

Regular Action Meeting/First Integrity
Rating System of Texas (FIRST) Public
Hearing
Monday, November 1, 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. Special Recognition
 - A. College Board Designated Scholars
 - B. Big Impact Award
4. Public Comment: Agenda Items
5. Open Forum: Non agenda Items
6. Financial Integrity Rating System of Texas (FIRST) Public Hearing
7. Closed Executive Session
 - A. Section 551.074 - Resignations, Retirements, and New Hires
8. Action on Closed Executive Session Items
 - A. Consider Approval of Resignations, Retirements, and New Hires
9. Written Reports
 - A. Student Attendance Report for 1st Six Weeks
 - B. Tax Report for September 2021 and Year to Date
 - C. Teachers of Record Certification Report
 - D. Grants Office Report
 - E. Energy Conservation Program Board Report
 - F. FNS Board Report
 - G. Facility Services Board Report
 - H. Technology Department Report
 - I. Transportation Board Report
10. Appointment of Trustee to Fill Vacancy in Single Member District #7
11. Reorganization of the Board of Trustees, Including Election of Officers
12. Teacher Incentive Allotment (TIA)
13. Consideration and Selection of Proposed Plans to Re-divide Board of Trustees' Single Member Districts
14. Action Items
 - A. Consent Agenda Items
 - Budget Amendments/Adjustments for October 7, 14, 21, 28, 2021
 - Campus Fundraising Requests- BMS, BMS Art
 - Donation to DISD Education Foundation-INEOS
 - October 4, 2021 Minutes
 - Campus Fundraising Requests- KJHS Student Council
 - Campus Fundraising Requests- DHS Boys Basketball, MJHS Eastern Cultures Club
 - Donation to DHS FFA-Lago Mar, Logical Innovations, Inc.

- Campus Fundraising Requests- DHS Robotics, DHS HOSA, DHS Yearbook, DHS Gamers Club, DHS Boys Soccer, DHS Tennis, DHS Girls Basketball, DHS Mu Alpha Theta, DHS Student Council, DHS Drama
- Donation to KELES-Nilson Dasilva
- Approval of Proposals Received-Contracted Services 21-09-1145
- October 18, 2021 Minutes-Regular Action Meeting
- October 18, 2021 Minutes-Workshop/Team Building Meeting

15. Adjournment

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA ITEM**

Meeting Date: November 1, 2021

Item Title: College Board Designated Scholars

Agenda Item: Tammy Dowdy

Background Information:

Several Dickinson High School students were recognized as National African American Recognition Program Scholars and National Hispanic Recognition Program Scholars through the College Board based on their remarkable academic achievements and outstanding performance on the PSAT and/or Advanced Placement.

These National Recognition Programs grant underrepresented students with academic honors that can be included on college and scholarship applications and connect students with universities across the country, helping them meaningfully connect to colleges and stand out during the admissions process.

College Board National African American Recognition Program Scholars include:

Abeni Boyer

Maia Crump-Warner

College Board National Hispanic Recognition Program Scholars include:

Abigail Almendarez

Adrienne Moore

Daisy Mata

Dakota Brown

Daniella Moreno

Ena Buckley

Gabriel Perrill

Melody Jones

DICKINSON INDEPENDENT SCHOOL DISTRICT BOARD AGENDA ITEM

Meeting Date: November 1, 2021

Item Title: Big Impact Award

Agenda Item: Kimberly Rich

Background Information:

The Big Impact Award is an employee recognition award given once per month to individuals who make an impact by going above and beyond the call of duty. Honorees are nominated by peers, supervisors, or community members.

Big Impact Award Honorees exemplify these attributes:

1. Provides outstanding service to others
2. Assists others beyond normal expectations
3. Creates a positive impression of their department
4. Sacrifices their time and energy for the "Gator" good
5. Acts with honesty and integrity at all times

Chris Courtright, Behavior Coach, Lobit Elementary School

- As a parent and employee (bus driver), I believe Mr. Courtright absolutely deserves the Big Impact Awards. Mr. Courtright has worked with my son, now a fourth grader, at LES since kindergarten. In the beginning, my son had severe social anxiety and anger issues. Mr. Courtright and the ARD Facilitator would at times have to physically carry him into the building. Mr. Courtright would spend several hours talking with my son to calm him down enough to go to class. My son is also GT and extremely smart; normal class is frustrating for him because he can look at his work that hasn't even been taught to him yet, figure it out, and finish the worksheet in minutes, leaving him bored and increasingly agitated for the rest of the class. Mr. Courtright picked up on his uniqueness very quickly, and implemented several strategies to combat his boredom and keep him engaged. Throughout the past five years, his unrelenting support, kindness, and devotion to my son has produced insurmountable success; both academically, and behaviorally. My son still has his bouts of anger, but they are few and far between, and take far less energy and time to redirect him. Mr. Courtright has taught him invaluable skills on how to manage himself without causing too much distraction. I could literally write pages of reasons why Mr. Courtright should be recognized. Mr. Courtright deserves to know how many

lives he's touched because he's certainly left a lasting impression on me and my son. We are forever grateful for him, as well as the whole LES staff for their compassion and devotion all students.

Chuck Morris, Senior Systems Manager, Technology

- Over the years Chuck has been such a huge help with running various reports for the STEM Academy. He has also been a huge help with getting all of our STEM teachers/students access to the new online resources available. We are very blessed to have him as part of the DISD team.
- Chuck has been such an amazing and ongoing support to curriculum specialists. He is quick to respond to every single email and phone call, and always solves whatever problem we bring his way. He is a true asset to DISD!
- Chuck goes above and beyond to help the curriculum department as we implement new programs like ST Math, Carnegie Learning, Eureka Math Great Minds and Mathia! Chuck is friendly and pleasant to work with. WE LOVE CHUCK.
- Chuck is the man behind the curtain! He works in the background to ensure all of our systems "talk." Any time we need anything technology or data related he is willing and able to deliver. Chuck is a superstar, and we are glad he is in Dickinson ISD!
- Chuck has been so supportive throughout the beginning of the year technology changes. He is quick to respond to requests and always does it without complaint. We know how difficult setting up all of the accounts with Skyward, HMH, Schoology and other must be, but he never seems to show if frustration. Chuck always makes whoever needs help feel like a priority.
- With new devices, new software and LMS, new students, new teachers etc. his work load has been much higher than normal. I feel that pressure reveals character and he has handled every request, crisis, and demand with kindness, speed and skill! Many aspects of what we consider everyday life in Dickinson ISD would not be as smooth nor as well working as we have come to expect.
- The HR Department could not function without Chuck. He is the man!

Tammye Rouse-Gimenes, Attendance/Data Paraprofessional, J. Silbernagel Elementary

- Tammye is instrumental in assisting with tasks that are generally not her responsibility. In addition, Tammye is reliable and can be counted on to follow through with inquiries. She is a good team player that takes the initiative to share information, knowledge, and experience, as well as keep other team members informed. Teamwork is crucial and working together with Tammye means the tasks get done on time and with proficiency.
- Tammye Gimenes is an exceptional employee. She is meticulous with her work and willing to assist whenever and wherever needed, even if it means she has to stop what she is doing. Everything she does is with a smile and positive attitude.

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
BOARD AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Public Hearing Regarding Financial Integrity Rating System of Texas (FIRST)

Agenda Item: Ryan Boone/Kelly Logsdon/Leslie Hudson

Background Information:

In a public hearing format, administration will present the District's Financial Integrity Rating System of Texas (FIRST) report as issued by the Texas Education Agency.

Recommendation:

Information only.

Action Item: _____ Yes No



DICKINSON INDEPENDENT SCHOOL DISTRICT

FINANCIAL MANAGEMENT PERFORMANCE REPORT

2020-2021 RATING BASED ON SCHOOL YEAR 2019-2020 DATA



“Above Standard Achievement”

Score = 88

CARLA VOELKEL, SUPERINTENDENT OF SCHOOLS

Presented to the Board of Trustees: November 1, 2021



FINANCIAL MANAGEMENT PERFORMANCE REPORT

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• Reimbursements received by the Superintendent and Board Members	
• Outside compensation and/or fees received by the Superintendent for professional consulting and/or other personal services	
• Gifts received by Executive Officers and Board Members (and first degree relatives, if any)	
• Business transactions between School District and Board Members	
• Summary schedule of the data submitted to the Texas Education Agency for the financial solvency provisions of the Texas Education Code 39.0822	

Introduction

The 77th Legislature (2001) enacted SB 218, which requires the implementation of a financial accountability rating system. The financial accountability rating system will be officially referred to as “Schools FIRST” (Financial Integrity Rating System of Texas). The state’s school financial accountability rating system ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes. After full implementation of the rating system, the districts’ ratings will be openly reported to the general public and to other interested persons and entities.

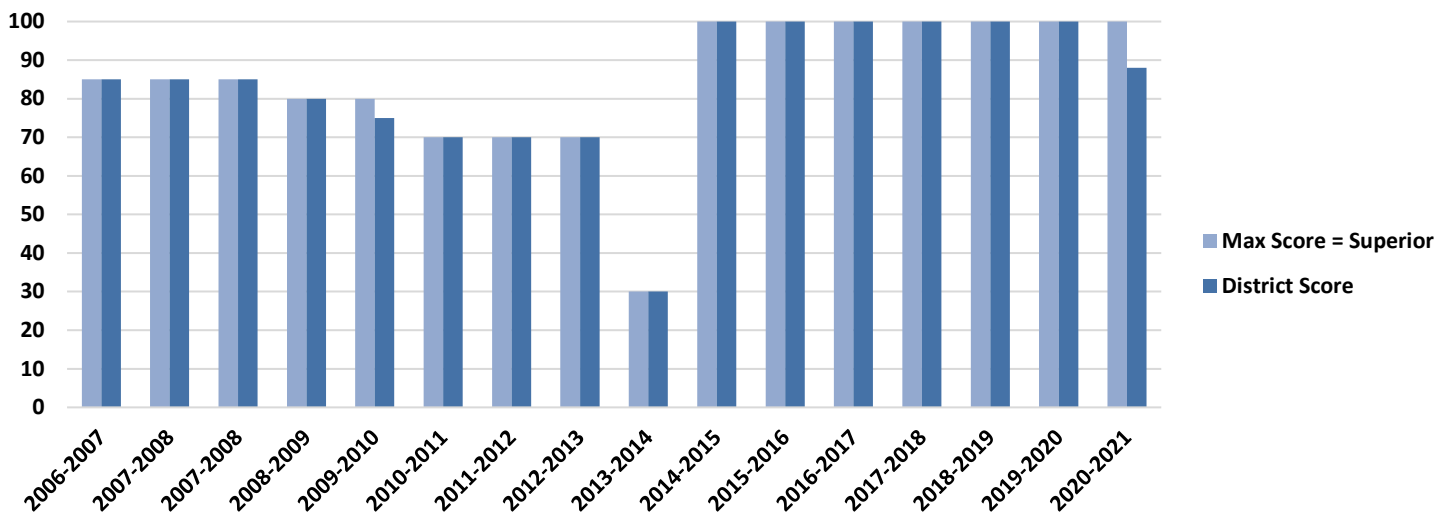
School Districts are required to prepare an annual financial management report within two months of the date of issuance of the final Schools FIRST ratings. School Districts are rated on various performance “indicators” relating to financial management. These indicator ratings inform the District of how well they are doing financially, and where the District should focus efforts for improvement. In addition to the rating of each indicator, Districts receive an overall status “superior, above standard, meets standard or substandard achievement” rating. These ratings are based on an analysis of staff and student data reported for the school year, and budgetary and actual financial data for the same school fiscal year. The information that determines the Schools FIRST rating is submitted to the Texas Education Agency (TEA) via the Public Education Information Management System (PEIMS) and the Annual Financial Report (AFR).

The Schools FIRST accountability rating system has four different ratings. A financial accountability rating of “Superior” is scoring 90-100, with a perfect score equaling 100. The “Above Standard” rating is a score of 80-89, and “Meets Standard” rating is a score of 70-79. A financial accountability rating of “Substandard Achievement” is scoring less than 70. Any District answering “No” to the critical indicators 1, 2, 3, or 4 also qualifies for a financial accountability rating of “Substandard Achievement” regardless of points earned. Districts receiving the “Substandard Achievement” ratings must file a corrective action plan with the Texas Education Agency.

For more than 15 years, Dickinson ISD has received the highest financial accountability rating of Superior Achievement under the Schools FIRST. This year the District receives a passing score of an 88 with an Above Standard Achievement rating. The District lost points on indicator 11 and 12 due to our long term liabilities and debt. The indicator test detail is attached for indicators 11 and 12.

Dickinson ISD’s status detail is included in the report.

FIRST Rating Scores for Dickinson ISD



User: Kelly Logsdon
User Role: District

RATING YEAR DISTRICT NUMBER



Financial Integrity Rating System of Texas

2020-2021 RATINGS BASED ON SCHOOL YEAR 2019-2020 DATA - DISTRICT STATUS DETAIL

Name: DICKINSON ISD(084901)	Publication Level 1: 8/4/2021 2:00:38 PM
Status: Passed	Publication Level 2: 8/6/2021 11:10:55 AM
Rating: B = Above Standard Achievement	Last Updated: 8/6/2021 11:10:55 AM
District Score: 88	Passing Score: 70

#	Indicator Description	Updated	Score
1	Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?	6/8/2021 3:29:36 PM	Yes
2	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)	6/8/2021 3:29:36 PM	Yes
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)	6/8/2021 3:29:36 PM	Yes
4	Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)	7/1/2021 9:03:22 AM	Yes Ceiling Passed
5	This indicator is not being scored.		1 Multiplier Sum
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	6/28/2021 11:06:38 AM	Ceiling Passed
7	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.	6/8/2021 3:29:36 PM	10
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.	6/8/2021 3:29:37 PM	10
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.	6/8/2021 3:29:37 PM	10
10	Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?	7/2/2021 1:19:31 PM	10
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? If the school district's increase of students in membership over 5 years was 7 percent or more, then the school district automatically passes this indicator. See ranges below in the Determination of Points section.	6/8/2021 3:29:38 PM	2
12	Was the debt per \$100 of assessed property value ratio sufficient to support future debt repayments? See ranges below in the Determination of Points section.	6/8/2021 3:29:38 PM	6
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.	6/8/2021 3:29:38 PM	10
14	Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.	6/8/2021 3:29:39 PM	10
15	Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.	6/8/2021 3:29:39	5

		PM	
16	Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	6/8/2021 3:29:39 PM	Ceiling Passed
17	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)	6/8/2021 3:29:39 PM	Ceiling Passed
18	Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)	6/8/2021 3:29:39 PM	10
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	6/8/2021 3:29:39 PM	5
20	Did the school board members discuss the district's property values at a board meeting within 120 days before the district adopted its budget? (If the school district fails indicator 20 the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	6/8/2021 3:29:40 PM	Ceiling Passed
			88 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			88 Score

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by the applicable number of points.	
	A = Superior Achievement	90-100
	B = Above Standard Achievement	80-89
	C = Meets Standard Achievement	70-79
	F = Substandard Achievement	<70
<p>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</p> <p>The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</p>		

CEILING INDICATORS

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

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

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THE **TEXAS EDUCATION AGENCY**
 1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.11.6.0

User: Kelly Logsdon
User Role: District

DISTRICT NUMBER



Financial Integrity Rating System of Texas

2020-2021 RATINGS BASED ON 2019-2020 SCHOOL YEAR DATA INDICATOR TEST 11

Name:	DICKINSON ISD (084901)
Indicator:	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? If the school district's increase of students in membership over 5 years was 7 percent or more, then the school district automatically passes this indicator. See ranges below in the Determination of Points section.
Result/Points	2
Last Updated:	6/8/2021 3:29:38 PM

FORMULA

Field	Value
(Long Term Liabilities	<input type="text" value="310,804,636"/>
/ Total Assets	<input type="text" value="335,184,422"/>
<= 1	
) Or ((
2020 Total Students	<input type="text" value="11,630"/>
- 2016 Total Students	<input type="text" value="10,917"/>
)	
/ 2016 Total Students	<input type="text" value="10,917"/>
>= Threshold for Five-Year Percent Increase in Students	<input type="text" value="0.07"/>
)	

Mathematical Breakdown: $0.9273 \leq 1$ Or $0.0653 \geq 0.07$

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS					
10	8	6	4	2	0
≤ 0.60	$> 0.60 \leq 0.70$	$> 0.70 \leq 0.80$	$> 0.80 \leq 0.90$	$> 0.90 \leq 1.00$	> 1.00

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FIRST 5.11.6.0

User: Kelly Logsdon
User Role: District

DISTRICT NUMBER



Financial Integrity Rating System of Texas

2020-2021 RATINGS BASED ON 2019-2020 SCHOOL YEAR DATA INDICATOR TEST 12

Name:	DICKINSON ISD (084901)
Indicator:	Was the debt per \$100 of assessed property value ratio sufficient to support future debt repayments? See ranges below in the Determination of Points section.
Result/Points	6
Last Updated:	6/8/2021 3:29:38 PM

FORMULA

Field	Value
(Total Local and Intermediate Sources	<input type="text" value="20,444,676"/>
/ Total Revenue	<input type="text" value="20,444,676"/>
)	
* Long Term Liabilities	<input type="text" value="310,804,636"/>
* 100	
/ Assessed Property Value	<input type="text" value="4,178,050,483"/>
Mathematical Breakdown: 7.439	

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS					
10	8	6	4	2	0
≤ 4	$> 4 \leq 7$	$> 7 \leq 10$	$> 10 \leq 11.5$	$> 11.5 \leq 13.5$	> 13.5

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FIRST 5.11.6.0

DICKINSON INDEPENDENT SCHOOL DISTRICT
SUPERINTENDENT'S EMPLOYMENT CONTRACT

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF §
GALVESTON §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into effective the 23rd June 2021, by and between the Board of Trustees (the "Board") of the Dickinson Independent School District (the "District") and Carla Voelkel (the "Superintendent").

WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201(b) and Chapter 21, Subchapter E of the Texas Education Code, have agreed, and do hereby agree, as follows:

I. Term

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of four (4) years, commencing on July 1, 2021, and ending on July 30, 2025. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, District policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend to the Board or employ personnel of the District in accordance with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the

Superintendent to accept all resignations of employees of the District consistent with the Board's policies, except the Superintendent's resignation, which may only be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.

2.2 Professional Certification. The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification or the Texas Education Agency and any other certificates required by law.

2.3 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

2.4 Board Meetings. The Superintendent shall attend all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.

2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either: (a) to the Superintendent for study and/or appropriate action, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or, (b) to the appropriate complaint resolution procedure as established by District Board policies.

2.6 Indemnification. To the extent it may be permitted to do by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby agree to defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by Superintendent. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case

Superintendent's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this contract.

III. Compensation

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of two hundred twenty-one thousand and nine hundred twenty dollars (\$221,920.00) predicated on 221 work days each year. This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3.2 **Salary Adjustments.** At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in Section 3.1 of this Contract except by mutual agreement of the two parties or on a temporary basis in accordance with Section 21.4021 or Section 21.4032 of the Texas Education Code. Such adjustments, if any, shall be made pursuant to lawful Board action. Except for circumstances making a widespread salary reduction or furlough necessary, the parties agree to provide their best efforts and reasonable cooperation to execute a new contract or contract amendment incorporating the adjusted salary. Subject to and without waiving any Constitutional and/or other challenges by the Superintendent, the Superintendent acknowledges that the District may have certain rights pursuant to Texas Education Code Sections 21.4021 and/or 21.4032. Once the exigent financial conditions of the District making a widespread salary reduction necessary under Section 21.4032 of the Texas Education Code no longer exist, the Superintendent's annual salary shall return to the sum set forth in Section 3.1 of this Contract. If the Board implements a furlough under Texas Education Code section 21.4021, the Superintendent shall be furloughed for the same number of days as other contract personnel and the Superintendent's salary shall be reduced in proportion to the number of furlough days.

3.3 **Non-contract, Holiday and Personal Leave.** The Superintendent may take, at the Superintendent's choice, the same number of non-contract days authorized by policies adopted by the Board for administrators on twelve-month contracts, the days to be in a single period or at different times. If the Superintendent anticipates taking more than five (5) consecutive non-contract days then prior approval of the Board President is required, which shall not be unreasonably withheld. The non-contract days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. Accrued but unused non-contract days, up to a maximum of ten (10) days annually, shall accumulate and carry forward from year to year during the term of this Contract for a total of no more than fifty (50) days total accumulation. The Superintendent shall observe the same legal holidays and receive the same sick leave and personal leave benefits as authorized by Board policies for administrative employees who serve 221 work days each year.

3.4 **Insurance.** The District shall pay the same premiums for hospitalization and major medical insurance coverage for the Superintendent pursuant to the group health care plan provided by the District for its administrative employees.

3.5 Professional Growth. The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such seminars, courses or meetings. The District shall pay the Superintendent's membership dues in relevant professional organizations. The District shall bear the reasonable cost and expense for registration, travel, meals, lodging, and other related expenses for such attendance and membership with notice to the Board.

3.6 Civic Activities. The Board encourages the Superintendent to become a member of and participate in community and civic affairs, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the performance of his duties as Superintendent. The District shall also pay the reasonable and customary dues for the Superintendent's membership in local civic and community organizations of the Superintendent's choice subject to prior Board approval.

3.7 Expenses. Subject to Board approval, the District shall pay or reimburse the Superintendent for reasonable, business-related expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. Subject to such actual or incidental costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other reasonable expenses incurred in the performance of the District's business. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board Policy.

3.8 The District shall pay a salary supplement to the Superintendent of **\$6,000** per annum to cover performance of ancillary duties and services rendered in the performance of this contract, to be paid semi-monthly as other salary payments.

3.9 The District shall fund a \$50,000 term life insurance plan for the Superintendent; the beneficiaries to the policy shall be determined by the Superintendent or her designee.

3.10 Moving/Relocation Expense – Not applicable.

3.11 Upon retirement, the Superintendent shall receive full pay for the accrued and unused days and local sick leave above 40 up to a maximum of 60 days if applicable.

3.12 All payments to the Superintendent as made by the District to fulfill this contract shall be considered as salary and shall be reported as such to all appropriate agencies.

IV. Annual Performance Goals

4.1 **Development of Goals.** The Superintendent and Board shall work together to develop goals for the District in accordance with Board Policy and applicable law. The goals approved by the Board shall at all times be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.

V. Review of Performance

5.1 **Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals.

5.2 **Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

5.3 **Evaluation Format and Procedures.** The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation within thirty (30) days of receipt of the written evaluation from the Board. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

VI. Extension or Nonrenewal of Employment Contract

6.1 **Extension/Nonrenewal.** Extension and/or nonrenewal shall be in accordance with Board policy and applicable law.

VII. Termination of Employment Contract

7.1 **Mutual Agreement.** This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon.

7.2 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

7.3 **Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Assault on an employee or student;
- (n) Knowingly falsifying records or documents related to the District's activities;
- (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
- (p) Failure to fulfill requirements for superintendent certification; or,
- (q) Any other reason constituting "good cause" under Texas law.

7.4 **Termination Procedure.** In the event that the Board terminates this Contract for "good cause," the Superintendent shall be afforded all the rights as set forth in the Board's policies and State and Federal law.

7.5 **Resignation of Superintendent.** The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed not later than the 90th day before the first day of instruction of the following year. The Superintendent may resign with the consent of the Board at any other time.

VIII. Miscellaneous

8.1 **Controlling Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in Galveston County, Texas, unless otherwise provided by law. Venue for any legal proceeding related to this Contract and/or the Superintendent's employment at the District shall lie in Galveston County, Texas.

8.2 **Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein. This Contract supersedes all prior agreements and resolutions concerning employment of the Superintendent into one document. This Contract may only be amended by written instrument, executed by both parties.

8.3 **Conflicts.** In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

8.4 **Savings Clause.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

DICKINSON INDEPENDENT SCHOOL DISTRICT

By: David Swartz
President, Board of Trustees

ATTEST:

By: Keanna Keasey
Secretary, Board of Trustees

Executed this 23 day of JUNE, 2021.

SUPERINTENDENT

By: C. Voelkel
Carla Voelkel

Executed this 23 day of JUNE, 2021.

SCHOOL FIRST ANNUAL MANAGEMENT REPORT 2019/2020 FISCAL YEAR

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting and Auditing Subchapter AA,
Commissioner's Rules Concerning Financial Accountability Rating System, 109.1001(o). Effective 8/6/2015

1. SUPERINTENDENT'S CURRENT EMPLOYMENT CONTRACT

A copy of the superintendent's current employment contract at the time of the Schools FIRST hearing is to be provided. In lieu of publication in the Schools FIRST financial management report, the school district may choose to publish the superintendent's employment contract on the school district's internet site. If published on the internet, the contract is to remain accessible for twelve months.

Attached

2. REIMBURSEMENTS RECEIVED BY THE SUPERINTENDENT AND BOARD MEMBERS (detail attached)

For the Twelve-Month Period Ended August 31, 2020

Description of Reimbursement	Superintendent Carla Voelkel	President David Swartz	Vice-President Corey Magliolo	Secretary Veanna Veasey	Member Jeff Pittman	Member Jessica Rodriguez	Member Fritzie Samford	Member Mike Mackey	Total	
Meals	\$27.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27.00
Lodging	\$1,096.68	\$835.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,932.55
Transportation	\$0.00	\$12.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12.00
Motor Fuel	\$1,180.89	\$315.00	\$40.50	\$45.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,581.39
Other	\$1,479.00	\$820.00	\$0.00	\$395.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,694.00
Business Meeting Meals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$3,783.57	\$1,982.87	\$40.50	\$440.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,246.94

Note - The spirit of the rule is to capture all "reimbursements" for the fiscal year, regardless of the manner of payment, including direct pay, credit card, cash and purchase orders. Items to be reported per category include:

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

Lodging - Hotel charges.

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

Motor Fuel - Gasoline.

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

3. OUTSIDE COMPENSATION AND/OR FEES RECEIVED BY THE SUPERINTENDENT FOR PROFESSIONAL CONSULTING AND/OR OTHER PERSONAL SERVICES

For the Twelve-Month Period Ended August 31, 2020

Name(s) of Entity(ies)	Amount Received
Total	\$0.00

Note - Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.

4. GIFTS RECEIVED BY EXECUTIVE OFFICERS AND BOARD MEMBERS (AND FIRST DEGREE RELATIVES, IF ANY)

(gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)

For the Twelve-Month Period Ended August 31, 2020

Description of Gift	Superintendent Carla Voelkel	President David Swartz	Vice-President Corey Magliolo	Secretary Veanna Veasey	Member Jeff Pittman	Member Jessica Rodriguez	Member Fritzie Samford	Member Mike Mackey	Total
Summary Amounts									
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Note - An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.

5. BUSINESS TRANSACTIONS BETWEEN SCHOOL DISTRICT AND BOARD MEMBERS

For the Twelve-Month Period Ended August 31, 2020

Description of Transaction	Superintendent Carla Voelkel	President David Swartz	Vice-President Corey Magliolo	Secretary Veanna Veasey	Member Jeff Pittman	Member Jessica Rodriguez	Member Fritzie Samford	Member Mike Mackey	Total
Summary Amounts									
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

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

SCHOOL FIRST ANNUAL MANAGEMENT REPORT 2019/2020 FISCAL YEAR

DETAIL

REIMBURSEMENTS TO SUPERINTENDENT AND BOARD OF TRUSTEE MEMBERS

For the Twelve-Month Period Ended August 31, 2020

Description of Reimbursement	Superintendent Carla Voelkel	President David Swartz	Vice-President Corey Magliolo	Secretary Veanna Veasey	Member Jeff Pittman	Member Jessica Rodriguez	Member Fritzie Samford	Member Mike Mackey	Total
MEALS									
TASA Midwinter	\$11.00								\$11.00
TASA/FRSLN Austin	\$16.00								\$16.00
									\$0.00
									\$0.00
									\$0.00
									\$0.00
									\$0.00
									\$0.00
Total Meals	\$27.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27.00
LODGING									
TASA Midwinter	\$785.88								\$785.88
TASA/FRSLN Austin	\$310.80								\$310.80
TASA/TASB Convention		\$835.87							\$835.87
									\$0.00
									\$0.00
									\$0.00
									\$0.00
Total Lodging	\$1,096.68	\$835.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,932.55
TRANSPORTATION									
TASA/TASB Convention		\$12.00							\$12.00
									\$0.00
									\$0.00
Total Transportation - Airfare, car rental, parking	\$0.00	\$12.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12.00
MOTOR FUEL-MILEAGE REIMB									
Region 4, Update to TEC			\$40.50						\$40.50
2019 Back to School Workshop	\$12.60								\$12.60
September Monthly Mileage	\$132.30								\$132.30
October Monthly Mileage	\$80.10								\$80.10
November Monthly Mileage	\$161.01								\$161.01
December Monthly Mileage	\$108.99								\$108.99
January Monthly Mileage	\$23.04								\$23.04
February/March Monthly Mileage	\$192.15								\$192.15
Governance Camp/TASB	\$45.00	\$67.50		\$45.00					\$157.50
TASA Midwinter	\$179.10								\$179.10
Region 4/ Teacher Incentive Allotment	\$40.50								\$40.50
TASA/FRSLN CCISD	\$9.00								\$9.00
TASA/FRSLN Austin	\$179.10								\$179.10
Avid Leadership	\$18.00								\$18.00
TASA/TASB Convention		\$247.50							\$247.50
									\$0.00
Total Motor Fuel/Mileage Reimbursement	\$1,180.89	\$315.00	\$40.50	\$45.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,581.39
OTHER-Registration fees									
PLC Conference/Solution Tree	\$689.00								\$689.00

Description of Reimbursement	Superintendent Carla Voelkel	President David Swartz	Vice-President Corey Magliolo	Secretary Veanna Veasey	Member Jeff Pittman	Member Jessica Rodriguez	Member Fritzie Samford	Member Mike Mackey	Total	
Region 4, Eval & Improve	\$50.00								\$50.00	
Governance Camp/TASB	\$395.00	\$395.00		\$395.00					\$1,185.00	
TASA Midwinter	\$345.00								\$345.00	
TASA/TASB Convention		\$425.00							\$425.00	
									\$0.00	
									\$0.00	
									\$0.00	
									\$0.00	
Total-Registration fees, tips, other	\$1,479.00	\$820.00	\$0.00	\$395.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,694.00
BUSINESS MEETINGS / LUNCHEONS										\$0.00
										\$0.00
										\$0.00
										\$0.00
Total Business Meetings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$3,783.57	\$1,982.87	\$40.50	\$440.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,246.94

**PUBLIC HEARING
FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS
(FIRST)
November 1, 2021 – 6:30 p.m.
Education Support Center
2218 FM 517 - Dickinson, Texas**

Individuals wishing to address the Board regarding the Financial Integrity Rating System of Texas will be heard in the order in which they sign. Each will be limited to no more than three minutes. Thank you.

Please Sign In Below:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

EXECUTIVE BOARD AGENDA DOCUMENT

Meeting Date: November 1, 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: November 1, 2021

Item Title: Personnel Action
• Resignations/Retirement

Agenda Item: Kimberly Rich

- We have four (4) resignations: one (1) Teacher at K.E. Little Elementary, one (1) Teacher at San Leon Elementary, two (2) Teachers at Dickinson High School

Recommendation:

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

Action Item: Yes _____ No

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

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: November 1, 2021

Item Title: Student Attendance Report for First Six Weeks

Agenda Item: Dr. Jeff Pack

Background Information:

Attached is data from the first six-week reporting period for 2021-2022 and comparison data from the 2017-2018, 2018-2019, 2019-2020, and 2020-2021 school years.

Recommendation:

Information only

Action Item: _____ Yes √ _____ No

ADA Percentages by Campus

Campus	2017-18		2018-19		2019-20		2020-21		2021-22	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Little Elementary School										
First six weeks	624.90	96.50%	625.50	96.30%	620.70	95.10%	474.76	91.83%	503.20	90.00%
Second six weeks	628.40	95.30%	624.70	96.20%	619.10	94.30%	515.66	92.82%		
Third six weeks	615.00	94.60%	625.60	95.80%	588.00	90.70%	520.70	92.30%		
Fourth six weeks	605.70	93.40%	628.10	95.10%	581.07	94.76%	519.30	91.70%		
Fifth six weeks	608.10	94.10%	632.40	94.20%	COVID-19	COVID-19	530.04	93.50%		
Sixth six weeks	606.10	94.60%	642.40	94.50%	COVID-19	COVID-19	522.00	91.30%		
<i>Yearly Average</i>	614.70	94.75%	629.78	95.35%	609.12	93.90%	513.74	92.24%	503.20	90.00%
Lobit Elementary School										
First six weeks	508.40	96.30%	522.10	96.90%	595.40	97.10%	593.36	97.55%	667.31	92.40%
Second six weeks	503.60	96.60%	533.80	96.50%	592.90	95.70%	585.68	95.49%		
Third six weeks	500.10	95.20%	532.10	95.50%	593.60	95.10%	583.40	94.50%		
Fourth six weeks	510.10	95.90%	539.50	96.10%	589.89	96.01%	596.10	94.80%		
Fifth six weeks	517.70	96.40%	544.20	95.80%	COVID-19	COVID-19	612.69	95.40%		
Sixth six weeks	517.40	96.20%	545.80	95.90%	COVID-19	COVID-19	618.00	95.20%		
<i>Yearly Average</i>	509.55	96.10%	536.25	96.12%	593.86	95.98%	598.21	95.49%	667.31	92.40%
Silbernagel Elementary School										
First six weeks	674.70	96.40%	612.90	96.10%	593.90	96.50%	533.74	94.13%	532.47	92.90%
Second six weeks	668.40	95.80%	615.20	96.30%	604.10	95.80%	551.45	94.29%		
Third six weeks	658.70	94.50%	611.00	96.00%	595.30	94.20%	556.50	94.90%		
Fourth six weeks	649.20	94.30%	604.90	95.90%	560.90	94.60%	557.40	94.30%		
Fifth six weeks	660.60	94.90%	601.20	95.10%	COVID-19	COVID-19	571.22	94.70%		
Sixth six weeks	662.60	94.90%	604.50	95.30%	COVID-19	COVID-19	571.06	94.10%		
<i>Yearly Average</i>	662.37	95.13%	608.28	95.78%	594.61	95.21%	556.90	94.40%	532.47	92.90%
Hughes Road Elementary School										
First six weeks	559.00	96.70%	588.30	94.90%	612.90	95.50%	599.80	94.42%	593.52	91.80%
Second six weeks	552.30	96.10%	601.00	95.80%	617.00	94.80%	601.40	93.44%		
Third six weeks	547.30	95.00%	595.90	95.00%	611.40	93.00%	609.60	94.90%		
Fourth six weeks	546.50	95.10%	603.00	95.30%	630.40	94.86%	606.40	94.60%		
Fifth six weeks	555.80	95.10%	599.60	94.50%	COVID-19	COVID-19	607.25	94.20%		
Sixth six weeks	554.60	95.10%	608.20	95.20%	COVID-19	COVID-19	609.22	93.60%		
<i>Yearly Average</i>	552.58	95.52%	599.33	95.12%	616.69	94.59%	605.61	94.19%	593.52	91.80%

ADA Percentages by Campus

Campus	2017-18		2018-19		2019-20		2020-21		2021-22	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Bay Colony Elementary School										
First six weeks	686.20	96.70%	649.80	96.60%	633.10	96.50%	599.05	95.61%	601.27	93.30%
Second six weeks	672.90	95.70%	639.80	95.90%	625.00	95.10%	605.87	94.63%		
Third six weeks	666.60	95.10%	637.40	94.70%	615.00	93.50%	609.00	94.70%		
Fourth six weeks	678.30	95.40%	649.20	95.80%	626.55	95.27%	607.30	94.00%		
Fifth six weeks	679.50	95.60%	650.70	95.50%	COVID-19	COVID-19	609.01	94.00%		
Sixth six weeks	675.40	95.20%	652.60	95.30%	COVID-19	COVID-19	603.47	93.60%		
<i>Yearly Average</i>	676.48	95.62%	646.58	95.63%	623.67	95.14%	605.62	94.42%	601.27	93.30%
San Leon Elementary School										
First six weeks	644.50	96.40%	637.00	96.00%	639.70	96.20%	591.73	93.16%	539.37	91.30%
Second six weeks	643.90	95.50%	629.90	94.70%	629.80	94.60%	616.07	93.67%		
Third six weeks	638.40	95.10%	622.90	95.10%	624.30	93.20%	617.40	94.30%		
Fourth six weeks	650.80	95.20%	616.80	95.20%	610.07	94.96%	601.80	92.70%		
Fifth six weeks	645.90	95.00%	618.60	94.30%	COVID-19	COVID-19	594.98	93.20%		
Sixth six weeks	643.60	95.20%	621.50	94.40%	COVID-19	COVID-19	593.11	93.70%		
<i>Yearly Average</i>	644.52	95.40%	624.45	94.95%	633.74	94.77%	602.52	93.46%	539.37	91.30%
Calder Road Elementary										
First six weeks	499.40	96.20%	515.30	96.20%	581.50	96.30%	558.97	95.42%	606.63	92.40%
Second six weeks	488.90	96.10%	517.80	95.90%	582.30	94.90%	589.30	95.21%		
Third six weeks	481.80	94.90%	508.00	94.60%	576.00	94.40%	599.70	95.40%		
Fourth six weeks	474.70	95.20%	522.10	96.20%	564.01	94.61%	607.70	94.70%		
Fifth six weeks	481.10	95.80%	521.40	95.40%	COVID-19	COVID-19	609.21	94.60%		
Sixth six weeks	479.80	95.30%	522.90	95.20%	COVID-19	COVID-19	611.05	94.20%		
<i>Yearly Average</i>	484.28	95.58%	517.92	95.58%	578.80	94.95%	595.99	94.92%	606.63	92.40%
Dunbar Middle School										
First six weeks	650.10	96.40%	618.40	96.00%	592.50	96.00%	608.58	95.96%	582.59	91.60%
Second six weeks	644.90	95.30%	620.50	95.70%	585.50	94.90%	599.80	94.53%		
Third six weeks	641.60	94.80%	618.30	94.90%	581.50	93.50%	603.20	94.70%		
Fourth six weeks	631.00	94.40%	601.10	94.30%	580.41	94.33%	588.00	93.10%		
Fifth six weeks	626.70	94.80%	601.30	94.40%	COVID-19	COVID-19	588.57	92.80%		
Sixth six weeks	632.50	94.60%	597.20	93.80%	COVID-19	COVID-19	591.94	92.90%		
<i>Yearly Average</i>	637.80	95.05%	609.47	94.85%	583.79	94.68%	596.68	94.00%	582.59	91.60%

ADA Percentages by Campus

Campus	2017-18		2018-19		2019-20		2020-21		2021-22	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Barber Middle School										
First six weeks	625.50	97.50%	683.20	97.40%	697.90	97.10%	685.08	98.52%	544.27	93.20%
Second six weeks	628.80	97.40%	684.60	96.80%	696.30	96.50%	685.00	96.88%		
Third six weeks	621.00	95.80%	677.70	96.20%	691.60	95.80%	683.40	96.70%		
Fourth six weeks	625.00	95.40%	679.40	96.40%	695.27	95.97%	665.40	95.60%		
Fifth six weeks	630.10	95.50%	679.40	95.80%	COVID-19	COVID-19	664.86	95.40%		
Sixth six weeks	633.20	96.10%	681.80	95.60%	COVID-19	COVID-19	657.94	94.80%		
<i>Yearly Average</i>	627.27	96.28%	681.02	96.37%	693.86	96.34%	673.61	96.32%	544.27	93.20%
Lobit Middle School										
First six weeks	414.40	97.00%	420.00	97.00%	436.80	96.50%	461.04	98.62%	472.62	91.70%
Second six weeks	405.50	95.90%	421.10	96.60%	440.70	96.20%	451.77	95.60%		
Third six weeks	406.10	95.60%	422.20	96.50%	435.90	94.90%	455.00	96.60%		
Fourth six weeks	410.90	96.20%	420.70	96.10%	442.12	95.55%	459.20	96.10%		
Fifth six weeks	408.90	95.80%	421.80	95.40%	COVID-19	COVID-19	454.75	95.30%		
Sixth six weeks	408.80	95.50%	426.80	96.10%	COVID-19	COVID-19	450.62	95.10%		
<i>Yearly Average</i>	409.10	96.00%	422.10	96.28%	437.31	95.78%	455.40	96.22%	472.62	91.70%
McAdams Junior High School										
First six weeks	1504.40	95.80%	726.40	96.30%	843.60	96.50%	872.75	98.64%	825.62	92.20%
Second six weeks	1484.50	94.60%	726.70	95.50%	844.10	95.40%	846.83	95.45%		
Third six weeks	1466.20	93.40%	722.60	94.80%	827.40	93.80%	843.80	94.30%		
Fourth six weeks	1472.30	93.60%	729.50	95.00%	829.29	94.48%	833.00	93.10%		
Fifth six weeks	1477.10	94.00%	728.10	94.50%	COVID-19	COVID-19	828.96	93.10%		
Sixth six weeks	1446.10	92.00%	731.40	94.20%	COVID-19	COVID-19	805.53	90.60%		
<i>Yearly Average</i>	1475.10	93.90%	727.45	95.05%	834.43	95.03%	838.48	94.20%	825.62	92.20%
Kranz Junior High School										
First six weeks			884.20	96.00%	964.90	96.40%	916.58	96.66%	873.11	92.10%
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%	873.11	92.10%

ADA Percentages by Campus

Campus	2017-18		2018-19		2019-20		2020-21		2021-22	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Dickinson High School										
First six weeks	2815.70	95.80%	2849.80	95.10%	2997.60	95.70%	3190.34	96.05%	3158.21	91.70%
Second six weeks	2756.60	94.20%	2842.60	94.60%	2977.30	94.80%	3108.13	93.23%		
Third six weeks	2720.90	93.90%	2824.80	94.70%	2950.20	94.10%	3017.80	90.90%		
Fourth six weeks	2664.10	92.90%	2759.10	93.50%	2907.38	93.91%	2680.20	84.60%		
Fifth six weeks	2642.40	92.80%	2752.70	94.10%	COVID-19	COVID-19	2736.94	87.80%		
Sixth six weeks	2642.00	93.80%	2748.60	94.40%	COVID-19	COVID-19	2781.00	89.70%		
<i>Yearly Average</i>	2706.95	93.90%	2796.27	94.40%	2951.39	94.57%	2919.07	90.38%	3158.21	91.70%
Dickinson Continuation Center										
First six weeks	68.10	93.00%	59.20	88.20%	60.30	92.70%	65.08	95.13%	68.85	88.90%
Second six weeks	64.20	90.90%	57.90	87.40%	56.20	90.40%	61.97	86.59%		
Third six weeks	61.10	92.80%	52.70	86.00%	48.60	90.90%	54.60	84.40%		
Fourth six weeks	62.60	90.20%	55.10	88.40%	57.54	89.02%	137.00	87.00%		
Fifth six weeks	55.40	90.60%	47.70	87.00%	COVID-19	COVID-19	115.93	80.30%		
Sixth six weeks	43.60	92.70%	39.20	89.20%	COVID-19	COVID-19	92.44	80.30%		
<i>Yearly Average</i>	59.17	91.70%	51.97	87.70%	55.66	90.79%	87.84	85.62%	68.85	88.90%
Transforming Lives Cooperative										
First six weeks	8.80	98.80%	5.30	100.00%	8.80	97.60%	6.08	96.69%	8.00	100.00%
Second six weeks	8.10	100.00%	8.30	99.20%	8.90	100.00%	7.27	100.00%		
Third six weeks	8.30	95.10%	10.40	93.20%	9.70	98.80%	8.00	100.00%		
Fourth six weeks	8.40	99.10%	8.90	96.50%	8.46	90.13%	5.60	100.00%		
Fifth six weeks	9.20	99.30%	7.80	100.00%	COVID-19	COVID-19	5.93	100.00%		
Sixth six weeks	7.50	100.00%	7.00	99.10%	COVID-19	COVID-19	6.62	99.10%		
<i>Yearly Average</i>	8.38	98.72%	7.95	98.00%	8.86	95.01%	6.58	99.30%	8.00	100.00%
Galveston County Detention Facility										
First six weeks	12.10	99.50%	15.60	98.00%	23.10	99.40%	7.42	99.44%	13.81	98.20%
Second six weeks	23.50	99.60%	15.20	98.90%	21.40	96.20%	12.43	100.00%		
Third six weeks	18.70	99.80%	11.80	99.30%	21.00	92.10%	7.40	100.00%		
Fourth six weeks	13.90	98.70%	22.30	99.80%	23.85	93.05%	7.30	100.00%		
Fifth six weeks	15.20	99.10%	24.70	99.70%	COVID-19	COVID-19	9.11	100.00%		
Sixth six weeks	13.50	99.80%	20.10	98.00%	COVID-19	COVID-19	12.15	100.00%		
<i>Yearly Average</i>	16.15	99.42%	18.28	98.95%	21.90	92.65%	9.30	99.91%	13.81	98.20%

ADA Percentages by Campus

Campus	2017-18		2018-19		2019-20		2020-21		2021-22	
	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA	Total ADA	% ADA
Coastal Alternative Program										
First six weeks	5.60	79.10%	5.30	78.50%	2.30	64.30%	0.00	0.00%	1.00	92.90%
Second six weeks	3.70	47.90%	5.50	75.60%	3.10	73.00%	0.00	0.00%		
Third six weeks	4.50	54.80%	5.10	83.70%	3.10	63.40%	0.50	72.20%		
Fourth six weeks	3.80	77.60%	4.10	72.40%	3.65	62.66%	0.50	52.00%		
Fifth six weeks	2.80	65.80%	3.70	76.30%	COVID-19	COVID-19	1.24	63.20%		
Sixth six weeks	2.50	60.00%	2.00	45.50%	COVID-19	COVID-19	2.36	84.80%		
<i>Yearly Average</i>	3.82	64.20%	4.28	72.00%	3.03	67.21%	1.15	68.05%	1.00	92.90%
DISTRICT TOTAL										
First six weeks	10301.80	96.20%	10418.30	95.90%	10905.10	96.10%	10758.31	96.01%	10592.08	92.00%
Second six weeks	10178.10	95.20%	10418.40	95.40%	10868.20	95.20%	10766.57	94.27%		
Third six weeks	10055.70	94.40%	10349.60	95.00%	10721.70	93.90%	10694.00	93.60%		
Fourth six weeks	10007.20	94.20%	10316.90	94.90%	10783.56	94.58%	10357.50	91.10%		
Fifth six weeks	10016.50	94.40%	10302.10	94.60%	COVID-19	COVID-19	10424.41	92.00%		
Sixth six weeks	9969.00	94.30%	10316.60	94.70%	COVID-19	COVID-19	10404.11	92.20%		
Actual ADA for School Year	10088.05	94.78%	10353.65	95.08%	10795.43	94.95%	10567.48	93.20%	10592.08	92.00%
Projected ADA for School Year	*10350		*10500		*10800		*11000		*11400	

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Monthly Tax Collection Report

Agenda Item: Kelly Logsdon

Background Information:

The Monthly Tax Collection Report for September, 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										
2021	\$5,562,238,322	\$1.312	\$72,976,567	\$0	0.00%										
2020	\$4,851,053,036	\$1.344	\$65,198,153	\$63,813,518	97.88%										
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%										
2021 Tax Year	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Totals:	% To Total	
Current Year Tax	Pending Billing												\$0		
YTD % Collected	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Prior Years Tax	\$62,609												\$62,609		
Subtotal Taxes	\$62,609	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$62,609	0.09%	
Penalty & Interest	\$35,037												\$35,037		
Total Taxes & P&I	\$97,645	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$97,645	0.13%	
Attorney Fees	\$18,740												\$18,740		
Total Collections	\$116,385	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$116,385	N/A	
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	\$415,731	\$290,712	\$346,665	\$63,813,518		
YTD % Collected	0.00%	0.58%	4.49%	24.97%	70.21%	91.74%	94.46%	95.51%	96.26%	96.90%	97.34%	97.88%	97.88%	97.88%	
Prior Years Tax	\$261,234	\$82,519	\$117,291	\$80,410	\$69,068	\$80,828	\$34,645	\$78,174	\$87,587	\$67,362	\$44,020	\$166,788	\$1,169,927		
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	\$483,093	\$334,732	\$513,453	\$64,983,444	99.67%	
Penalty & Interest	\$45,743	\$21,674	\$29,695	\$33,306	\$21,003	\$57,700	\$105,272	\$70,803	\$56,352	\$56,101	\$47,512	\$42,502	\$587,663		
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	\$539,194	\$382,244	\$555,955	\$65,571,107	100.57%	
Attorney Fees	\$18,755	\$18,926	\$14,740	\$22,947	\$15,775	\$12,989	\$19,895	\$20,509	\$13,930	\$16,899	\$36,967	\$38,277	\$258,611		
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	\$556,093	\$419,212	\$594,232	\$65,829,718	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	\$48,595	\$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	

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: November 1, 2021

Item Title: DISD Teachers of Record Certification Report

Agenda Item: Kimberly Rich

Background Information:

Dickinson ISD publically reports the percentage of certified teachers of record in all core subject areas which include: English, Reading/Language, Social Studies, Science, Math, Fine Arts, Foreign Language, Physical Education, Special Education, and Career & Technical Education.

☆ Alternative campuses are taught through a computer-based program where assignments and grades are computer generated with the support of certified teachers who enrich the curriculum but may not hold certification in that particular field.

DISD Teachers of Record Certification Report 2021-2022				
Campus	Total Teachers	Teachers Not Meeting Certification	% of Certified Teachers	Average Years of Teaching Experience
Dickinson High School	217	3	99	11
McAdams Junior High School	72	0	100	8
Kranz Junior High School	76	1	99	10
Barber Middle School	47	0	100	12
Dunbar Middle School	53	2	97	8
Lobit Middle School	42	0	100	6
Lobit Elementary	49	0	100	7
Bay Colony Elementary	49	0	100	13
Hughes Road Elementary	48	0	100	9
San Leon Elementary	51	0	100	8
K.E. Little Elementary	47	1	99	6
Calder Road Elementary	50	0	100	9
Silbernagel Elementary	47	0	100	9
Alternative Campuses	24	0	100	11
District Total	872	7	99	9

Non-certified teachers are working towards certification

Recommendation: Information Only

Action Item: _____ Yes _____ No

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: 2021 Grants Office Report

Agenda Item: Dr. Jeff Pack and Kathy Behrendsen

Background Information:

Attached is the 2021 Grants Office report.

Recommendation:

Information only

Action Item: _____ Yes No

DISD 2021-22 Grant Report

	2020-21	2021-22
<i>Career and Technology</i>		
Carl Perkins Vocational Education Grant	\$105,187	\$128,283
<i>Previously known as NCLB (No Child Left Behind Act, now known as ESSA (Every Student Succeeds Act)</i>		
ESSA Title I, Part A (Improving Basic Programs)	\$2,340,612	\$2,378,279
ESSA Title II, Part A (Supporting Effective Instruction)	\$342,146	\$414,574
ESSA Title III, Part A (Academic Achievement for LEP & Immigrant Students)	\$179,278	\$200,513
Title IV, Part A (Student Support & Academic Enrichment)	\$170,940	\$174,257
<i>Special Programs</i>		
IDEA Part B-Formula	\$1,835,178	\$1,915,655
IDEA Part B-Preschool	\$26,155	\$26,620

Evaluation Statement:

DISD students, teachers, and the community greatly benefit from the additional programs provided by our current grant funds. DISD will continue to seek out grants that fit and supplement the district's programs/ goals/vision. Special attention is always given to assuring that deadlines are met and funds available are spent according to grant applications. As new grant opportunities are found, special attention on acquiring input and discussion will be sought from appropriate personnel.

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: November 1, 2021

Item Title: Energy Conservation Report

Agenda Item: Ryan Boone and Jeff Pulkinen

Background Information:

Energy Conservation Report attached.

Recommendation:

Information only

Action Item: _____ Yes _____ No

Dickinson ISD Energy Conservation Program Report

2020-2021

Prepared by Jeff Pulkinen

Back Ground Information

The DISD Energy Program began on June 1, 2011 when we signed a contract with Cenergistic. Cenergistic provided training and guidance to our district and helped us to implement a thorough and complete energy management program. The original contract was in effect for four years (October 2011 – September 2015). Although we have completed the contract with Cenergistic and are no longer required to pay fees, we still have access to all of their services and expertise. The only stipulations to continued service by Cenergistic are that Dickinson ISD continues to staff the Energy Management position and track and submit energy billing data in the EnergyCap software.

Savings and Cost Avoidance are calculated using EnergyCap software. We established the 2010-2011 school year as the baseline year for our energy consumption. 2010-2011 was pre-energy program and is representative of how our buildings were operating before we initiated changes related to the Energy Program. All data is compared to the baseline year. Savings/Cost Avoidance takes weather, rate changes and other factors into consideration when calculating the results for our buildings.

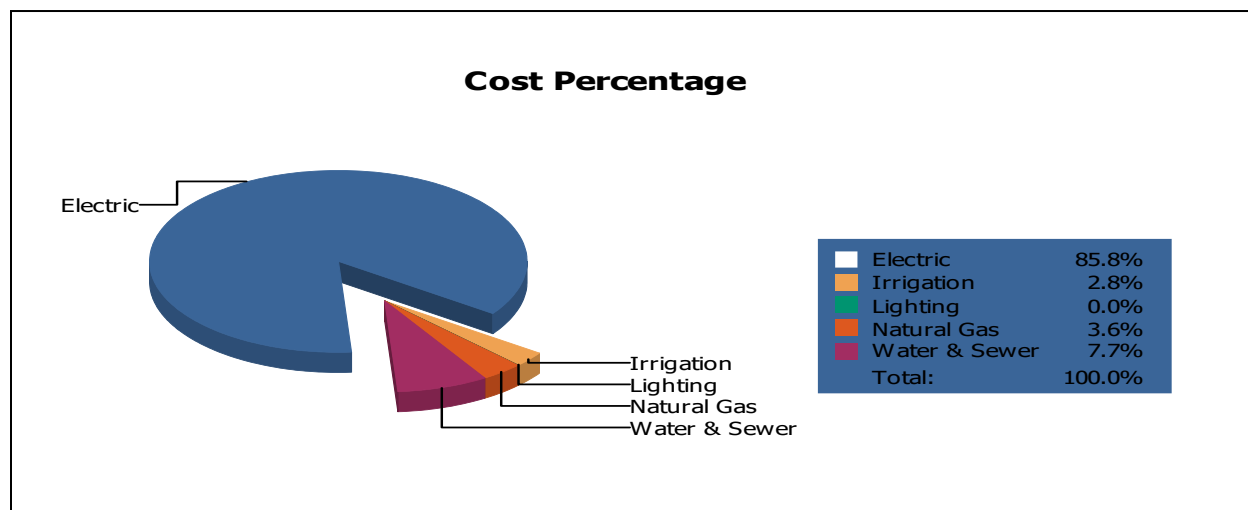
Overall Energy Program Results (June 2011 – August 2021)

- **Total Savings/Cost Avoidance = \$9,135,481**
- **Total Savings/Cost Avoidance = 30.1%**
- **Total Avoided/Saved Electricity Use = 66,888,977 KWH's**
- **Total Avoided/Saved Natural Gas Use = 979,144 THERM's**
- **Total Avoided/Saved Water Use = 114,147,000 Gallons**

Summary of 2020-2021 Fiscal Year Energy Data

Dickinson ISD continued the trend of positive energy savings during the 2020 -2021 school year. We are still experiencing new challenges as we navigate the current COVID landscape and must continue to engage in positive cost saving techniques to control our utility spend. We have surpassed the \$9,000,000 total savings mark and are quickly approaching \$10,000,000 in total savings.

District Cost Profile



2020-2021 Data and results are detailed below.

The chart below details a breakdown of cost and use per square foot for utilities (Electricity, Water, and Natural Gas). We have drastically reduced cost per square foot for our district since we began the Energy Program. In June of 2020, our electricity rate dropped to \$0.03969 per Kwh. This has allowed us to save even more money on our electric bill. We locked this rate in through May 31, 2025. This electricity contract is currently shielding us from a market that is experiencing rising energy costs. We are currently watching future electricity pricing. Winter Storm Uri destroyed the low pricing we were seeing in the electricity market. We need to be prepared to see a rise in our electricity rate when we sign our next contract. Current pricing, if we were to lock in today, is coming in at upper \$.04 to low \$.05 per Kwh. This will certainly cause us to spend more for electricity usage in the future.

Cost and Use Data

<u>Name</u>	<u>SqFt</u>	<u>10-11</u> <u>cost/sqft</u> <small>(Pre-Energy Program)</small>	<u>19-20</u> <u>cost/s</u> <u>qft</u> COVID	<u>20-21</u> <u>cost/sqft</u>	<u>19-20</u> <u>use/sqft</u> <small>(Kbtu/sqft)</small> COVID	<u>20-21</u> <u>use/sqft</u> <small>(Kbtu/sqft)</small>
Lobit Village	219,000	N/A	\$.67	\$.78	23.34	26.38
9 th Grade Center	75,309	N/A	\$.80	\$.80	21.10	22.10
Kranz JH	248,000	N/A	\$.77	\$.83	20.45	23.15
O&F	29,801	\$2.10	\$.83	\$.84	35.99	38.67
San Leon	102,700	\$1.37	\$.80	\$.87	30.81	27.92
KE Little	92,595	\$1.52	\$.77	\$.88	29.90	31.17
Bay Colony	101,235	\$1.35	\$.90	\$.88	22.70	24.17
DHS	327,252 (10-11) 512,252 (13-14)	\$1.63	\$.81	\$.89	25.04	28.78
Calder Rd	103,073	\$1.41	\$.90	\$.91	24.88	26.45
DAC/Technology	29,740	\$1.08 (2012-13)	\$.90	\$.91	33.79	39.10
Dunbar	112,860	\$1.68	\$.85	\$.93	27.76	31.33
McAdams	230,000	\$1.64	\$.84	\$.94	24.88	29.86
Silbernagel	96,770	\$1.81	\$.86	\$.94	22.90	28.24
ESC	59,376	\$1.56 (2011-12)	\$.97	\$1.00	27.70	29.37
Hughes Rd	94,260	\$1.58	\$1.00	\$1.06	31.23	31.46
Transportation/CNS	32,200	\$1.60 (2011-12)	\$1.06	\$1.08	44.16	46.42
Barber	110,401	\$1.86	\$1.03	\$1.16	33.79	39.83
Field House	47,788	\$1.72	\$1.08	\$1.19	38.80	43.92
Gator Academy	4,000	N/A	\$1.28	\$1.54	28.50	35.50
Stadium	12,995	\$6.66	\$1.62	\$1.69	35.10	35.37
Baseball/AG(DHS)	22,594	\$3.66	\$2.63	\$2.95	44.35	43.46
Softball/Tennis(DHS)	4,236	\$3.20	\$2.18	\$3.12	12.74	23.37
Average		Cost = \$1.62 Use = 50.9 kbtu/sqft	\$.86	\$.94	26.31	29.19

Fiscal Year 2020-2021 Results

(This data was calculated comparing our 2020-2021 data with our Baseline year 2010-2011)

- Total Savings/Cost Avoidance = \$982,454
- Total Savings/Cost Avoidance = 30.4%
- Total Avoided/Saved Electricity Use = 7,773,066 KWH's
- Total Avoided/Saved Natural Gas Use = 128,317 THERM's
- Total Avoided/Saved Water Use = 13,302,000 Gallons

**We saved enough energy during the 2020-2021 school year to power approximately 536 houses in Dickinson for 1 Year.

***We saved enough water to fill 20 Olympic sized swimming pools.

The following data details our consumption avoidance (units of energy we did not need to use) for each energy type we consume.

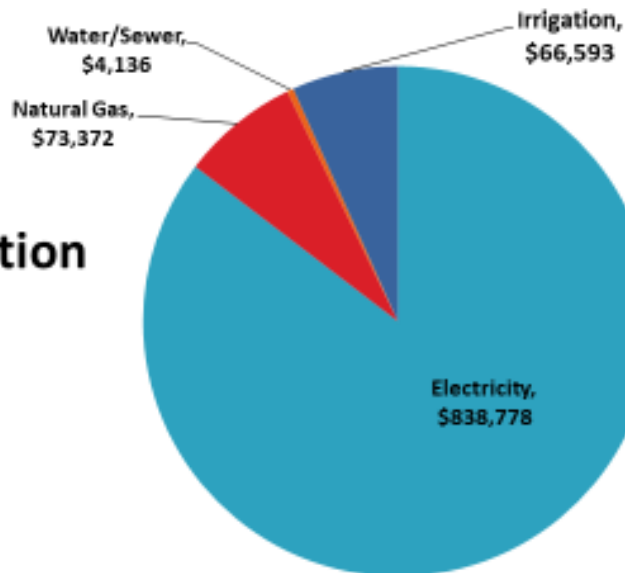
Total Savings by Utility Type

Fiscal Year 2020 - 2021

Energy Savings FY 20-21

\$982,454

30.4% Energy Reduction



FY20-21 Cost/Use avoidance percentages

Electricity Cost Avoidance = 30.3%

Use Avoidance = 30.4%

Natural Gas Cost Avoidance = 47.5%

Use Avoidance = 57.2%

Irrigation Cost Avoidance = 50.8%

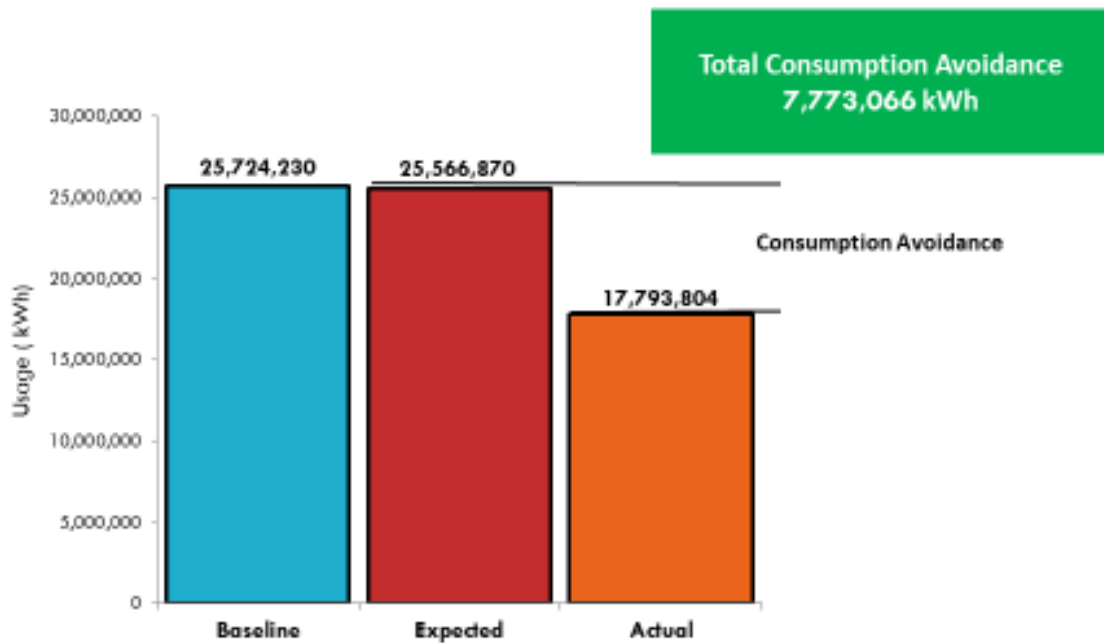
Use Avoidance = 61.8%

Water/Sewer Cost Avoidance = 2.4%

Use Avoidance = 1.7 %

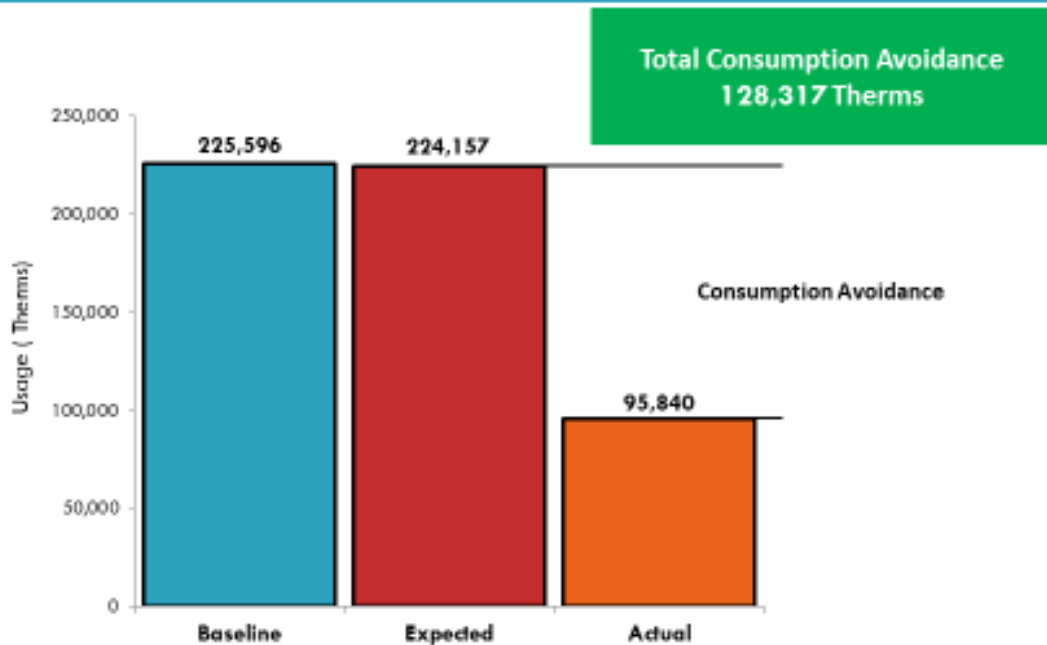
Electric Comparison

FY 2020-2021



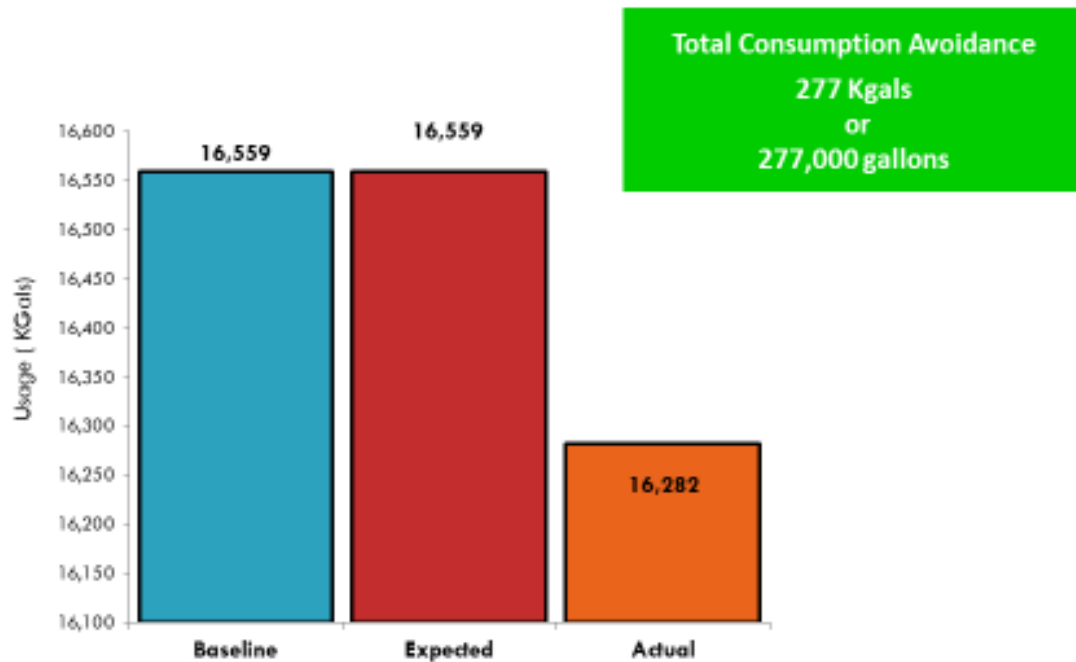
Natural Gas Comparison

FY 2020-2021



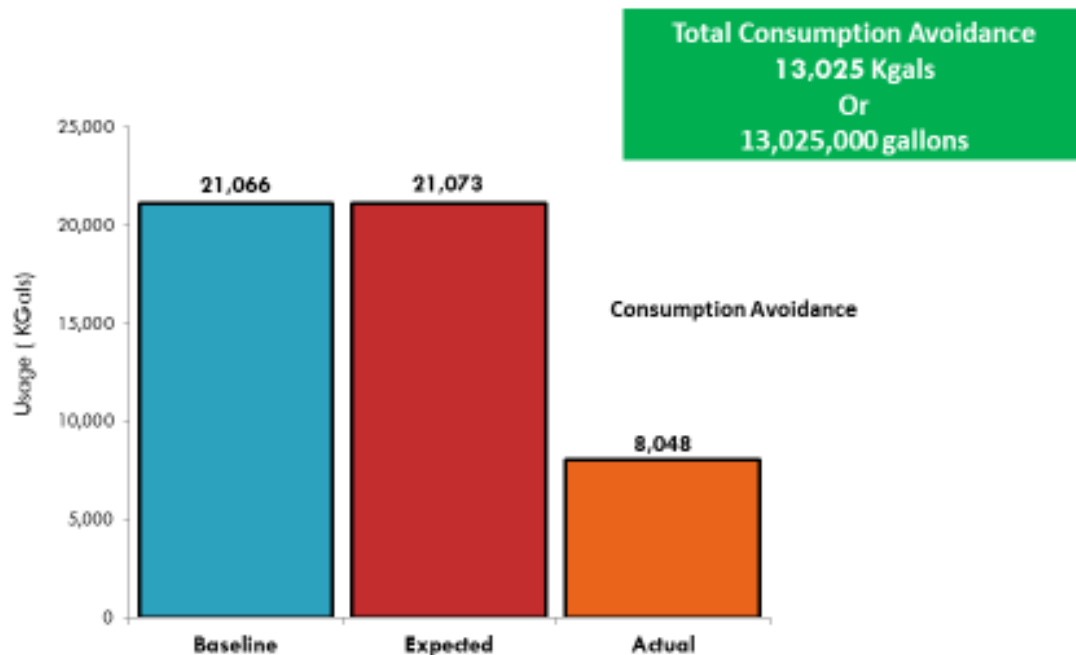
Water/Sewer Comparison

FY 2020-2021



Irrigation

FY 2020-2021



Environmental Benefits

- During FY 2020-2021 we saved:
 - **7,773,066** Kwhs of Electricity
 - **128,317** Therms of Natural Gas
 - **13,302,000** gallons of Water
- These savings equate to:
 - Greenhouse Gas Reduction = 5,054 Metric Tons of CO₂
 - *A Metric Ton of CO₂ is roughly equal to the amount of dry ice needed to fill a railway car.*
 - Removing 1,053 automobiles for an entire year
 - Growing 129,587 tree seedlings for 10 years

Conclusion

- The onset of Covid-19 reduced our utility use and cost during the 2019-2020 school year. The 2020 – 2021 School year saw us begin to return to a more normal mode of operation. We increased our HVAC run times some to account for staff safety during the Covid-19 pandemic but our building occupancy was not at 100% for the entire school year. We did notice an increase in cost compared to the COVID shutdown year, but this was expected. We seem to be falling right back in line with projected energy use and expenses for a normal Dickinson ISD schedule.
- Energy Conservation continues to be a normal part of our day in Dickinson ISD. We have achieved success in creating a culture where wise energy efficient decisions help us provide a better learning environment for our children, all while costing us the least amount possible.
- We must continue nurturing this type of environment in all of our buildings throughout the district. This is very important as we add new employees to the district. It is essential that we introduce these individuals to our way of conserving energy and controlling cost by keeping the Energy Program fresh on everyone's mind.
- It is very important for us to continue practicing the industry leading best practices that have brought us to this point. Practicing this type of behavior each day will allow us to maintain the level of success we have achieved as well as lead us to an even brighter future.
- Water Conservation is an area of concern for most school districts throughout the state. Water prices have continued to rise over the past 10 years. This trend is forecasted to continue. As we see increased enrollment in our district, our water use will naturally trend higher. We will continue to focus on finding leaks and malfunctioning equipment as quickly as possible so we can use the minimum amount of water necessary to operate our district.
- Dickinson ISD's future is very bright. A strong Energy Program guarantees that we spend the least amount on utilities so that more will be available for use in our classrooms and for our students. Behind the scenes, we will continue to optimize building performance while also focusing on wise energy smart decisions in our new construction and energy procurement.
- Several buildings benefited from chiller retrofits or air handler replacements during the 2019-2020 school year. Future building retrofits and equipment replacement will allow us an opportunity to gain even more energy efficiency and reduce our utility operating cost at various sites.
- It is very important to remember that the Energy Program is successful due to the support and participation of all of our Dickinson ISD staff, students, and patrons. Thanks to our Dickinson ISD family, for all that you do each day to successfully educate and care for our children. Each one of our departments throughout our district has done an excellent job helping to conserve energy and save money.
- Our focus in leading the charge for energy efficiency, coupled with the hard work and dedication of our staff and students, creates a formula that will yield years of energy savings for our district. Thank you for allowing us the opportunity to implement a program that has saved millions and will save millions of dollars more for our school district.

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Food & Nutrition Services Annual Report

Agenda Item: Ryan Boone, Laura Peck

Background Information:

Attached is the FNS annual report.

Recommendation:

Information only

Action Item: _____ Yes No

Food and Nutrition Services

2021 November Annual Report

The Dickinson ISD Food and Nutrition Services department is a self- supported program operating on self- generated funds and paying all expenses independently. The FNS department does not utilize local property tax funds for its operational expenses.

New Office Staff

The FNS office has welcomed four new members to our team:

Charles “Mike “Stubbs
FNS Warehouse Manger

Randi Boleman, PhD, CSSD, RD, LD
Assistant Director/Supervisor for secondary schools.

Amy Grant, RD
Site Supervisor for Lobit Village and elementary schools

Dena Mayfield, RTSBA
FNS Accountant

New Logo

The Food and Nutrition department revealed a new logo prior to the start of the 2021-2022 school year. The logo was designed by Dickinson’s Marketing and Digital Media staff and voted on by the Dickinson community. The new logo represents a modern, professional design for our department.



*Our Mission: Keeping kids healthy, happy,
and physically fit with good nutrition.*

Food and Nutrition Services

2021 November Annual Report

Operations

For the greater part of last school year, and the 2021-2022 school year, we have been able to operate our program under SSO (Seamless Summer Operations). The SSO program allows us to feed all students breakfast and lunch at no cost. One of the goals for the Food and Nutrition department is for every student to eat breakfast and lunch at school. It is our hope that by offering meals at no cost, we can help households that might be struggling financially. It is unknown if the SSO option will be available for the 2022-2023 school year at this time.

This school year has brought many supply chain challenges to our foodservice operations. Numerous products we purchase have been unavailable or substituted because of manufacturing/production issues. Products such as cereal, hamburger patties, serving trays and utensils are in short supply throughout the nation. The Food and Nutrition department will strive to find appropriate substitutions for the items that are unavailable throughout the school year.

In August the new pizza oven and international serving lines at Dickinson high school opened. Our commercial gas pizza oven adds a beautiful and authentic look to the kitchen area. The oven can cook 6 pizzas at a time in 3-4 minutes each. We are serving over 600 slices of pizza every day to the high school students.



Food and Nutrition Services
2021 November Annual Report

Valuable Numbers

USDA Commodities- \$393,853

FNS Fund Balance- \$1,972,148

Breakfast Reimbursement-\$1,609,834

Lunch Reimbursement- \$3,622,667

Number of meals served in 2019-2020:

Breakfast: 713,766

Lunch: 1,007,340

Awards

We were awarded the “Best of the Bunch award” for participation in the TDA 2021 Spring Farm fresh challenge.

Upcoming Projects

Remodeling the dishwasher area and replacing the walk- in cooler in our test kitchen at the FNS offices. Digital menu boards installed at all schools so they can be easily updated. Revaluating the camera installations our department had planned prior to the pandemic and installing more cameras at some campuses.

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Facility Services Report

Agenda Item: Ryan Boone, Jimmy Anderson

Background Information:

The Facility Services report is attached for your review.

Recommendation:

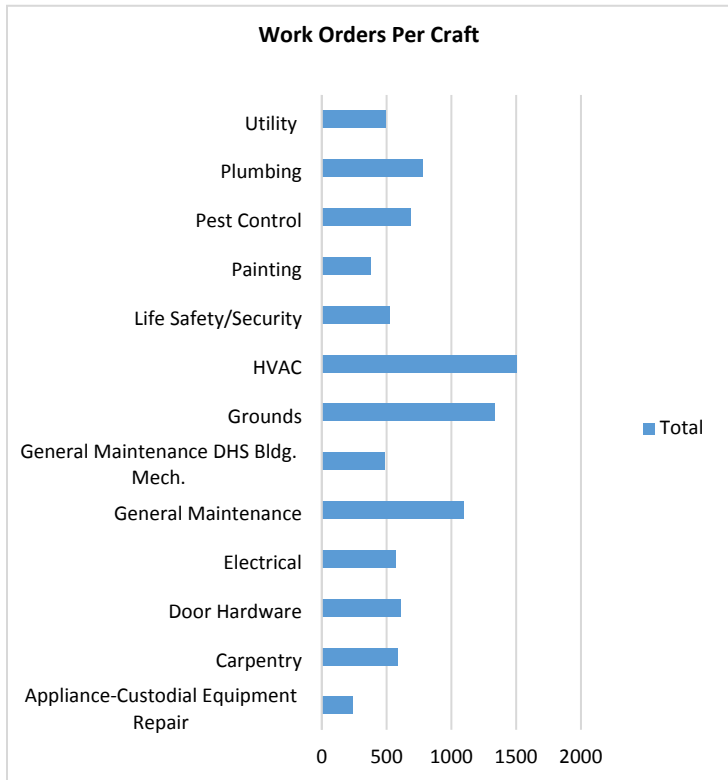
Information only

Action Item: _____ Yes No

**Dickinson Independent School District
Facility Services Department
Report to the Board of Trustees
November 1, 2021**

Facility Services uses a computerized maintenance management to track employee labor hours, material cost, inventory and district facility rental cost. Work orders are generated and assigned to specific trades to perform the requested maintenance or repairs needed at district facilities. Work orders are classified in one of the three categories: General Maintenance, Preventative Maintenance, or Vandalism.

In the last year a total of 7,823 work orders were assigned to the category of general maintenance. A total of 1,988 work orders were generated to perform scheduled preventative maintenance. While 92 work orders were required to address vandalism to district facilities. The cost of repairs to district facilities as a result of vandalism was \$11,583. Cost for general and preventative maintenance work orders is listed by facility in the chart below.



Facility	Completed Work Orders	Total Work Orders	Total Costs
BCES	380	436	\$59,660.01
CRES	409	477	\$93,989.95
DCC/DALC	148	177	\$28,306.71
DHS	1688	2030	\$342,276.56
DMS	377	441	\$52,018.75
ESC	338	370	\$50,336.10
FNS	68	75	\$6,422.19
Gator Ac.	130	153	\$15,818.11
HRES	449	499	\$54,266.11
J&S BMS	391	460	\$68,450.84
KELES/Annex	419	468	\$67,222.33
KJHS	453	580	\$77,433.95
LEV	582	678	\$101,188.82
MJHS	581	664	\$99,898.66
O&F	690	881	\$99,886.98
SES	310	368	\$51,287.87
SLES	402	456	\$62,036.95
SVS/Athletic Complex	389	458	\$129,253.44
TECH	48	59	\$6,724.12
TRAN	154	173	\$16,825.77
TOTAL	8406	9903	\$1,483,304.21

	2020	2021
Total Work Orders	7342	9903
Total Completed Work Orders	5802	8406
Completion Rate	80%	85%
Total Costs to DISD	\$988,938.66	\$1,483,304.21

The pandemic and the current “skilled labor gap” have created an ongoing challenge in finding qualified skilled trades workers to fill vacant positions. Positions currently open within the department are: HVAC Technician, HVAC maintenance worker, Apprentice (Carpentry, Electrical, Plumbing), Door Hardware Technician, Painter, Utility Worker, Grounds Workers (2), & Athletic Field Caretaker Assistant.

Training of maintenance and custodial employees is a priority. Employees attend seminars, webinars, workshops, and manufacturer’s classes related to their specific craft or job assignment. The State of Texas requires yearly training of license holders in the areas of HVAC, plumbing, electrical, pest control, asbestos, and irrigation.

DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT

Meeting Date: November 1, 2021

Item Title: Technology Board Report

Agenda Item: Ryan Boone, Dr. Melissa Williams-Scott

Background Information:

Attached is the Technology Department Report.

Recommendation:

Information only.

Action Item: _____ Yes X No

Dickinson ISD

2021 Annual Technology Board Report

Infusing technology into instruction as well as maintaining a stable Network have remained the focus of the Technology Department. As the 2020-2021 school year closed out we saw significant improvements in both areas with a more structured 5 year plan for future refresh.

Infrastructure:

The Network Operations Center (NOC) was reorganized with improved cabinet structure to address the change in environmental controls. A new Edge switch was purchased with E Rate Funds to the throughput between the internet coming into the district and the servers sending bandwidth to end users. The district's Telephony system, Cisco Call Manager, was upgraded to the latest version and new equipment was installed to manage the increase in traffic. Emergency Response management was upgraded to ensure 911 calls direct emergency personnel to correct locations. The district email system was migrated to Office 365 in order to allow for greater security, management and functionality. Users were migrated slowly to ensure the process was seamless. Downtime for users was less than 60 minutes per group and migrations were completed between one and three am to lessen the interruption to business operations. The internet pipe (bandwidth) to DISD was increased to 1Gb and internal connections from the NOC to all campuses was increased to 10Gb, preparing DISD for increased blended learning opportunities during the instructional day as well as the coming mandate that all state assessments will be held online. DISD was also approved for the full 5 year ERate cycle and a complete upgrade of the wireless network as well as Core switches in almost all campus network closets. Installation of the switches as well as replacing wireless access points (WAPs) district wide will occur in December and January 2021-2022 (shipment delays pending).

Physical Security:

The district Storage Area Network (SAN) is up for replacement and will also be replaced during the winter of 2021-2022 in order to ensure that server data is stored safely and able to be backed up regularly. As of May 2021, fifty-nine access control doors have been installed district wide, team members worked with architects to ensure designs for upgraded vestibule security meet district network standards and are correctly installed and functional, this process continues as necessary adjustments are made. Just over 150 cameras were replaced during the 2020-2021 school year and we anticipate replacing another 175+ cameras during the 2021-2022 school year. Camera analytics will be installed on stairwell cameras to allow for real time monitoring in high incidence areas of secondary campuses.

Hardware:

Just over 1100 Windows based laptops and 4000 Chromebooks were prepared and deployed to campuses during the summer of 2021. Inventory of student mobile devices was taken as virtual

Dickinson ISD

2021 Annual Technology Board Report

instruction has ended and an analysis of device loss is being calculated. Google Chrome will be ending support on just under 5000 of our current Chromebook stock during the 2021-2022 school year and a plan for replacement of those devices is being reviewed with Cabinet. All DISD desktops were re-imaged during the summer of 2021 allowing for updated software to be installed, hard drives to be cleaned up and adjustments to group policy (the way software is deployed based on role) to be implemented.

Updated device inventory has been completed and a refresh plan for student devices is being presented to Cabinet Level members in November 2021.

Software:

A variety of software upgrades were completed or are in the process of being completed at this time. TimeClock Plus (TCP) was upgraded in September of 2021 including full implementation of all employees clocking in daily. Technology team members worked with the business payroll department to develop a weekly variance report to address individuals who have not clocked in but also do not have documented leave in Finance Plus. Skyward's fall update was implemented in October, just before the snapshot date and upgrading Skyward to 5.21.10.00.01 continues to be investigated for viability. A comprehensive analysis of finance systems was researched by a committee during the 2020-2021 school year. The decision was made to stay with PowerSchool's Finance Plus program. The process began in May of 2021 with preparation and training continuing through summer. Parallel budgets will be run in November 2021 in order to ensure accurate accounting and once that is complete and issues corrected, end user training will commence.

Instructional Technology:

ClassLink, the district's new Single Sign On (SSO) software was finalized in the early part of the fall of 2020 and throughout the school year adjustments were made to ensure adequate communication between the software and DISD's online instructional resources. Twenty-four instructional applications are now rostered via ClassLink for fast access by students. Schoology, the district's Learning Management System (LMS) was implemented during summer 2021 training after Technology Team members worked with Schoology, Skyward and ClassLink to complete all sync communications between software systems. Curriculum Specialists, Technology Integration Specialists, Special Programs and some designated campus personnel worked throughout the Spring Semester of 2021 to develop a structure for teacher Schoology pages. Twenty-six individuals were trained in the basics of Schoology roll out and proceeded to train 575 existing employees and 187 new employees during June and August of 2021. Schoology was also utilized in New Teacher Orientation in order to allow staff to engage in the student side of the LMS. Campus Technology Liaisons were approved as a stipend position district wide. Each campus has one assigned liaison, DHS has two. These individuals are responsible for instructional technology support, training and collaboration with the district

Dickinson ISD
2021 Annual Technology Board Report

Technology Team. Technology Integration Specialists (TIS) work closely with the technology liaisons in order to prepare and deliver professional development.

Department Professional Development:

Four of our team members will attend the TCEA conference in February of 2022, one will be presenting at this conference. Two of our team members have been involved in TCEA Teg-Sig Meetings more focused toward the network side of the department. Two of our team members have been inducted into the Houston Area InfraGard Chapter, which assists with the monitoring of potential cyber security threats. They attend virtual meetings at this time but will begin attending in person informational sessions soon.

Related to cyber security threats and securing the district network is the mandatory annual Cybersecurity training mandated by HB3834 and SB308. We have maintained our partnership with DIR approved KnowBe4 to provide annual cybersecurity training as well as periodic email phishing tests to assess knowledge and threat levels as well as weekly tips and a monthly series that follows a story line of a hacker inside a company.

<i>First Quarter Phishing Campaign</i>	6.0% Phish-prone rate, industry standard is 27.9%
<i>2021 Kevin Mitnick Security Awareness Training (Mandatory)</i>	93% training rate
District Risk Score for being penetrated by a bad actor	37.7% users completed assigned training

The Future:

As instruction and technology continue to intertwine the DISD Technology and Educational Services Teams continue to work together in order to build the strongest platform for engaging instruction to occur and resources to be accessed. Partnerships with Operations and Facilities, Food and Nutrition, Transportation and Business Services also continue to grow as more and more areas of district functioning require technology services.

We continue to work to maintain and build a solid surface for future growth and efficient functioning of the district.

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Transportation Report

Agenda Item: Ryan Boone, Brian Cmaidalka

Background Information:

Attached is the Transportation Report.

Recommendation:

Information only

Action Item: _____ Yes √ No

2020-2021 Transportation Board Report

II. Pertinent Statistics:

A. The Transportation Fleet consists of the following vehicles:

Transportation Fleet	
Regular Ed Buses	93
Special Need Buses	29
Administration Vans	3
Shop Trucks	2

B. Age of fleet (buses only):

Number of School Buses by Age		
	Regular	Special
0 to 5 Years	33	8
6 to 10 Years	25	10
11 to 15 Years	35	11

C. The operation cost per mile, as reported to the state has increased from \$4.06 per mile to \$5.43 per mile. The cost per mile increase is attributed to such factors as increased operating costs (i.e. fuel, bus parts), acquiring new buses, and payroll adjustments. Cost per mile for the 2020-2021 school year was also influenced by less miles being ran as school closure was mandated at times and fewer students rode buses part of the school year. Salaries and benefits continued to be paid as normal which further contributed to the increase in the cost per mile.

D. For 2020 - 2021 we transported:

Regular Education averaged 4,883 students per day for an annual total of 698,221 miles.
Special Programs averaged 224 students per day for an annual total of 298,590miles.

E. Extra-Curricular/Co-Curricular trips are other areas that the transportation department concentrates on. These trips require additional time to coordinate planning. Some of these activities associated with Extra-Curricular/Co-Curricular trips include:

1) coordinating and planning for the trip, 2) receiving and entering trip information, 3) posting the trip, 4) obtaining a driver, 5) covering a route for the trip driver (if needed), 6) preparation of the trip buses, and 7) billing of the trips. We transported students 21,150 miles for 2020-2021 for Extra-Curricular/Co-Curricular activities on regular buses and 337 miles for 2020-2021 for Extra-Curricular/Co-Curricular on special needs buses.

F. We currently do not have any late runs transporting students to extended learning opportunities.

2020-2021 Transportation Board Report

IV. Current Program Near and Long-Term Future:

We are on target with our bus replacement schedule. The schedule allows us to maintain school buses on routes for 10-12 years and then by 15 years consider retiring them from service. This replacement schedule for buses helps decrease maintenance cost/repair. We have inspected and rated our vehicles on the condition of the body, engine, brake system, frame, steering, etc.

Condition	# Reg. Rt. Buses	# Special Need Buses
Good	41	10
Fair	32	2
Poor	20	17
Retirement	0	0

Any buses rated poor are 14 years old or have over 150,000 miles and are primarily used as sub/spare buses when possible. These buses are utilized when buses are in the shop, when a breakdown occurs during routes, and when the newer buses are being utilized on extra-curricular activities. The retirement buses are stripped for parts and will be auctioned or sold for scrap metal. Buses rated in fair condition have over 130,000 miles of service on them.

**Below are the Condition Reports:
Special Need Buses Condition Report:**

Year	Veh #	W/C	A/C	Mileage	Type	Condition
2005	241	Yes	Yes	149,223	Special	Poor
2005	242	Yes	Yes	173,869	Special	Poor
2006	261	Yes	Yes	192,471	Special	Poor
2006	262	Yes	Yes	189,641	Special	Poor
2006	263	Yes	Yes	230,549	Special	Poor
2008	281	Yes	Yes	205,510	Special	Poor
2009	291	Yes	Yes	209,702	Special	Poor
2009	292	Yes	Yes	195,398	Special	Poor
2010	101	Yes	Yes	187,342	Special	Poor
2010	102	Yes	Yes	163,893	Special	Poor
2010	103	Yes	Yes	159,368	Special	Poor
2011	104	Yes	Yes	27,798	Special	Good
2012	121	No	Yes	189,212	Special	Poor
2012	122	No	Yes	179,377	Special	Poor
2012	123	Yes	Yes	154,962	Special	Poor
2012	124	Yes	Yes	170,806	Special	Poor
2012	125	Yes	Yes	157,715	Special	Poor
2012	126	Yes	Yes	145,335	Special	Fair

2020-2021 Transportation Board Report

2012	127	Yes	Yes	146,611	Special	Fair
2012	128	Yes	Yes	179,479	Special	Poor
2015	150	Yes	Yes	123,348	Special	Good
2018	181	Yes	Yes	68,432	Special	Good
2018	182	Yes	Yes	73,926	Special	Good
2020	191	Yes	Yes	33,635	Special	Good
2020	192	Yes	Yes	22,033	Special	Good
2020	193	Yes	Yes	21,199	Special	Good
2022	211	Yes	Yes	4,974	Special	Good
2022	212	Yes	Yes	3,295	Special	Good
2022	213	Yes	Yes	3,933	Special	Good

Conventional Buses Condition Report:

Year	Veh #	A/C	Mileage	Type	Condition
2006	2602	Yes	133,004	Regular	Poor
2006	2603	Yes	133,542	Regular	Poor
2006	2604	Yes	150,800	Regular	Poor
2006	2605	Yes	159,656	Regular	Poor
2006	2610	Yes	153,735	Regular	Poor
2006	2611	Yes	153,567	Regular	Poor
2006	2612	Yes	164,765	Regular	Poor
2006	2614	Yes	163,004	Regular	Poor
2008	2801	Yes	160,015	Regular	Poor
2008	2802	Yes	143,799	Regular	Fair
2008	2803	Yes	148,116	Regular	Fair
2008	2804	Yes	144,194	Regular	Fair
2009	2901	Yes	156,793	Regular	Poor
2009	2902	Yes	157,842	Regular	Poor
2009	2903	Yes	150,603	Regular	Poor
2009	2904	Yes	155,385	Regular	Poor
2009	2905	Yes	165,570	Regular	Poor
2009	2906	Yes	145,955	Regular	Fair
2009	2907	Yes	140,286	Regular	Fair
2009	2908	Yes	146,904	Regular	Fair
2009	2909	Yes	168,981	Regular	Poor
2009	2910	Yes	151,776	Regular	Poor
2009	2911	Yes	135,735	Regular	Fair
2009	2912	Yes	133,230	Regular	Fair
2010	1001	Yes	167,654	Regular	Poor
2010	1002	Yes	158,166	Regular	Poor
2010	1003	Yes	140,980	Regular	Fair

2020-2021 Transportation Board Report

2010	1004	Yes	152,937	Regular	Poor
2010	1005	Yes	135,617	Regular	Fair
2010	1006	Yes	169,379	Regular	Poor
2010	1007	Yes	128,489	Regular	Fair
2010	1008	Yes	108,171	Regular	Fair
2010	1009	Yes	129,199	Regular	Fair
2010	1010	Yes	132,303	Regular	Fair
2010	1011	Yes	112,634	Regular	Fair
2012	1201	Yes	116,137	Regular	Fair
2012	1202	Yes	109,904	Regular	Fair
2012	1203	Yes	108,429	Regular	Fair
2012	1204	Yes	108,113	Regular	Fair
2012	1205	Yes	106,093	Regular	Fair
2012	1206	Yes	97,467	Regular	Good
2012	1207	Yes	105,108	Regular	Fair
2012	1208	Yes	111,606	Regular	Fair
2012	1209	Yes	96,600	Regular	Good
2012	1210	Yes	105,932	Regular	Fair
2012	1211	Yes	95,561	Regular	Good
2012	1212	Yes	119,773	Regular	Fair
2012	1213	Yes	121,499	Regular	Fair
2012	1214	Yes	121,545	Regular	Fair
2012	1215	Yes	114,237	Regular	Fair
2012	1216	Yes	102,177	Regular	Fair
2012	1217	Yes	106,575	Regular	Fair
2012	1218	Yes	116,914	Regular	Fair
2013	1301	Yes	101,479	Regular	Fair
2013	1302	Yes	113,897	Regular	Fair
2014	1401	Yes	88,065	Regular	Good
2015	1501	Yes	89,525	Regular	Good
2015	1502	Yes	99,339	Regular	Good
2015	1503	Yes	92,192	Regular	Good
2015	1504	Yes	71,641	Regular	Good
2016	1601	Yes	68,088	Regular	Good
2016	1602	Yes	71,124	Regular	Good
2016	1603	Yes	73,106	Regular	Good
2016	1604	Yes	55,399	Regular	Good
2016	1605	Yes	60,019	Regular	Good
2017	1701	Yes	50,705	Regular	Good
2017	1702	Yes	48,547	Regular	Good
2017	1703	Yes	68,954	Regular	Good
2017	1704	Yes	54,328	Regular	Good

2020-2021 Transportation Board Report

2017	1705	Yes	57,360	Regular	Good
2018	1801	Yes	41,417	Regular	Good
2018	1802	Yes	45,856	Regular	Good
2018	1803	Yes	50,944	Regular	Good
2018	1804	Yes	49,758	Regular	Good
2018	1805	Yes	38,491	Regular	Good
2018	1806	Yes	67,272	Regular	Good
2018	1807	Yes	54,639	Regular	Good
2018	1808	Yes	58,605	Regular	Good
2018	1809	Yes	41,008	Regular	Good
2020	1901	Yes	16,787	Regular	Good
2020	1902	Yes	21,790	Regular	Good
2021	2001	Yes	13,744	Regular	Good
2021	2002	Yes	10,945	Regular	Good
2021	2003	Yes	12,513	Regular	Good
2021	2004	Yes	13,948	Regular	Good
2021	2005	Yes	85,66	Regular	Good
2021	2006	Yes	11,366	Regular	Good
2021	2007	Yes	84,35	Regular	Good
2021	2008	Yes	11,563	Regular	Good
2021	2009	Yes	8,736	Regular	Good
2021	2010	Yes	12,407	Regular	Good
2022	2101	Yes	4,024	Regular	Good
2022	2102	Yes	3,931	Regular	Good

Remaining Transportation Fleet Condition:

2007	26	80,696	Psngr. Van	Fair
2007	27	75,725	Psngr. Van	Fair
2008	28	31,428	Shop Truck	Good
2008	29	45,255	Shop Truck	Good
2021	30	2,429	Transit	Good

Our department also services and maintains the Operations/Maintenance fleet, Athletics, Ag, Robotics, Band, Child Nutrition, Technology, and police, which include:

- Operations & Facilities – 38 Vehicles
- Operations & Facilities – 19 Trailers
- Operations & Facilities – 4 Off Road Vehicles
- Athletic Dept. – 3 Off Road Vehicles
- Dickinson High School – 2 Off Road Vehicle
- Ag Dept. – 1 Vehicle, 3 Trailers

2020-2021 Transportation Board Report

- Band – 2 Trailers
- Child Nutrition – 6 Vehicles
- Technology – 8 Vehicles
- Police Vehicles – 8 Vehicles
- Transportation – 5 Vehicles
- Transportation – 3 Off Road Vehicles

V. Fiscal Impact:

- A. When ordered, the average cost for a diesel-powered bus is approximately \$100,000.00. Propane powered buses cost approximately \$10,000.00 more at \$110,000.00. Depending on the specifications special needs buses can be priced slightly higher. In order to continue to be able to accommodate student growth, and replacement schedule we need to purchase an average of five buses annually. For propane buses this will require a minimum budget allocation of \$550,000.00 to 600,000.00.
- B. The cost of Diesel, Gasoline and Propane compared to prices last year is as follows. At the beginning of June 2021, fuel cost was \$2.17 per gallon versus \$1.09 per gallon in June 2020 for diesel, \$2.15 versus \$1.15 for gasoline, and \$.99 versus \$0.55 per gallon for propane. At the beginning of October 2021, the cost for diesel was \$2.19 per gallon versus \$1.18 per gallon in October 2020, gasoline was \$2.11 versus \$1.29 and propane was \$1.44 versus \$.65. No one can predict what the cost will be next month, six months, or a year from now. We are going to have to budget fuel expenditures on what we think it will cost us based on past trends.
- C. This year the Operations Department purchased three new vehicles, and one new trailer to add to their fleet. The Technology Department purchased one new vehicle to add to their fleet and the Transportation Department purchased one new vehicle to add to their fleet. The cost of parts for maintenance or repair is billed to the responsible department.

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Appointment of Trustee to Fill Vacancy in Single Member District #7

Agenda Item: Carla Voelkel

Background Information:

Mr. David Swartz has resigned, effective October 20, 2021, from the position of Trustee, representing single member district #7.

Recommendation:

It is recommended that the Board select the candidate to be appointed to the vacant position until the next regular board election date (May 2022), by majority vote of the members present. The Board nominates Mrs. Mary Anthamatten.

Action Item: Yes No

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

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Reorganization of the Board of Trustees, Including Election of Officers

Agenda Item: Carla Voelkel

The floor is now open to elections for the following offices. A Notification of Self-Nomination for Officer of the Board of Trustees for Dickinson ISD is attached.

President:

_____ nominated by
_____ second by _____ vote _____

_____ nominated by
_____ second by _____ vote _____

Vice President:

_____ nominated by
_____ second by _____ vote _____

_____ nominated by
_____ second by _____ vote _____

Secretary:

_____ nominated by
_____ second by _____ vote _____

_____ nominated by
_____ second by _____ vote _____

DICKINSON INDEPENDENT SCHOOL DISTRICT

Notification of Self-Nomination for Officer Board of Trustees – Dickinson ISD

1. Corey Magliolo has informed the Superintendent's office of self-nomination for the office of president of the board of trustees, Dickinson ISD.
2. _____ has informed the Superintendent's office of self-nomination for the office of vice president of the board of trustees, Dickinson ISD
3. Veanna Veasey has informed the Superintendent's office of self-nomination for the office of secretary of the board of trustees, Dickinson ISD.

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA ITEM**

Meeting Date: November 1, 2021

Item Title: Teacher Incentive Allotment (TIA)

Agenda Item: Kimberly Rich

Background Information:

The Teacher Incentive Allotment (TIA) is a key part of House Bill 3, dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools. Districts that choose to participate are charged with developing local teacher designation systems that measure teacher effectiveness based, at a minimum, on both teacher observation and student growth data. These systems must be submitted to the Texas Education Agency (TEA) for approval and undergo a data validation process, which will be conducted by Texas Tech University.

Developing a local teacher designation system requires significant planning, robust stakeholder engagement, adequate time to prepare all necessary materials for rollout, and a strong communication plan prior to the first implementation year. Therefore, DISD will establish a committee of teachers and administrators to explore TEA guidelines, examine other ISD sample plans and develop a local proposal aligned with the DISD Strategic Plan.

DISD is collaborating with Kreuz Consulting in the development of the TIA plan (refer to Menu of Services). The leadership team is currently reviewing specific parameters on teacher observation and student growth data. The committee is dedicated to ensuring that the local plan upholds the district's Strategic Plan.

Recommendation:

Information only.

Action Item: _____ Yes _____ No

The 3-minute Guide to the Teacher Incentive Allotment



Goals for the Teaching Profession



Reward



Retain



Recruit



HB 3 Established 3 Levels of Designations



NATIONAL BOARD
for Professional Teaching Standards®



Designations Generate Annual Allotments



Campus Rural Status



Campus Socio-Economic Need



\$3-\$9K



\$6-\$18K



\$12-\$32K



Teacher Eligibility for Designations and Allotments



Requirements



1. Teacher
2. Creditable year of service
3. TX Certified



District Spending Requirements



90%



At least 90% is used for compensation of teachers employed at the campus where the designated teacher works.

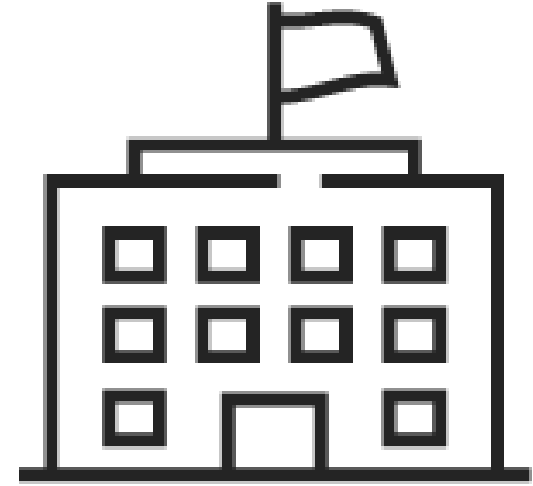
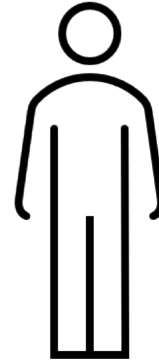
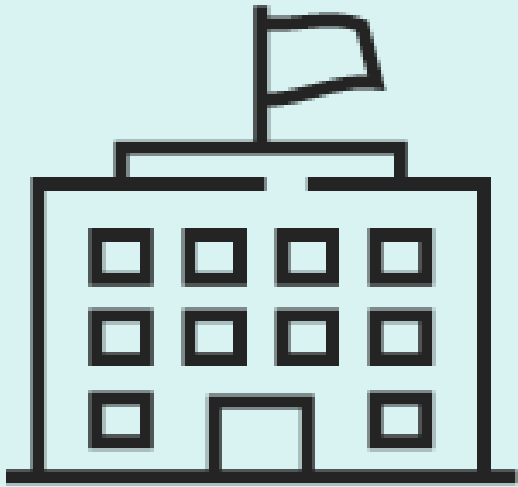
10%



Up to 10% can be used for costs associated with supporting a local designation system or to support teacher in obtaining designations.



Designation and allotment travel with the teacher



District and State Roles for Designation Systems



District Role

Develop & implement a designation system based on teacher observation and student growth



State Role

Approve district systems based on their validity and reliability



How to get started



0-2 years
Step 1

System Development

Planning

Stakeholder Engagement

Alignment to performance standards



Step 2

Step 1 System Application



1 year
Step 3

Data Capture Year
(this represents which cohort your district is a part of)



Step 4

Step 2 Data Submission and Validation



Step 5

Potential Approval, designations, and payout



Thank You

TIAatexas.org | TIA@tea.texas.gov



EXHIBIT A

INITIAL STATEMENT OF WORK

(1) Facilitate Strategic Planning Sessions (conducted via Zoom) with district staff on Teacher Incentive Allotment (TIA)--\$3,000

Includes the following activities:

- Session #1 (approximately 2 hours):
 - Attend a pre-planned TIA workshop (multiple dates provided in Summer/Fall 2021) facilitated by Tammy Kreuz to build capacity on TIA among district and campus administrators. During these sessions administrators will learn the key decisions the district needs to make to develop a TIA plan.
- Session #2 (approximately 2 hours):
 - Conduct customized needs assessment for the district to determine TIA readiness.
 - Provide consulting services for the district to make key decisions regarding TIA.
- Session #3 (approximately 2 hours):
 - Build a detailed timeline for TIA plan development.

(2) Develop a draft Designation Framework for the Teacher Incentive Allotment (TIA) for the 2022-23 school year--\$2,000

(3) (Optional) Lead the TIA Stakeholder Engagement Process for the district to finalize a TIA Plan for the 2022-23 school year--\$4,000

Includes the following activities:

- Facilitate district stakeholder meetings to finalize the TIA plan.
- Develop and administer a teacher survey to gain input on the TIA plan.
- Analyze survey results and report back to district stakeholder committee.
- Facilitate stakeholder review of the draft TIA designation framework and make modifications as necessary.

(4) Draft the TIA application for the district to submit to TEA and review with district leadership to ensure accuracy (due to TEA in April 2022)--\$4,000

**DICKINSON INDEPENDENT SCHOOL DISTRICT
AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Consideration and selection of proposed plans to re-divide Board of Trustees' single member districts.

Agenda Item: Robert Cobb

Background Information:

The demographer and attorney have worked on drafts of possible plans to re-divide the Board of Trustees single member districts to comply with Texas Education Code Section 11.052(i). Drafts of proposed plans will be presented to the board for discussion, consideration, and possible selection.

Recommendation:

The Superintendent and Assistant Superintendent for Administration recommends that the Board select one of the proposed re-districting plan.

Action Item: Yes No

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

**DICKINSON INDEPENDENT SCHOOL DISTRICT
BOARD AGENDA DOCUMENT**

Meeting Date: November 1, 2021

Item Title: Approval of Agenda Item A

Agenda Item: Carla Voelkel

Background Information:

Agenda Items:

A. Consent Agenda Items

Recommendation:

The Superintendent recommends approval of Agenda Item A.

Action Item: Yes No

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

DICKINSON INDEPENDENT SCHOOL DISTRICT

BOARD AGENDA DOCUMENT

Meeting Date: November 1, 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 October 7, 14, 21, 28, 2021
- Campus Fundraising Requests- BMS, BMS Art
- Donation to DISD Education Foundation-INEOS
- October 4, 2021 Minutes
- Campus Fundraising Requests- KJHS Student Council
- Campus Fundraising Requests- DHS Boys Basketball, MJHS Eastern Cultures Club
- Donation to DHS FFA-Lago Mar, Logical Innovations, Inc.
- Campus Fundraising Requests- DHS Robotics, DHS HOSA, DHS Yearbook, DHS Gamers Club, DHS Boys Soccer, DHS Tennis, DHS Girls Basketball, DHS Mu Alpha Theta, DHS Student Council, DHS Drama
- Donation to KELES-Nilson Dasilva
- Approval of Proposals Received-Contracted Services 21-09-1145
- October 18, 2021 Minutes-Regular Action Meeting
- October 18, 2021 Minutes-Workshop/Team Building Meeting

Recommendation:

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

Action Item: **Yes** **No**