97	\$136.11	\$143.79	\$147.34	\$150.86	\$159.45	\$196.74	\$232.91	\$244.65
12	\$124.80	\$129.46	\$135.27	\$137.36	\$144.79	\$148.34	\$151.86	\$160.45	\$198.44	\$234.91	\$246.65
13	\$125.80	\$130.71	\$136.57	\$138.61	\$145.79	\$149.34	\$152.86	\$161.45	\$200.14	\$236.91	\$248.65
14	\$126.80	\$131.96	\$137.87	\$139.86	\$146.79	\$150.34	\$153.86	\$162.45	\$201.84	\$238.91	\$250.65
15	\$127.80	\$133.21	\$139.17	\$141.11	\$147.79	\$151.34	\$154.86	\$163.45	\$203.54	\$240.91	\$252.65
16	\$128.80	\$134.46	\$140.47	\$142.36	\$148.79	\$152.34	\$155.86	\$164.45	\$205.24	\$242.91	\$254.65
17	\$129.80	\$135.71	\$141.77	\$143.61	\$149.79	\$153.34	\$156.86	\$165.45	\$206.94	\$244.91	\$256.65
18	\$130.80	\$136.96	\$143.07	\$144.86	\$150.79	\$154.34	\$157.86	\$166.45	\$208.64	\$246.91	\$258.65
19	\$131.80	\$138.21	\$144.37	\$146.11	\$151.79	\$155.34	\$158.86	\$167.45	\$210.34	\$248.91	\$260.65
20	\$132.80	\$139.46	\$145.67	\$147.36	\$152.79	\$156.34	\$159.86	\$168.45	\$212.04	\$250.91	\$262.65
21	\$133.80	\$140.71	\$146.67	\$148.36	\$153.79	\$157.34	\$160.86	\$169.45	\$213.74	\$252.91	\$264.65
22	\$134.80	\$141.96	\$147.67	\$149.36	\$154.79	\$158.34	\$161.86	\$170.45	\$215.44	\$254.91	\$266.65
23	\$135.80	\$143.21	\$148.67	\$150.36	\$155.79	\$159.34	\$162.86	\$171.45	\$217.14	\$256.91	\$268.65
24	\$136.80	\$144.46	\$149.67	\$151.36	\$156.79	\$160.34	\$163.86	\$172.45	\$218.84	\$258.91	\$270.65
25	\$137.80	\$145.71	\$150.67	\$152.36	\$157.79	\$161.34	\$164.86	\$173.45	\$220.54	\$260.91	\$272.65
26	\$138.80	\$146.96	\$151.67	\$153.36	\$158.79	\$162.34	\$165.86	\$174.45	\$222.24	\$262.91	\$274.65
27	\$139.80	\$148.21	\$152.67	\$154.36	\$159.79	\$163.34	\$166.86	\$175.45	\$223.94	\$264.91	\$276.65
28	\$140.80	\$149.46	\$153.67	\$155.36	\$160.79	\$164.34	\$167.86	\$176.45	\$225.64	\$266.91	\$278.65
29	\$141.80	\$150.46	\$154.67	\$156.36	\$161.79	\$165.34	\$168.86	\$177.45	\$227.34	\$268.91	\$280.65
30	\$142.80	\$151.46	\$155.67	\$157.36	\$162.79	\$166.34	\$169.86	\$178.45	\$228.34	\$270.91	\$282.65
31	\$143.80	\$152.46	\$156.67	\$158.36	\$163.79	\$167.34	\$170.86	\$179.45	\$229.34	\$272.91	\$284.65
32	\$144.80	\$153.46	\$157.67	\$159.36	\$164.79	\$168.34	\$171.86	\$180.45	\$230.34	\$274.91	\$286.65
33	\$145.80	\$154.46	\$158.67	\$160.36	\$165.79	\$169.34	\$172.86	\$181.45	\$231.34	\$276.91	\$288.65
34	\$146.80	\$155.46	\$159.67	\$161.36	\$166.79	\$170.34	\$173.86	\$182.45	\$232.34	\$278.91	\$290.65
35	\$147.80	\$156.46	\$160.67	\$162.36	\$167.79	\$171.34	\$174.86	\$183.45	\$233.34	\$280.91	\$292.65
36	\$148.80	\$157.46	\$161.67	\$163.36	\$168.79	\$172.34	\$175.86	\$184.45	\$234.34	\$282.91	\$294.65
37	\$149.80	\$158.46	\$162.67	\$164.36	\$169.79	\$173.34	\$176.86	\$185.45	\$235.34	\$284.91	\$296.65

Daily rate for employees in these categories shall not be less than the amount shown on this schedule. Daily rates above are subject to adjustment above the base amount based on performance of the specific job duties for the position, with prior approval of the Superintendent. *Increase according to step/increment pattern (Ex. PCT1-9 \$1.00; PCT10-11 \$2.00).*

Support Services Pay Ranges

Pay Grade	Minimum	Midpoint	Maximum
SS1	\$10.79	\$15.42	\$20.04
SS2	\$11.89	\$16.99	\$22.08
SS3	\$12.97	\$18.53	\$24.09
SS4	\$15.14	\$21.62	\$28.11
SS5	\$17.30	\$24.72	\$32.14
SS6	\$19.80	\$28.28	\$36.76
SS7	\$22.23	\$31.76	\$41.28

Facility Services Pay Ranges

This hiring schedule is based on qualifying factors that result in STEPS.

Compensation Adjustments

Current employees' hourly rates shall be no less than a new employee who meets the criteria for the same step, based on the step requirements. Each adjustment is a stand-alone adjustment.

Standard Certification / Differential Categories	Additional Pay (per Hour)
Lead Differential (by number of employees supervised)	
1 to 2	\$0.75
3 to 5	\$1.00
6 to 10	\$1.25
10 to 15	\$1.75
16+	\$2.25
Asbestos Inspector License	\$2.00
Texas Commercial Driver's License	\$1.50
Call Out Guidelines	Minimum Number of Hours Paid at Current Hourly Rate
Alarm Issues (Security / Fire)	1.5 hour minimum
Maintenance Issues (HVAC, Plumbing, or anything outside of alarms)	3.0 hour minimum

FAS2	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$11.89	\$12.40	\$12.91	\$13.59	\$14.44
Position					Assigned Calendar
Custodian					210 / 235
Substitute Custodian (Step 1)					No Assigned Calendar

Step Schedule for Hiring	
Custodian - FAS2	
Step 1	1) No job related experience. 2) Demonstrate the ability to lift fifty (50) pounds routinely. 3) Read and understand instructions for cleaning, maintenance, and safety procedures.
Step 2	1) At least one (1) year job related experience. 2) Basic knowledge of cleaning agents and their applications. 3) Basic knowledge of custodial practices used in cleaning schools. 4) Knowledge of custodial safety procedures including MSDS sheets, Bloodborne Pathogens, etc.
Step 3	1) At least three (3) years job related experience. 2) Experience in classroom cleaning including marker boards, furniture, windows, etc. 3) Experience in carpet care procedures.
Step 4	1) At least five (5) years of job related experience. 2) Experience in the operation of floor maintaining equipment (i.e. auto scrubbers, burnishers, wet vac, etc.). 3) Performs job duties without direct supervision.
Step 5	1) At least seven (7) years of job related experience. 2) Experience with minor building maintenance such as replacement of light bulbs, ceiling tile, furniture repair, etc. 3) Experience with the appropriate procedures for opening, closing and safeguarding facilities, including securing exit doors, activating alarms, etc.

FAS3	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$12.97	\$13.90	\$14.82	\$16.67	\$17.60
Position			Assigned Calendar		
Assistant Athletic Field Caretaker			235		
Delivery Driver			235		
Grounds Worker			235		
HVAC Maintenance Worker			235		
Laundry Worker			235		
Lead Custodian, Junior High, High School and ESC			235		
Utility Worker			235		
Warehouse Worker			235		
Job Specific Certification Categories			Certification Rates (per Hour)		
Grounds Worker (Pest)					
TDA Applicator's License with Weed Control			\$1.25		
(3) Additional Categories for TDA Applicator's License (Lawn, Ornamental, Pest and Termite)			\$1.75		
Grounds Worker/ AFC Assistant (Irrigation)					
Texas Irrigation Installer Certification			\$0.75		
Texas Irrigator License			\$1.25		
HVAC Maintenance Worker					
EPA Certification in Refrigerant Recovery (Universal)			\$1.50		
Utility / Warehouse Worker - Add'l Steps (If Employed on Step 1)					
Step 2			\$1.00		
Step 3			\$1.25		
Step 4			\$1.75		
Step 5			\$2.25		
Step Schedule for Hiring					
<i>Athletic Field Caretaker Assistant - FAS3</i>					
Step 1	1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record.				
Step 2	1) At least one (1) year job related experience. 2) One (1) year experience in grounds keeping or athletic field maintenance practices. 3) Skilled in the use of various types of mowers, weed eaters, striping machines, etc.				
Step 3	1) At least three (3) years job related experience. 2) Exhibits knowledge in the operation of irrigation systems. 3) Experience in the mowing of natural turf in various patterns using a reel mower. 4) Exhibits knowledge in basic procedures for maintaining and layout of athletic fields including football, soccer, baseball, etc.				
Step 4	1) At least five (5) years of job related experience. 2) Exhibits knowledge in the operation and repair of irrigation systems. 3) Proficient in painting procedures for athletic fields including layout, decal applications, striping and chalking.				
Step 5	1) At least seven (7) years of job related experience. 2) Exhibits knowledge in the diagnosis and treatment of horticulture problems caused by disease, insects, etc. 3) Experience in the restoration of athletic field surfaces using aerators, top dressers, tractors, sod cutter, etc.				

Grounds Worker - FAS3

- Step 1** 1) No job related experience.
2) Possess a valid Texas Driver's license with a good driving record.
- Step 2** 1) At least one (1) year of job related experience.
2) Exhibits the knowledge of basic grounds keeping practices and procedures.
3) Demonstrate the ability to operate various types of mowers, weed eaters, trimmers, etc.
- Step 3** 1) At least three (3) years job related experience.
2) Demonstrate basic knowledge of irrigation systems.
3) Experienced in tree and shrub trimming practices and procedures.
- Step 4** 1) At least five (5) years of job related experience.
2) Knowledge of various classes of plants, trees, flowers, etc. and their care.
3) Experience in the repair of irrigation systems.
- Step 5** 1) At least seven (7) years of job related experience.
2) Exhibits knowledge in the diagnosis and treatment of horticulture problems caused by disease, insects, etc.
3) Experience in the supervision of grounds keeping and landscaping projects.

HVAC Maintenance Worker - FAS3

- Step 1** 1) No job related experience.
2) Possess a valid Texas Driver's license with a good driving record.
3) Demonstrate the ability to follow written and verbal instructions.
4) Demonstrate the ability to lift fifty (50) pounds routinely.
- Step 2** 1) At least one (1) year of job related experience.
2) Experience in the use of hand and power tools.
3) Demonstrate the ability to climb and use an extension, step and roof ladder.
4) Demonstrate the ability to work without supervision.
- Step 3** 1) At least three (3) years job related experience.
2) Knowledge of basic preventative maintenance practices for HVAC equipment.
3) Demonstrate basic computer skills.
- Step 4** 1) At least five (5) years of job related experience.
2) Experience in HVAC preventative maintenance, including inspecting / replacing belts, greasing bearings, etc.
3) Demonstrate the ability to track replacement of filters and maintain filter replacement schedule.
- Step 5** 1) At least seven (7) years of job related experience.
2) Proficient in the use of a computer for documentation and communication purposes.
3) Experience in minor troubleshooting and replacement of HVAC components and systems.

Laundry Worker - FAS3

- Step 1** 1) No job related experience.
2) Possess a valid Texas Driver's license with a good driving record.
3) Demonstrate the ability to lift fifty (50) pounds routinely.
- Step 2** 1) At least one (1) year of job related experience.
2) Exhibits effective oral and written communication skills.
3) Knowledge of cleaning procedures for office areas.
4) Knowledge of basic washing and drying of clothes according to color, volume and fabric type.
- Step 3** 1) At least three (3) years job related experience.
2) Demonstrate the ability to organize and implement a laundry schedule.
3) At least three (3) years of experience in cleaning of office areas and restrooms.
- Step 4** 1) At least five (5) years of job related experience.
2) Experience in the washing/ drying of clothes including bleaching, stain removal, handling/ delivery.
- Step 5** 1) At least seven (7) years of job related experience.
2) Proficient in all areas of commercial laundry procedures.
3) Experience in the maintaining of commercial flooring including stripping, waxing, buffing, and carpet cleaning.

Lead Custodian, Junior High, High School and ESC - FAS3

- Step 1**
- 1) No job related experience.
 - 2) Demonstrates the ability to lift fifty (50) pounds routinely.
 - 3) Read and understand instructions for cleaning, maintenance, and safety procedures.
- Step 2**
- 1) At least one (1) year of related job experience.
 - 2) Basic knowledge of cleaning agents and their applications.
 - 3) Basic knowledge of custodial practices used in cleaning schools.
 - 4) Knowledge of custodial safety procedures including MSDS sheets, Bloodborne Pathogens, etc.
- Step 3**
- 1) At least three (3) years of related job experience.
 - 2) Experience in classroom cleaning including marker boards, furniture, windows, etc.
 - 3) Experience in carpet care procedures.
- Step 4**
- 1) At least five (5) years of related job experience.
 - 2) Experienced in the operation of floor maintaining equipment (i.e. auto scrubbers, burnishers, wet vac, etc.).
 - 3) Performs job duties without direct supervision.
- Step 5**
- 1) At least seven (7) years of related job experience.
 - 2) Experience with minor building maintenance such as replacement of light bulbs, ceiling tile, furniture repair, etc.
 - 3) Experience with the appropriate procedures for opening, closing and safeguarding facilities, including securing exit doors, activating alarms, etc.

Delivery Driver - FAS3

- Step 1**
- 1) No job related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 2) Demonstrate the ability to lift fifty (50) pounds routinely.
- Step 2**
- 1) At least one (1) year of related job experience.
 - 2) Experience in the sorting of mail for delivery.
 - 3) Exhibits high level of oral and written communication skills.
 - 4) Demonstrate the ability to work without supervision.
- Step 3**
- 1) At least three (3) years of related job experience.
 - 2) Experience in the use of postage machine.
 - 3) Proficient at reading maps and using GPS to locate destinations.
- Step 4**
- 1) At least five (5) years of related job experience.
 - 2) Knowledge of postal regulations and requirements
- Step 5**
- 1) At least seven (7) years of related job experience.
 - 2) Experience in the regulations and procedures required to ship various types of parcels via private carrier.
 - 3) Experience in the regulations, requirements and procedures involved with district and postal service of delivery of mail, board folders, etc.

Utility Worker - FAS3

- Step 1**
- 1) No job related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Demonstrate the ability to follow written and verbal instructions.
- Step 2**
- 1) At least one (1) year of related job experience.
 - 2) Demonstrate the ability to lift fifty (50) pounds routinely.
 - 3) Skilled in the use of basic hand tools.
 - 4) Experience in the use of a pallet jack, truck cart, vending dolly and other moving equipment.
- Step 3**
- 1) At least three (3) years of related job experience.
 - 2) Experience in the use of power tools.
 - 3) Experience in the transport and delivery of various materials and supplies.
 - 4) Skilled in the use of pressure washing equipment.

Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of related job experience. 2) Basic knowledge of parking lot maintenance and sign repair.
Step 5	<ul style="list-style-type: none"> 3) Demonstrate the ability to pressure wash buildings and parking lots following a schedule. 1) At least seven (7) years of related job experience. 2) Possess certification in forklift operation. 3) Demonstrate the ability to work independently to complete work orders, furniture transfers, deliveries, etc.
<i>Warehouse Worker - FAS3</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record.
Step 2	<ul style="list-style-type: none"> 2) Demonstrate the ability to lift fifty (50) pounds on a frequent basis. 1) At least one (1) year of related job experience. 2) Exhibit knowledge of basic warehouse procedures (including storing, inventory, tracking, receiving, etc.). 3) Demonstrate basic computer skills. 4) Experience in the verification of shipments with information on invoices, packing slips, purchase orders and use of a computer.
Step 3	<ul style="list-style-type: none"> 1) At least three (3) years of related job experience. 2) Experience in warehouse shipping and receiving practices. 3) Experience in the moving of inventory to various locations by safely and properly operating fork lift, pallet jack and / or handcart. 4) Proficient in the use of computerized maintenance management inventory system.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of related job experience. 2) Possess strong computer skills (demonstrates the ability to use software programs to develop management assistance documents). 3) Provide evidence of appropriate training experience in warehouse management. 4) Experience in the organization and implementation of delivering of materials and supplies to designated destinations.
Step 5	<ul style="list-style-type: none"> 1) At least seven (7) years of related job experience. 2) Proficient in purchasing and inventory control methods and procedures. 3) Possess certification in forklift operation.

FAS4	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$15.14	\$16.22	\$17.30	\$19.46	\$20.54
Position			Assigned Calendar		
Athletic Complex Caretaker			235		
Athletic Field Caretaker			235		
Craft Apprentice, HVAC, General Maintenance, Electrical and Plumbing			235		
Head Custodian, Elementary, Middle Schools and ESC			235		
Landscape Detailer			235		
Lead Laundry/Custodian			235		
Job Specific Certification Categories			Certification Rates (per Hour)		
Athletic Facilities Caretakers					
1) Step 2			\$1.25		
2) Step 3			\$1.75		
3) Step 4			\$2.25		
4) Step 5			\$2.50		
Landscape Detailer					
TDA Applicator's License with Weed Control			\$1.25		
(3) Additional Categories for TDA Applicator's License (Lawn Ornamental, Pest and Termite)			\$1.75		
Craft Apprentice					
Electrical					
1) Texas Maintenance Electrician License			\$1.50		
2) Texas Journeyman Electrician License			\$2.00		
3) Texas Master Electrician License			\$2.50		
Plumber					
1) Texas Tradesman Plumber - Limited License			\$1.50		
2) Texas Journeyman Plumber's License			\$2.00		
3) Texas Masters Plumber's License			\$2.50		
General Maintenance					
1) Step 2			\$1.25		
2) Step 3			\$1.75		
3) Step 4			\$2.25		
4) Step 5			\$2.50		
HVAC					
1) EPA Certification in Refrigerant Recovery (Universal)			\$1.50		
2) Texas Class "B" license in HVAC or Associate's Degree in Air Conditioning Technology			\$2.00		
3) Texas Class "A" license in HVAC			\$2.50		
Step Schedule for Hiring					
Athletic Complex Caretaker - FAS4					
Step 1	1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to follow verbal and written instructions.				
Step 2	1) At least one (1) year of job related experience. 2) Demonstrate knowledge of basic grounds keeping practices. 3) Demonstrate basic knowledge of custodial practices used in cleaning schools. 4) Experience with appropriate procedures for opening, closing and safeguarding facilities, including securing gates and doors, security alarms, etc.				
Step 3	1) At least three (3) years of job related experience.				

	<ul style="list-style-type: none"> 2) Experience in the operation of floor care equipment (i.e. buffers, wet vac, burnishers, etc.). 3) Basic knowledge in the care of artificial turf. 4) Basic knowledge in the care of synthetic running track surfaces.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Experience in the care and minor maintenance of aluminum bleachers. 3) Experience with minor building maintenance such as replacement of light bulbs, ceiling tile, etc.
Step 5	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) Experience in interior and exterior maintenance of athletic facilities, including locker rooms, press boxes, restrooms, mechanical rooms, etc. 3) Experience in field preparation and set up for football, soccer and other athletic events. 4) Proficient in the operation of an athletic venue during scheduled events.
<i>Athletic Field Caretaker - FAS4</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record 3) Demonstrate basic knowledge of turf (natural) including aeration, mowing, irrigation, etc.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) year of experience in grounds keeping and landscaping procedures. 2) Experience in the mowing of turf (natural) in various patterns using a reel mower 3) Demonstrate basic knowledge of various procedures required to maintain athletic fields including football, baseball, soccer, etc. 4) Demonstrate basic knowledge in the layout of athletic fields including football, baseball, soccer, etc. 5) Skilled in use of various types of mowers, weed eaters, striping machines, aerators, etc.
Step 3	<ul style="list-style-type: none"> 1) At least three (3) years of experience in grounds keeping and landscaping procedures. 2) Knowledge in painting procedures for athletic fields including layout, decal applications, striping and chalking. 3) Experience in the recognition of various problems related to turf management caused by disease, weeds, insects, etc.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of experience in grounds keeping and landscaping. 2) At least one (1) years of experience in athletic field preparation and procedures. 3) Experience in the repair of athletic field irrigation systems.
Step 5	<ul style="list-style-type: none"> 1) At least seven (7) years of experience in grounds keeping and landscaping. 2) At least 2 years of experience in athletic field preparation and procedures. 3) Experience in the supervision of grounds personnel in athletic field procedures and preparation.
<i>Craft Apprentice - FAS4</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to follow written and verbal instructions.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Knowledge of tools in a designated craft. 3) Basic knowledge of work related systems (i.e. plumbing, A/C, electrical, etc.). 4) Demonstrate basic computer skills.
Step 3	<ul style="list-style-type: none"> 1) At least three (3) years job related experience. 2) Knowledge of general maintenance duties related to assigned craft. 3) Demonstrate the ability to work unsupervised.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Experience in the procurement of supplies, parts and tools. 3) Experience in work order system procedures. 4) Experienced in preventative maintenance procedures related to assigned craft.
Step 5	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) Experience in troubleshooting procedures related to assigned craft. 3) Proficient in the use of a computer for various duties.
<i>Head Custodian (Elementary, Middle Schools and ESC) - FAS4</i>	
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience.

	<ul style="list-style-type: none"> 2) Basic knowledge of custodial practices used in cleaning schools. 3) Knowledge of custodial safety procedures including MSDS sheets, Bloodborne Pathogens, etc. 4) Read and understand written and verbal directives. 5) Experience with appropriate procedures for opening, closing and safeguarding facilities. 6) Experience in the operation of floor maintaining equipment.
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) At least one (1) year of supervisory experience.
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years verifiable experience as a custodian. 2) Planning and directing experience. 3) At least two (2) years of supervisory experience.
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of verifiable job related experience. 2) At least three (3) years of verifiable supervisory experience. 3) At least two (2) years planning and directing experience.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of verifiable job related experience. 2) At least five (5) years of verifiable building keeper experience as a supervisor. 3) At least five (5) years planning and directing experience. 4) Experience in training personnel in custodial safety procedures.
<i>Landscape Detailer - FAS4</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Exhibits the knowledge of basic grounds keeping practices and procedures 3) Demonstrate the ability to operate various types of equipment such as mowers, weed eaters, hedge trimmers, etc. 4) Possess basic knowledge of various types of plants, flowers, trees, etc. and their care.
Step 3	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) Demonstrate basic knowledge of shrub and tree maintenance. 3) Demonstrate basic knowledge of irrigation systems maintenance and repair.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Experienced in flower bed and soil maintenance practices including, weeding, mulching, aerating, edging, and fertilization. 3) Experienced in the removal and planting of ornamental plants, bushes, flowers, plants and shrubs.
Step 5	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) Exhibit detailed knowledge and experience in pruning, trimming, grafting, and removal of trees of various types and sizes 3) Experienced in the installation of landscaping projects and using softscaping and hardscaping materials. 4) Experienced in the installation and repair of irrigation systems for commercial landscaping.
<i>Lead Laundry/Custodian - FAS4</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to lift fifty (50) pounds routinely.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Exhibit effective oral and written communication skills. 3) Knowledge of cleaning procedures. 4) Knowledge of basic washing and drying of clothes according to color, volume and fabric type.
Step 3	<ul style="list-style-type: none"> 1) Three (3) years of job related experience. 2) Demonstrate the ability to organize and implement a laundry schedule. 3) Experience in the operation of custodial equipment and floor machines.
Step 4	<ul style="list-style-type: none"> 1) Five (5) years of job related experience. 2) Planning and directing experience. 3) Two (2) years of verifiable supervisory experience.

Step 5	1) Seven (7) years of job related experience. 2) Experience in training personnel in custodial and laundry procedures.
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FAS5	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$17.30	\$19.78	\$21.01	\$22.25	\$24.72
Position				Assigned Calendar	
Building Maintenance Technician, DHS				235	
Grounds Foreman				235	
Grounds Mechanic				235	
Head Custodian, Junior High and Lobit Education Village				235	
Inventory Management Technician				235	
Pest Control Operator				235	
Utility Foreman				235	
Job Specific Certification Categories				Certification Rates (per Hour)	
Grounds Foreman & Pest Control Operator					
TDA Applicator's License with Weed Control				\$1.25	
(3) Additional Categories for TDA Applicator's License (Lawn, Ornamental, Pest and Termite)				\$1.75	
Texas Irrigation License				\$1.25	
Indoor Pest Management Coordinator Certification				\$2.00	
Grounds Mechanic					
*Certification must be through Outdoor Power Equipment accredited program					
Small Engine Repair Certification*				\$1.25	
Diesel Engine Repair Certification*				\$1.75	
Hydraulic Systems Repair Certification*				\$1.75	
Step Schedule for Hiring					
Building Maintenance Technician, DHS - FAS5					
Step 1	1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate basic knowledge of commercial building maintenance related to electrical, plumbing, carpentry and painting. 4) Demonstrate the ability to work without direct supervision.				
Step 2	1) At least three (3) years of job related experience. 2) Possess the ability to organize and maintain a preventative maintenance program. 3) Experience in basic electrical, plumbing and carpentry repairs.				
Step 3	1) At least five (5) years of job related experience. 2) Skilled in the use of tools in the paint trade such as brushes, rollers and drywall tools. 3) Experience in the troubleshooting and repair of electrical and lighting systems. 4) Experience in the troubleshooting and repair of plumbing fixtures and systems.				
Step 4	1) At least seven (7) years of job related experience. 2) Experience in repair and replacement of doors, hardware, ceilings and flooring systems in commercial buildings. 3) Demonstrate the ability to repair damaged drywall surfaces to maintain a uniform appearance of the surrounding area. 4) Demonstrate advanced skills and knowledge required to repair and recoat any pre-coated paint surfaces with various types of paint finishes.				
Step 5	1) At least nine (9) years of job related experience. 2) Extensive training with documentation in the area of maintenance related to school facilities and/or commercial buildings.				

- 3) Demonstrate the ability to plan and direct personnel in a supervisory role.
- 4) Proficient in the repair and preventative maintenance of electrical, lighting and plumbing systems of school facilities.

Grounds Foreman - FAS5

- Step 1**
- 1) Demonstrate knowledge of seasonal mowing and trimming requirements.
 - 2) Demonstrate knowledge of various types of equipment used in mowing operations.
 - 3) Possess a valid Texas Driver's license with a good driving record.
- Step 2**
- 1) At least one (1) year of job related experience.
 - 2) Demonstrate basic knowledge of landscaping procedures.
 - 3) Demonstrate basic knowledge of irrigation installation and repairs.
- Step 3**
- 1) At least three (3) years of job related experience.
 - 2) At least one (1) year of experience planning / directing a mowing and landscaping operation.
- Step 4**
- 1) At least five (5) years of job related experience.
 - 2) Demonstrate knowledge in the care of various typing of plants, trees, flowers, etc.
 - 3) At least three (3) years of experience planning / directing a mowing and landscaping operation.
- Step 5**
- 1) At least seven (7) years of job related experience.
 - 2) Experience in the identification and treatment of horticultural problems caused by disease, insects, etc.
 - 3) Experience in landscaping installation and repairs.

Grounds Mechanic - FAS5

- Step 1**
- 1) Possess a valid Texas Driver's license with a good driving record.
 - 2) Demonstrate basic knowledge of grounds and landscaping procedures.
 - 3) Demonstrate basic knowledge of repair of outdoor power equipment.
- Step 2**
- 1) At least one (1) year of experience in the repair of lawn equipment (i.e. walk behind and riding mowers, weed eaters, blowers, etc.).
 - 2) Demonstrate knowledge of preventative maintenance procedures for lawn equipment.
- Step 3**
- 1) At least three (3) years of experience in the repair of lawn equipment (i.e. walk behind and riding mowers, weed eaters, blowers, etc.).
 - 2) Proficient in the use of all lawn equipment and tractors.
 - 3) Demonstrate knowledge in the operation of heavy equipment (i.e. backhoes, loaders, tractors).
 - 4) Experience in the repair of two stroke and four stroke engines.
- Step 4**
- 1) At least five (5) years of experience in the repair of commercial lawn and power equipment.
 - 2) Experience in the maintenance and repair of spray equipment (i.e. chemical sprayers, striping machines, etc.).
 - 3) Experience in the repair of hydraulic systems on heavy equipment.
- Step 5**
- 1) At least seven (7) years of experience in lawn equipment repair including heavy equipment.
 - 2) Demonstrate detailed knowledge of grounds and landscaping procedures.
 - 3) Proficient in the repair of heavy equipment (i.e. backhoes, tractors, lifts, etc.).

Head Custodian, Junior High and Lobit Education Village - FAS5

- Step 1**
- 1) At least one (1) year of job related experience.
 - 2) Basic knowledge of custodial practices used in cleaning schools.
 - 3) Knowledge of custodial safety procedures including MSDS sheets, Bloodborne Pathogens, etc.
 - 4) Read and understand written and verbal directives.
 - 5) Experience with appropriate procedures for opening, closing and safeguarding facilities.
 - 6) Experience in the operation of floor maintaining equipment.
- Step 2**
- 1) At least three (3) years of job related experience.
 - 2) At least one (1) year of supervisory experience.
- Step 3**
- 1) At least five (5) years of verifiable experience as a custodian.
 - 2) Planning and directing experience.
 - 3) At least two (2) years of supervisory experience.
- Step 4**
- 1) At least seven (7) years of verifiable job related experience.

Step 5	<ul style="list-style-type: none"> 2) At least three (3) years of verifiable supervisory experience. 3) At least two (2) years of planning and directing experience. 1) At least nine (9) years of verifiable job related experience. 2) At least five (5) years of verifiable building keeper experience as a supervisor. 3) At least five (5) years of planning and directing experience. 4) Experience in training personnel in custodial safety procedures.
<i>Inventory Management Technician - FAS5</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to lift fifty (50) pounds on a frequent basis. 4) Demonstrate basic computer skills.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Exhibits knowledge of basic warehouse procedures including storing, inventory, tracking, receiving, etc. 3) Experience in inventory control methods and procedures. 4) Demonstrate knowledge of advanced computer skills.
Step 3	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) Proficient in the used of a computerized inventory management system. 3) Exhibit knowledge of warehouse and truck stock distribution, stocking and auditing procedures. 4) Possess certification as a trained forklift operator.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Experience in the use of a bar coding system for inventory control. 3) Demonstrate advanced computer skills with the ability to compile detailed inventory reports. 4) Demonstrate knowledge of tool crib operating procedures.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of job related experience. 2) Proficient in following and implementing district and departmental purchasing procedures. 3) Provide documentation of training and experience in warehouse management methods and procedures.
<i>Pest Control Operator - FAS5</i>	
Step 1	<ul style="list-style-type: none"> 1) No job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate basic computer skills.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Experience in the identification and resolution of pest control issues. 3) Demonstrate knowledge of safety procedures in handling chemicals as required by Texas SPCB.
Step 3	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) Experience in the planning of pest and weed control strategies. 3) Experience in the application of IPM procedures related to schools.
Step 4	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Experience in the identification and resolution of termite issues. 3) Proficient in the use of a computer to maintain accurate records as per Texas SPCB requirements.
Step 5	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) Knowledge of procedures in control of nuisance wildlife.
<i>Utility Foreman - FAS5</i>	
Step 1	<ul style="list-style-type: none"> 1) Possess valid Texas driver's license with a good driving record. 2) Demonstrate the ability to follow written and verbal instructions. 3) Experience in the use of a pallet jack, truck cart, different types of dollies and other moving equipment.
Step 2	<ul style="list-style-type: none"> 1) At least one (1) years of job related experience.

	2) Experience in the transport and delivery of various materials and supplies. 3) Skilled in the use of hand tools (i.e. hammers, screwdrivers, socket sets, etc.) 4) Skilled in the use of power tools (drills, saws, etc.)
Step 3	1) At least three (3) years of job related experience. 2) Demonstrate the ability to work independently to complete work orders, deliveries and other job assignments. 3) Demonstrate basic computer skills
Step 4	4) Knowledge of the regulations, requirements and procedures involved with district mail distribution. 1) At least five (5) years of job related experience. 2) Demonstrate knowledge of parking lot maintenance and repair procedures. 3) Demonstrate knowledge of pressure washing practice and procedures for cleaning the exterior of commercial buildings. 4) Experienced in the organizing, transport and delivery of furniture, materials, supplies, etc.
Step 5	1) At least seven (7) years of job related experience. 2) Experience in coordinating and supervising projects such as pressure washing, moving and deliveries to meet assigned deadlines. 3) Experience in set up procedures for special events such as banquets, graduation, auctions, etc. 4) Demonstrate advanced computer skills.

FAS6	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$19.80	\$22.62	\$25.45	\$28.28	\$29.69
Position				Assigned Calendar	
Carpenter				235	
Coordinator, Operations and Facilities				235	
Grounds Supervisor				235	
Head Custodian, DHS				235	
Painter				235	
Plumber				235	
Purchasing / Warehouse Manager				235	
Technician (Door Hardware, Electrician, General Maintenance, Life Safety/Security, and HVAC)				235	
Utility Supervisor				235	
Job Specific Certification Categories				Certification Rates (per Hour)	
Carpenter, Door Hardware Technician, Grounds Supervisor, Painter, HVAC Technician (General Maintenance; Life Safety/Security; O&F Coordinator)					
Asbestos Inspector License				\$2.00	
Texas Class A HVAC License				\$2.50	
Texas Class B HVAC License				\$2.00	
Electrician					
1) Texas Maintenance Electrician License				\$1.50	
2) Texas Journeyman Electrician License				\$2.00	
3) Texas Master Electrician License				\$2.50	
Step Schedule for Hiring					
Carpenter - FAS6					
Step 1	1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to use hand tools and portable power tools.				

- Step 2**
 - 1) At least three (3) years of job related experience.
 - 2) Demonstrate the ability to read blueprints.
 - 3) Demonstrate the ability to organize vehicle with necessary materials for daily work.
- Step 3**
 - 1) At least five (5) years of job related experience.
 - 2) Demonstrate the ability to operate stationary and portable power tools.
 - 3) Demonstrate the ability to use carpentry hand tools.
 - 4) Demonstrate the ability to follow established safety procedures and techniques used to perform job duties.
- Step 4**
 - 1) At least seven (7) years of job related experience.
 - 2) Demonstrate the ability to plan basic construction projects.
 - 3) Demonstrate the ability to read basic architectural drawings.
- Step 5**
 - 1) At least nine (9) years of job related experience.
 - 2) Demonstrate the ability to make drawings or sketches of construction projects.
 - 3) Demonstrate the ability to plan and order materials for construction projects.

Coordinator, Operations and Facilities - FAS6

- Step 1**
 - 1) At least one (1) year of job related experience.
 - 2) Demonstrate knowledge of various types of equipment used in mowing operations.
 - 3) Possess a valid Texas Driver's license with a good driving record.
 - 4) Demonstrate good receptionist skills including telephone and radio protocol.
- Step 2**
 - 1) At least three (3) years of job related experience.
 - 2) Knowledge of facility maintenance methods and procedures.
 - 3) Knowledge of facility rental procedures.
 - 4) Knowledge of payroll processing.
- Step 3**
 - 1) At least five (5) years of job related experience.
 - 2) Experience in the entry and extraction of data using the district's Computerized Maintenance Management System (CMMS) (i.e., work orders, equipment schedules, facility projects, etc.).
 - 3) Experience in the entry and extraction of data from the CMMS for facility scheduling, rental and billing.
 - 4) Demonstrate the ability to organize staff meetings, training sessions and other events related to the Operations and Facilities department.
- Step 4**
 - 1) At least seven (7) years of job related experience.
 - 2) Experience in payroll processing including time sheets, leave requests, attendance and other related documents.
 - 3) Experience in maintaining security system records, codes and other related information.
 - 4) Experience in generating reports from the data in the CMMS (i.e., work orders, productivity, facility rentals, etc.).
- Step 5**
 - 1) At least nine (9) years of job related experience.
 - 2) Experience in the direction and training of personnel on usage of the CMMS for work order and inventory purposes.
 - 3) Experience in the direction and training of personnel and organizations on the usage of the CMMS for facility rentals and usage.
 - 4) Experience in the direction and training of office personnel in the proper methods and protocol used by the Operations and Facilities department.

Door Hardware Technician - FAS6

- Step 1**
 - 1) At least one (1) year of job related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Experience in the use of various hand and power tools.
- Step 2**
 - 1) At least three (3) years of job related experience.
 - 2) Experience in the operation of key coding and duplicating machine.
 - 3) Basic knowledge in building security practices.
- Step 3**
 - 1) At least five (5) years of job related experience.
 - 2) Demonstrate the ability to install and repair cylindrical and mortise locks.

Step 4	3) Demonstrate the ability to install and repair door closures and exit devices.
	1) At least seven (7) years of job related experience.
	2) Experience in the implementation and maintaining of a facility key code system.
	3) Experience in the repair of various types of interior and exterior doors.
	4) Experience in the repair and replacement of door mullions, thresholds, hinges and glazing systems.
Step 5	1) At least nine (9) years of job related experience.
	2) Knowledge of ADA laws related to doors and door hardware.
	3) Experience in the repair and replacement of locker hardware.
	4) Experience in the repair and maintenance of electronic door devices.
<i>Electrician Technician - FAS6</i>	
Step 1	1) At least one (1) year of job related experience.
	2) Possess a valid Texas Driver's license with a good driving record.
	3) Skilled in the use of power tools, hand tools and meters.
	4) Demonstrate the ability to follow written and verbal instructions.
Step 2	1) At least three (3) years of job related experience as an Electrician or six (6) years as an Electrical apprentice.
	2) Proficient in the use of a computer for documentation and communication purposes (i.e., work orders, email, requisitions, etc.).
	3) Knowledge of, and experience with compliance of the National Electric Code and related local codes.
	4) Demonstrate the ability to read writing diagrams and schematics for diagnostic purposes.
Step 3	1) At least five (5) years of job related experience as an Electrician, or eight (8) years as an Electrical Apprentice.
	2) Experience in the cutting, bending, threading and running of electric conduit materials.
	3) Experience in the pulling of insulated terminations to complete the installation of electrical circuits.
	4) Skilled in the testing of malfunctioning electrical circuits and systems using test equipment.
Step 4	1) At least seven (7) years of experience as an Electrician.
	2) Demonstrate the ability to read and interpret detailed drawings, plans and specifications.
	3) Experience in the installation, trouble shooting, and repair of commercial lighting fixtures and systems.
Step 5	1) At least nine (9) years of experience as an Electrician.
	2) Experience in the direction and training of personnel to install, maintain and repair commercial electrical circuits and systems.
	3) Experience in electrical load calculations and planning for large jobs and special projects.
	4) Experience in preventative maintenance procedures for electrical and lighting systems for commercial buildings.
<i>General Maintenance Technician - FAS6</i>	
Step 1	1) At least one (1) year of job related experience.
	2) Possess a valid Texas Driver's license with a good driving record.
	3) Demonstrate basic knowledge of building maintenance related to electrical, plumbing and carpentry.
Step 2	1) At least three (3) years of job related experience.
	2) Demonstrate the ability to work without supervision.
	3) Experience in organizing and maintaining a preventative maintenance program.
	4) Experience in minor electrical, plumbing and carpentry repairs.
Step 3	1) At least five (5) years of job related experience.
	2) Documented training and/or experience with organization and implementation of preventative maintenance program.
	3) Experience in basic troubleshooting and repair of electrical and lighting systems.
	4) Experience in basic troubleshooting and repair of plumbing fixtures and systems.
Step 4	1) At least seven (7) years of job related experience.

	<ul style="list-style-type: none"> 2) Experience in repair and replacement of doors, hardware, ceilings and flooring systems in commercial buildings. 3) Demonstrate the ability to interpret blueprints and schematics to troubleshoot electrical, plumbing and structural problems.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of job related experience. 2) Extensive training with documentation in the area of maintenance related to school facilities and/or commercial buildings. 3) Demonstrate the ability to plan and direct personnel in a supervisory role. 4) Proficient in preventative maintenance of all areas of school facilities.
Grounds Supervisor - FAS6	
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate basic knowledge of grounds and landscaping procedures.
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) Knowledge of turf management, including disease control, irrigation and drainage.
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Knowledge of indoor pest management procedures. 3) Experience scheduling and supervising a large mowing and landscaping operation.
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) At least two (2) years of supervisory experience. 3) Experience in scheduling and supervising indoor pest management program.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) or more years of job related experience. 2) Experience in the design and installation of irrigation systems.
Head Custodian, DHS - FAS6	
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Basic knowledge of custodial practices used in cleaning schools. 3) Knowledge of custodial safety procedures including MSDS sheets, Bloodborne Pathogens, etc. 4) Read and understand written and verbal directives. 5) Experience with appropriate procedures for opening, closing and safeguarding facilities. 6) Experience in the operation of floor maintaining equipment.
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) At least one (1) year of supervisory experience.
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years of verifiable experience as a custodian. 2) Planning and directing experience. 3) At least two (2) years of supervisory experience.
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of verifiable job related experience. 2) At least three (3) years of verifiable supervisory experience. 3) At least two (2) years of planning and directing experience.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of verifiable job related experience. 2) At least five (5) years of verifiable building keeper experience as a supervisor. 3) At least five (5) years of planning and directing experience. 4) Experience in training personnel in custodial safety procedures.
HVAC Technician - FAS6	
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in the use of power tools, hand tools and meters. 4) Demonstrate the ability to read wiring diagrams and schematics for diagnostic purposes.
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) Possess EPA certification in refrigerant recovery with a "Universal" endorsement. 3) Proficient in the use of a computer for documentation and communication purposes (i.e. work orders, email, heat load calculations, requisitions, etc.).

	4) Knowledge of and experience with compliance of the Uniform Mechanical code and related laws and regulations.
Step 3	1) At least five (5) years of job related experience. 2) Experience in the diagnosis and repair of HVAC systems 25 tons and under. 3) Experience in the diagnosis and repair of commercial ice makers.
Step 4	4) Experience in the preventative maintenance practices and procedures for HVAC systems. 1) At least seven (7) years of job related experience. 2) Experience in the repair of chilled water systems including chillers, pumps, and air handlers. 3) Experience in the troubleshooting and calibration of DDC controls.
Step 5	4) Experience in the diagnosis and repair of commercial boilers. 1) At least nine (9) or more years of job related experience. 2) Experience in the use and programming of BAS control systems for energy management purposes. 3) Demonstrate the ability to diagnose and repair HVAC systems of any size or capacity. 4) Experience in the direction and training of personnel to install, maintain and repair commercial HVAC system.
<i>Life Safety / Security Technician - FAS6</i>	
Step 1	1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in the use of hand tools and portable power tools.
Step 2	4) Experience in the use of meters and other test equipment. 1) At least three (3) years of job related experience. 2) Demonstrate the ability to work troubleshoot AC and DC circuits. 3) Proficient in the use of a computer for documentation and communication purposes (work orders, email, requisitions, etc.).
Step 3	4) Basic knowledge of NFPA codes and standards. 1) At least five (5) years of job related experience. 2) Experience in troubleshooting and repair of security systems. 3) Experience in troubleshooting and repair of life safety systems.
Step 4	4) Demonstrate the ability to read and interpret detailed drawings, plans and specifications. 1) At least seven (7) years of job related experience. 2) Experience in the methods and practices used to repair and maintain various electronic equipment. 3) Knowledge of elevating equipment maintenance and repair. 4) Experience in the coordination of inspections for fire alarm systems, fire sprinkler systems, fire suppression systems, and fire extinguishers.
Step 5	1) At least nine (9) or more years of job related experience. 2) Proficient in preventative maintenance practices and documentation of service and repair of life safety and security systems. 3) Experience in the direction and training of personnel in the use of district facilities security systems. 4) Experience in the direction and training of personnel in the use of district facilities fire equipment and life safety systems. 5) Demonstrate the ability to diagnose and correct complex problems with life safety and security systems.
<i>Painter - FAS6</i>	
Step 1	1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in the use of tools in the paint trade such as brushes, rollers, spray equipment and drywall tools.
Step 2	1) At least three (3) years of job related experience. 2) Demonstrate the skills and knowledge required to prepare and recoat any pre-coated paint

	<p>surface.</p> <p>3) Experience in the preparation of new surfaces for painting. Surfaces include wood, metal, drywall masonry, etc.</p> <p>4) Demonstrate the ability to follow established safety procedures and techniques used to perform job duties (i.e. climbing, lifting, etc.).</p>
Step 3	<p>1) At least five (5) years of job related experience.</p> <p>2) Demonstrate the ability to use correct procedures for mixing, tinting and matching colors of various types of paint.</p>
Step 4	<p>3) Demonstrate the ability to measure, cut, paste and apply commercial wall covering materials.</p> <p>1) At least seven (7) years of job related experience.</p> <p>2) Demonstrate the ability to tape, float and texture new drywall surfaces.</p> <p>3) Demonstrate the ability to repair damaged drywall surfaces to maintain a uniform appearance of the surrounding area.</p> <p>4) Experience in the use of stains, sealants, varnishes and lacquers to coat wood surfaces.</p>
Step 5	<p>1) At least nine (9) years of job related experience.</p> <p>2) Demonstrate the ability to develop and implement a schedule for painting a facility which minimizes inconvenience of the building occupants.</p> <p>3) Experience in the directing and training of personnel in procedures and methods related to the paint field.</p> <p>4) Proficient in the completion of paperwork for documentation and procurement purposes (i.e. work orders, requisitions, etc.).</p>
Plumber - FAS6	
Step 1	<p>1) At least one (1) year of job related experience.</p> <p>2) Possess a valid Texas driver's license with a good driving record.</p> <p>3) Skilled in the use of power tools, hand tools and trade related instruments.</p> <p>4) Demonstrate the ability to read basic architectural drawings.</p>
Step 2	<p>1) At least three (3) years of job related experience.</p> <p>2) Experience in the cleaning of obstructions in drain and sewer lines in commercial facilities.</p> <p>3) Knowledge of and experience with the National Plumbing and Uniform Mechanical Code.</p>
Step 3	<p>1) At least five (5) years of job related experience.</p> <p>2) Experience in the cutting, threading, bolting, soldering and other established pipe joining procedures.</p> <p>3) Experience in the installation and repair of commercial plumbing fixtures (i. e. toilet, lavatory, faucet, drinking fountain, etc.)</p>
Step 4	<p>1) At least seven (7) years of job related experience.</p> <p>2) Experience in the installation and repair of domestic water heaters and commercial boilers.</p> <p>3) Demonstrate the ability to read and interpret detailed drawings, plans and specifications to determine layout, methods, materials and equipment required to complete work orders and projects.</p>
Step 5	<p>1) At least nine (9) years of job related experience.</p> <p>2) Experience in the installation, repair and testing of commercial natural gas piping systems.</p> <p>3) Experience in the direction and training of personnel to install, maintain and repair commercial plumbing systems</p> <p>plumbing systems.</p> <p>4) Demonstrate the ability to diagnose and repair complex problems in gas, water and sewer systems in commercial facilities.</p>
Purchasing/Warehouse Manager - FAS6	
Step 1	<p>1) At least one (1) year of job related experience.</p> <p>2) Possess a valid Texas Driver's license with a good driving record</p> <p>3) Demonstrate knowledge of routing warehouse set up.</p>
Step 2	<p>1) At least three (3) years of job related experience.</p> <p>2) Demonstrate the ability to keep accurate records of purchases.</p>

	<ul style="list-style-type: none"> 3) Demonstrate the ability to keep accurate records of disbursements of supplies, materials and tools. 4) Demonstrate proficient computer skills.
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Demonstrate the ability to follow district purchasing procedures. 3) Possess certification in fork lift operation
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) Provide evidence of warehouse management training. 3) Proficient in purchasing and inventory control methods and procedures.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of job related experience. 2) Experience in the organization and implementation of warehouse procedures and protocol. 3) Experience in the supervision of warehouse personnel in the areas of purchasing, inventory and tool management.
Utility Supervisor - FAS6	
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of job related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to follow written and verbal instructions. 4) Demonstrate the ability to give verbal and written directives. 5) Demonstrate basic knowledge of transport and delivery of furniture, materials, supplies, etc.
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of job related experience. 2) Experience in the use of a pallet jack, truck cart, vending dolly and other moving equipment. 3) Experience in the use of hand tools (i.e. hammers, screwdrivers, socket sets, etc.). 4) Demonstrate basic computer skills.
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years of job related experience. 2) Demonstrate knowledge of parking lot maintenance and repair procedures. 3) Experience in the organizing, transport and delivery of furniture, materials, supplies, etc.
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of job related experience. 2) Experience in set up procedures for special events such as banquets, fairs, graduation, etc. 3) Experience in the exterior cleaning of commercial buildings using commercial pressure washing equipment, chemicals, lifts, etc. 4) Demonstrate advanced computer skills.
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of job related experience. 2) Experience in the organization, sale and disposal methods of school district property by auction, recycling or other approved methods. 3) Experience in the supervising of multiple crews to complete daily job assignments and meet assigned deadlines. 4) Experience in transport and delivery of large heavy equipment and furniture (i.e. pianos, risers, etc.).

FAS7	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$22.23	\$26.99	\$30.17	\$33.34	\$36.52
Position				Assigned Calendar	
Specialist (Electrician, HVAC and Plumbing)				235	
Step Schedule for Hiring					
Electrician Specialist - FAS7					
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of experience as an Electrician or four (4) years as an Electrical Apprentice. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in the use of power tools, hand tools and meters. 4) Demonstrate the ability to read wiring diagrams and schematics for diagnostic purposes. 				
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of experience as an Electrician or six (6) years as an Electrical Apprentice. 2) Knowledge of and experience with the National Electric Code and relevant local codes. 3) Skilled in the testing of malfunctioning electrical circuits and systems using test equipment. 				
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years of experience as an Electrician or eight (8) years as an Electrical Apprentice. 2) Experience in the cutting, bending, threading and running of electrical conduit materials. 3) Experience in the pulling of insulated wires and cables through conduit including terminations to complete installation of electrical circuits. 				
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of experience as an Electrician. 2) Possess a valid Journeyman or Maintenance Electrician license issued by the State of Texas. 3) Experience in the installation, troubleshooting and repair of commercial lighting fixtures and systems. 4) Demonstrate the ability to read and interpret detailed drawings, plans and specifications. 				
Step 5	<ul style="list-style-type: none"> 1) At least nine (9) years of experience as an Electrician. 2) Possess a Master Electrician license issued by the State of Texas. 3) Experience in the installation, troubleshooting and repair of commercial lighting fixtures and systems. 4) Experience in the direction and training of personnel to install, maintain and repair of electrical circuits and systems. 5) Experience in electrical load calculations and planning for large jobs and special projects. 				
HVAC Specialist - FAS7					
Step 1	<ul style="list-style-type: none"> 1) At least one (1) year of experience as an HVAC Technician or four (4) years as an HVAC Apprentice. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in the use of power tools, hand tools and meters. 4) Demonstrate the ability to read wiring diagrams and schematics for diagnostic purposes. 				
Step 2	<ul style="list-style-type: none"> 1) At least three (3) years of experience as an HVAC Technician or six (6) years as an HVAC Apprentice. 2) Possess EPA Certification in refrigerant recovery (Universal) 3) Knowledge of and experience with compliance of the Uniform Mechanical Code and related laws and regulations. 				
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years of experience as an HVAC Technician or eight (8) years as an HVAC Apprentice. 2) Possess a valid Class "B" HVAC license issued by the State of Texas or a degree in air conditioning / refrigeration engineering / technology. 3) Experience in the diagnosis and troubleshooting of commercial HVAC systems 25 tons and under. 				
Step 4	<ul style="list-style-type: none"> 1) At least seven (7) years of experience as an HVAC Technician. 2) Experience in the troubleshooting, calibration and repair of pneumatic and DDC control systems. 				

Step 5	<p>3) Experience in the diagnosis and troubleshooting of air conditioning, heating, refrigeration systems of any size or capacity.</p> <p>1) At least nine (9) years of experience as an HVAC Technician.</p> <p>2) Possess a valid Class "A" HVAC license issued by the State of Texas or NATE certification in air conditioning, heating, hydronics and commercial refrigeration service or a degree in air conditioning / refrigeration technology.</p> <p>3) Proficient in the use of a computer for documentation and communication purposes (i.e. work orders, email, heat load calculations, refrigerant tracking, etc.).</p> <p>4) Experience in the programming of energy management systems.</p> <p>5) Experience in the direction and training of personnel to install, maintain and repair commercial HVAC systems.</p>
Plumbing Specialist - FAS7	
Step 1	<p>1) At least one (1) year of experience as a Plumber or four (4) years as a Plumber's Apprentice.</p> <p>2) Possess a valid Texas Driver's license with a good driving record.</p> <p>3) Skilled in the use of power tools, hand tools and trade related instruments.</p> <p>4) Demonstrate the ability to read basic architectural drawings.</p>
Step 2	<p>1) At least three (3) years of experience as a Plumber or six (6) years as a Plumber's Apprentice.</p> <p>2) Registered as a Plumber's Apprentice with the Texas State Board of Plumbing Examiners.</p> <p>3) Knowledge of and experience with the National Plumbing and Uniform Mechanical code.</p>
Step 3	<p>1) At least five (5) years of experience as a Plumber or eight (8) years as a Plumber's Apprentice.</p> <p>2) Experience in the cutting, threading, bolting, soldering and other established pipe joining procedures.</p> <p>3) Experience in the installation and repair of commercial plumbing fixtures (i.e. toilet, lavatory, water fountains).</p> <p>4) Experience in the cleaning of obstructions in drain and sewer lines using the appropriate equipment.</p>
Step 4	<p>1) At least seven (7) years of experience as a Plumber.</p> <p>2) Possess a valid Journeyman Plumber's license issued by the State of Texas.</p> <p>3) Experience in the installation and repair of domestic water heaters and boilers.</p> <p>4) Demonstrate the ability to read and interpret detailed drawings, plans and specifications to determine layout, methods, materials and equipment needed to complete work orders and projects.</p>
Step 5	<p>1) At least nine (9) years of experience as a Plumber.</p> <p>2) Possess a valid Master Plumber's license issued by the State of Texas.</p> <p>3) Experience in the installation, repair and testing of commercial natural gas piping systems.</p> <p>4) Experience in the direction and training of personnel to install, maintain and repair commercial plumbing systems.</p> <p>5) Experience in all aspects of plumbing repair and installation for commercial buildings.</p>

Transportation Pay Ranges

TRANSPORTATION HIRING SCHEDULE			
Years of Experience	Bus Monitors - TRA1	Driver Trainees - TRA3	Drivers - TRA5
0	\$11.50	\$13.50	\$20.00
1	\$11.65	\$13.75	\$20.15
2	\$11.80	\$13.95	\$20.30
3	\$11.90	\$14.05	\$20.55
4	\$12.00	\$14.15	\$20.75
5	\$12.10	\$14.30	\$20.90
6	\$12.35	\$14.40	\$21.00
7	\$12.45	\$14.70	\$21.10
8	\$12.60	\$14.95	\$21.30
9	\$12.70	\$15.05	\$21.40
10	\$12.85	\$15.15	\$21.50
11	\$13.00	\$15.35	\$21.70
12	\$13.15	\$15.55	\$22.10
13	\$13.30	\$15.75	\$22.50
14	\$13.45	\$15.95	\$22.90
15	\$13.60	\$16.15	\$23.30
16	\$13.75	\$16.35	\$23.70
17	\$13.90	\$16.55	\$24.10
18	\$14.05	\$16.75	\$24.50
Pay Differentials			
Lead Driver/Trainer			\$1.00 additional per hour
Extracurricular Trip Rate			Driver's hourly rate
18+ Years of Experience			
Bus Monitors - SS1, 18 years of experience rate +			\$0.15 additional per hour
Driver Trainees - SS3, 18 years of experience rate +			\$0.20 additional per hour
Drivers - SS5, 18 years of experience rate +			\$0.40 additional per hour
Late Run/Mid-day Dispatcher			\$14.00
Mid-day Assistant			\$14.00
Substitute Bus Driver			\$20.00
Substitute Bus Monitor			\$11.50
Sponsor Pay - Rate Based on Round Trip Mileage			
100 miles or less			\$20.00 / Trip
101-200 miles			\$30.00 / Trip
201-400 miles			\$50.00 / Trip
401 miles or more			\$60.00 / Trip

Standard Certification / Differential Categories	Additional Pay (per Hour)
Lead Differential (by number of employees supervised)	
1 to 2	\$0.50
3 to 5	\$0.75
6+	\$1.00

Transportation Certification - Mechanics/ Mechanic Helpers	Additional Pay (per Hour)
Certification is obtained, salary increase will be awarded as follows:	
Propane Certification	\$0.25
ASE Certification (at least ONE)	\$0.25
ASE Certification (FOUR areas towards ASE or equivalent)	\$0.75
ASE Certified Master Mechanic or equivalent	\$1.50
Inspections - Department of Transportation	\$0.25

TRA4	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$15.14	\$18.38	\$20.54	\$22.70	\$23.79
Position			Assigned Calendar		
Dispatcher			190		
Mechanic Helper			235		
Step Schedule for Hiring					
Dispatcher - TRA4					
Step 1	<ul style="list-style-type: none"> 1) Related work experience not required. 2) Minimum two (2) years of experience as a school bus driver preferred. 3) General knowledge of basic computer programs. 4) Ability to learn the City of Dickinson, Dickinson ISD Schools and District boundaries. 5) Able to obtain a CDL license. 				
Step 2	<ul style="list-style-type: none"> 1) At least two (2) years related work experience. 2) Ability to work under pressure and prioritize/multitask effectively and efficiently. 3) Have a high level of skill in communication, both written and verbal. 4) CDL with P&S endorsements. 				
Step 3	<ul style="list-style-type: none"> 1) At least four (4) years related work experience. 2) Demonstrate excellent attendance record. 3) Possess strong interpersonal skills with a demonstrate the ability to work harmoniously with drivers, other office staff, administration, students, and parents. 4) Have the ability to learn new computer programs. 				
Step 4	<ul style="list-style-type: none"> 1) Six (6) or more years related work experience. 2) Ability to perform duties with awareness of all district requirements and Board of Education policies. 3) Bilingual preferred. 				
Mechanic Helper - TRA4					
Step 1	<ul style="list-style-type: none"> 1) Entry level training. 2) Experienced in mechanics. 				
Step 2	<ul style="list-style-type: none"> 1) At least two (2) years verifiable related work experience. 				
Step 3	<ul style="list-style-type: none"> 1) At least five (5) years verifiable related work experience. 				
Step 4	<ul style="list-style-type: none"> 1) At least eight (8) years related work experience. 				
Step 5	<ul style="list-style-type: none"> 1) At least ten (10) years or more of related work experience. 				

TRA5	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$17.30	\$21.01	\$23.42	\$25.96	\$27.19
Position			Assigned Calendar		
Driver Trainer			177		
Field Trip Coordinator			177		
Lead Driver			177		
Office Generalist			177		
Routing Specialist			177		
Step Schedule for Hiring					
Driver Trainer - TRA5					
Step 1	1) At least two (2) years of school bus driving experience. 2) Knowledge of driver duties and routes sufficient to provide support and training.				
Step 2	1) At least four (4) years of school bus driving experience. 2) Complete the <i>Train the Trainer Course</i> sponsored by TEEX (Texas Engineering Extension).				
Step 3	1) At least six (6) years of school bus driving experience. 2) Is a Certified Certification Instructor.				
Compensation for driver trainer position shall be regular driver salary plus \$1.00 per hour.					
Lead Driver - TRA5					
Lead drivers may be assigned as follows:					
1-20 drivers = 1 lead driver					
21-30 drivers = 2 lead drivers					
31-40 drivers = 3 lead drivers					
41-50 drivers = 4 lead drivers					
51-60 drivers = 5 lead drivers					
61-70 drivers = 6 lead drivers					
71-80 drivers = 7 lead drivers					
81-90 drivers = 8 lead drivers					
91-100 drivers = 9 lead drivers					
Lead drivers shall be available to:					
1) Drive any route in the district.					
2) Assist with office duties as necessary (dispatch, etc.)					
3) Assist with route auditing.					
4) Assist with training of drivers.					
5) Assist with training of students.					
6) Provide special project support as assigned by the Director for Transportation.					
Compensation for lead driver position shall be regular driver salary plus \$1.00 per hour.					

TRA6	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$19.80	\$24.04	\$26.87	\$29.69	\$31.11
Position			Assigned Calendar		
Inventory Specialist			221		
Mechanic			235		
Step Schedule for Hiring					
<i>Inventory Specialist - TRA6</i>					
Step 1	<ul style="list-style-type: none"> 1) Must possess a Commercial Driver's License with appropriate endorsements and classifications to substitute as a bus driver when needed. 2) Demonstrate excellent computer skills and possess knowledge of record keeping. 3) Minimum five (5) years experience as a school bus driver in a public school district. 				
Step 2	<ul style="list-style-type: none"> 1) Demonstrate knowledge in creating bus routes and the use of the district's computerized routing software. 2) At least three (3) years of related work experience. 3) At least two (2) years of supervisory experience. 				
Step 3	<ul style="list-style-type: none"> 1) Demonstrate proficiency in creating bus routes and the use of the district's computerized routing software. 2) At least five (5) years of related work experience. 3) At least three (3) years of supervisory experience. 				
Step 4	<ul style="list-style-type: none"> 1) Demonstrate proficiency in operation and management of the district's computerized fleet management software. 2) Demonstrate proficiency in warehouse inventory control methods and auditing. 3) Proficient in following and implementing district and departmental purchasing procedures. 4) Demonstrate excellence in communication skills with vendors and other departments. 5) At least seven (7) years of related work experience. 				
Step 5	<ul style="list-style-type: none"> 1) Demonstrate excellence in operation and management of the district's computerized fleet management software. 2) Demonstrate excellence in warehouse inventory control methods and auditing. 3) Excellence in following and implementing district and departmental purchasing procedures. 4) Demonstrate excellence in communication skills with vendors and other departments. 5) At least nine (9) years of related work experience. 				
<i>Mechanic - TRA6</i>					
Step 1	<ul style="list-style-type: none"> 1) At least two (2) years of verifiable mechanical experience. 2) Evidence of some type of automotive technical training. 3) Have or able to obtain CDL driver's license. 4) Have or able to obtain DOT Inspections certification. 				
Step 2	<ul style="list-style-type: none"> 1) At least three (3) to five (5) years of verifiable mechanical experience. 2) Credible certification in 2-3 areas of automotive technical training. 				
Step 3	<ul style="list-style-type: none"> 1) At least five (5) to ten (10) verifiable mechanical experience. 2) Creditable certification in 4-5 areas of automotive technical training. 				
Step 4	<ul style="list-style-type: none"> 1) At least ten (10) to fifteen (15) years of verifiable mechanical experience. 2) Creditable certification in 6-7 areas of automotive technical training. 				
Step 5	<ul style="list-style-type: none"> 1) At least fifteen (15) to twenty (20) years or more of verifiable mechanic experience. 2) Associate degree in automotive technical training or equivalent Master Mechanic certification. 				

Food & Nutrition Services Pay Ranges

This hiring schedule is based on qualifying factors such as education and/or experience. All Food and Nutrition employees must complete USDA Professional Standards required training hours annually. All course documentation must be completed by May 15th of each year.

FNS Position	Certification Level	Required PD Hours / Experience	Hourly Certified Increase
Apprentice	1	32 hours + 1 year experience	\$0.75
Technician	2	48 hours + 1 year experience	\$1.50
Assistant Manager	3	64 hours + 1 year experience	\$2.00
Probationary Manager	4	64 hours + 1 year experience	\$2.25
Mechanical/Distribution Supervisor	4	64 hours + 1 year experience	\$2.25
Additional Rates			
Substitute Rate			\$12.00
FNS Summer Manager			\$25.00

Minimum Criteria for each position:

FNS1	Minimum	Midpoint	Maximum
Hourly	\$10.79	\$15.42	\$20.04
Position			Assigned Calendar
FNS Apprentice			171
Step Schedule for Hiring			
FNS Apprentice - FNS1			
1) No High School Diploma or experience required.			
2) Prefer High School Diploma or Texas Education Agency Certified GED.			

FNS2	Minimum	Midpoint	Maximum
Hourly	\$11.89	\$16.99	\$22.08
Position			Assigned Calendar
FNS Technician			171
Step Schedule for Hiring			
FNS Technician - FNS2			
1) No experience required.			
2) High School Diploma or Texas Education Agency Certified GED required.			

FNS3	Minimum	Midpoint	Maximum
Hourly	\$12.97	\$18.53	\$24.09
Position			Assigned Calendar
FNS Assistant Manager, Elementary and Middle School			171
Step Schedule for Hiring			
<i>FNS Assistant Manager, Elementary and Middle School - FNS3</i>			
1) High School Diploma or Texas Education Agency Certified GED required. 2) Minimum one (1) year as an FNS2 or experience approved by FNS Director. 3) Certified at Level III. 4) ServSafe Certified.			

FNS4	Minimum	Midpoint	Maximum
Hourly	\$15.14	\$21.62	\$28.11
Position			Assigned Calendar
FNS Assistant Manager, Junior High and High School			171
Step Schedule for Hiring			
<i>FNS Assistant Manager, Junior High and High School - FNS4</i>			
1) High School Diploma or Texas Education Agency Certified GED required. 2) Minimum one (1) year as an FNS3 or two (2) years as FNS2 or experience approved by FNS Director. 3) Certified at Level III. 4) ServSafe Certified.			

FNS5	Minimum	Midpoint	Maximum
Hourly	\$17.30	\$24.72	\$32.14
Position			Assigned Calendar
Probation Manager - FNS5			180
Step Schedule for Hiring			
<i>Probation Manager - FNS5</i>			
1) High School Diploma or Texas Education Agency Certified GED required. 2) Minimum two (2) years as an FNS3-FNS4 or experience and education approved by FNS Director. 3) Level IV Certification. 4) ServSafe Certified.			

FNS6	Minimum	Midpoint	Maximum
Hourly	\$19.80	\$28.28	\$36.76
Position			Assigned Calendar
Warehouse Manager - FNS6			221
Step Schedule for Hiring			
<i>Warehouse Manager - FNS6</i>			
1) High School Diploma or Texas Education Agency Certified GED required. 2) Minimum two (2) years warehouse or experience or education approved by FNS Director.			

FNS7	Minimum	Midpoint	Maximum
Hourly	\$22.23	\$31.76	\$41.28
Position			Assigned Calendar
Commercial Refrigeration/ Appliance Technician			221
Mechanical/Distribution Supervisor - FNS7			221
Step Schedule for Hiring			
<i>Mechanical/Distribution Supervisor - FNS7</i>			
1) High School Diploma or Texas Education Agency Certified GED required. 2) Minimum two (2) years job related experience or experience approved by FNS Director. 3) Level IV Certification.			

Stipends and Supplemental Pay for Supplemental Duties

A stipend is in addition to your regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under your employment contract with the district. Your stipend(s) include(s) payment for all duties, responsibilities, and additional time your supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if you do not complete the supplemental duty or if the supplemental duty is terminated for any reason.

Your supplemental duty(ies) is/are at-will and is/are not part of your employment contract with the district. There is no property right to your continuation of the supplemental duty(ies). You may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

General Stipends/Rates	Amount
Academic Decathlon - DHS, Sponsor/Coach	\$5,000.00
Allowances	
Digital Media	\$1,200.00
Travel	
Assistant Director of Energy Management	
Attendance Intervention Specialist	
Director of Energy Management	<i>Varies according to approximate travel/year based on mileage rate</i>
Director of Food and Nutrition Services	
Education Foundation Administrator	
Executive Director of Technology	
Assessment Specialist	\$1,500.00
Audio Visual/Radio Broadcast	\$4,500.00
AVID Tutors	
Adults	\$12.00/hour
Students	\$10.00/hour
Benefits	
Superintendent	<i>Negotiated by contract agreement</i>
All other employees	<i>As approved by Board of Trustees</i>
Bilingual	
Bilingual endorsement in Bilingual Classroom	\$3,000.00
Bilingual-Counselor, Diagnostician, Licensed Specialist in School Psychology (LSSP), Speech Pathologist (must demonstrate ability provide and evaluate therapy).	\$3,000.00
Bilingual Interpreter (Clerical or Instructional)	\$500.00
Bilingual Specialist/ Dyslexia Specialist/ Instructional Specialist/ Interventionist	\$2,000.00
Board Meeting Video/Audio Recording (Technology Staff per Hour)	\$50.00
Bus Driver Training for Extracurricular	
Sponsors/SAILS Teacher	\$9/hour, not to exceed \$300
Career and Technology Student Organizations (CTSO)	

	Level I	\$1,000.00
	Level II	Level I + \$500 (\$1500.00 total)
	Level III	Level II + \$500 (\$2000.00 total)
Cheerleader Coach		
	High School	\$3,200.00
	High School Assistant	\$1,200.00
	High School Assistant (Freshman)	\$1,000.00
	Junior High School	\$1,450.00
Child Find Team Leader		\$750.00
Critical Shortage (Secondary Math, Science, Foreign Language, LSSP/Diagnostician) <i>Must be Teacher of Record</i>		\$1,750.00
Cosmetology-Lead Teacher		\$3,500.00
Counselor (refer to Professional Section for days)		\$4,500.00
DALC and DCC Assessment Coordinator		\$250.00
Department Head/Team Leader/Grade Level Chair		\$750.00
Drama		
	High School	\$7,000.00
	High School Assistant	\$5,000.00
	Junior High School	\$1,600.00
	Middle Schools	\$1,000.00
Drill/Dance Team		\$6,000.00
Drill/Dance Team Assistant		\$2,925.00
Drill/Dance Club (Junior High)		\$1,400.00
Dual Credit Instructor (# of dual credit students receiving credit per semester)		
	<i>Total Dual Credit Students</i>	
	5 to 9	\$1,000.00
	10 to 19	\$1,600.00
	20 to 29	\$2,200.00
	30 to 39	\$2,800.00
	40 to 49	\$3,400.00
	50 to 59	\$4,000.00
	60 to 69	\$4,600.00
	70 to 79	\$5,200.00
	80 to 89	\$5,800.00
	90 to 99	\$6,400.00
	100 to 109	\$7,000.00
	110+	\$7,600.00
Lead Librarian		\$2,000.00
Mentor (\$125 per semester)		\$250.00
	<i>Dependent upon Title II Federal Grant Funds</i>	
Music/Band		
	High School, Band Director #1	\$18,000.00
	High School, Band Director #2	\$8,500.00
	High School, Band Director #3, 4 and 5	\$6,000.00
	High School, Percussion	\$1,000.00

	High School, Choir #1	\$4,000.00
	High School, Choir #2	\$1,500.00
	High School, Color Guard	\$1,000.00
	High School, Winter Guard	\$1,000.00
	Junior High School, Band Director #1	\$6,500.00
	Junior High School, Band Director #2	\$5,000.00
	Junior High School, Choir	\$3,000.00
	Middle School, Band Director	\$2,500.00
	Middle School, Choir	\$1,500.00
National Honor Society		
	High School	\$800.00
	Junior High School (amount may be split if two)	\$600.00
Newspaper	High School	\$800.00
	Junior High School	\$300.00
	Middle School	\$300.00
Nurse Supervisor		
	District-wide	\$1,500.00
Parent Engagement Coordinator		
	Elementary/Middle School Campuses	\$1,500.00
	Junior High Campuses	\$1,750.00
	High School Campus	\$2,500.00
Robotics		
	DHS Robotics Competition Sponsor	\$4,000.00
	Lead Robotics Sponsor (District)	\$750.00
	Robotics Sponsor (maximum of 2 per campus)	\$500.00
	Out-of-District	\$650.00
Science/History Fair, High School		\$1,000.00
Special Education		
	Alternative School Program Coordinator	\$3,500.00
	Licensed Professional Support (LSSP, SLP, Diagnostician, OT/PT)	\$8,000.00
	Professional Support (CFY, OT/PT/LSSP Trainee)	\$3,000.00
	Lead LSSP/SLP	\$3,000.00
	SLP Assistant	\$2,800.00
	Diagnostician 1st Year/LSSP Intern	\$1,500.00
	Transition Coordinator	\$2,000.00
	ARD Committee Facilitator, Campus	\$2,500.00
	ARD Committee Facilitator, Alternate Education Programs	\$1,000.00
	ABA Paraprofessional	\$500.00
	LID Level I (Support Facilitator, Inclusion Support, Behavior, ECSE, SAILS, RISE, WAVE)	
	Teacher	\$1,000.00
	Paraprofessional	\$200.00
	LID Level II (ABCD, Behavior Specialist)	

	Teacher	\$2,000.00
	Paraprofessional	\$300.00
	LID Level III (TIDES, WAVE 18+, 1-on-1)	
	Teacher	\$3,500.00
	Paraprofessional	\$500.00
	LID Level IV (TIDES CNA/PCT, District Behavior)	
	Paraprofessional	\$750.00
Special Olympics		
	Special Olympics Coordinator (\$750 Fall; \$750 Spring)	\$1,500.00
	Coach (per sport)	\$250.00
Special Programs CBI/CBVI Bus Driver stipend (\$750 Fall; \$750 Spring) <i>(Requires minimum of 10 documented CBI/CBVI trips/semester during the instructional day, updated annual bus training, and a copy of CDL on file with Transportation)</i>		\$1,500.00
Student Council		
	High School	\$800.00
	Junior High School	\$800.00
	Middle School	\$400.00
Technology Liaison		\$1,500.00
UIL (Elementary) Events (Coordinator is Director of Advanced Academics)		
	1st Event	\$400.00
	2nd Event	\$250.00
	Each Additional Event AFTER 2nd	\$100.00
UIL (Secondary) Events		
	1st Event	\$600.00
	2nd Event	\$500.00
	Each Additional Event AFTER 2nd	\$250.00
	UIL Spring Events	\$1,600.00
	Journalism (prorated @ \$500.00/event)	\$2,000.00
	Speech/Debate Coach	\$2,500.00
	Speech/Debate Coach, Assistant	\$2,000.00
	UIL Coordinator	\$2,500.00
Vocational		
	Agriculture Science Teacher (based on experience / involvement)	\$2,800.00
Yearbook		
	High School	\$1,250.00
	Junior High School	\$800.00
	Middle School	\$750.00
The following stipends will be paid June 30th		
Department Head/Team Leader/Grade Level Chair		
LPAC		
National Honor Society		
Newspaper		
Robotics (Lead, Campus, Out-of-District)		
Science/History Fair		

Special Olympics Student Council UIL Event Sponsors Yearbook	
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Athletic Stipends

Paraprofessional Coaching Compensation:

A paraprofessional assigned coaching duties will be paid at their established hourly rate up to 40 hours per work week and time and a half for hours above 40.

Coaching Assignment	Total Stipend
Trainer	\$17,600
Assistant Trainer (2)	\$12,850
Junior High Coordinator (Boys/Girls)	\$3,000
Academic Advisor	\$1,100
Strength and Conditioning Coach	\$12,500
Assistant Strength and Conditioning Coach	\$7,300
Baseball	
Varsity Head	\$8,550
Varsity Assistant	\$5,550
JV (2)	\$3,750
Basketball (Boys/Girls)	
Varsity Head	\$8,400
Varsity Assistant/JV Head	\$5,400
Varsity Assistant/9th Grade Head	\$3,900
Sophomore (Boys)	\$3,000
9th Grade (2)	\$3,000
8th Grade Head	\$2,750
8th Grade Assistant	\$2,000
7th Grade Head	\$2,250
7th Grade Assistant	\$1,750
Football	
Defensive Coordinator	\$11,500
Varsity Assistant Head	\$9,750
Offensive Coordinator-QB	\$11,500
Specialty Teams Coordinator	\$11,500
Varsity Assistant (8)	\$7,600
JV Head-(Varsity LB)	\$7,550
JV Assistant (2)	\$7,300
9th Grade Head (Vars Sp Teams)	\$7,550
9th Grade Assistant (5)	\$7,300
8th Grade Head	\$6,000
8th Grade Assistant (3)	\$3,750
7th Grade Head	\$4,250
7th Grade Assistant (3)	\$3,500
Equipment Coordinator	\$3,150
Video Coordinator	\$1,750
Varsity Statistician	\$900
Golf (Boys/Girls)	
Varsity Head (1)	\$2,750
Powerlifting	
Varsity Head	\$6,400
Varsity Assistant JV	\$2,000

Soccer (Boys/Girls)	
Varsity Head	\$6,050
Varsity Assistant	\$3,450
JV (2)	\$2,550
Junior High (2)	\$500
Softball	
Varsity Head	\$8,250
Varsity Assistant	\$5,250
JV	\$3,750
Swimming (Boys/Girls)	
Head	\$8,250
Tennis (Boys/Girls)	
Varsity Head (1)	\$6,400
Varsity Assistant/JV (2)	\$2,050
Junior High (2)	\$800
Track (Boys/Girls)	
Varsity Head (2)	\$7,750
Varsity Assistant (2)	\$5,000
JV (2)	\$4,000
9th Grade (Boys)	\$3,000
X-Country - Varsity (2)	\$2,800
X-Country - Junior High	\$1,500
Junior High Head (2)	\$3,000
Junior High Assistant (6)	\$1,000
Volleyball	
Varsity Head	\$8,850
Varsity Assistant	\$5,850
JV Head	\$4,350
9th Grade Head	\$3,600
9th Grade Assistant	\$3,350
8th Grade Head	\$3,450
8th Grade Assistant	\$2,700
7th Grade Head	\$2,950
7th Grade Assistant	\$2,450

Extra-Curricular Pay Scale

Extra-Curricular Assignment	Amount
Varsity Football Games	<u>Per Game</u>
Administrative Ushers (\$350 for 5 games)	\$60
Gate Ushers	\$50.00
FNS Concession Supervision (1)	\$200.00
FNS Concession Manager (3)	\$125.00
Announcers (2)	\$50.00
Pass Gate	\$50.00
Scoreboard / Spotter	\$50.00
Radio Coordinator	\$50.00
Head Ticket Coordinator (1)	\$100.00
Ticket Seller	\$55.00
Ticket Taker	\$50.00
Parking Attendants	\$60.00
Press Box Supervisor (3)	\$95.00
Special Events are events and games not sponsored by DISD	<u>Per Hour</u>
Stadium/Gym Manager/Equipment Manager	\$50.00
Support staff will be paid on the Varsity Football Pay Scale	
Stadium Video Board Operator (as needed per game)	\$200.00
Sub-Varsity Football Games	<u>Per Game</u>
Announcer/Clock	\$25.00
Chain Crew	\$20.00
Ticket Seller/Taker	\$25.00
Other Sports	<u>Per Game</u>
Baseball/Softball Ticket Seller/Taker	\$35.00
Baseball/Softball Books/Clocks/Announcer	\$25.00
Basketball Books/Clock/Announcer	\$25.00
Basketball Ticket Seller/Taker	\$30.00
Basketball Concession	\$25.00
Soccer Books/Clock	\$25.00
Soccer Ticket Seller/Taker	\$30.00
Track (District Meet) Starter	\$25.00/Hour-\$150.00/Day
Volleyball Books/Clock	\$25.00
Volleyball Ticket Seller/Taker	\$30.00
Other Extracurricular Events	<u>Per Hour</u>
Graduation Ceremony	Varsity Football Pay Scale
Ticket Seller (Season Tickets, Playoffs, One-Act Play, etc.)	\$15.00
Junior High School Games	<u>Per Game</u>
Basketball Books/Clock	\$25.00
Ticket Seller	\$25.00
Volleyball Books/Clock	\$25.00
Auditorium Facilities	<u>Per Event</u>
Auditorium Manager	\$60.00
Operation of Sound and Lights	\$60.00
Custodial for All Events	<u>Per Hour</u>
Number of custodians determined by Director of Custodial Services	Based on hourly rate

Security for All Events (4 hour minimum)	<u>Per Hour</u>
Officers (Varsity Home Games, Graduation, Board Meetings, & Weekend Events)	\$35.00
Officers (All other events including bus escorts)	\$30.00
Officers (Special event on weekend)	\$40.00
Sergeant (Administrative/scheduling duties)	\$40.00

Extra Duty Pay

Agreement Form Required

Each occasion to result in extra duty pay will require the full and accurate completion of an Extra Duty Agreement form. Original must be submitted *prior to the extra duty begin date* and maintained on file in the Human Resources office.

Responsibility for Notification

Project directors are responsible for ensuring proper notification through the payroll process when employees are to receive extra duty pay under the below conditions.

Special Circumstances

For special circumstances not covered below, advance written approval/authorization of the Superintendent is required.

REMINDER:

An Extra Duty Agreement is required for any duty performed by an employee *in addition to* his/her contract or scheduled employee calendar. In short, employees are not allowed to receive extra duty compensation while performing duties during normal operating hours (includes personal, sick, state days).

Summer Activity Pay Schedule	Pay Not to Exceed
Summer Help	
Employee/Retiree	\$15.00/hour
Student Helpers	\$10.00/hour
Summer Recreation Program	
Coordinator	\$30.00/hour
Teacher	\$25.00/hour
Instructional Paraprofessional	\$10.00/hour

Professional Staff

Use the following scale for extra duty pay for professional staff (Teachers, Registered Nurses, and/or LVNs, Librarians, Specialty personnel and Administrators).

Notes: Any preparation time, to be reimbursable, requires prior approval of appropriate Educational Services Department Staff, and is not to exceed two hours per day (without prior approval of the Superintendent).

Professional Staff Extra Duty Pay Schedule	Pay Not to Exceed
Attendance at required staff development, study groups, etc., if on a Saturday or during the summer months. <i>(Exception if paid by a grant, time required during the work week [outside normal school day] may be reimbursed, providing prior specific approval is granted by the Superintendent [or designee] and there is no expense to local funds.)</i>	\$18.00/hour of seat time (attendance); not to exceed \$110.00/day
Curriculum work as directed by the appropriate Educational Services Department Staff. Also for presentation of workshops and related pre-approved preparation time.	\$30.00/hour; not to exceed \$240.00/day
Direct instruction of students or parents in a classroom setting, such as summer school and related pre-approved preparation time. Includes homebound instruction and summer test administration.	\$35.00/hour; not to exceed \$280.00/day
Specialty/Support positions to provide services for extended school year (Speech Pathologist, LSSP, Diagnostician, OT/PT, Behavior Specialist).	Days beyond work calendar \$45.00/hour
Individual student testing/interpretation/report writing for dyslexia or special education students. Amounts above "not to exceed" require Executive Director approval. <i>Timesheet submittal required.</i>	\$45.00/hour; not to exceed: Dyslexia Evaluation - \$625.00 Psycho-educational Evaluation - \$750.00 Psychological Evaluation - \$1100.00
Administration of Summer School Programs.	Days beyond work calendar based on the employee's base daily rate. Paid either 1/2 or full day basis (minimum of 3 hrs.)
Curriculum Specialist positions to complete all online district curriculum documents and resources prior to August 1. <i>(All additional time must be approved in advance by Deputy Superintendent for Educational Services.)</i>	Time beyond extra days provided in work calendar paid on the employee's base daily rate. Paid either 1/2 or full day basis (minimum of 3 hrs.)
Teachers who are certified trainers from outside providers, who provided training for staff during non-contract days. <i>Example: Teachers qualified as TOT for ABYDOS, Thinking Maps, etc.</i>	Current year's daily rate or rate required by the outside certified agency/company.
Specialized consultant services provided to band/choir students performed outside of the employee's scheduled work assignment.	\$75.00/hour; not to exceed \$125.00/hour
Accompanist services performed outside of the employee's scheduled work assignment (piano, guitar, etc.)	\$25.00/hour
Fine Arts Teachers who act as Solo Contest and UIL Concert Contest Adjudicators performed outside of the employee's scheduled work assignment.	\$150.00 - \$200.00/day; not to exceed \$50.00/hour
Other special assignments/duties (Such as athletic competition duty, i.e., gate, field, weight room, etc.) Athletic Camps paid from activity account funds- price per hour set by Athletic Department	\$15.00/hour; not to exceed \$25.00/hour

Paraprofessional Staff

Use the following scale for extra duty pay for paraprofessional staff.

Notes: During a workweek, a paraprofessional may not be assigned more than 40 hours of work in a same or similar job without the benefit of time plus one-half (time and a half) pay for work beyond 40 hours. The Executive Director of Human Resources shall be consulted prior to arranging any such pay agreement. In lieu of time plus one-half pay, the employee may be allowed to trade off one and one-half hour(s) of regularly scheduled work time, for each hour of work beyond 40 hours in a work week. Such arrangement must be agreed to, in advance, by the employee and each direct or indirect supervisor.

Paraprofessional Staff Extra Duty Pay Schedule	Pay Not to Exceed
Attendance at required staff development, study groups, etc., if on a Saturday or during the summer months.	\$12.00/hour of seat time (attendance); not to exceed \$84.00/day
Job Coaching of students, working directly with students, such as summer school.	\$12.00/hour; not to exceed \$84.00/day
Translation of materials	\$23.00/hour; not to exceed \$160.00/day
Other special assignments/duties (such as summer school secretary, athletic competition duty, i.e., gate, field, selling season tickets, etc.)	Amount as per PCT/Extra-Curricular (daily / hourly rate) scale as communicated to the employee by Executive Director of Human Resources in advance.

Special Duty Salary Schedule

Substitutes

Day to Day Substitutes - less than 11 consecutive days in the same assignment.

Long Term* Substitute - 11 to 30 consecutive days in the same assignment.

Permanent Substitute - 31 or more consecutive days in the same assignment.

Substitute is allowed to miss one unpaid day in any twenty (20) day period for personal or family illness and still retain long term or permanent substitute status.

Note: Same assignment = Same Teacher/Same Location

Substitute Teacher Salary Schedule	Full Day	1/2 Day
<i>Non-certified</i>		
Day to Day	\$90.00	\$45.00
Long Term	\$115.00	N/A
Permanent	\$120.00	N/A
<i>Certified (valid Texas) or Certified (other state)</i>		
Day to Day	\$120.00	
Long Term	\$155.00	
Permanent	\$160.00	
Substitute Paraprofessional Salary Schedule	Full Day	1/2 Day
Day to Day	\$80.00	\$40.00
Long Term	\$110.00	\$55.00
Substitute Counselor Salary Schedule	Full Day	
Day to Day	\$250.00	
Substitute Salary Schedule - All Others		
As approved by the Superintendent: <ul style="list-style-type: none"> -Must be approved at or above minimum wage rate as set by Federal Government -Non-certified teaching positions approved on individual basis by Superintendent -Not to exceed 90% of rate of full-time employees -Sub counselor/ retired teachers hire on SDA , daily rate is based on years of service at retirement 		

DICKINSON INDEPENDENT SCHOOL DISTRICT

Extra Duty Agreement

This is an agreement between Dickinson ISD and _____

The above named individual _____

on date(s) _____ from time(s) _____

for current school year.

Special requirements include: (See attached job description (if applicable). _____

For providing this service to the District, the above named employee will receive:

**DISD Policy DK (LOCAL): Assigned supplemental duties for which supplemental pay is received may be modified or discontinued by the District at any time. An employee who wishes to relinquish a paid supplemental duty may do so only with consent of the Superintendent or designee. Paid supplemental duties are not part of the District's obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.*

Signature of parties to the Agreement: (All signatures are required for the Agreement to be valid.)

_____ Executive Director of Human Resources	_____	_____ Date
_____ Principal and/or Budget Manager	_____ Budget Code	_____ Date
_____ Deputy/Assistant Superintendent (for Educational Services, District Operations, or Administration)	_____	_____ Date
_____ Employee	_____ Employee ID #	_____ Date

cc: Payroll
Budget Manager
Human Resources

DICKINSON INDEPENDENT SCHOOL DISTRICT

Special Duty Agreement

This is an agreement between Dickinson ISD and _____

former employee **retiree**

The above named individual will _____

on date(s) _____ from time(s) _____

for current school year.

Special requirements include: (See attached job description (if applicable)). _____

For providing this service to the District, the above named employee will receive:

**DISD Policy DK (LOCAL): Assigned supplemental duties for which supplemental pay is received may be modified or discontinued by the District at any time. An employee who wishes to relinquish a paid supplemental duty may do so only with consent of the Superintendent or designee. Paid supplemental duties are not part of the District's obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.*

Signature of parties to the Agreement: (All signatures are required for the Agreement to be valid.)

_____ Executive Director of Human Resources	_____ Date
_____ Director/ Budget Manager	_____ Budget Code
_____ Deputy/Assistant Superintendent for Educational Services, District Operations, or Administration	_____ Date
_____ Employee	_____ Employee ID #
	_____ Date

cc: Payroll
Budget Manager
Human Resources

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: July 12, 2021

Item Title: Approval of Agenda Items A-D

Agenda Item: Carla Voelkel

Background Information:

Agenda Items:

- A. Transforming Lives Cooperative Day Program (TLC) MOU 2021-2022
- B. 4-H Organization Resolution and Adjunct Faculty Agreement with Galveston Co. Ext. Agents
- C. Quarterly Investment Report
- D. Consent Agenda Items

Recommendation:

The Superintendent recommends approval of Agenda Items A-D.

Action Item: Yes No

Motion made by _____ **seconded by** _____ **vote** _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: July 12, 2021

Item Title: Transforming Lives Cooperative Day Program Memorandum of Understanding and Interlocal Cooperation Agreement for 2021-2022

Agenda Item: Robert Cobb

Background Information:

A copy of the Interlocal Cooperation Agreement and Memorandum of Understanding for the Provision of Educational Services for The Transforming Lives Cooperative Day Program (2021-2022) is attached for your review.

Recommendation:

The Superintendent and Assistant Superintendent for Administration recommend approval of the Interlocal Cooperation Agreement and Memorandum of Understanding for the Provision of Educational Services for The Transforming Lives Cooperative Day Program (2021-2022).

Action Item: Yes No

**Interlocal Cooperation Agreement and
Memorandum of Understanding for
the Provision of Educational Services for
The Transforming Lives Cooperative Day Program
(2021-2022)**

This Agreement for Educational Services (Agreement) is made and entered into effective August 1, 2021, by, between and among the GALVESTON COUNTY JUVENILE PROBATION BOARD (Board) and each of the independent school districts participating in the Transforming Lives Cooperative Day Program (Districts).

1. RECITALS

1.01. The Board and the Districts are “local governments” and public education in the context contemplated herein is a “governmental function and service” as those terms are defined in the Interlocal Cooperation Act (the Act), codified as Chapter 791 of the Texas Government Code.

1.02. The Act authorizes any local government to contract or agree with another local government in accordance with the Act to perform governmental functions and services that each party to the contract is authorized to perform individually.

1.03. Pursuant to 152.0902, Human Resources Code, the Board controls and supervises each Galveston County facility (Facility) used for the detention facility located at 6101 Attwater Avenue, Texas City, Texas and is within the jurisdiction of DISD.

1.04. The Board has established a therapeutic day treatment program at the facility. The Districts, through their ADA reimbursement, and the Board, through its state grant, together will receive reimbursements from the state for 100% of the cost of the salaries paid to the instructional personnel assigned to the education program for youths in the Transforming Lives Cooperative Day Program (Program).

1.05. The Districts and the Board desire to provide an opportunity for youths under the jurisdiction of the juvenile courts to obtain teacher-directed instruction and assistance in course work including, but not limited to, reading, language arts, and mathematics (Educational Services).

1.06. The Districts and the Board concur that the educational component of the Transforming Lives Cooperative Day Program can be administered most efficiently at a centralized location within the geographic boundaries and education jurisdiction of the Dickinson Independent School District (DISD). The Parties desire to engage DISD to serve as Fiscal Agent for the Board and each of the Districts for the education of the students assigned to the Program.

1.07. As Fiscal Agent for education purposes, DISD shall function as agent for and on behalf of the Board and all the Districts. DISD shall administer the education program on a day-to-day basis in accordance with policies and procedures of the Transforming Lives Cooperative Day Program. Where such policies are silent, the Program shall be administered according to policies and procedures otherwise in effect within the DISD.

1.08. In addition to the educational services provided through the Program, the Parties are involved in providing educational services at the Jerry J. Esmond Juvenile Justice Center for youths in the Residential Detention Program, the Transforming Lives Cooperative Residential Program, and the Juvenile Justice Alternative Education Program (JJAEP). This Agreement does not address the operation of the Residential Detention Program, the Transforming Lives Cooperative Residential Program, or the JJAEP, which are governed by separate agreements.

2. TERM; TERMINATION

2.01. The term of this Agreement shall begin on the effective date of this Agreement, and end on July 31, 2022, unless sooner terminated as provided in this Agreement.

2.02. A Party may cancel this Agreement:

- (1) for any reason or for no reason, by giving sixty (60) days notice in writing to the other Parties; or
- (2) immediately upon delivery of written notification of termination, if the other Party (Parties) commits a material breach of this Agreement.

3. EDUCATIONAL SERVICES

3.01. Educational Services will be provided by DISD for youths in the Program, including special education students. Identified special education students shall be provided required services (as in their IEP) with any additional cost over and above average cost (of program services for all other participants) borne by the sending District. The sending District working in conjunction with the administrator of the Fiscal Agent shall mutually determine the method of service delivery. Programming of Educational Services shall comply with the requirements of the Texas Juvenile Justice Department and the rules and regulations pertaining to or regulating the provision of the Educational Services, including those now in effect or subsequently adopted.

3.02. Classes for the Program shall be conducted at the Jerry Esmond Juvenile Justice Center.

3.03. DISD shall provide for review of all available student education records and assessment records so that the appropriate educational services may be provided to youths in the Program. The Board shall assist DISD in obtaining the records in a timely manner. DISD shall communicate with the school District where a youth would ordinarily attend school if the youth was not under the jurisdiction of the juvenile courts (the "home school district") to:

- (1) clarify any questions that arise with regard to the provision of the Educational Services; and
- (2) facilitate re-entry to the home school district.

3.04. Prior to providing Educational Services to a special education or limited English proficient (LEP) student, DISD must receive proof of compliance with any requirements under state or federal laws or regulations concerning notice, due process, or parental consent. The Board shall obtain the necessary proofs of compliance.

3.05. Textbooks are to be provided at state expense through coordination with the state by DISD and the Board.

3.06. Galveston County, by and through its Commissioners Court, has budgeted from its general budget fund certain amounts for paper and copies, arts and crafts, and materials and supplies for the Program. Instructional personnel shall comply with Board procedures for the expenditures of these funds. DISD may supplement these funds for materials and supplies in its discretion but will not be reimbursed by Galveston County for supplemental expenses, if any, without prior express Galveston County approval.

3.07. The Board shall provide and maintain appropriate space for classroom instruction and office space for instructional personnel, including desks and other furniture. The Board is responsible for all utility expenses for the space.

3.08. The Board shall maintain a safe and secure environment for instructional personnel on duty at a facility and during student movement to and from classes. At least one Supervision Officer shall be assigned to be present in each classroom at all times that a student is attending the class. The Board shall designate additional Board personnel to provide support to instructional personnel should crisis intervention be required at the facility.

3.09. Instructional personnel shall cooperate with Board personnel in dealing with youth behavior and discipline matters. A teacher may request that a Supervision Officer remove a youth from a classroom if the youth is ill or the youth's behavior seriously disrupts the learning of others. Disciplinary measures for a youth removed in this manner from a classroom shall be handled in accordance with Board policy and procedures.

4. INSTRUCTIONAL PERSONNEL

4.01. DISD shall hire and assign instructional personnel to the Program as follows:

- 2 teachers (one half of salaries will be reimbursed by the Transforming Lives Cooperative Program)
- 1 Records Clerk Paraprofessional
- 1 Educational Records Secretary (one third of salary will be reimbursed by the Transforming Lives Cooperative Program)
- 1 special education teacher (one third of salary will be reimbursed by the Transforming Lives Cooperative Program)

Instructional personnel must meet DISD hiring requirements. At least one teacher assigned to the Program must be a certified teacher in accordance with certification requirements set forth by the Texas Education Agency (TEA). It is the intent of DISD and the Board that all teachers assigned to the program are certified teachers in accordance with certification requirements set forth by the TEA. The special education teacher will be

assigned to the Program as well as the Residential Detention Program, the Transforming Lives Cooperative Residential Program, and the JJAEP. Instructional personnel are the same as, and not in addition to nor cumulative of, the instructional personnel in the Residential Detention Program, the Transforming Lives Cooperative Residential Program, and the JJAEP. Likewise, salary reimbursement is not in addition to nor cumulative of any reimbursement provided for in the Residential Detention Program, the Transforming Lives Cooperative Residential Program, and the JJAEP. Copies of the teaching certificates and qualifications of the personnel shall be made available to the Board upon request.

4.02. Instructional personnel shall be the employees of DISD, subject to the supervision and personnel policies of DISD. DISD shall determine the salary and benefits for the instructional personnel. The salaries and benefits shall be at a rate comparable to other teachers and teachers' aides employed by DISD.

4.03. Instructional personnel are also subject to all policies and rules of the Board pertaining to the operation of a Facility. If the performance of a teacher or teacher's aide disrupts the efficient operation of a program at a Facility, the Board may request the transfer of that teacher or teacher's aide, and DISD shall comply with the request and assign a different DISD employee to the facility, so long as such reassignment or termination is consistent with DISD Board Policy DK(Legal) and DK(Local) and the DF series of policies.

4.04. Instructional personnel shall be provided for each regularly scheduled school day. In the event an assigned teacher is absent, DISD shall provide for a substitute teacher who meets the minimum requirements for substitutes in the district.

4.05. Instructional personnel shall comply with the continuing education requirements of DISD and shall attend inservice education and other selected activities that upgrade instructional competency and provide training on special needs of students under the jurisdiction of the juvenile courts. DISD, not Galveston County or the Board, shall bear the cost of teacher training and inservice education.

5. ON-SITE ADMINISTRATOR

5.01. The Board's Deputy Director – Special Programs, who is a County employee, shall serve as the on-site administrator for the instructional personnel. The on-site administrator is designated by the Board to act as its contact person with DISD for the administration of the Program. DISD's Alternative Education Coordinator is designated by DISD as its contact person for the Board in connection with the performance of this Agreement.

5.02. The on-site administrator shall:

- (1) monitor the instructional personnel's performance of its duties, including attendance and punctuality;
- (2) enforce facility rules applicable to instructional personnel; and
- (3) confer with a member of the instructional staff or with the DISD Alternative Education Coordinator, as appropriate, if a member of the instructional personnel violates a rule or fails to meet expectations in an area.

6. RECORD KEEPING; DATA CONFIDENTIALITY

6.01. DISD, with the cooperation of the Board, shall maintain all enrollment, attendance, and other reports, records, and accounting required by TEA, the Texas Juvenile Justice Department, and other applicable state and federal agencies. DISD will make available to the Board records required to complete reports required by the Texas Juvenile Justice Department and other applicable state and federal agencies.

6.02. The Districts and the Board agree to abide by all applicable federal or state data privacy laws, rules, and regulations. The use or disclosure by any Party of confidential information concerning a youth eligible for or enrolled in a program for any purpose not directly connected with the administration of the programs is prohibited, except with the written consent of the youth, the youth's parent(s) or guardian, or the youth's attorney.

6.03. For purposes of accountability under Chapter 39 of the Texas Education Code and the Foundation School Program, a student enrolled in the Program shall be reported as if the student was enrolled at the student's home campus in the student's regularly assigned education program, including a special education program where applicable. The participating home District of each student shall cooperate fully in making such reports and accepting such accountability. All PEIMS reporting requirements for the students placed in the program shall remain the responsibility of the home District.

7. FUNDING AND REIMBURSEMENT PROCEDURES

7.01. The Districts shall apply for all available funding reimbursements for the expenses of the program, including, but not limited to, funds based on ADA and, if appropriate, special education funds. The Districts application for funding shall be made to TEA and to any other agency with funding available for either or both of the programs.

7.02. All funds received, from whatever source, for the benefit of students in the Program shall be applied directly to the cost of operation of the Program. Expenditures of allocated funds must be in compliance with TEA policy, DISD business office guidelines, and County budgetary policy.

7.03. Nothing herein shall burden the Fiscal Agent, Galveston County, the Board, or any other participating school District with the added expense necessary to address or accommodate any particular needs of special education, education of the handicapped, accommodation of disability, or other special requirements unique to a particular student. Such services, cost(s) and expense shall remain the responsibility of the home school District or the responsible home District in which the student is or was last regularly enrolled prior to court order.

7.04. As Fiscal Agent, DISD shall prepare the Program budget; shall disburse Program funds applicable to Education Services; shall be responsible for educational personnel serving the campus and Program; shall maintain all educational records applicable to the Program; shall correspond with assigned students' home districts with regard to status and ultimate disposition of each assigned student; and shall provide necessary curriculum

and other such responsibilities normally associated with the administration and provision of Education Services.

7.05. Upon completion of the school year, DISD shall submit to each participating school District the name of the student, PIEMS number, and the total number of attendance days at the Program. All ADA funding entitlements generated by the student's placement in the Program shall be forwarded to DISD.

7.06. At the end of the school year the Board shall pay DISD for DISD's cost for the instructional personnel's salaries, health insurance, and Medicare benefits that is not reimbursed through ADA or other funding attributable to students in the program.

7.07. DISD shall submit an invoice for the Program to the Board at the end of the school year, detailing the amount owing by the Board under this Agreement. Each invoice must include:

- (1) the amount paid by DISD for each teacher and teacher's aide in salary, health insurance, and Medicare benefits;
- (2) the number of student days, number of students, and other information used by DISD in determining its ADA;
- (3) the amount of ADA reimbursement and other reimbursements, if any, received by DISD for that program; and
- (4) the total amount due from the Board.

7.08. On receipt of the invoice, the Board shall attempt to promptly verify the amount due and process the necessary paperwork for payment. Payment will be sent to:

DISD
PO Box Z
Dickinson, TX 77539
Attn: Assistant Superintendent for Business Services

8. NOTICE

8.01. Any notice required or permitted between the Parties under this Agreement must be in writing and shall be delivered in person or mailed, certified mail, return receipt requested, or may be transmitted by facsimile as follows:

to the Board at:

Glen R. Watson, Director – Juvenile Justice Department
Jerry Esmond Juvenile Justice Center
6101 Attwater Avenue
Dickinson, TX 77539
Fax: (409) 770-5978

to DISD at:

Karla Voelkel, Superintendent
Dickinson Independent School District
P. O. Drawer Z
Dickinson, TX 77539
Fax: (281-229-6023

with a copy to:

Galveston County Judge
733 Moody, 2nd Floor
Galveston, TX 77550
Fax: (409) 770-5560

9. INDEPENDENT RELATIONSHIP

9.01. None of the provisions of the Agreement are intended to create, nor may be deemed to create, any relationship between the Board, the Districts, or Galveston County other than that of independent entities contracting with each other, or ratifying the agreement, solely for the purpose of effecting the provisions of this Agreement. In the performance of work, duties, and obligations under this Agreement, DISD is at all times acting and performing as an independent contractor with complete control over the means, manner, and method by which services are rendered.

9.02. Nothing in this Agreement shall create any employer/employee or agency relationship among the Board, the Districts, or Galveston County. DISD instructional personnel are not entitled to any of the rights, privileges, or benefits of a County or Board employee, except as otherwise may be stated herein. County or Board employees are not entitled to any of the rights, privileges, or benefits of a DISD employee, except as otherwise may be stated herein.

10. ENTIRETY OF AGREEMENT AND MODIFICATION

10.01. This Agreement contains the entire agreement between the Parties relating to their rights and obligations under this Agreement. A prior agreement, promise, negotiation, or representation not expressly set forth in this Agreement has no force or effect. A subsequent modification to this Agreement must be in writing, signed by the Party to be charged and expressly authorized by the governing body of the Party. An official representative, employee, or agent of Galveston County or the Board does not have authority to modify or amend this Agreement except pursuant to specific authority to do so granted by the Board.

11. SEVERABILITY; CONFORMITY WITH LEGAL LIMITATIONS

11.01. If a provision contained in this Agreement is held invalid for any reason, the invalidity does not affect other provisions of this Agreement that can be given effect without the invalid provision, and to this end the provisions of this Agreement are severable.

11.02. If any current or future legal limitations affect the validity or enforceability of a provision of this Agreement, then the legal limitations are made a part of this Agreement and shall operate to amend this Agreement to the minimum extent necessary to bring this Agreement into conformity with the requirements of the limitations, and as so modified, this Agreement shall continue in full force and effect.

12. MISCELLANEOUS

12.01. This Agreement is subject to the appropriation of funds by Galveston County, acting by and through its Commissioners Court and the approval of the budget for the Juvenile Justice Department by the Board for the current or any upcoming fiscal year. Nothing in this Agreement may be deemed to be binding on a future juvenile board. The failure of the County to appropriate monies for the Board's obligations under this Agreement will automatically result in the termination of this Agreement.

12.02. This Agreement is not assignable by either Party without the prior written consent of the other Party.

12.03. This Agreement is subject to all legal requirements provided by county, state, or federal statutes, rules, and regulations.

12.04. This Agreement shall be governed by the laws of the State of Texas. Venue for an action arising under this Agreement shall be exclusively in Galveston County.

12.05. Unless the context requires otherwise, words shall be given their ordinary meaning. If a word is connected with and used with reference to a particular trade or subject matter or is used as a word of art, the word shall have the meaning given by experts in the particular trade, subject matter, or art.

12.06. Words in the present or past tense include the future tense. The singular includes the plural and the plural includes the singular unless expressly provided otherwise. Words of one gender include both genders.

12.07. The headings at the beginning of the various provisions of this Agreement have been included only in order to make it easier to locate the subject covered by each provision and are not to be used in construing this Agreement.

****The Rest of this Page is Intentionally Left Blank****

EXECUTED IN MULTIPLE ORIGINALS, as authorized by action of the Galveston County Juvenile Probation Board on the _____ day of _____, 2021, by action of the Dickinson Independent School District Board of Trustees on the _____ day of _____, 2021, and by each of the other participating school districts by action on the dates indicated below, to be effective the first day of August, 2021.

GALVESTON COUNTY JUVENILE BOARD

By: _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

(as Fiscal Agent and as a Participating District)

By: _____

CLEAR CREEK INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

FRIENDSWOOD INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

GALVESTON INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

HIGH ISLAND INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

HITCHCOCK INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

SANTA FE INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

TEXAS CITY INDEPENDENT SCHOOL DISTRICT

Date of School Board Authorization:

By: _____

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: July 12, 2021

Item Title: Adjunct Faculty Status of Galveston County Extension Agents and Resolution

Agenda Item: Carla Voelkel

Background Information:

Attached is a request from the Texas Agricultural Extension Service for school districts to recognize, by signing the Adjunct Faculty Agreement, county Extension agents as adjunct staff members and to count students participating in 4-H/Extension educational activities in attendance for Foundation School Program purposes. Also attached is a resolution that sanctions the 4-H organization as an extracurricular activity.

Recommendation:

The Superintendent recommends acceptance by signing the Adjunct Faculty Agreement and Resolution.

Action Item: Yes No

TEXAS A&M
AGRI LIFE
EXTENSION
Galveston County Office

4102-B Main Street (FM 519)
La Marque, TX 77568
Tel. 281-309-5058

June 3, 2021

MEMORANDUM TO: Board of Trustees
Dickinson Independent School District

SUBJECT: Adjunct Faculty Status of Galveston County Extension Agents

PURPOSE: To secure adjunct faculty status of County Extension Agents and designation of 4-H as a recognized extracurricular activity.

ACTION NEEDED: A) Passing Adjunct Faculty Agreement;
B) Adoption of Resolution;
C) Return copies of these two signed documents to Galveston County Extension Office;
D) Copy of board meeting minutes.

The State Board of Education passed an amendment to 19 TAC§129.21 (k) (l). Requirements for Student Attendance Accounting for State Funding Purposes allows public school students to be considered "in attendance" when participating in off-campus activities with an adjunct staff member of the school district. Section 3 of the Student Attendance Handbook state:

- (4-12) The student is participating in an activity which is approved by the local board and is under the direction of a professional staff member of the school district or an adjunct staff member. This adjunct staff member must have a minimum of a bachelor's degree and be eligible for participation in the Teacher Retirement System of Texas.
- (4-13) Students participating in any activity which is not approved by the local school board and/or without certified district personnel supervision are counted absent [see 94-12)]. To qualify for funding purposes, the certified district staff member/adjunct staff member must be accompanying the students as an official of the school district for the specific purpose of supervising the students and must be approved by the school board to supervise the activity. For example, students participating in 4-H activities which are supervised solely by a County Extension Service Agent are reported present.

This amendment provides local school boards the opportunity to recognize county Extension agents as adjunct staff members and to count students participating in 4-H/Extension educational activities "in attendance for Foundation School Program purposes."

Galveston County requests adjunct staff member status for the county Extension agents for the school year 2021-2022. The following faculties are eligible for participation in the Teacher Retirement System of Texas and have a minimum of a bachelor's degree.

The members of Texas A&M AgriLife will provide equal opportunities in programs and activities, education, and employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity and will strive to achieve full and equal employment opportunity throughout Texas A&M AgriLife.

Julie K. Massey	Title: CEA-Marine	Degree: M.S.	Date: 5/84	Institution: Texas A&M University
Brittany Allen	Title: CEA-4-H	Degree: M.S.	Date: 5/17	Institution: Texas Tech University
Jymann Davis	Title: CEA-FCS	Degree: M.S.	Date: 12/98	Institution: Texas Woman's University
William M. Johnson	Title: CEA-Horticulture	Degree: PhD.	Date: 8/76	Institution: Oklahoma State University
Phoenix Rogers	Title: CEA-Agriculture	Degree: M.S.	Date: 5/03	Institution: Washington State University

I hope that Dickinson Independent School District will present this information at the next Board meeting and accept this request. Please let me know if you would like to schedule an appointment to discuss the amendment and request, or if you need further information.

Sincerely,



Brittany Allen
County Extension Agent
4-H and Youth Development
Galveston County

Attachments: ADJUNCT FACULTY AGREEMENT
RESOLUTION
(Regarding EXTRACURRICULAR STATUS OF 4-H ORGANIZATION)

ADJUNCT FACULTY AGREEMENT

THE STATE OF TEXAS
COUNTY OF GALVESTON

On this date, at regularly scheduled and posted meeting, came the Board of Trustees of the Dickinson Independent School District, hereinafter referred to as "District." A quorum having been established, the Board proceeded to consider the appointment of the herein named individual as an adjunct faculty member of the Dickinson Independent School District.

Upon consideration and vote of the Dickinson Independent School District Board of Trustees in favor of the Galveston County Extension Agents are hereby named as adjunct faculty member of the Dickinson Independent School District subject to the following conditions and provisions of such appointment, to wit:

1. This appointment shall commence on the 23rd day of August, 2021 and end on the 26th day of May, 2022, being the end of the 2021-2022 academic year.
2. Adjunct faculty member will receive no compensation, salary, or remuneration from Dickinson Independent School District.
3. Adjunct faculty member is and shall remain an employee, in good standing, of the Texas A&M AgriLife Extension Service.
4. Adjunct faculty member shall be under the direct supervision of either the District Extension Director of District 9, Texas A&M AgriLife Extension Service District, or Galveston County Extension Director.
5. Adjunct faculty member shall receive all group insurance benefits, workman's compensation insurance benefits, unemployment insurance, and any and all other plans for the benefit of Texas A&M AgriLife Extension Service employees. District shall have no responsibility for any of such benefits or plans.
6. Adjunct Faculty member shall be subject to a criminal background check by the Dickinson Independent School District.

Adjunct faculty member shall direct the activities and participation of students of the school district in sponsored and approved activities as designated from time to time by adjunct faculty member for which notice shall be given to School District administrative personnel. Adjunct faculty members' activities and participation with students of the School District are directed, supervised, and controlled by and through supervisory personnel of the Texas A&M AgriLife Extension Service pursuant to the supervisory authority of the District Extension Director or County Extension Director. Adjunct faculty member is not the employee of School District, and School District does not nor shall not supervise, direct or control the activities, and/or participation of such Galveston County Extension Agents who has been herein designated as an adjunct faculty member.

The members of Texas A&M AgriLife will provide equal opportunities in programs and activities, education, and employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity and will strive to achieve full and equal employment opportunity throughout Texas A&M AgriLife.

This appointment is made by Dickinson Independent School District by and through the Board of Trustees of said district for the benefit of allowing voluntary student participation in programs conducted by the Texas A&M AgriLife Extension Service in recognition of the educational benefits arising from such participation and activities and/or directed by the Texas A&M AgriLife Extension Service. This appointment is made in accordance with the provisions of Section 129.21 (k) (1) of the Texas Administrative Code authorizing the school to deem such participating students in attendance for foundation school program purposes.

This appointment of the herein named Galveston County Extension Agents (Texas A&M AgriLife Extension Service employees) are not intended nor shall be construed as a waiver of any claim or defense of sovereign or governmental immunity from liability now possessed by Dickinson Independent School District or any of its employees, agents, officers, and/or board members in the performance of governmental functions.

Signed this _____ day of _____, 2021.

Dickinson Independent School District

(Signature)

By: _____
(Printed)

Its: _____

Adjunct Faculty Appointment Accepted By:

Galveston County Extension Agent

Approved:

Texas A&M AgriLife Extension Service

RESOLUTION
Regarding
EXTRACURRICULAR STATUS OF 4-H ORGANIZATION

Be it hereby resolved that upon this date the duly elected Board of Trustees of the

Dickinson Independent School District

meeting in public with a quorum present and certified did adopt this resolution that recognizes the Galveston County Texas 4-H Organization as approved for recognition and eligible for extracurricular status consideration under 19 Texas Administrative Code, Chapter 76.1, pertaining to extracurricular activities. Participation by 4-H members under provisions of this resolution is subject to all rules and regulations set forth under the 19 Texas Administrative Codes as interpreted by this Board and designated officials of his school district whose rulings shall be final.

Approved this ____ day of _____, 2021.

(For Board of Trustees)

(Superintendent)

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021
Item Title: Quarterly Investment Report
Agenda Item: Ryan Boone / Kelly Logsdon

Background Information:

Attached is the quarterly investment report for March 1, 2021 through May 31, 2021 and comparison data for prior years.

Recommendation:

The Superintendent, Deputy Superintendent for Business and Operations and the Executive Director of Business Operations recommend approval of the quarterly investment report for March 1, 2021 through May 31, 2021.

Action Item: Yes No

DICKINSON INDEPENDENT SCHOOL DISTRICT

Quarterly Investment Report

March 1, 2021 - May 31, 2021

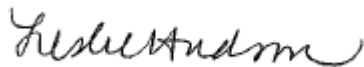
This report has been prepared according to the requirements of Texas Government Code Chapter 2256 and I hereby certify that all investment activities are in compliance with local and state investment policy.



Ryan Boone
Deputy Superintendent for Business & Operations



Kelly Logsdon
Executive Director of Business Services



Leslie Hudson
Executive Director of Payroll



Laura Lambert
Senior Accountant

Dickinson Independent School District
Investments by Government Pools
OPERATING FUND

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Logic	4,310,269	4,310,961	4,311,525	4,312,075	4,312,547	4,312,880	4,313,234	4,313,535	4,313,813			
Texas Class	9,304,127	12,305,481	10,306,609	6,307,461	21,309,252	26,311,334	17,313,234	11,314,206	8,314,885			
Gulf Coast CU	5,057,295	5,085,634	5,092,049	5,092,049	5,107,647	5,107,647	5,115,580	5,123,078	5,123,078			
TexStar	300,359	300,388	300,412	300,429	300,444	300,451	300,457	300,460	300,462			
Texas TERM	29,942,985	27,520,540	27,577,573	24,579,086	24,579,246	25,436,877	25,437,249	25,584,155	25,587,088			
Texas FIT	4,824,748	7,326,346	7,327,829	10,330,004	10,331,781	10,333,074	10,476,740	10,335,500	10,336,536			
Total	53,739,783	56,849,350	54,915,997	50,921,104	65,940,917	71,802,263	62,956,494	56,970,934	53,975,862	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Logic	909	692	564	551	472	333	353	302	277				4,453
Texas Class	443	1,354	1,129	851	1,792	2,082	1,900	972	7,424				17,947
Gulf Coast CU	0	28,339	6,415	0	15,598	0	7,933	7,498	0				65,783
TexStar	33	29	23	17	15	8	6	3	3				137
Texas TERM	68,907	77,584	57,033	1,513	159	11	372	4,526	2,933				213,038
Texas FIT	1,371	1,598	1,483	2,175	1,777	1,293	1,286	1,141	1,025				13,149
Total	71,663	109,596	66,647	5,107	19,813	3,727	11,850	14,442	11,662	0	0	0	314,507

Dickinson Independent School District
 Ten Year Balance History
 OPERATING FUND

Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2011-12	21,260,566	23,763,023	20,557,304	18,560,427	25,564,248	31,272,095	29,278,063	26,683,655	26,479,508	24,434,700	24,039,575	21,659,887
2012-13	25,864,161	28,868,943	27,673,355	27,678,148	33,683,023	37,687,846	36,193,219	32,197,759	29,201,941	29,705,578	26,858,882	26,861,212
2013-14	29,563,276	32,565,669	31,668,204	32,170,838	38,173,758	43,676,761	40,680,125	36,683,125	33,685,944	32,688,517	32,191,099	31,839,871
2014-15	35,424,432	35,916,810	32,168,575	30,170,343	37,172,376	43,174,634	43,180,250	37,192,580	34,194,538	29,915,239	29,801,034	33,206,830
2015-16	37,207,179	40,219,426	38,237,442	44,247,411	47,234,787	51,247,183	47,256,444	44,266,883	41,282,996	38,295,541	38,312,411	39,347,700
2016-17	45,375,666	43,431,962	49,417,925	50,435,468	52,461,542	60,498,394	53,529,331	50,551,891	46,633,422	43,664,587	42,738,360	43,780,279
2017-18	48,798,756	48,844,463	49,870,305	54,895,049	60,931,901	61,045,981	61,097,442	58,211,038	52,278,091	47,337,052	47,699,614	47,798,402
2018-19	48,850,615	51,322,653	49,424,925	49,577,250	58,615,471	66,723,974	61,851,069	55,958,121	54,093,282	54,191,449	51,801,768	53,705,255
2019-20	60,888,636	60,012,550	53,703,105	59,432,691	69,487,534	75,855,044	69,727,150	63,806,409	56,704,668	53,727,163	49,747,402	47,867,920
2020-21	53,739,783	56,849,350	54,915,997	50,921,104	65,940,917	71,802,263	62,956,494	56,970,934	53,975,862	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2011-12	1,978	2,457	2,530	3,123	3,821	5,354	6,011	5,592	5,853	5,192	4,873	4,441	51,226
2012-13	4,276	4,732	4,464	4,789	4,875	4,824	5,372	4,541	4,181	3,637	3,304	2,330	51,326
2013-14	2,064	2,393	2,536	2,634	2,920	3,004	3,658	3,001	2,819	3,405	3,541	3,723	35,698
2014-15	2,398	2,379	1,763	1,771	2,032	2,259	5,616	2,329	1,928	1,473	5,052	5,793	34,793
2015-16	2,576	15,223	19,877	9,967	8,922	10,937	12,261	10,438	16,112	8,314	7,959	8,649	131,235
2016-17	27,873	56,292	22,719	17,517	26,072	36,854	32,414	22,559	81,532	31,166	75,553	43,414	473,965
2017-18	18,701	45,705	25,842	24,744	36,852	114,080	51,464	113,593	67,056	58,960	36,309	98,546	691,852
2018-19	52,213	51,496	102,270	152,248	38,219	108,503	127,096	107,053	135,158	98,168	110,320	103,487	1,186,231
2019-20	183,412	123,914	190,554	229,582	64,449	148,273	81,744	79,261	48,258	22,394	20,339	120,719	1,312,899
2020-21	71,663	109,596	66,647	5,107	19,813	3,727	11,850	14,442	11,662	0	0	0	314,507

Dickinson Independent School District
Investments by Government Pools
INTEREST AND SINKING FUND

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Texas Class	384,219	384,727	1,381,378	3,381,558	12,192,907	6,590,996	6,595,230	8,595,707	8,596,280			
TexPool	0	0	0	0	0	0	0	0	0	0	0	0
Texas TERM	10,436,699	10,521,772	10,521,779	10,521,786	10,523,652	10,525,744	10,525,748	10,525,752	10,525,755			
Total	10,820,918	10,906,499	11,903,157	13,903,344	22,716,559	17,116,740	17,120,978	19,121,459	19,122,035	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Texas Class	79	58	101	180	1,044	432	2,064	2,542	3,114				9,614
TexPool	0	0	0	0	0	0	0	0	0	0	0	0	0
Texas TERM	0	85,073	7	6	1,866	2,093	4	4	3				89,056
Total	79	85,131	108	186	2,910	2,525	2,068	2,546	3,117	0	0	0	

Dickinson Independent School District
Investments by Pools
DEBT SERVICE FUND

Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2011-12	6,493,350	6,494,081	5,703,039	6,654,059	12,585,610	8,006,561	10,508,666	9,713,205	10,215,388	10,467,570	10,824,458	6,068,685
2012-13	6,069,801	6,070,878	8,671,895	10,163,541	15,299,540	9,093,569	9,052,351	9,753,569	9,754,852	9,713,542	9,998,660	5,546,181
2013-14	5,546,578	5,546,999	5,547,417	8,231,648	14,721,878	8,945,248	8,945,946	8,946,623	8,947,311	8,947,994	4,161,747	6,012,893
2014-15	6,013,341	6,013,801	6,614,265	7,764,977	4,347,401	9,797,771	9,798,759	9,799,823	9,800,935	11,401,139	6,076,125	6,271,565
2015-16	6,271,747	6,272,836	6,274,064	6,275,586	13,585,808	10,494,059	13,499,830	13,506,038	13,512,728	13,118,516	7,791,542	451,144
2016-17	8,800,969	8,232,509	8,395,035	14,153,316	21,118,977	15,030,408	16,043,182	16,056,998	16,071,682	16,038,748	9,902,306	10,504,567
2017-18	10,515,229	10,526,471	11,037,856	15,195,447	21,122,320	17,410,151	17,428,591	17,448,473	17,476,685	18,905,724	18,052,557	12,031,994
2018-19	12,053,324	12,650,208	13,661,610	15,676,395	25,517,327	15,284,969	16,313,373	16,341,893	16,370,722	16,380,746	16,545,345	10,814,880
2019-20	10,815,814	10,816,728	10,645,783	11,662,217	23,598,646	14,291,236	15,297,072	19,059,354	16,605,453	17,008,551	10,793,267	10,820,839
2020-21	10,820,918	10,906,499	11,903,157	13,903,344	22,716,559	17,116,740	17,120,978	19,121,459	19,122,035	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2011-12	711	731	708	1,021	1,775	1,380	2,105	2,089	2,183	2,182	2,112	1,406	18,403
2012-13	1,116	1,077	1,016	1,646	2,011	1,208	1,298	1,218	1,284	1,205	1,129	533	14,742
2013-14	398	421	417	614	944	774	698	677	696	675	598	427	7,339
2014-15	447	459	465	572	480	561	989	1,063	1,112	1,304	1,139	890	9,481
2015-16	961	1,094	1,193	1,522	3,007	5,585	5,771	6,208	6,691	6,887	5,953	143	45,015
2016-17	4,940	5,987	5,589	8,281	13,448	10,354	12,774	13,816	14,684	14,851	15,798	10,233	130,755
2017-18	10,662	11,242	11,385	10,907	16,568	10,071	18,440	19,881	28,212	29,039	30,156	22,075	218,638
2018-19	21,330	9,629	11,402	14,784	30,627	85,283	28,403	28,520	28,828	10,023	15,648	135,150	419,627
2019-20	933	914	69,262	16,433	26,124	5,396	5,836	7,803	3,920	3,097	1,754	27,574	169,046
2020-21	79	85,131	108	186	2,910	2,525	2,068	2,546	3,117	0	0	0	98,670

Dickinson Independent School District
Investments by Government Pools
WORKER'S COMPENSATION FUND

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Texas Class	0	0	0	0	0	0	0	0	0	0	0	0
TexPool	302,062	302,096	302,127	302,150	302,171	302,181	302,186	302,189	302,191			
Texas TERM	2,045,277	2,045,277	2,045,277	2,050,578	2,050,578	2,050,578	2,050,578	2,050,578	2,050,578			
Total	2,347,339	2,347,373	2,347,404	2,352,728	2,352,749	2,352,759	2,352,764	2,352,767	2,352,769	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Texas Class	0	0	0	0	0	0	0	0	0	0	0	0	0
TexPool	37	34	31	23	21	10	5	3	2				166
Texas TERM	0	0	0	5,301	0	0	0	0	0				5,301
Total	37	34	31	5,324	21	10	5	3	2	0	0	0	

Dickinson Independent School District
Investments by Pools
WORKER'S COMPENSATION FUND

Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2011-12	41,021	41,024	41,028	41,030	41,034	41,037	41,041	41,044	41,049	41,053	41,058	400,202
2012-13	225,240	225,272	200,301	200,326	200,343	200,358	200,375	200,392	200,404	200,414	200,423	200,430
2013-14	200,437	200,445	200,453	200,459	200,464	200,468	200,473	200,479	200,483	200,487	200,493	200,499
2014-15	200,504	200,508	200,514	1,200,549	1,200,596	1,200,637	1,200,686	1,200,738	1,200,794	1,200,851	1,200,915	1,200,988
2015-16	1,200,991	1,201,078	1,201,280	1,201,470	1,201,743	1,202,030	1,202,364	1,952,614	1,952,817	1,953,027	1,953,247	1,953,470
2016-17	1,953,690	1,953,919	1,954,149	1,962,782	1,963,168	1,963,497	1,863,886	1,864,276	1,864,710	1,765,147	1,765,612	1,766,092
2017-18	1,705,608	1,706,052	1,606,422	1,606,830	1,557,269	1,557,640	1,558,099	1,558,589	1,559,114	1,572,723	1,573,193	1,573,672
2018-19	1,574,154	1,574,689	1,581,377	1,581,963	1,582,576	1,583,132	1,595,294	1,595,925	1,596,565	1,597,188	1,597,831	1,612,105
2019-20	2,312,870	2,316,310	2,316,726	2,330,027	2,330,434	2,339,937	2,341,045	2,341,158	2,341,227	2,347,204	2,347,257	2,347,303
2020-21	2,347,339	2,347,373	2,347,404	2,352,728	2,352,749	2,352,759	2,352,764	2,352,767	2,352,769	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2011-12	3	3	4	3	3	3	4	4	4	5	5	16	57
2012-13	38	32	29	26	17	14	18	17	12	9	9	7	229
2013-14	6	8	7	6	5	4	5	6	4	5	5	6	67
2014-15	5	4	5	36	47	41	49	52	56	57	64	73	489
2015-16	84	99	109	190	273	287	334	250	203	210	220	223	2,481
2016-17	220	229	231	8,632	387	328	389	390	434	437	466	480	12,623
2017-18	9,516	444	370	408	439	371	460	490	525	13,610	470	479	27,582
2018-19	482	536	6,689	585	613	556	12,162	631	640	620	643	14,273	38,430
2019-20	765	3,439	415	13,301	408	9,502	1,108	114	69	5,977	53	45	35,196
2020-21	37	34	31	5,324	21	10	5	3	2	0	0	0	5,467

Dickinson Independent School District
Investments by Government Pools
ACTIVITY FUND

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Texas Class	0	0	0	0	0	0	0	0	0	0	0	0
TexPool	90,923	90,933	90,942	90,950	90,956	90,959	90,960	90,961	90,962			
Total	90,923	90,933	90,942	90,950	90,956	90,959	90,960	90,961	90,962	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Texas Class	0	0	0	0	0	0	0	0	0	0	0	0	0
TexPool	11	10	9	8	6	3	1	1	1				50
Total	11	10	9	8	6	3	1	1	1	0	0	0	

Dickinson Independent School District
Investments by Pools
ACTIVITY FUND

Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2011-12	95,595	95,602	95,611	95,617	95,624	95,631	95,641	95,649	95,659	95,670	85,681	85,690
2012-13	85,702	85,714	85,725	85,736	85,743	85,749	85,756	85,764	85,769	85,773	85,777	85,780
2013-14	85,783	85,786	85,790	65,792	85,794	85,796	85,798	85,801	85,803	85,804	85,807	85,809
2014-15	85,812	85,814	85,816	85,819	85,822	85,825	85,828	85,832	85,836	85,840	85,845	85,845
2015-16	85,850	85,857	85,871	85,884	85,904	85,925	85,948	85,972	85,997	86,023	86,050	86,077
2016-17	86,104	86,132	86,160	86,194	86,233	86,270	86,316	86,366	86,423	86,485	86,556	86,630
2017-18	86,702	86,778	86,853	86,940	87,036	87,125	87,238	87,357	87,485	87,615	87,756	87,899
2018-19	88,043	88,203	88,363	88,535	88,714	88,877	89,060	89,238	89,418	89,595	89,777	89,942
2019-20	90,102	90,248	90,373	90,497	90,620	90,734	90,812	90,846	90,866	90,882	90,899	90,912
2020-21	90,923	90,933	90,942	90,950	90,956	90,959	90,960	90,961	90,962	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2011-12	7	7	8	7	7	7	9	9	10	11	10	10	102
2012-13	11	12	11	11	7	6	8	7	5	4	4	3	89
2013-14	3	4	3	3	2	2	2	3	2	2	2	3	31
2014-15	2	2	2	3	3	3	4	4	4	4	5	5	41
2015-16	6	7	8	14	20	21	24	24	25	26	27	27	229
2016-17	27	28	28	33	39	37	46	50	56	63	71	73	551
2017-18	72	76	75	87	96	90	112	119	127	130	141	143	1,268
2018-19	144	160	160	172	180	163	182	178	180	175	182	166	2,042
2019-20	160	146	124	125	122	115	77	34	21	16	16	14	970
2020-21	11	10	9	8	6	3	1	1	1	0	0	0	50

Dickinson Independent School District
Investments by Government Pools
FOOD NUTRITION SERVICES FUND

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Texas Class	555,661	205,712	105,732	105,744	105,756	605,794	605,848	605,890	605,930			
TexPool	0	0	0	0	0	0	0	0	0	0	0	0
Total	555,661	205,712	105,732	105,744	105,756	605,794	605,848	605,890	605,930	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Texas Class	137	51	20	13	12	38	103	145	186				705
TexPool	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	137	51	20	13	12	38	103	145	186	0	0	0	

Dickinson Independent School District
Investments by Pools
FOOD NUTRITION SERVICES FUND

Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2011-12	788,120	788,191	788,271	1,288,430	1,288,611	1,288,806	1,289,023	1,289,238	2,224,516	2,224,948	2,225,364	2,070,758
2012-13	1,841,100	1,661,395	1,661,644	1,661,913	1,662,139	1,662,327	1,662,544	1,662,744	1,662,935	1,663,111	2,163,318	2,163,483
2013-14	2,083,626	1,973,767	1,973,903	2,124,052	2,124,197	2,124,338	2,673,503	2,602,685	2,392,863	2,547,028	2,693,246	1,328,435
2014-15	746,337	771,382	551,429	551,474	951,551	951,628	1,251,753	1,386,905	1,187,050	1,187,191	1,187,349	1,137,323
2015-16	1,137,705	1,142,884	1,043,098	3,843,851	3,845,221	845,547	1,346,003	1,196,575	1,197,176	325,776	325,952	326,145
2016-17	276,331	401,525	51,631	51,669	451,840	227,086	330,426	527,854	528,340	928,970	929,901	805,797
2017-18	496,433	396,891	747,489	748,379	749,366	750,297	751,412	1,278,277	1,080,225	1,082,143	1,084,194	1,036,252
2018-19	963,099	965,016	966,941	969,000	971,162	973,126	975,286	1,577,952	1,381,060	1,383,906	1,386,745	1,389,434
2019-20	1,041,607	1,043,455	1,045,118	1,247,057	1,249,021	1,250,775	1,252,330	1,253,459	1,254,263	1,254,590	1,055,276	855,525
2020-21	555,661	205,712	105,732	105,744	105,756	605,794	605,848	605,890	605,930	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2011-12	72	71	80	158	181	195	217	215	278	432	415	394	2,708
2012-13	343	295	248	270	226	188	216	201	191	176	207	166	2,726
2013-14	143	141	136	149	145	141	165	183	177	173	210	133	1,896
2014-15	66	45	47	45	78	77	125	152	145	141	158	175	1,254
2015-16	182	180	213	753	1,370	325	457	571	601	483	177	193	5,504
2016-17	186	193	106	39	171	246	281	487	487	629	931	896	4,652
2017-18	635	458	598	891	987	930	1,115	1,865	1,948	1,917	2,051	2,058	15,453
2018-19	1,847	1,918	1,925	10,885	2,162	1,964	2,161	8,952	3,108	2,846	2,839	2,689	43,296
2019-20	2,172	1,848	1,663	1,939	1,964	1,754	5,273	1,129	804	607	406	248	19,807
2020-21	137	51	20	13	12	38	103	145	186	0	0	0	705

Dickinson Independent School District
Investments by Government Pools
BOND FUND – 2021

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Texas Fit	0	0	0	0	0	0	93,693,004	93,326,786	93,127,831	0	0	0
Texas TERM	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	93,693,004	93,326,786	93,127,831	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Texas Fit	0	0	0	0	0	0	7,604	10,182	9,245	0	0	0	27,031
Texas TERM	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	7,604	10,182	9,245	0	0	0	

Dickinson Independent School District
Investments by Pools
BOND FUND – 2021

Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2019-20	0	0	0	0	0	0	0	0	0	0	0	0
2020-21	0	0	0	0	0	0	93,693,004	93,326,786	93,127,831	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2019-20	0	0	0	0	0	0	0	0	0	0	0	0	0
2019-20	0	0	0	0	0	0	7,604	10,182	9,245	0	0	0	27,031

* March 11, 2021 received \$94,200,000 from bond sale

Dickinson Independent School District
Investments by Government Pools
BOND FUND – 2016

Monthly Cash Balance By Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Texas TERM	826,547	801,627	726,689	676,192	603,278	603,301	561,786	561,809	561,829			
Total	826,547	801,627	726,689	676,192	603,278	603,301	561,786	561,809	561,829	0	0	0

Monthly Interest Earned by Government Pool													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
Texas TERM	96	80	62	53	39	24	24	23	20				421
Total	96	80	62	53	39	24	24	23	20	0	0	0	

Dickinson Independent School District
Investments by Pools
BOND FUND – 2016

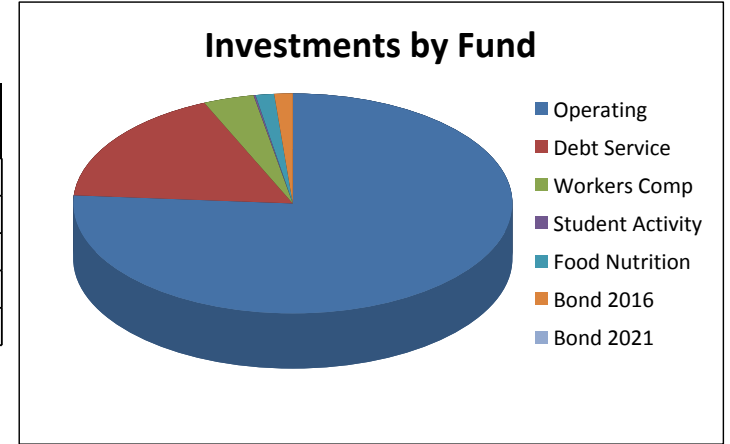
Cash Balance												
Years	September	October	November	December	January	February	March	April	May	June	July	August
2016-17	0	0	67,522,578	67,522,587	67,512,595	67,509,245	67,484,525	67,434,818	67,493,088	65,051,672	65,313,933	62,504,160
2017-18	58,917,863	54,550,766	54,437,999	48,013,391	44,261,894	41,238,430	41,248,139	35,082,261	29,429,471	26,309,518	25,287,776	22,465,123
2018-19	20,129,546	19,249,604	18,168,049	16,809,290	16,833,815	14,357,862	13,293,024	12,161,835	10,190,311	6,457,747	5,556,842	4,494,856
2019-20	4,494,856	4,145,211	4,133,433	4,078,568	3,363,119	3,359,014	3,019,438	2,684,254	2,693,009	1,450,129	1,042,072	851,451
2020-21	826,547	801,627	726,689	676,192	603,278	603,301	561,786	561,809	561,829	0	0	0

Interest Earned													
Years	September	October	November	December	January	February	March	April	May	June	July	August	Total
2016-17	0	0	0	9	8	6,650	280	293	63,749	1,122	387,260	8,602	467,973
2017-18	4,938	21,660	2,234	71,006	45,568	33,026	38,104	288,040	29,982	21,194	38,941	34,892	629,585
2018-19	37,800	43,049	71,335	58,322	58,990	30,539	31,859	26,476	58,421	14,675	29,095	8,400	468,961
2019-20	4,137	11,881	3,223	134	14,646	5,894	1,316	641	8,754	288	190	119	51,223
2020-21	96	80	62	53	39	24	24	23	20	0	0	0	421

* November 1, 2016 received \$70,000,000 from bond sale

Dickinson Independent School District
Investments by Fund/Cash Balance by Government Pools

Fiscal Year Investments By Fund for 5 Years							
Year	Operating	Debt Service	Workers Comp	Student Activity	Food Nutrition	Bond 2016	Bond 2021
2015-2016	\$39,347,700	\$451,144	\$1,953,470	\$86,077	\$326,145	\$0	\$0
2016-2017	\$43,780,279	\$10,504,567	\$1,766,092	\$86,630	\$805,797	\$62,504,160	\$0
2017-2018	\$47,798,402	\$12,031,994	\$1,573,672	\$87,899	\$1,036,252	\$22,465,123	\$0
2018-2019	\$53,705,255	\$10,814,880	\$1,612,105	\$89,942	\$1,389,434	\$4,494,856	\$0
2019-2020	\$47,867,920	\$10,820,839	\$2,347,303	\$90,912	\$855,525	\$851,451	\$0

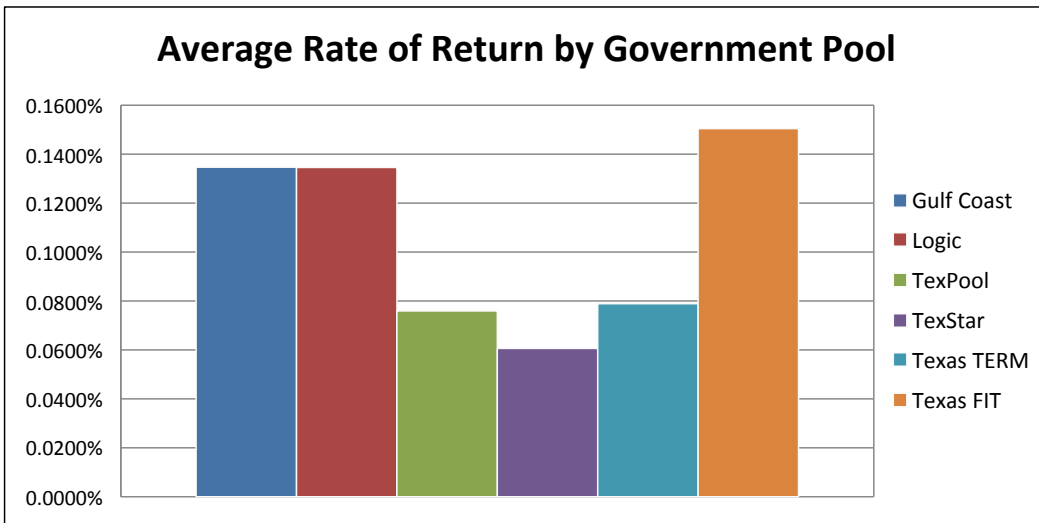


Monthly Cash Balance by Government Pool												
Pool	September	October	November	December	January	February	March	April	May	June	July	August
Logic	4,310,269	4,310,961	4,311,525	4,312,075	4,312,547	4,312,880	4,313,234	4,313,535	4,313,813	0	0	0
Texas Class	10,244,007	12,895,920	11,793,719	9,794,763	33,607,915	33,508,124	24,514,312	20,515,803	17,517,095	0	0	0
TexPool	15,886,979	16,000,435	16,006,897	16,006,935	16,024,426	16,026,531	16,034,474	16,041,980	16,041,986	0	0	0
TexStar	300,359	300,388	300,412	300,429	300,444	300,451	300,457	300,460	300,462	0	0	0
Texas TERM	43,251,508	40,889,216	40,871,318	37,827,642	37,756,754	38,616,500	38,575,361	38,722,294	38,725,250	0	0	0
Texas FIT	4,824,748	7,326,346	7,327,829	10,330,004	10,331,781	10,333,074	10,476,740	10,335,500	10,336,536	0	0	0
Total	73,993,122	74,396,920	73,283,871	68,241,844	92,002,086	92,764,486	83,737,838	79,894,072	76,898,606	0	0	0

Dickinson Independent School District
Interest Earned (Unaudited)/Investment Rate of Return
Fiscal Year 2020-2021

Earned Fiscal Year Interest - Government Pools		
Fund	Amount	Yield Rate
Operating Fund	\$314,507	Variable
Debt Service	\$98,670	Variable
Workers Compensation	\$5,467	Variable
Student Activity	\$50	Variable
Food & Nutrition Services	\$705	Variable
2016 Bonds	\$421	Variable
2021 Bonds	\$27,031	Variable
Total	\$446,851	Average 0.1099%

Average Monthly Rate of Return - Government Pools							
Month	Gulf Coast	Logic	TexPool	TexStar	Texas Class	Texas TERM	Texas FIT
September	0.2200%	0.2565%	0.1474%	0.1339%	0.2510%	0.1400%	0.3500%
October	0.2200%	0.1890%	0.1351%	0.1150%	0.1771%	0.1200%	0.2700%
November	0.2200%	0.1592%	0.1335%	0.0944%	0.1486%	0.1000%	0.2500%
December	0.0890%	0.1504%	0.0909%	0.0676%	0.1398%	0.0900%	0.0250%
January	0.0890%	0.1289%	0.0909%	0.0583%	0.1316%	0.0700%	0.0190%
February	0.0890%	0.0700%	0.0431%	0.0334%	0.0900%	0.0500%	0.1500%
March	0.0950%	0.0964%	0.0187%	0.0216%	0.1051%	0.0500%	0.1000%
April	0.0950%	0.0851%	0.0135%	0.0113%	0.0840%	0.0500%	0.1000%
May	0.0950%	0.0756%	0.0102%	0.0100%	0.0784%	0.0400%	0.0900%
June							
July							
August							
Average	0.1347%	0.1346%	0.0759%	0.0606%	0.1340%	0.0789%	0.1504%



DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: July 12, 2021

Item Title: Consent Agenda Items

Agenda Item: Carla Voelkel, Superintendent

Background Information:

The following items have been approved by review of the Board:

- Budget Amendments/Adjustments for June 9, 16, 23, 2021
- Donation to DHS Robotics-Harbor Freight
- Campus Fundraising Requests-All Campuses 2021-2022
- June 7, 2021 Minutes
- New Hires for the Week of June 11, 2021
- Approval of Proposals Received RFP20-10-1091 Contracted Services
- Donation to DHS Welding-Gary Botello
- Campus Fundraising Requests-All Campuses 2021-2022
- New Hires for the Week of June 18, 2021
- New Hires for the Week of June 25, 2021
- Out of State Travel-DHS CTE
- Out of State Travel-CRES Blue Ribbon Ceremony
- Sale of Tax Resale Property #06TX0513
- Campus Fundraising Requests 2021-2022 – DMS, KJHS
- Approval of Proposals Received: 20-06-1091, 21-06-1119, 21-06-1121, 21-06-1122, 21-06-1124, 21-06-1127/1128/1129
- New Hires for the Week of July 2, 2021

Recommendation:

The Superintendent recommends the Board's ratification of the above consent items.

Action Item: Yes No