



**Mission Consolidated Independent School District**

- 1201 Bryce Drive, Mission, Texas 78572
- Telephone: (956) 323 5505 Fax: (956) 323 5634
- Website: [www.mcisd.net](http://www.mcisd.net)

## *Notice and Agenda*

The Board of Trustees of the Mission Consolidated Independent School District will hold a **Special Meeting** on **Wednesday, June 22, 2022, at 6:30 PM** in the **Mission CISD Annex, 925 E. Business HWY. 83, Mission, Tx 78572**. At this meeting, the Board may deliberate or act on any of the subjects listed on the following agenda. The President may change the order of items listed below for the convenience of the Board.

### **A G E N D A**

- I. Call Meeting to Order and Establish Quorum**
- II. Pledge of Allegiance and Moment of Silence**
  - 1. U. S. Flag and Texas Flag -**
- III. Comments from the Public**
- IV. Public Comment(s) on Specific Agenda Item(s)**
- V. Superintendent's Updates and Recognitions**
- VI. Presentation(s) to the Board of Trustees**
  - 1. Presentation of Check to the City of Mission Consisting of Funds Raised by District Employees for the All-Inclusive Park**
- VII. Discussion and Possible Action**
  - 1. Approval of 2022–2023 Compensation Plan** **3**
  - 2. Consideration and Approval of the Mission Consolidated Independent School District Budget for the Fiscal Year beginning July 1, 2022 and ending June 30, 2023** **39**
  - 3. Consideration and Approval of 2021-2022 Final Amended Budget** **42**
  - 4. Approval of Request from the City of Palmhurst to use Mission CISD's Facilities for the August 6, 2022 Special Election** **44**
  - 5. Approval of Purchase of Technology Applications #211-23-6** **46**
  - 6. Approval of Purchase of PreK-12 Digital Learning Software – Bid #211-23-1** **49**
  - 7. Approval of Additional Services and Materials for Brain Development Program for Early Childhood** **55**
- VIII. Recommendation(s)**
  - 1. Approval of the Selection for:**
    - a. Special Education, Educational Diagnostician – (3 positions)**
    - b. Finance Office Accountant – ESSER III**
    - c. Multi-Media Journalist**
- IX. Executive Session**

1. Private Consultation with Board Attorney if necessary (Texas Gov't Code §551.071)
2. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee or to Hear a Complaint or Charge Against an Officer or Employee (Texas Gov't Code §551.074)

X. Action, if Necessary, on Matters Discussed in Executive Session

XI. Important Dates to Remember

1. Tentative July 20, 2022, Special Board of Trustees Meeting at 6:30 p.m.
2. August 3, 2022, Board of Trustees Workshop at 6:30 p.m.
3. August 10, 2022, Regular Board of Trustees Meeting at 6:30 p.m.

XII. Adjournment

In accordance with the Texas Open Meetings Act, the Board may enter into a closed meeting to deliberate any item that is listed above that fits within an exception listed in Subchapter D. Any final action, decision, or vote on a subject deliberated in closed meeting will be taken in an open meeting held in compliance with the Texas Open Meetings Act.

This Notice was posted by 6:30 p.m. on June 16, 2022.

  
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Dr. Carol G. Perez, Superintendent of Schools  
Mission Consolidated Independent School District

**SUBJECT:** Approval of the 2022-2023 Compensation Plan

**PRESENTER:** Lorena Garcia, Deputy Superintendent for Support Services

### **BACKGROUND INFORMATION**

The establishment and approval of Compensation Plan is part of the annual budgetary process. Supplemental Compensation Plan, Substitute Teacher Compensation Plan, Special Duty Assignment Compensation Plan, and reclassification of existing positions are also included as part of the 2022-2023 budgetary process.

The District goal of the 2022-2023 Compensation Plan is as follows:

- Provide for a general pay increase to improve market competitiveness,
- Improve the District's teacher pay position in the competitive market,
- Provide adjustments across the teacher pay schedule to improve market competitiveness at key benchmark points to reduce the pay gap,
- Implement additional salary adjustments to improve internal equity and market competitiveness,
- Provide adjustments to ensure that administrative professionals who must be teacher-certified will be paid no less than what a teacher with the same degree and experience will be paid,
- Provide equity adjustments using placement scales to align employee pay by years of experience for pay grades with multi-incumbent, high turnover positions within all nonexempt pay groups,
- Provide targeted adjustments to identified employees whose pay is below market value even after receiving the general pay increase,
- Ensure that current employees for whom the general pay increase is not enough to move them to the minimum of the new proposed pay range are paid more than incoming employees paid at the minimum of the pay range,
- Provide new pay ranges to the Instructional Support Assistants, Clerical Technical, Auxiliary Staff and Administrative Salary Schedules,
- Provide increases to certain Supplements, and
- Provide funding for other legislatively mandated increases to payroll costs such as the District's share of employee TRS contribution and other employer fringe benefits.

## **ADMINISTRATIVE CONSIDERATIONS**

Based on the projected Foundation School Program (FSP) revenue, ESSER III funding and savings achieved throughout the 2021-2022 school year by reducing payroll costs through attrition, Administration recommends a compensation plan for Teachers, Nurses, and other staff on the School Program Professional Salary Schedule (Teacher Salary Schedule) tiered based on years of experience as follows:

- \$2,000 increase; equivalent to a 3.5% general pay increase of the market median.
  - \$296.79 daily rate (\$55,500 annually for 187 days) salary with zero years of experience, new staff to Mission CISD,
  - \$369.63 daily rate (\$69,120 annually for 187 days) with 25+ years of experience as the maximum salary for new staff to Mission CISD,

General pay increase is applied to the market median salary of \$57,723 as per TASB best practices.

A general pay increase for instructional support assistants, clerical, auxiliary, and administrative staff of 3.5% for their adjusted midpoint as per their classification within the compensation plan.

A one-time \$1,000 retention stipend is recommended for all staff to be funded by the American Rescue Plan Elementary and Secondary School Emergency Relief (ESSER III) funding. The stipend is to be paid as follows; \$500 in September and \$500 in December.

Equity Adjustments in the amount of approximately \$955,818 are recommended for employees below market rate in all levels of the compensation plan.

The recommended compensation adjustments for the aforementioned staff are provided in the 2022-2023 Annual Budget Book.

**FUNDING SOURCE:**

The 2022-2023 Compensation Plan encompasses all funds.

**RECOMMENDATION:**

- A. That the Board of Trustees approve the 2022-2023 Compensation Plan which includes a District-wide increase for all employees as follows:
  - a. A compensation plan for Teachers, Nurses, and other staff on the School Program Professional Salary Schedule (Teacher Salary Schedule) as follows:
    - i. \$2,000 increase; equivalent to a 3.5% general pay increase of the market median.
    - ii. \$296.79 daily rate (\$55,500 annually for 187 days) salary with zero years of experience, new staff to Mission CISD,
    - iii. \$369.63 daily rate (\$69,120 annually for 187 days) with 25+ years of experience as the maximum salary for new staff to Mission CISD,
  - b. Compensation adjustment for Instructional Support Assistants, Clerical, Auxiliary, and Administrative staff of 3.5% of their adjusted midpoint as per their classification within the compensation plan.
  - c. A one-time \$1,000 retention stipend is recommended for all staff to be funded by the American Rescue Plan Elementary and Secondary School Emergency Relief (ESSER III) funding.
- B. That the Board of Trustees approve the Supplemental Compensation Plan (stipends), Substitute Teacher Compensation Plan, Special Duty Assignment Compensation Plan, and reclassification of existing positions included as part of the 2022-2023 Annual Budget Book.

**CONTACT PERSON (S)**

Lorena Garcia, Deputy Superintendent for Support Services  
Elisa Pacheco, Human Resources Director

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**THE**  
**World**

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**2022-2023**  
Compensation  
Plan

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# **PAY SCHEDULES**

**Proposed**

**2022-2023**

**School Program Professional Salary Schedule**

Positions	Minimum	Maximum *
	\$296.7914 Daily Rate	\$369.6257 Daily Rate *
	\$55,500 (i.e. 187 days) \$55,984 (i.e. 192 days)	\$69,120 (i.e. 187 days) \$70,968 (i.e. 192 days)
Teacher Nurse Autism/Behavior Strategist Bilingual / ESL PK-12 Strategist Campus Technologist CTE Strategist Gear-Up Strategist Inclusion Strategist Instruction and Assessment Strategist Instructional Technology Coach Literacy Coach Literacy Interventionist <b>TCLAS Data Fellow</b>		* Maximum rate for New Hire - the maximum daily rate may exceed the established rate for the respective pay grade positions within this salary schedule when an equal pay increase is approved by the Board.

8

**\$3,000.00 Supplement for Master's or Higher Degree in Content Area of Instruction for School Program Professional Salary Schedule Employees**

**\$1,250.00 Supplement for Master's or Higher Degree Submitted Prior to September 30, 2013 for School Program Professional Salary Schedule Employees (Does not apply to Master's or higher degree submitted after September 30, 2013)**

Mission Consolidated Independent School District  
2022-2023

**Proposed**

Teacher New Hire Guide  
For HR Use ONLY

2021-22 Years of Exp	2021-22 New Hire Salary	+	3.5% General Pay Increase	+	Additional Adjustment	=	2022-23 Years of Exp	2022-23 Proposed New Hire Salary
							0	\$55,500
0	\$53,700	+	\$2,000	+		=	1	\$55,700
1	\$53,920	+	\$2,000	+		=	2	\$55,920
2	\$54,170	+	\$2,000	+	\$100	=	3	\$56,270
3	\$54,670	+	\$2,000	+		=	4	\$56,670
4	\$54,920	+	\$2,000	+	\$130	=	5	\$57,050
5	\$55,170	+	\$2,000	+		=	6	\$57,170
6	\$55,520	+	\$2,000	+		=	7	\$57,520
7	\$56,050	+	\$2,000	+		=	8	\$58,050
8	\$56,800	+	\$2,000	+		=	9	\$58,800
9	\$57,200	+	\$2,000	+	\$350	=	10	\$59,550
10	\$58,100	+	\$2,000	+	\$200	=	11	\$60,300
11	\$59,100	+	\$2,000	+		=	12	\$61,100
12	\$59,600	+	\$2,000	+		=	13	\$61,600
13	\$60,100	+	\$2,000	+		=	14	\$62,100
14	\$60,700	+	\$2,000	+	\$50	=	15	\$62,750
15	\$61,420	+	\$2,000	+		=	16	\$63,420
16	\$61,870	+	\$2,000	+		=	17	\$63,870
17	\$62,320	+	\$2,000	+		=	18	\$64,320
18	\$62,820	+	\$2,000	+		=	19	\$64,820
19	\$63,520	+	\$2,000	+	\$480	=	20	\$66,000
20	\$64,270	+	\$2,000	+		=	21	\$66,270
21	\$65,045	+	\$2,000	+		=	22	\$67,045
22	\$65,820	+	\$2,000	+		=	23	\$67,820
23	\$66,420	+	\$2,000	+		=	24	\$68,420
24	\$67,120	+	\$2,000	+		=	25+	\$69,120
\$1,250 Supplement for Masters or Higher Degree Submitted Prior to September 30, 2013 for Teacher Salary Schedule \$3,000 Supplement for Masters or Higher Degree in Content Area of Instruction for Teacher Salary Schedule								

9

<i>Pay Range Minimum</i>	\$55,500	<i>Pay Range Maximum</i>	\$82,470
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# Proposed

2022-2023

## Administrative Professional Salary Schedule

### Pay Grade 1

Assistant Coordinator, Maintenance  
 Assistant Coordinator, Transportation  
 Attendance Officer (Grandfathered)  
 Journalist, Multi-Media  
**Social Worker (to AP02)**

### Pay Grade 2

Accountant, Business Office  
 Accountant, Employee Benefits  
 JROTC Instructor, HS  
**Social Worker (from AP01)**  
 Specialist, Graphic & Media Arts  
 Specialist, Personnel  
 Specialist, Public Relations  
 Specialist, Purchasing  
 Specialist, Safety & Security Preparedness & Response  
 Speech Lang Path Asst

### Pay Grade 3

Analyst, Information Security  
**Athletic Trainer, JH (to AP04)**  
**Athletic Trainer, HS (to AP05)**  
**Computer Programmer/Analyst (Entry Level)**  
 Coordinator, Maintenance  
 Counselor, Elementary  
 Counselor, Junior High  
 Dietician  
 Librarian  
 Speech Therapist

### Pay Grade 4

Assistant Principal, Elementary  
**Athletic Trainer, JH (from AP03)**  
 Coordinator, CNP  
 Coordinator, Family & Community Engagement/Migrant Svcs  
 Coordinator, PE Health  
 Coordinator, Project & Energy Management  
 Coordinator, RTI/Section504/Dyslexia Services  
 Coordinator, Testing and Evaluation  
 Counselor, High School  
 Counselor, Alternative Campus/Options  
 Counselor/TPAP Manager  
 Educational Diagnostician, Special Education  
 Specialist, Bilingual  
 Specialist, Special Education Behavior  
 Specialist, Special Education Transition

### Pay Grade 5

Assistant Principal, Jr. High  
 Assistant Principal/Master Scheduler, Jr. High  
**Athletic Trainer, HS (from AP03)**  
 Coordinator, Advanced Academic Svcs  
 Coordinator, C & I English (Elem/Sec)  
 Coordinator, C & I Math (Elem/Sec)  
 Coordinator, C & I Science (Elem/Sec)  
 Coordinator, C & I Social Studies (Elem/Sec)  
**Coordinator, Instructional Technology - Repurposed to Computer Programmer/Analyst (Entry Level)**  
 Coordinator, PEIMS  
 Licensed Professional Counselor  
 LSSP, Special Education  
 Occupational Therapist, Special Education  
 Speech Language Pathologist - CCC, Special Education

10

Pay Grade	Minimum	Midpoint	Maximum	3.5% increase of midpoint
1	<del>\$222.75</del> \$247.50	<del>\$270.00</del> \$300.00	<del>\$317.25</del> \$352.50	\$10.5000
2	<del>\$253.94</del> \$271.01	<del>\$307.80</del> \$328.50	<del>\$361.67</del> \$385.99	\$11.4975
3	<del>\$291.24</del> \$291.75	<del>\$350.89</del> \$351.50	<del>\$410.54</del> \$411.26	\$12.3025
4	<del>\$308.71</del> \$309.25	<del>\$371.94</del> \$372.59	<del>\$435.17</del> \$435.93	\$13.0407
5	<del>\$327.24</del> \$327.81	<del>\$394.26</del> \$394.95	<del>\$461.28</del> \$462.09	\$13.8233
6	<del>\$351.05</del> \$351.67	<del>\$417.92</del> \$418.65	<del>\$484.79</del> \$485.63	\$14.6528
7	<del>\$375.62</del> \$376.29	<del>\$447.17</del> \$447.96	<del>\$518.72</del> \$519.63	\$15.6786
8	<del>\$401.91</del> \$402.63	<del>\$478.47</del> \$479.32	<del>\$555.03</del> \$556.01	\$16.7762
9	<del>\$430.05</del> \$430.81	<del>\$511.96</del> \$512.87	<del>\$593.87</del> \$594.93	\$17.9505
10	<del>\$498.85</del> \$501.89	<del>\$593.87</del> \$597.49	<del>\$688.89</del> \$693.09	\$20.9122
11	<del>\$618.58</del> \$619.84	<del>\$736.40</del> \$737.90	<del>\$854.22</del> \$855.96	\$25.8265

# Proposed

## 2022-2023 Administrative Professional Salary Schedule

### Pay Grade 6

Administrator, At-Risk Services  
 Administrator, CTE - ECHS  
 Assistant Director, Child Nutrition Program  
 Assistant Principal, HS  
 Assistant Principal/Dean of Instruction, HS  
 Assistant Principal/Master Scheduler, HS  
 Assistant Principal, Alternative Campus/Options Program  
 Computer Programmer/Analyst  
 Computer Programmer/Analyst - HR/Finance  
 Coordinator, E-Rate/Network  
 Coordinator, Fixed Assets/Whse/Records & Txtbks  
 Coordinator, Payroll  
 Coordinator, Purchasing  
 Coordinator, Special Education  
 Field Administrator, CTE  
 Head Band Director, HS

### Pay Grade 7

Athletic Coordinator/Hd Football Coach (HS)  
 Director, Bilingual/ESL Education  
 Director, Career and Technical Education  
 Director, Child Nutrition Program  
 Director, Health Services  
 Director, Instructional Technology & Library Services  
 Director, Maintenance & Security  
 Director, Payroll/Emp Benefits/Risk Mgmt  
 Director, Public Relations/Print Shop  
 Director, Student Services/Guidance & Counseling  
 Director, Testing and Evaluation  
 Director, Transportation

### Pay Grade 7, cont.

Internal Auditor  
 Principal, Alternative Campus  
 Principal, Elementary

### Pay Grade 8

Director, Athletics  
 Director, **Budget & Finance**  
 Director, Curriculum  
 Director, Fine Arts  
 Director, Human Resources  
 Director, Information Systems  
 Director, Technology Systems  
 Principal, Collegiate High School  
 Principal, Jr. High

### Pay Grade 9

Executive Director, C&I PreK - 12  
 Executive Director, C&I Special Education/504/RTI/Dyslexia  
 Executive Director, State & Federal Programs/School Improvement  
~~Executive Director, Tech, Info Sys & Facilities Operations -~~  
**Eliminated (Roles & Responsibilities followed to Asst Supt Finance)**  
 Principal, High School

### Pay Grade 10

Assistant Superintendent, Finance  
 Assistant Superintendent, Operations

### Pay Grade 11

Deputy Superintendent, C&I  
 Deputy Superintendent, Support Services

11

Pay Grade	Minimum		Midpoint		Maximum		3.5% increase of midpoint
1	<del>\$222.75</del>	\$247.50	<del>\$270.00</del>	\$300.00	<del>\$317.25</del>	\$352.50	\$10.5000
2	<del>\$253.94</del>	\$271.01	<del>\$307.80</del>	\$328.50	<del>\$361.67</del>	\$385.99	\$11.4975
3	<del>\$291.24</del>	\$291.75	<del>\$350.89</del>	\$351.50	<del>\$410.54</del>	\$411.26	\$12.3025
4	<del>\$308.71</del>	\$309.25	<del>\$371.94</del>	\$372.59	<del>\$435.17</del>	\$435.93	\$13.0407
5	<del>\$327.24</del>	\$327.81	<del>\$394.26</del>	\$394.95	<del>\$461.28</del>	\$462.09	\$13.8233
6	<del>\$351.05</del>	\$351.67	<del>\$417.92</del>	\$418.65	<del>\$484.79</del>	\$485.63	\$14.6528
7	<del>\$375.62</del>	\$376.29	<del>\$447.17</del>	\$447.96	<del>\$518.72</del>	\$519.63	\$15.6786
8	<del>\$401.91</del>	\$402.63	<del>\$478.47</del>	\$479.32	<del>\$555.03</del>	\$556.01	\$16.7762
9	<del>\$430.05</del>	\$430.81	<del>\$511.96</del>	\$512.87	<del>\$593.87</del>	\$594.93	\$17.9505
10	<del>\$498.85</del>	\$501.89	<del>\$593.87</del>	\$597.49	<del>\$688.89</del>	\$693.09	\$20.9122
11	<del>\$618.58</del>	\$619.84	<del>\$736.40</del>	\$737.90	<del>\$854.22</del>	\$855.96	\$25.8265

# Proposed

## 2022–2023 Clerical / Technical Support Salary Schedule

### Pay Grade 1

Clerk, Office (Elem,JH,HS,RAS)

### Pay Grade 2

~~Clerk, Attendance (to CT03)~~

Clerk, Library (HS)

Liaison, Family & Community Engagement

### Pay Grade 3

Clerk, Activity Fund/Budget (Elem & Jr High Campus)

~~Clerk, Attendance (from CT02)~~

~~Clerk, Covid Team~~

Clerk, Fixed Assets/Records

Clerk, Maintenance

Clerk, Maintenance Warehouse

Clerk, NGS / Migrant Recruiter/Home Educator

Clerk, Payroll (High School)

Clerk, Transportation Data

Clerk, Transportation Warehouse

Facilitator/Assessor, Special Education

Receptionist, Central Office

Secretary, Counselor (High School)

Secretary, CTE Counselor

### Pay Grade 4

~~Clerk, LPAC - High School~~

Clerk, PEIMS

Clerk, Sp Ed Records/Compliance

Clerk, Sp Ed SEMS/PEIMS

Clerk, Sp Ed SHARS/Compliance

Clerk, Student Data Management

Secretary, Coordinator – Fixed Assets/Wrhse/Records/Txtbks

Secretary, Coordinator – Migrant Svcs/Family & Comm Engagement

Secretary, Coordinator – RTI/Section 504/Dyslexia Services

Secretary, Safety and Security

Secretary, Counselor/PEIMS (Jr High)

Technician, Computer – Non-Certified

### Pay Grade 5

Clerk, Athletic Office (High School)

Clerk, Payroll (CNP)

~~Clerk, Student Services~~

~~Clerk, Superintendent's Office - Repurposed to Clerk, Stdt Svcs~~

Facilitator, Textbook/Records

Registrar (High School)

Secretary, Child Nutrition Program

Secretary, Coordinators - C&I Prog Area (Lang/Soc St, Math/Science)

Secretary, Options Academy

Secretary, Principal – Alternative Campus

### Pay Grade 6

Clerk, Activity Fund/Budget (High School)

Clerk, State/Federal/Grant Fund/Budget

Operator, Information Systems

Secretary, Director (Athletics, Bil/ESL, CTE, CNP, Curr, Fine Arts,

Maint, Health Svcs, Inst Tech/Lib Svcs,

Payroll/Emp Brnfts, Public Rel, Student Svcs, Tech Sys,

Testing/Eval, Transp)

Secretary, Operations

Secretary, Principal – Jr. High

Secretary, Principal/Budget – Elementary

### Pay Grade 7

Secretary, Principal – High School

Technician, Computer – Certified

Technician, Purchasing – CNP

Technician, Purchasing – CO

Technician, Purchasing – Operations

~~Technician, Telephones, Security, PA (to CT09)~~

### Pay Grade 8

~~Bookkeeper, Budget (CO) - Repurposed~~

Bookkeeper, CNP

~~Bookkeeper, Employee Benefits (CO) - Repurposed~~

Bookkeeper, Finance (CO)

Buyer, Purchasing

Clerk, Employee Benefits

Clerk, Finance

Clerk, Human Resources

Clerk, Payroll (CO)

Clerk, Workers Compensation/Safety

Data Controller, Attendance (Info Systems)

Secretary, Executive Director (C&I PK-12, SpEd, State/Fed.)

Videographer/Editor

### Pay Grade 9

Graphic Artist

Secretary, Asst/Deputy Supt

Specialist, Operations and Routing (Trans)

~~Technician, Telephones/Security (from CT07)~~

### Pay Grade 10

Attendance Officer

Secretary, Superintendent/Board

Specialist, Network

Technician, Special Systems, Certified (District-level)

12

Pay Grade	Minimum		Midpoint		Maximum		3.5% increase of midpoint
1	\$12.00	\$13.50	\$14.50	\$15.75	\$17.00	\$18.00	\$0.5513
2	\$13.00	\$13.75	\$15.73	\$16.62	\$18.46	\$19.49	\$0.5817
3	\$14.10	\$14.75	\$16.99	\$17.78	\$19.88	\$20.81	\$0.6223
4	\$15.23	\$15.72	\$18.35	\$18.94	\$21.47	\$22.16	\$0.6629
5	\$16.55	\$16.93	\$19.82	\$20.27	\$23.09	\$23.61	\$0.7095
6	\$17.87	\$18.28	\$21.40	\$21.89	\$24.93	\$25.50	\$0.7662
7	\$19.34	\$19.75	\$23.42	\$23.65	\$26.93	\$27.55	\$0.8278
8	\$20.85	\$21.03	\$24.97	\$25.19	\$29.09	\$29.35	\$0.8817
9	\$22.52	\$22.72	\$26.97	\$27.21	\$31.42	\$31.70	\$0.9524
10	\$26.04	\$26.35	\$31.45	\$31.56	\$36.29	\$36.77	\$1.1046

# Proposed

2022-2023

## Instructional Support Assistants Salary Schedule

### Pay Grade 1

Inst Aide, Classroom (All Programs)  
Inst Aide, Special Education Resource

### Pay Grade 2

Inst Aide, Classroom (60+ college hours) (All Programs)  
Inst Aide, Computer Lab  
Inst Aide, ISS/DAEP  
Inst Aide, Special Education Adaptive PE/PT  
Inst Aide, Special Education Job Facilitator  
Inst Aide, Special Education Resource (60+ college hours)  
Nurse Aide

### Pay Grade 3

Inst Aide, Computer Lab (60+ college hours)  
Inst Aide, ISS/DAEP (60+ college hours)  
Inst Aide, Spec Educ Adaptive PE/PT (60+ college hours)  
Inst Aide, Spec Educ Self-Contained  
Inst Aide, Spec Educ Self-Contained/Behavior  
Inst Aide, Special Education Visual Impairment (Brailist)  
Nurse Aide (60+ college hours)

### Pay Grade 4

Inst Aide, Sp Ed Self-Contained (60+ college hours)  
Inst Aide, Sp Ed Self-Contained/Behavior (60+ college hours)  
Inst Aide, Sp Ed Visual Impairment (Brailist) (60+ college hours)

### Pay Grade 5

Inst Aide, Classroom (All Programs) (Bachelors Degree)  
Inst Aide, Computer Lab (Bachelors Degree)  
Inst Aide, Special Education Resource (Bachelors Degree)  
Inst Aide, Special Education Self-Contained (Bachelors Degree)  
Inst Aide, Special Education Self-Contained/Behavior (Bachelors Degree)  
Inst Aide, Sp Ed Visual Impairment (Brailist) (Bachelors Degree)

### Pay Grade 6

Inst Inst Aide, Classroom (All Programs) (Certified Teacher)  
Inst Aide, Computer Lab (Certified Teacher)  
Inst Aide, Special Education Self-Contained (Certified Teacher)  
Inst Aide, Special Education Self-Contained/Behavior (Certified Teacher)

### Pay Grade 7

Licensed Vocational Nurse LVN  
Piano Accompanist

13

Pay Grade	Minimum	Midpoint	Maximum	3.5% increase of midpoint
1	<del>\$12.30</del> \$13.50	<del>\$15.00</del> \$16.00	<del>\$17.70</del> \$18.50	\$0.5600
2	<del>\$13.22</del> \$14.00	<del>\$16.13</del> \$16.82	<del>\$19.04</del> \$19.64	\$0.5887
3	<del>\$14.24</del> \$14.85	<del>\$17.26</del> \$18.00	<del>\$20.28</del> \$21.15	\$0.6300
4	<del>\$15.24</del> \$16.00	<del>\$18.47</del> \$19.26	<del>\$21.70</del> \$22.52	\$0.6741
5	<del>\$16.40</del> \$17.10	<del>\$19.76</del> \$20.60	<del>\$23.12</del> \$24.10	\$0.7210
6	<del>\$18.07</del> \$18.84	<del>\$21.64</del> \$22.56	<del>\$25.21</del> \$26.28	\$0.7896
7	<del>\$20.75</del> \$21.01	<del>\$24.56</del> \$24.87	<del>\$28.37</del> \$28.73	\$0.8705

# Proposed

## 2022-2023 Auxiliary Salary Schedule

### Pay Grade 1

Bus Aide {Transp}  
Cook/Server {CNP}  
Custodian (to AU02) {Maint}

### Pay Grade 2

Cook/Cashier {CNP}  
Custodian (from AU01) {Maint}  
Groundskeeper {Maint}  
Non-CDL Driver (from BUSD Schedule) {Transp}

### Pay Grade 3

Crew Leader, Custodians (Elem) {Maint}  
Crew Leader, Groundskeepers {Maint}  
Grounds Specialist (Athletic Fields/Garden) {Maint}  
Helper, Electrician {Maint}  
Helper, Plumber {Maint}  
Printer Assistant {CO}  
Security Officer, Certified {Campus}  
Warehouse/Driver, CNP {CNP}

### Pay Grade 4

Crew Leader, CNP Drivers {CNP}  
Crew Leader, CNP Warehouse {CNP}  
Crew Leader, Custodians (Jr High) {Maint}  
General Maintenance Worker {Maint}  
Manager, Cafeteria (Elem) {CNP}  
Manager, Cafeteria, Rover {CNP}  
Operator, High School Plant {Maint}  
Preventive Vehicle Maintenance Worker {Maint}  
Printer {CO}  
Processor, Assets/Warehouse {FA}

### Pay Grade 5

Crew Leader, Assets Management {FA}  
Crew Leader, Assets Warehouse {FA}  
Crew Leader, Custodians (HS) {Maint}  
Manager, Aquatics Facilities {Maint}  
Manager, Cafeteria (JHS, RAS) {CNP}  
Mechanic, HVAC {Maint}  
Mechanic, Plumber {Maint}

### Pay Grade 5, cont.

Mechanic, Vehicle - Non-Certified {Maint}  
Painter {Maint}  
Painter, Autobody {Maint}  
Print Shop Lead {CO}  
Scheduler/Dispatcher (to AU06) {Transp}

### Pay Grade 6

Assistant Mechanic, Transportation {Maint}  
Cabinet Maker {Maint}  
Carpenter {Maint}  
Communications Specialist {SafSec}  
~~Lead-Aquatics-Facilities-Manager (to Supervisor: AU09)~~  
Locksmith {Maint}  
Manager, Cafeteria (HS) {CNP}  
Mechanic, Auto - Certified {Maint}  
Mechanic, HVAC, Lead {Maint}  
Scheduler/Dispatcher (from AU05) {Transp}  
Welder {Maint}

### Pay Grade 7

Crew Leader, Communications Specialist {SafSec}  
Mechanic, Transportation {Transp}

### Pay Grade 8

Journeyman, Electrician {Maint}  
Journeyman, Plumber {Maint}  
Manager, CK Production {CNP}  
Technician, HVAC (Chiller Certified) {Maint}  
Technician, Refrigeration (Certified) {CNP}

### Pay Grade 9

Field Supervisor, CNP {CNP}  
Foreman, Shop - Autobody & Mechanic {Transp}  
Supervisor, Aquatics Facilities (from Lead: AU06) {Maint}  
Supervisor, Assets/Warehouse/Records/Textbooks {FA}  
Supervisor, Construction {Maint}  
Supervisor, Custodians {Maint}  
Supervisor, Electrical {Maint}  
Supervisor, Groundskeepers {Maint}  
Supervisor, HVAC {Maint}  
Supervisor, Plumbing {Maint}  
Supervisor, Transportation {Transp}

14

Pay Grade	Minimum		Midpoint		Maximum		3.5% increase of midpoint
1	\$11.45	\$12.75	\$13.75	\$15.00	\$16.05	\$17.25	\$0.5250
2	\$12.03	\$13.15	\$14.58	\$15.75	\$17.13	\$18.35	\$0.5513
3	\$13.11	\$13.75	\$15.89	\$16.54	\$18.67	\$19.33	\$0.5789
4	\$14.15	\$14.65	\$17.16	\$17.62	\$20.17	\$20.59	\$0.6167
5	\$15.39	\$15.50	\$18.54	\$18.68	\$21.69	\$21.86	\$0.6538
6	\$16.62	\$17.00	\$20.02	\$20.45	\$23.42	\$23.90	\$0.7158
7	\$18.36	\$18.50	\$22.12	\$22.29	\$25.88	\$26.08	\$0.7802
8	\$19.84	\$20.10	\$23.89	\$24.07	\$27.94	\$28.04	\$0.8425
9	\$22.11	\$22.81	\$26.64	\$27.32	\$31.17	\$31.83	\$0.9562

# Proposed

2022-2023

## Bus Driver / ~~Non-CDL Driver~~ Salary Schedule

Position	Minimum	Midpoint	Maximum	3.5% increase of midpoint
<del>Non-CDL Driver</del>	<del>\$11.50</del>	<del>\$13.79</del>	<del>\$16.08</del>	<del>\$0.4137</del>
Bus Driver	<del>\$16.00</del> \$17.00	<del>\$18.58</del> \$19.91	<del>\$21.66</del> \$22.82	\$0.6969
	Hourly Rate	Hourly Rate	Hourly Rate	

Non-CDL Driver to AU02

# MISSION C.I.S.D. 2022-2023 APPROVED SUBSTITUTE PAY SCALE

## LEVEL I

ALL SUBSTITUTE(S) WITHOUT DEGREE

DAYS	DAILY RATE
1	\$100.00
*11 +	\$110.00

## LEVEL II

ALL SUBSTITUTE(S) WITH BACHELOR'S DEGREE

DAYS	DAILY RATE
1	\$125.00
*11 +	\$135.00

## LEVEL III

ALL SUBSTITUTE(S) WITH BACHELOR'S DEGREE AND  
UNEXPIRED AND VALID TEACHING CERTIFICATE or RN/LVN LICENSE

DAYS	DAILY RATE
1	\$185.00
*11 +	\$200.00

\* Days must be consecutive with same Teacher/Assignment

## LEVEL IV \*\*

ADMINISTRATIVE SUBSTITUTE(S) WITH BACHELOR'S DEGREE  
AND APPROPRIATE VALID ADMINISTRATOR CERTIFICATE

DAILY RATE ***
<p><b>Minimum of Administrative Pay Grade of the Position for Which Administrator is Substituting</b></p> <p>(i.e. Substituting for Jr. High Assistant Principal - minimum of AP5 - <del>\$327.24</del> <b>\$327.81</b>)</p>

\*\* Must Have Prior Approval from Human Resources and Finance Departments

\*\*\* Superintendent has the discretion to negotiate the daily rate at the pay grade for which the Administrator is substituting

## SUBSTITUTE BUS DRIVER

MUST HAVE CDL LICENSE with P & S ENDORSEMENTS

HOURLY RATE
<del>\$16.00</del> <b>\$17.00</b>

Board Proposed 6/22/22

# MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

## Temporary Assistance - Non-District Staff

2022-2023

**Proposed**

### TEAM TEACHER / TUTOR

<b>Level I: Hourly rate: \$10.00 <del>\$9.00</del></b> Personnel with 47 or fewer college hours
<b>Level II: Hourly rate: \$12.00 <del>\$11.00</del></b> Personnel with 48 or more college hours OR Associate Degree
<b>Level III: Hourly rate: \$15.00</b> Personnel with Bachelor's Degree
<b>Level IV: Hourly rate: \$25.00</b> Personnel with Bachelor's Degree and Valid Teaching Certificate

### TEMPORARY ASSISTANCE DURING TEST BENCHMARKS / ASSESSMENTS

<b>Level I: Daily rate: \$70.00</b> Non-Degreed Personnel
<b>Level II: Daily rate: \$90.00</b> Personnel with Bachelor's Degree
<b>Level III: Daily rate: \$110.00</b> Personnel with Bachelor's Degree and Valid Teaching Certificate

17

### TEMPORARY ASSISTANCE FOR STUDENTS (SPECIAL ED SHADOW)

<b>Level I: Daily rate: \$70.00</b> Non-Degreed Personnel
<b>Level II: Daily rate: \$90.00</b> Personnel with Bachelor's Degree
<b>Level III: Daily rate: \$110.00</b> Personnel with Bachelor's Degree and Valid Teaching Certificate

### TEMPORARY ASSISTANCE FOR DISTRICT OPERATIONS

(Requires Prior Approval from Human Resources and Finance Departments)

<b>Level I: Hourly rate: \$10.00 <del>\$9.00</del></b> Personnel with 47 or fewer college hours
<b>Level II: Hourly rate: \$12.00 <del>\$11.00</del></b> Personnel with 48 or more college hours OR Associate Degree
<b>Level III: Hourly rate: \$15.00</b> Personnel with Bachelor's Degree
<b>Level IV: Hourly rate: \$20.00</b> Personnel with Bachelor's Degree and Valid Teaching Certificate
<b>Level V: Hourly rate: \$25.00</b> Personnel Specialized or Licensed in Area of Service i.e. Piano Accompanist, Athletic Trainer Employee works irregular hours and/or travels locally Pay rate is all-inclusive

### PART-TIME LIFEGUARDS

<b>Minimum hourly rate:</b>	<b>Midpoint hourly rate:</b>	<b>Maximum hourly rate:</b>
<b>\$12.75</b>	<b>\$15.00</b>	<b>\$17.25</b>

Board Proposed 06/22/22

# **SUPPLEMENTAL EARNINGS**

18

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
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For an employee who was assigned supplemental duties prior to the 2022/23 school year, if the supplemental compensation for the given duty is greater than the approved compensation for 2022/23, provided the employee continues in and meets all responsibilities of that duty, the greater compensation will be maintained for the 2022/2023 school year.

### EXTRACURRICULAR SUPPLEMENTS

#### ATHLETICS

1.00	HS	Athletic Coordinator/Head Football Coach	Admin Pay Schedule			2
1.01	HS	Athletic Trainer	Admin Pay Schedule			2
1.02	HS	Girls Athletic Asst Coordinator	750		\$10,500	2 <sup>19</sup>
1.03	HS	Baseball Head Coach	700		\$10,000	2
1.04	HS	Baseball Varsity Assistant Coach	730		\$6,000	2
1.05	HS	Baseball Junior Varsity Coach	729, 731		\$4,500	6
1.06	HS	Basketball Boys Head Coach	712		\$10,000	2
1.07	HS	Basketball Boys Varsity Assistant Coach	713		\$6,000	2
1.08	HS	Basketball Boys Junior Varsity Coach	714, 734, 735, 861		\$4,500	4
1.09	HS	Basketball Boys Freshman Coach	715		\$3,000	3
1.10	HS	Basketball Girls Head Coach	726		\$10,000	2
1.11	HS	Basketball Girls Varsity Assistant Coach	727		\$6,000	2
1.12	HS	Basketball Girls Junior Varsity Coach	728, 739		\$4,500	4
1.13	HS	Basketball Girls Freshman Coach	738		\$3,000	2
1.14	HS	Cross Country Boys Head Coach	705		\$10,000	2
1.15	HS	Cross Country Boys Varsity Assistant Coach	706		\$6,000	2
1.16	HS	Cross Country Girls Head Coach	721		\$10,000	2
1.17	HS	Cross Country Girls Varsity Assistant Coach	722		\$6,000	2
1.18	HS	Football Defensive Coordinator	716		\$13,500	2
1.19	HS	Football Offensive Coordinator	753		\$13,500	2
1.20	HS	Football Special Teams Coordinator	701		\$13,500	2
1.21	HS	Football Asst Head Coach	798		\$2,500	2
1.22	HS	Football Varsity Assistant Coach	719		\$9,750	16
<b>1.23</b>	<b>HS</b>	<b>Football Junior Varsity Assistant Coach</b>	<b>pending code</b>		<b>\$2,500</b>	<b>22</b>
1.24	HS	Football Freshman Head Coach	736		\$8,250	2
1.25	HS	Football Freshman Coach	718		\$8,000	9
1.26	HS	Golf Head Coach (Year-round sport)	749		\$10,500	2
1.27	HS	Golf Varsity Assistant Coach	725		\$6,000	2
1.28	HS	Powerlifting Head Coach	754		\$10,000	2
1.29	HS	Powerlifting Varsity Assistant Coach	755		\$6,000	2
1.30	HS	Soccer Boys Head Coach	707		\$10,000	2
1.31	HS	Soccer Boys Varsity Assistant Coach	708		\$6,000	2
1.32	HS	Soccer Boys Junior Varsity Coach	709, 732		\$4,500	4
1.33	HS	Soccer Girls Head Coach	740		\$10,000	2
1.34	HS	Soccer Girls Varsity Assistant Coach	742		\$6,000	2

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
1.35	HS	Soccer Girls Junior Varsity Coach	743, 741		\$4,500	4
1.36	HS	Softball Head Coach	756		\$10,000	2
1.37	HS	Softball Varsity Assistant Coach	757		\$6,000	2
1.38	HS	Softball Junior Varsity Coach	758, 759		\$4,500	6
1.39	HS	Swimming Head Coach (Year-round sport)	746		\$10,500	2
1.40	HS	Swimming Varsity Assistant Coach	751		\$6,000	2
1.41	HS	Tennis Head Coach (Year-round sport)	747		\$10,500	2
1.42	HS	Tennis Varsity Assistant Coach	761		\$6,000	2
1.43	HS	Track Boys Head Coach	710		\$10,000	2
1.44	HS	Track Boys Varsity Assistant Coach	868		\$6,000	10
1.45	HS	Track Girls Head Coach	724		\$10,000	220
1.46	HS	Track Girls Varsity Assistant Coach	869		\$6,000	10
1.47	HS	Volleyball Head Coach	748		\$10,000	2
1.48	HS	Volleyball Varsity Assistant Coach	766		\$6,000	2
1.49	HS	Volleyball Junior Varsity Coach	765, 769		\$4,500	4
1.50	HS	Volleyball Freshman Coach	767		\$3,000	2
1.51	HS	Water Polo Coach	876		<del>\$6,000</del> \$4,000	2
1.52	HS	Wrestling Head Coach	770		\$10,000	2
1.53	HS	Wrestling Varsity Assistant Coach	771		\$6,000	2
1.54	HS	Strength Coach	760		\$2,500	2
<b>1.55</b>	<b>HS</b>	<b>Athletics Social Media Manager (Vertical Pattern)</b>	<b>pending code</b>		<b>\$500</b>	<b>2</b>
1.56	HS	Football Equipment Manager	720		\$1,500	2
1.57	HS	Gym Equipment Manager	744		\$2,500	2
<b>1.58</b>	<b>HS</b>	<b>Swim Meet Technician for JHS</b>	<b>pending code</b>		<b>\$1,500</b>	<b>2</b>
1.59	HS	Video & Editing Technician	764		\$1,500	2
2.00	JHS	JHS Athletic Trainer	Admin Pay Schedule			2
2.01	JHS	JHS Boys Athletic Coordinator	776		\$2,800	4
2.02	JHS	JHS Girls Athletic Coordinator	787		\$2,800	4
2.03	JHS	JHS Head Coordinator	781		\$800	4
2.04	JHS	JHS Baseball 8th Grade Coach	855		\$2,000	4
2.05	JHS	JHS Baseball 8th Grade Assistant Coach	857		\$1,500	4
2.06	JHS	JHS Baseball 7th Grade Coach	856		\$2,000	4
2.07	JHS	JHS Baseball 7th Grade Assistant Coach	858		\$1,500	4
2.08	JHS	JHS Basketball Boys 8th Grade Coach	775		\$2,000	8
2.09	JHS	JHS Basketball Boys 7th Grade Coach	774		\$2,000	8
2.10	JHS	JHS Basketball Girls 8th Grade Coach	786		\$2,000	8
2.11	JHS	JHS Basketball Girls 7th Grade Coach	785		\$2,000	8
2.12	JHS	JHS Cross Country Boys Coach	773		\$1,500	4
2.13	JHS	JHS Cross Country Girls Coach	789		\$1,500	4
2.14	JHS	JHS Football Head Coach	783		\$3,500	4
2.15	JHS	JHS Football Coach	745		\$3,000	28
2.16	JHS	JHS Golf Coach	784		\$1,500	4

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
2.17	JHS	JHS Soccer Boys 8th Grade Coach	870		\$2,000	4
2.18	JHS	JHS Soccer Boys 7th Grade Coach	777		\$2,000	4
2.19	JHS	JHS Soccer Girls 8th Grade Coach	873		\$2,000	4
2.20	JHS	JHS Soccer Girls 7th Grade Coach	790		\$2,000	4
2.21	JHS	JHS Softball 8th Grade Coach	851		\$2,000	4
2.22	JHS	JHS Softball 8th Grade Assistant Coach	853		\$1,500	4
2.23	JHS	JHS Softball 7th Grade Coach	852		\$2,000	4
2.24	JHS	JHS Softball 7th Grade Assistant Coach	854		\$1,500	4
2.25	JHS	JHS Swimming Coach	792		\$1,500	4
2.26	JHS	JHS Swimming Assistant Coach	793		\$1,300	4
2.27	JHS	JHS Tennis Coach	794		\$2,000	4 <sup>21</sup>
<b>2.28</b>	<b>JHS</b>	<b>JHS Tennis Assistant Coach</b>	<b>pending code</b>		<b>\$1,500</b>	<b>4</b>
2.29	JHS	JHS Track Boys Head Coach	871		\$2,500	4
2.30	JHS	JHS Track Boys Coach	778		\$2,000	12
2.31	JHS	JHS Track Girls Head Coach	872		\$2,500	4
2.32	JHS	JHS Track Girls Coach	791		\$2,000	12
2.33	JHS	JHS Volleyball 8th Grade Coach	796		\$3,000	8
2.34	JHS	JHS Volleyball 7th Grade Coach	795		\$3,000	8
2.35	JHS	JHS Boys Equipment Manager	782		\$750	4
2.36	JHS	JHS Girls Equipment Manager	877		\$750	4

1.00 - 2.36	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Coach/Sponsor. The teacher must be an active full-time employee of Mission CISD and meet all UIL and MCISD Athletic requirements.
1.00 - 2.36	Supplemental Earning Amount is paid over 12 months.
2.03	JHS Head Coordinator Supplement can only be assigned to the employee who serves as either the Boys Athletic Coordinator or Girls Athletic Coordinator.

**TOM LANDRY STADIUM SCOREBOARD**

40.00	Scoreboard Coordinator	SuppSys	\$175 max per <b>event game</b>
40.01	Video Switcher	SuppSys	\$100 max per <b>event game</b>
40.02	Scoreboard Video Operator	SuppSys	\$100 max per <b>event game</b>
40.03	Camera One Operator	SuppSys	\$100 max per <b>event game</b>
40.04	Camera Two (20-yard line) Operator	SuppSys	\$100 max per <b>event game</b>
40.05	Camera Three (20-yard-line) Operator	SuppSys	\$100 max per <b>event game</b>
40.06	Video Computer	SuppSys	\$100 max per <b>event game</b>
<b>40.07</b>	<b>Track Meet High Tech System Operator</b>	<b>SuppSys</b>	<b>\$300 per meet</b>
<b>40.08</b>	<b>Track Meet Producer</b>	<b>SuppSys</b>	<b>\$200 per meet</b>
<b>40.09</b>	<b>Track Meet Timing System Operator</b>	<b>SuppSys</b>	<b>\$300 per meet</b>

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
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**TOM LANDRY STADIUM WORKERS**

40.10		Ticket Supervisor - Varsity Football	SuppSys		\$70 max per game	
40.11		Ticket Sellers - Varsity Football	SuppSys		\$50 <del>\$45</del> max per game	
40.12		<b>Ticket Sellers - Other Sports - Varsity / JV (2 games)</b>	<b>SuppSys</b>		<b>\$45 max per game</b>	
40.13		<b>Ticket Sellers - Other Sports - Sub-Varsity (2 games)</b>	<b>SuppSys</b>		<b>\$40 max per game</b>	
40.14		<b>Ticket Sellers - Other Sports - Varsity (1 game)</b>	<b>SuppSys</b>		<b>\$30 max per game</b>	
40.15		<b>Ticket Sellers - Other Sports - Sub-Varsity (1 game)</b>			<b>\$20 max per game</b>	
40.16		Ticket Takers - Varsity Football	SuppSys		\$45 <del>\$40</del> max per game	
40.17		Ushers - Football	SuppSys		\$45 <del>\$40</del> max per game	
40.18		Chain Crew - Football	SuppSys		\$50 <del>\$40</del> max per game	22
40.19		Announcer - Football	SuppSys		\$100- <del>\$75</del> max per game	
40.20		Announcer - Home Playoff Games (all other sports)	SuppSys		\$50 <del>\$40</del> max per game	
40.21		Pitch Counter - Baseball	SuppSys		\$40 <del>\$35</del> max per game	
40.22		Score Keeper - Varsity Football	SuppSys		\$65 <del>\$60</del> max per game	
40.23		25-Second Clock Operator - Varsity Football	SuppSys		\$65 <del>\$60</del> max per game	
40.24		40-Second Clock Operator - Varsity Football	SuppSys		\$65 <del>\$60</del> max per game	
40.25		<b>Clock Operator - Other Sports</b>	<b>SuppSys</b>		<b>\$30 max per game</b>	
40.26		Spotter - Football	SuppSys		\$50 <del>\$35</del> max per game	

40.00 - 40.26	Supplemental Earning Amount is paid through Supplement System (Department) at end of sport season.					
40.00 - 40.06	Supplements will be paid for non-district and district <b>home</b> football games.					
40.00 - 40.06	Supplement schedule will apply for all <b>home</b> football <b>playoff</b> games.					
40.10 - 40.26	Supplements will be paid for non-district and district <b>home</b> football games.					
40.10 - 40.26	Supplement schedule will apply for all <b>home</b> football <b>playoff</b> games.					

UIL Officials Fee Schedule: Flat Fee Schedule and Travel Reimbursement are determined by the University Interscholastic League. Access the following URL for information and for the flat fee schedule and travel reimbursement (including mileage calculator) for individual sports:  
<https://www.uilTEXAS.org/athletics/officials-fee-schedule>

**CAREER AND TECHNICAL EDUCATION STUDENT ACTIVITIES**

3.00	HS	Business Professionals of America (BPA) Sponsor			\$1,000	varies
3.01	HS	Distributive Ed Clubs of America (DECA) Sponsor			\$1,000	varies
3.02	HS	Future Business Leaders of America (FBLA) Sponsor			\$1,000	varies
3.03	HS	FFA			\$1,000	varies
3.04	HS	Health Occupations Sponsor			\$1,000	varies
3.05	HS	Skills USA - VICA Sponsor			\$1,000	varies
3.06	HS	STEM Competition Sponsor - SEE Student Activities Section: Robotics 6.02 - 6.04				
3.07	HS	Texas Association of Future Educators (TAFE) Sponsor			\$1,000	varies

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
3.00 - 3.07		Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Coach/Sponsor. The teacher must be an active full-time employee of Mission CISD and meet all UIL and MCISD CTE requirements.				
3.00 - 3.07		Supplemental Earning Amount is paid through Supplement System (Campus) in May.				
3.00 - 3.07		CTE Director will determine the number of active CTE student organizations on a yearly basis.				
3.07		Participation in specific STEM competition must have prior approval from CTE Director.				

**FINE ARTS**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
4.00	HS	Head Band Director		Admin Pay Schedule		2
4.01	HS	Assistant Band Director	656		\$12,500	6 <sup>23</sup>
4.02	HS	Band Color Guard	651		\$3,000	2
4.03	HS	<b>Conjunto Director</b>	<b>pending code</b>		<b>\$3,000</b>	<b>2</b>
4.04	HS	Jazz Band Director	691		\$3,000	2
4.05	HS	Choir Director	654		\$8,500	2
4.06	HS	Assistant Choir Director	650		\$6,500	2
4.07	HS	Banda Director	880		\$3,000	2
4.08	HS	Classical Guitar Director	696		\$4,000	1
4.09	HS	Classical Guitar Assistant Director	882		\$2,500	1
4.10	HS	Folkloric Instructor	717		\$4,500	2
4.11	HS	Mariachi Director	693		\$9,500	2
4.12	HS/JHS	Orchestra Director	698		\$6,000	2
4.13	HS	<b>Fine Arts Social Media Manager (Vertical Pattern)</b>	<b>pending code</b>		<b>\$500</b>	<b>2</b>
4.14	HS	Performing Arts Center (PAC) Manager	875		\$2,000	2
4.50	JHS	Head Band Director	653		\$11,500	4
4.51	JHS	Assistant Band Director	659		\$10,500	8
4.52	JHS	Choir Director	655		\$5,500	4
4.53	JHS	Assistant Choir Director	697		\$4,000	4
4.54	JHS	Conjunto Director	881		\$1,500	4

4.00 - 4.54		Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Director/Sponsor. The teacher must be an active full-time employee of Mission CISD and meet all UIL and MCISD Fine Arts requirements.				
4.00 - 4.54		Supplemental Earning Amount is paid over 12 months.				
4.01		\$500 for Assistant Director for additional responsibilities of a performing group				
4.08 - 4.09		Classical Guitar Director and Assistant Director serve students in the MHS feeder pattern.				
4.12		Orchestra Director will serve students in high school and junior high schools in the respective feeder pattern.				
4.51		\$1,000 for JHS Assistants to assist with high school marching band				

**STUDENT ACTIVITIES**

5.00	HS	Cheerleader Sponsor	703		\$9,000	2
5.01	HS	Cheerleader Assistant - JV	704		\$4,500	2
5.02	HS	Cheerleader Assistant - Freshmen	704		\$4,500	2

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
5.03	HS	Drill Team/Dance Sponsor	658		\$9,000	2
5.04	HS	Drill Team Assistant	657		\$4,500	2
5.05	HS	Musical Production Sponsor	883		\$4,500	2
5.06	HS	<b>Musical Production First Assistant</b>	<b>pending code</b>		<b>\$3,000</b>	<b>2</b>
5.07	HS	Musical Production Assistant	884		\$1,500	<b>2 4</b>
5.08	MCHS	Dance Sponsor	SuppSys		\$1,250	1
5.09	HS	Freshman Class Sponsor	SuppSys		\$500	3
5.10	MCHS	Guitar Sponsor	SuppSys		\$1,250	1
5.11	HS	Junior Class Sponsor	SuppSys		\$2,000	3
5.12	HS	Junior Class Assistant	SuppSys		\$800	3
5.13	HS	National Honor Society	SuppSys		\$850	3 <sup>24</sup>
5.14	HS	Senior Class Sponsor	SuppSys		\$900	3
5.15	HS	Sophomore Class Sponsor	SuppSys		\$500	3
5.16	HS	Student Council Sponsor	SuppSys		\$1,600	3
5.17	HS	Video Production Sponsor	SuppSys		\$2,000	2
5.18	HS	Yearbook Sponsor	SuppSys		\$2,800	3

5.20	JHS	JHS Cheerleader Sponsor - 8th	780		\$2,500	4
5.21	JHS	JHS Cheerleader Sponsor - 7th	779		\$2,500	4
5.22	JHS	JHS Drill Team Sponsor	797		\$2,500	4
5.23	JHS	JHS National Junior Honor Society	SuppSys		\$700	4
5.24	JHS	JHS Student Council Sponsor	SuppSys		\$700	4
5.25	JHS	JHS Yearbook Sponsor	SuppSys		\$1,000	4

5.30	Elem	Elem Dance Sponsor	SuppSys		\$500	14
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5.00 - 5.30	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Coach/Sponsor. The teacher must be an active full-time employee of Mission CISD and meet all UIL and MCISD requirements.					
5.00 - 5.07	Supplemental Earning Amount is paid over 12 months.					
5.05 - 5.07	Theater Arts Production for a full musical production in partnership with the community.					
5.08 - 5.19	Supplemental Earning Amount is paid through Supplement System (Campus) in May.					
5.17	Video Production Sponsor must produce and submit productions that represent after-school year-round campus activities to be aired on campus broadcasting.					
5.20 - 5.22	Supplemental Earning Amount is paid over 12 months.					
5.23 - 5.30	Supplemental Earning Amount is paid through Supplement System (Campus) in May.					
5.30	Dance Sponsor (1 per elementary campus) will be required to attend one Saturday Professional Development Session, hold after-school sessions, and coordinate 2 campus presentations for the year.					

### STUDENT ACADEMIC COMPETITION

6.00	HS	Destination Imagination Sponsor	SuppSys		max \$800 per team	varies
6.01	HS	Destination Imagination Advancing to State	SuppSys		\$400	varies
6.02	HS	FIRST Robotics Competition (FRC) Coach	SuppSys		\$2,000	9
6.03	HS	FIRST Robotics Competition (FRC) Assistant	SuppSys		\$1,250	9

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
6.04	HS	FIRST Tech Challenge (FTC) Coach	SuppSys		\$1,250	9
6.05	HS	GreenPower USA	SuppSys		\$500	6
6.06	HS	SeaPerch	SuppSys		\$500	6
6.07	HS	Masterminds Sponsor	SuppSys		\$1,000	3
6.08	HS	Mock Trial Sponsor	SuppSys		\$900	3
6.09	HS	Science Bowl Sponsor	SuppSys		\$500	3
6.10	HS	Science Bowl Advancing to Nationals	SuppSys		\$350	varies
6.11	HS	Visual Art Scholastic Event (VASE) Sponsor	SuppSys		\$1,500	7
6.12	JHS	Destination Imagination Sponsor	SuppSys	max \$800 per team		varies
6.13	JHS	Destination Imagination Advancing to State	SuppSys		\$400	varies
6.14	JHS	<b>E-Sports Coach</b>	<b>SuppSys</b>		<b>\$1,000</b>	<b>4</b>
6.15	JHS	FIRST Tech Challenge (FTC) Coach	SuppSys		\$1,250	8
6.16	JHS	<del>FIRST LEGO League FLL Challenge</del> Coach - <b>6th-8th</b>	SuppSys		\$750	4
6.17	JHS	Mathcounts Sponsor	SuppSys		\$600	4
6.18	JHS	Mathcounts Advancing to State	SuppSys		\$200	varies
6.19	JHS	Science Bowl Sponsor	SuppSys		\$500	4
6.20	JHS	Science Bowl Advancing to Nationals	SuppSys		\$350	varies
6.21	JHS	Texas Math & Science Coaches Assn (TMSCA) Sponsor	SuppSys		\$500	16
6.22	JHS	Visual Art Scholastic Event (VASE) Sponsor	SuppSys		\$800	4
6.23	Elem	Destination Imagination Sponsor	SuppSys	max \$800 per team		varies
6.24	Elem	Destination Imagination Advancing to State	SuppSys		\$400	varies
6.25	Elem	<del>FIRST LEGO League FLL Challenge</del> Coach - <b>4th-5th</b>	SuppSys		\$750	14
6.26	Elem	<del>FIRST LEGO League Jr. FLL Explore</del> Coach - <b>2nd-4th</b>	SuppSys		<del>\$750</del> <b>\$500</b>	14
6.00 - 6.26	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Coach/Sponsor. The teacher must be an active full-time employee of Mission CISD and meet all UIL and MCISD requirements.					
6.00 - 6.26	Supplemental Earning Amount is paid through Supplement System (Campus) in May.					
6.00, 6.12, 6.23	\$25/hour up to 32 hours (\$800)					
6.00, 6.12, 6.23	\$90 per full-day tournament attended (outside of the instructional day)					
6.02 - 6.06	Participation in STEM Robotics competition must have prior approval from CTE Director.					
6.02 - 6.06	\$90 per full-day tournament (5+ hours) attended (outside of the instructional day) up to 6 tournaments (\$540 maximum). For 4 or fewer hours per tournament attended: \$20/hour					
6.11, 6.22	Each VASE sponsor must have a minimum of 10 students competing at VASE competition.					
6.15 - 6.16	\$90 per tournament attended (outside of the instructional day) up to 6 tournaments (\$540 maximum)					
6.21	Up to 4 Coaches per Campus (Calculator Applications, Mathematics, Number Sense, Science)					
6.25	\$90 per tournament attended (outside of the instructional day) up to 6 tournaments (\$540 maximum)					
6.26	\$90 per tournament attended (outside of the instructional day) up to 3 tournaments (\$270 maximum)					

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
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**STUDENT UIL ACADEMIC COMPETITION**

7.00	HS	Campus Coordinator	SuppSys		\$4,000	3
7.01	HS	Accounting	SuppSys		\$1,500	3
7.02	HS	Calculator Applications	SuppSys		\$1,500	3
7.03	HS	Computer Applications	SuppSys		\$1,500	3
7.04	HS	Computer Science	SuppSys		\$1,500	3
7.05	HS	Current Events	SuppSys		\$1,500	3
7.06	HS	Debate - Cross Examination	SuppSys		\$1,500	3
7.07	HS	Debate - Lincoln-Douglas	SuppSys		\$1,500	3
7.08	HS	Journalism - Editing Events	SuppSys		\$1,500	3 <sub>26</sub>
7.09	HS	Journalism - Writing Events	SuppSys		\$1,500	3
7.10	HS	Literary Criticism	SuppSys		\$1,500	3
7.11	HS	Math	SuppSys		\$1,500	3
7.12	HS	Number Sense	SuppSys		\$1,500	3
7.13	HS	One-Act Play	SuppSys		\$4,000	3
7.14	HS	One-Act Play First Assistant	SuppSys		\$3,000	3
7.15	HS	One-Act Play Assistant	SuppSys		\$1,000	6
7.16	HS	Persuasive/Informative Speaking	SuppSys		\$1,500	3
7.17	HS	Prose/Poetry	SuppSys		\$1,500	3
7.18	HS	Ready Writing	SuppSys		\$1,500	3
7.19	HS	Science	SuppSys		\$1,500	6
7.20	HS	Social Studies	SuppSys		\$1,500	3
7.21	HS	Spelling	SuppSys		\$1,500	3
7.22	HS	Theatrical Design	SuppSys		\$1,500	4 <del>3</del>
7.23	HS	Young Filmmakers Festival	SuppSys		\$1,500	4 <del>3</del>
7.24	HS	UIL Event Advancing to Regionals	SuppSys		<del>\$250</del> <del>\$125</del>	varies
7.25	HS	UIL Event Advancing to State	SuppSys		<del>\$250</del> <del>\$125</del>	varies

7.26	JHS	Campus Coordinator	SuppSys		\$1,500	4
7.27	JHS	Assistant Campus Coordinator	SuppSys		\$600	4
7.28	JHS	Art	SuppSys		\$800	4
7.29	JHS	Calculator Applications	SuppSys		\$800	4
7.30	JHS	Dictionary Skills	SuppSys		\$800	4
7.31	JHS	Duet Acting	SuppSys		\$800	4
7.32	JHS	Impromptu Speaking	SuppSys		\$800	4
7.33	JHS	Listening	SuppSys		\$800	4
7.34	JHS	Maps, Graphs, Charts	SuppSys		\$800	4
7.35	JHS	Math	SuppSys		\$800	4
7.36	JHS	Modern Oratory/Oral Reading	SuppSys		\$800	4
7.37	JHS	Number Sense	SuppSys		\$800	4
7.38	JHS	One-Act Play	SuppSys		\$1,500	4
7.39	JHS	One-Act Play Assistant	SuppSys		\$800	8

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
7.40	JHS	Poetry	SuppSys		\$800	4
7.41	JHS	Prose	SuppSys		\$800	4
7.42	JHS	Ready Writing	SuppSys		\$800	4
7.43	JHS	Record Mime	SuppSys		\$800	4
7.44	JHS	Science	SuppSys		\$800	4
7.45	JHS	Social Studies	SuppSys		\$800	4
7.46	JHS	Solo Acting	SuppSys		\$800	4
7.47	JHS	Spanish Poetry	SuppSys		\$800	4
7.48	JHS	Spelling	SuppSys		\$800	4
7.49	Elem	Campus Coordinator	SuppSys		\$600 - \$800	14
7.50	Elem	Elementary UIL/Tutorials	SuppSys	\$25 / hour tutorial rate		varies <sup>27</sup>
7.00 - 7.50	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Coach/Sponsor. The teacher must be an active full-time employee of Mission CISD and meet all UIL and MCISD requirements.					
7.00 - 7.50	Supplemental Earning Amount is paid through Supplement System (Campus) in May.					
7.01 - 7.22	Secondary UIL Coaches will receive \$90 per meet attended (outside of the instructional day) up to 10 meets (\$900 maximum). Attendance must be documented by Coordinator.					
7.14	1 One-Act Play Designated Assistant at High School level					
7.15	2 One-Act Play Assistants at High School level					
7.19	2 Science Coaches at High School level					
<b>7.22</b>	<b>2 Theatrical Design sponsors at MHS and VMHS</b>					
<b>7.23</b>	<b>2 Young Filmmakers Festival sponsors at MHS and VMHS</b>					
7.24 - 7.25	Advancement and participation must be documented by Coordinator.					
7.28 - 7.48	Secondary UIL Coaches will receive \$90 per meet attended (outside of the instructional day) up to 10 meets (\$900 maximum). Attendance must be documented by Coordinator.					
7.39	2 One-Act Play Assistants at Junior High School level					
7.49	\$600 for elementary campus UIL Coordinator for up to 75 participating students; \$100 for hosting a UIL meet; \$0.80/participating students over 75, not to exceed an additional \$100 (125 additional students)					
7.50	Elementary UIL Coaches will receive \$75 per meet attended (outside of the instructional day) up to 4 meets (\$300 maximum). Attendance must be documented by Coordinator.					

### INSTRUCTIONAL SUPPLEMENTS

#### BILINGUAL / ESL EDUCATION

10.00	Elem	Elementary Bilingual <b>or</b> ESL Teacher: 10-25 students	SuppSys		\$750 per semester
10.01	Elem	Elementary Bilingual <b>or</b> ESL Teacher: 1-9 students	SuppSys		\$75 per student per semester
10.02	Sec	Secondary ESL Teacher: 91+ students	SuppSys		\$750 per semester
10.03	Sec	Secondary ESL Teacher: 71-90 students	SuppSys		\$650 per semester
10.04	Sec	Secondary ESL Teacher: 51-70 students	SuppSys		\$550 per semester
10.05	Sec	Secondary ESL Teacher: 31-50 students	SuppSys		\$450 per semester
10.06	Sec	Secondary ESL Teacher: 10-30 students	SuppSys		\$350 per semester
<del>10.07</del>	<del>Sec</del>	<del>Secondary Sheltered Instruction Content Area Teacher: 91+ students</del>	<del>SuppSys</del>		<del>\$750 per semester</del>

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
<del>10.08</del>	<del>See</del>	<del>Secondary Sheltered Instruction Content Area Teacher: 71-90 students</del>	<del>SuppSys</del>		<del>\$650 per semester</del>	
<del>10.09</del>	<del>See</del>	<del>Secondary Sheltered Instruction Content Area Teacher: 51-70 students</del>	<del>SuppSys</del>		<del>\$550 per semester</del>	
<del>10.10</del>	<del>See</del>	<del>Secondary Sheltered Instruction Content Area Teacher: 31-50 students</del>	<del>SuppSys</del>		<del>\$450 per semester</del>	
<del>10.11</del>	<del>See</del>	<del>Secondary Sheltered Instruction Content Area Teacher: 10-30 students</del>	<del>SuppSys</del>		<del>\$350 per semester</del>	
10.07	Sec	Secondary ESOL I/II Teacher 10-91+ students	SuppSys		\$1,000 per semester	

10.00 - 10.07	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Teacher. The teacher must be an active full-time employee of Mission CISD and meet all MCISD Bilingual/ESL requirements.					
10.00 - 10.07	Supplemental Earning Amount is paid through Supplement System (Campus) in December and May.					
10.00 - 10.01	Serves Bilingual and/or ESL Students					
10.00 - 10.01	Must hold a bilingual certification					
<del>10.00 - 10.01</del>	<del>Must provide instruction for at least half of the instructional day</del>					
10.00 - 10.01	Must complete 12 hours of staff development in the areas of bilingual/ESL on a yearly basis					
<del>10.00 - 10.01</del>	<del>Elementary Departmentalization Setting: The total amount of funds generated by student participation and enrollment will be evenly divided among all the teachers that provided services to the English learners.</del>					
10.02 - 10.07	Must hold ESL certification					
<del>10.07 - 10.11</del>	<del>Must have proof of Required Training in Sheltered Instruction - Minimum of 18 hours</del>					
<del>10.12</del>	<del>Must hold ESL certification</del>					

### CAREER AND TECHNICAL EDUCATION

11.00	HS	Agriculture Teacher	842xd	39		varies
11.01	HS	Cosmetology Teacher	845xd	5		varies
11.02	HS	Marketing Teacher	846xd	5		varies
11.03	HS	RN/Pharmacy Tech Instructor	SuppSys		\$5,000 per semester	varies
11.04	HS	LVN/Pharmacy Tech Instructor	SuppSys		\$2,500 per semester	varies
11.05	HS	STEM Teacher	SuppSys		\$1,500 per semester	varies

11.00 - 11.05	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified CTE Teacher. The teacher must be an active full-time employee of Mission CISD and meet all MCISD CTE requirements.					
11.00 - 11.02	<b>Supplemental days worked must be documented and verified by campus/CTE Director.</b>					
11.00 - 11.02	Supplemental Earning Amount is paid over 12 months.					
11.03 - 11.05	Supplemental Earning Amount is paid through Supplement System (Department) in December and May.					
11.05	Full supplement for instructors who teach a full (6-period) schedule in the STEM Career Pathway courses offered by Mission CISD. For less than full schedules, supplement will be pro-rated.					

### DAEP

12.00	Alt	Roosevelt Alternative Campus Teacher	SuppSys		\$1,000	varies
12.00	Supplemental Earning Amount is paid through Supplement System (Campus) in December and May.					

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
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**DUAL ENROLLMENT TEACHER - SECONDARY**

13.00	HS	Academic Content Dual Enrollment Course Teacher	SuppSys		\$350 per semester per dual enrollment section	
13.01	HS	Dual Enrollment Teacher Sign-On Bonus			\$1,500 one-time payment	

13.00		Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Teacher. The teacher must be an active full-time employee of Mission CISD and meet all MCISD Advanced Academic requirements.				
13.00		Supplemental Earning Amount is paid through Supplement System (Department) in January and May.				
13.00		To teach dual enrollment courses for which a Masters degree is required				

**JROTC INSTRUCTOR**

29

14.00	HS	JROTC Instructor - Senior Instructor (Commissioned or Non-Commissioned Officer)	684		\$9,000	2
14.01	HS	JROTC Instructor - (Commissioned or Non-Commissioned Officer)	685		\$4,000	2

14.00 - 14.01		Supplemental earning is designed to compensate teachers who serve in the capacity of the JROTC Instructor. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.				
14.00 - 14.01		Supplemental Earning Amount is paid over 12 months.				

**MULTI-AGE TEACHER - ELEMENTARY**

15.00	EL	Multi-Age Teacher	SuppSys		\$1,000 per semester	
15.00		Supplemental earning is designed to compensate teachers who serve students in more than one grade level within the same classroom. The teacher must be an active full-time employee of Mission CISD and meet all requirements.				
15.00		Supplemental Earning Amount is paid through Supplement System (Campus) in December and May.				

**SCIENCE / MATH / COMPUTER SCIENCE TEACHER**

16.00	HS	Science Teacher			\$500 per science course section / \$3,000 max	
16.01	HS	Math Teacher			\$500 per math course section / \$3,000 max	
16.02	HS	Computer Science Teacher			\$500 per comp science course section / \$3,000 max	
16.03	JHS	Science Teacher			\$300 per science course section / \$1,800 max	
16.04	JHS	Math Teacher			\$300 per math course section / \$1,800 max	
16.05	Alt, Opt	Science Teacher			\$200 per science course section / <del>\$1,200</del> <del>\$1,000</del> max	
16.06	Alt, Opt	Math Teacher			\$200 per math course section / <del>\$1,200</del> <del>\$1,000</del> max	
16.07	Alt, Opt	Computer Science Teacher			\$200 per comp science course section / <del>\$1,200</del> <del>\$1,000</del> max	

16.00 - 16.07		Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Teacher. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.				
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# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
16.00 - 16.07		Supplemental Earning Amount is divided and paid per semester course-load through Supplement System (Department) in December and May.				
16.00		Must be certified as follows: Science 8-12, Science 7-12, Science 6-12 or Science Composite 6-12; Physical Science 6-12, Physical Science 8-12; or two or more High School Science Certifications				
16.01		Must be certified as follows: Math 8-12, Math 7-12 or Math 6-12				
16.02		Must be certified as follows: Computer Science 8-12 or Computer Information Systems 6-12 or 9-12				
16.03		Must be certified as follows: Any Science Certification				
16.04		Must be certified as follows: Math 4-8, Math 8-12, Math 7-12, Math 6-12 or Elementary Math 1-8				
16.05		Must be certified as follows: Science 8-12, Science 7-12, Science 6-12 or Science Composite 6-12; or two or more High School Science Certifications				
16.06		Must be certified as follows: Math 8-12, Math 7-12 or Math 6-12				
16.07		Must be certified as follows: Computer Science 8-12 or Computer Information Systems 6-12 or 9-12				

30

Math literacy interventionists assigned to a high school who possess a Math 6-12, Math 7-12 or Math 8-12 certificate will receive a \$3,000 annual supplement; math coaches assigned to a junior high school possess a Math 6-12, Math 7-12, or Math 4-8 certificate will receive a \$1,800 annual supplement.

### SPECIAL EDUCATION

17.00	SpEd	District Special Olympics Coach - Head	608		\$4,000	1
17.01	SpEd	District Special Olympics Coach - Assistant	607		\$3,500	3
17.02	SpEd	Self-Contained Teacher	600		\$1,250	varies
17.03	SpEd	Specialized Support Behavior (SSB) Class Teacher	601		<del>\$2,000</del> <del>\$1,500</del>	varies
17.04	SpEd	Specialized Support Communication (SSC) Class Teacher	619		\$1,500	varies
17.05	SpEd	<b>Specialized Support Behavior (SSB) Instructional Aide</b>	<b>SuppSys</b>		<b>\$500</b>	<b>varies</b>
17.06	SpEd	Speech Therapist (TEA/SBEC Certified)	606		\$3,500	3
17.07	SpEd	Speech Language Pathology Assistant (SLPA)	618, days in base	5	\$1,500	4
17.08	SpEd	SHARS Supervision	SuppSys		\$500 per therapist supervised	varies
17.09	SpEd	Head Educational Diagnostician (High school only)	605, 613xd	10	\$1,500	2
17.10	SpEd	Head Speech Language Pathologist	615, 616xd	10	\$1,500	2
17.11	SpEd	Autism/Behavior Strategist	604, 612xd	20	\$1,750	2
17.12	SpEd	Visually Impaired (VI) Teacher	603		\$2,000	3
17.13	SpEd	Orientation & Mobility Specialist / VI Teacher	620		\$5,000	1
17.14	SpEd	SpEd Instructional Strategist	614xd	20		2
17.15	SpEd	SpEd Assistive Technology Teacher	610xd	10		1
17.16	SpEd	Occupational Therapist	609		\$2,500	3

17.00 - 17.16	Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Teacher/Administrator/Instructional Aide. The teacher/administrator/instructional aide must be an active full-time employee of Mission CISD and meet all MCISD Special Education requirements.					
17.00 - 17.04	Supplemental Earning Amount is paid over 12 months.					
17.05	<b>Supplemental Earning Amount is divided and paid through Supplement System (Department) in January and May.</b>					
17.06 - 17.07	Supplemental Earning Amount is paid over 12 months.					

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
17.06		Speech Therapist Requires Bachelors degree and SBEC certification - grandfathered employees only				
17.08		Supplemental Earning Amount is divided and paid through Supplement System (Department) in January and May.				
17.08 - 17.16		Supplemental Earning Amount is paid over 12 months.				

### CAMPUS SPECIAL DUTY ASSIGNMENTS

#### DEPARTMENT HEAD / TEAM LEADER

20.00	HS	Art Department Head	660		<del>\$1,000</del> \$500	3
20.01	HS	Counseling Department Head - HS	668, 885	5	\$1,500	3
20.02	HS	CTE Department Head	661, 695		\$1,000	3 <sub>3,1</sub>
20.03	HS	English Department Head	662		\$1,500	3
20.04	HS	Foreign Language Department Head	663		\$1,000	3
20.05	HS	Math Department Head	664		\$1,500	3
20.06	HS	Science Department Head	665		\$1,500	3
20.07	HS	Social Studies Department Head	666		\$1,500	3
20.08	HS	Special Education Department Head	667		\$1,500	3
20.09	JHS	Team Leader - JHS	676 - 682		\$1,000	24
20.10	JHS	JHS Electives Department Head	669		\$800	4
20.11	JHS	JHS English Department Head	670		\$800	4
20.12	JHS	JHS Math Department Head	671		\$800	4
20.13	JHS	JHS Reading Department Head	672		\$800	4
20.14	JHS	JHS Science Department Head	673		\$800	4
20.15	JHS	JHS Social Studies Department Head	675		\$800	4
20.16	JHS	JHS Special Education Department Head	674		\$800	4
20.17	DAEP	Team Leader - DAEP	683		\$1,000	1
20.18	Elem	Team Leader - Elementary	SuppSys		\$400	112
20.00 - 20.18		Supplemental earning is designed to compensate teachers who serve in the capacity of the identified Teacher. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.				
20.00 - 20.17		Supplemental Earning Amount is paid over 12 months.				
20.18		Supplemental Earning Amount is paid through Supplement System (Campus) in May.				
20.18		One supplement per grade level - PK, K, 1st, 2nd, 3rd, 4th, 5th - and one per special programs (Music, sped resource, sped inclusion, PE) for a total of eight supplements per campus. PK and K grade levels may be combined into one supplement depending upon total number of teachers and needs of campus.				

#### PRINCIPAL REASSIGNMENT

21.00		Principal Reassigned to Low Performance Campus			\$6,000	varies
21.00		Supplemental Earning is designed to compensate principals who are reassigned to a low performance campus. The principal must be an active full-time employee of Mission CISD and meet all MCISD requirements.				

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
21.00		Supplemental Earning Amount is paid through Supplement System (Department) in December and May.				

**PUBLIC RELATIONS WEB LIAISON**

22.00		Public Relations Web Liaison	SuppSys		\$500 / semester	22
22.00		Supplemental earning is designed to compensate employees who perform duties in the capacity of web liaison between the campus and Public Relations Department. Professional or paraprofessional employee may be designated as the PR Web Liaison.				
22.00		Supplement Amount is paid through Supplement System (Department) in December and May.				

**SECONDARY EXTRA CLASS ASSIGNMENT**

32

23.00	Sec	Secondary <del>Math and Science</del> Teacher Extra <del>Core</del> Class	SuppSys		\$3,500 / semester	varies
23.01	Sec	<del>Secondary Teacher Extra Non-Core Class</del>	<del>SuppSys</del>		<del>\$1,500 / semester</del>	<del>varies</del>
<del>23.00</del>		<del>Supplemental earning is designed to compensate teachers who teach an additional Math or Science period, only when an existing teacher vacancy cannot be filled by a Highly Qualified teacher candidate. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.</del>				
<del>23.01</del>		<del>Supplemental earning is designed to compensate teachers who teach an additional period due to class load and scheduling. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.</del>				
<del>23.00-23.01</del>		<del>Supplemental earning is designed to compensate teachers who teach an additional period due to an existing teacher vacancy and/or classload and scheduling. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements. (i.e. Core - ELA, Math, Science, Social Studies, STEM)</del>				
23.00-23.01		Supplemental Earning Amount is paid through Supplement System (Campus) in December and May.				

**SUPERVISION OF LICENSED VOCATIONAL NURSES**

24.00	CO	Rover Registered Nurse Supervision of LVNs	879		\$2,400	1
24.00		Supplemental earning is designed to compensate centrally-located Registered Nurse who supervises LVNs at campuses. The RN must be an active full-time employee of Mission CISD and meet all MCISD Health Services Department requirements.				
24.00		Supplemental Earning Amount is paid over 12 months.				

**TXBESS MENTOR TEACHERS**

25.00	All	Mentor for: Certified Teacher; Texas Teachers; Teacher Builder; TCAP; A-Step; Web-Centric	SuppSys		\$250 / semester	varies
25.01	All	Mentor for ACP Intern Teacher: ACT-RGV; ITEACH Texas; Region I - Pace; South TX Transition to Teaching; Steps to Teaching; UTPA - ACP	ACP Program		\$400 / year	varies
25.02	All	Mentor for ACP Intern Teacher: ACT-RGV; ITEACH Texas; Region I - Pace; South TX Transition to Teaching; Steps to Teaching; UTPA - ACP	SuppSys		\$100 / year	varies

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
25.03	All	Mentor for ACP Intern Teacher: South Texas College	ACP Program		\$500 / year	varies
25.04	All	Mentor for ACP Intern Teacher: Excellence in Teaching	ACP Program		\$100 / semester	varies
25.05	All	Mentor for ACP Intern Teacher: Excellence in Teaching	SuppSys		\$300 / year	varies
25.06	All	Mentor for ACP Intern Teacher: Career in Teaching - Corpus	ACP Program		\$100 / semester	varies
25.07	All	Mentor for ACP Intern Teacher: Career in Teaching - Corpus	SuppSys		\$300 / year	varies

25.00 - 25.07	Supplemental earning is designed to compensate teachers who serve as Mentor Teachers. Total amount for all Mentors is \$500/year; amount compensated by District varies among ACP programs. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements. The Teacher must be TxBess-trained and must have served as a Mission CISD Teacher for at least 3 years. 33					
25.00	Supplemental Earning Amount is paid through Supplement System (Department) in December and May.					
25.01	Supplemental Earning Amount is paid by ACP Program in May.					
25.02	Supplemental Earning Amount is paid through Supplement System (Department) in May.					
25.03	Supplemental Earning Amount is paid by ACP Program in May.					
25.04	Supplemental Earning Amount is paid by ACP Program in December and May.					
25.05	Supplemental Earning Amount is paid through Supplement System (Department) in May.					
25.06	Supplemental Earning Amount is paid by ACP Program in December and May.					
25.07	Supplemental Earning Amount is paid through Supplement System (Department) in May.					

### OTHER SPECIAL DUTY ASSIGNMENTS

#### AFTER-SCHOOL TUTORIALS

30.00	Elem	After-School Tutorial Teachers	SuppSys		\$25.00 / hour	
30.01	Elem	Learning Loss HB 4545 Tutorial Teachers	SuppSys		\$30.00 / hour	

30.00	Supplemental earning is designed to compensate teachers who complete after-school tutorials. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.					
30.01	<b>Supplemental earning is designed to compensate teachers who complete Learning Loss HB 4545 after-school tutorials. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.</b>					

#### BENCHMARK DEVELOPMENT

31.00	All	Benchmark Development Teacher	SuppSys		\$30.00 / hour	
31.00	Supplemental earning is designed to compensate teachers who are hired to write local assessments and benchmarks <u>outside of the contract day and calendar year</u> . The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.					
31.00	Summer work/duties are only available to current employees who will also be employed in the upcoming school year.					

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
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**CURRICULUM WRITING**

32.00	All	Curriculum Writing Teacher	SuppSys		\$30.00 / hour	
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32.00 Supplemental earning is designed to compensate teachers who are hired to write curriculum including modules, content area units, STAAR/C-SCOPE Alignment modules and timelines, etc., outside of the contract day and calendar year. The teacher must be an active full-time employee of Mission CISD and meet all MCISD requirements.

32.00 Summer work/duties are only available to current employees who will also be employed in the upcoming school year.

**PROFESSIONAL DEVELOPMENT / TRAININGS**

33.00	All	Participant (outside contract day)	SuppSys		\$15.00 / hour (\$90.00 per day max)	
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33.01	All	Presenter (during contract day)	SuppSys		\$25.00 / hour (\$1,200.00 max)	
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33.02	All	Presenter (outside contract day)	SuppSys		\$25.00 / hour (\$1,500.00 max)	
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33.00 - 33.02 Supplemental earning is designed to compensate employees who participate in staff development/training outside the contract day or prepare for staff development presentation. The employee must be an active full-time employee of Mission CISD and meet all MCISD requirements.

33.00 Participant is specific to employees in attendance at a REQUIRED training outside the contract day.

33.01 - 33.02 Individual and/or group presenters will divide compensation not to exceed max.

33.01 Presenter is specific to professional employees conducting REQUIRED training during the contract day and only with WRITTEN APPROVAL from the Curriculum and Instruction Department.

33.01 Only preparation outside the instructional day for staff development will be compensated. Preparation to include: Researching; Organizing materials; Planning and facilitating session; Completing necessary paperwork; Printing and disseminating materials; Coordinating with other department(s).

33.02 Presenter is specific to professional employees conducting REQUIRED inservice training for district staff outside of the contract day and only with WRITTEN APPROVAL from the Curriculum and Instruction Department Executive Directors.

**SUMMER AUXILIARY WORKERS**

34.00	Aux	Auxiliary Workers	SuppSys		\$11.00 / hour	
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34.00 Supplemental earning is designed to compensate auxiliary employees who are hired to work outside the normal work schedule.

34.00 Summer work/duties are only available to current employees who will also be employed in the upcoming school year.

**SUMMER CONDITIONING COACHES**

35.00	HS	Summer Conditioning Coaches	SuppSys		\$25.00 / hour	
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# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
35.00		Supplemental earning is designed to compensate teachers who serve as summer conditioning coaches outside the normal work schedule. Summer conditioning duties are only available to current teachers who have an active coaching assignment and who will also be employed in the upcoming school year.				

**SUMMER PROGRAMS SUPERVISION**

36.00		Summer Programs Supervision Administrator	SuppSys		\$3,000	2
36.00		Supplemental earning is designed to compensate Administrator(s) who work(s) outside the contract day and calendar year to oversee and direct summer programs, including curriculum writing.				
36.00		Supplemental Earning Amount is paid through Supplement System (Department) in June.				
36.00		Summer work/duties are only available to current employees who will also be employed in the upcoming school year. 35				

**SUMMER SCHOOL PROGRAM**

37.00	All	Facilitator	SuppSys		<del>\$4,000.00</del> <b>\$40.00 / hour</b>
37.01	All	Summer Lead	SuppSys		<del>\$3,500.00</del> <b>\$35.00 / hour</b>
37.02	All	Counselor	SuppSys		<del>\$3,000.00</del> <b>\$33.00 / hour</b>
37.03	All	Teacher/RN/Instrctn & Asmnt Strategist	SuppSys		<del>\$35.00</del> <b>\$30.00 / hour</b>
37.04	All	LVN	SuppSys		\$25.00 / hour
37.05	All	Certified Nurse Assistant	SuppSys		\$20.00 / hour
37.06	All	Instructional Aide/Office Clerk/Security Officer	SuppSys		\$15.00 / hour

37.00 - 37.06		Supplemental earning is designed to compensate employees who are hired to work for summer school programs.				
37.00 - 37.06		Summer work/duties are only available to current employees who will also be employed in the upcoming school year.				
37.00		Person in charge of summer school				
37.01		Person assisting summer school facilitator				
37.02		Junior high and high school campuses <b>only</b>				
37.03		Professional staff (if approved)				
37.04		Other than RN working summer school				
37.05 - 37.06		Para-professional staff (if approved)				

**OTHER EXTRA DUTY PAY**

38.00	All	Testing Proctor - Credit by Exam	SuppSys		\$25.00 / hour
38.01	All	Testing Proctor - TSI Assessment	SuppSys		\$25.00 / hour
38.02	All	Special Support	SuppSys		\$25.00 / hour
38.03	All	Elementary PE Organized Extracurricular Activities	SuppSys		\$25.00 / hour
38.04	All	Special Support - Administrator	SuppSys		\$3,000.00
38.05	All	COVID-19 Vaccine/Booster Administration - RN or NP	SuppSys		\$40.00 / hour
38.06	All	COVID-19 Vaccine/Booster Administration/Clinic Assistance (Hourly non-exempt employees)	SuppSys		time + 1/2 hourly rate
<b>38.07</b>	<b>CO</b>	<b>Employee Wellness Program Coordinator</b>	<b>SuppSys</b>		<b>\$2,500.00 annually</b>

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
38.00 - 38.03		Supplemental earning is designed to compensate employees who perform the other duties listed. The employee must be an active full-time employee of Mission CISD and meet all MCISD requirements.				
38.00 - 38.04		Supplemental earning requires prior approval from Central Office Administration.				
38.04		Supplemental earning is designed to compensate campus or Central Office Administrators for additional duties as assigned.				
38.05 - 38.06		Supplemental earning is designed to compensate RNs, nurse practitioners, LVNs, or nurse aides who administer COVID-19 Vaccinations or Boosters and other non-exempt (hourly) employees who provide assistance at COVID-19 vaccine/booster clinics.				
38.07		Supplemental earning is paid by Worker's Compensation Solutions and is designed to compensate the employee who assists in promoting the Working Well Employee Wellness Program fall and spring campaigns. The employee must be an active full-time employee of Mission CISD and meet all MCISD requirements. Supplemental Earning Amount is paid through Supplement System (Department) in the Fall and Spring semesters.				

### ALLOWANCES

#### TRAVEL ALLOWANCES

50.00	Sec/CO	Level I	506		\$600	8
50.01	CO	Level II	505		\$800	2
50.00 - 50.01	Supplemental Earning Amount is paid over 12 months.					

### INCENTIVES

#### ATTENDANCE INCENTIVES

60.00	All	Teacher Attendance Incentive - 100% attendance	SuppSys		\$500/semester	varies
60.01	All	Teacher Attendance Incentive - 1 absence	SuppSys		\$375/semester	varies
60.02	All	<del>Teacher Attendance Incentive - 2 absences</del>	<del>SuppSys</del>		<del>\$250/semester</del>	<del>varies</del>
61.00	CNP	<del>CNP Cook/Server, Cook/Cashier, Cafeteria Manager, Warehouse Driver - 100% attendance</del>	<del>SuppSys</del>		<del>\$300/semester</del>	<del>varies</del>
61.01	CNP	<del>CNP Cook/Server, Cook/Cashier, Cafeteria Manager, Warehouse Driver - 1 absence</del>	<del>SuppSys</del>		<del>\$250/semester</del>	<del>varies</del>
61.02	CNP	<del>CNP Cook/Server, Cook/Cashier, Cafeteria Manager, Warehouse Driver - 2 absences</del>	<del>SuppSys</del>		<del>\$200/semester</del>	<del>varies</del>
62.00	TRNS	<del>Transportation CDL Bus Driver - 100% attendance</del>	<del>SuppSys</del>		<del>\$300/semester</del>	<del>varies</del>
62.01	TRNS	<del>Transportation CDL Bus Driver - 1 absence, up to 1 trip refusal</del>	<del>SuppSys</del>		<del>\$250/semester</del>	<del>varies</del>
62.02	TRNS	<del>Transportation CDL Bus Driver - 2 absences, up to 2 trip refusals</del>	<del>SuppSys</del>		<del>\$200/semester</del>	<del>varies</del>

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
60.00 - 60.01		Supplemental earning is designed to compensate identified employees who maintain exemplary attendance. Discretionary Leave absences will count against the attendance incentive, while Non-Discretionary Leave absences will not count against the attendance incentive. Half-day absences will be rounded up to a full day for purposes of the attendance incentive.				
60.00 - 60.01		Supplemental Earning Amount is paid through Supplement System (Department) in December and June.				
60.00 - 60.01		Eligible employees include all those compensated through the School Program Professional Salary Schedule.				
<del>61.00 - 61.02</del>		<del>Perfect attendance periods for 2022-2023 will be determined by Administration. \$50 shall be deducted from the incentive for each state or local absence up to 2 absences.</del>				
<del>62.00 - 62.02</del>		<del>Perfect attendance periods for 2022-2023 will be determined by Administration. \$50 shall be deducted from the incentive for each state or local absence up to 2 absences and up to 2 trip refusals per semester.</del>				

37

### EMPLOYMENT REFERRAL INCENTIVES

63.00		Transportation Department Auxiliary Employee	SuppSys		\$200/referral	varies
63.00		Supplemental earning is designed to compensate Transportation Department Auxiliary Employees for the successful referral and employment of a CDL Bus Driver with Mission CISD. Incentive is to be paid after the first 90 days of employment of the new CDL Bus Driver.				

### ONE-TIME RETENTION STIPEND DUE TO COVID-19 PANDEMIC

64.00		MCISD Staff Members	Payroll Disbursement		<del>\$1,000</del> <del>\$2,000</del>	varies
64.00		Supplemental earning is designed to compensate employees who were employed by Mission CISD prior to <b>September 3, 2022</b> . The employee must be an active full-time (30+ hours/week) employee of Mission CISD and meet all MCISD requirements.				
64.00		Stipend Amount is paid through Payroll disbursements in September <b>2022 (\$500 <del>\$1,000</del>)</b> and December <b>2022 (\$500, <del>\$1,000</del>)</b> . Employees must remain employed through the end of May in order to receive the full <b>\$1,000 <del>\$2,000</del></b> . <b>If employee leaves during the school year, the stipend amount will be prorated to the number of days worked.</b>				
64.00		Stipend is contingent upon the availability of the Elementary and Secondary School Relief Funds (ESSER III).				

### SIGN-ON BONUS FOR SPECIAL EDUCATION SELF-CONTAINED BILINGUALLY CERTIFIED TEACHERS

#### NEW SECTION

65.00		Spec Educ Self-Contained Bilingually Certified Teacher	SuppSys		\$2,000	varies
65.00		Supplemental earning is designed to compensate employees who are hired for the 2022-2023 school year in the capacity of a Special Education Self-Contained Teacher and who are bilingually certified through SBEC. The teacher must be an active full-time employee of Mission CISD and meet all Special Education requirements.				
65.00		Stipend Amount is divided and paid in December and May and will be prorated to the number of days the employee works in the 2022-2023 year.				

# Mission Consolidated Independent School District

## Supplemental Earnings Listing

2022-2023 School Year

**Proposed**

Line	Level	Description	Supp Code	Extra Days	Amount	# in District
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**ATHLETICS**

<b>1.23</b>	<b>HS</b>	<b>Football Junior Varsity Assistant Coach</b>	<b>pending code</b>		<b>\$2,500</b>	<b>22</b>
1.51	HS	Water Polo Coach	876		<del>\$6,000</del> <b>\$4,000</b>	2
<b>1.55</b>	<b>HS</b>	<b>Athletics Social Media Manager (Vertical Pattern)</b>	<b>pending code</b>		<b>\$500</b>	<b>2</b>
<b>1.58</b>	<b>HS</b>	<b>Swim Meet Technician for JHS</b>	<b>pending code</b>		<b>\$1,500</b>	<b>2</b>
<b>2.28</b>	<b>JHS</b>	<b>JHS Tennis Assistant Coach</b>	<b>pending code</b>		<b>\$1,500</b>	<b>4</b>

**TOM LANDRY STADIUM SCOREBOARD**

40.00		Scoreboard Coordinator	SuppSys		\$175 max per <b>event game</b>	
40.01		Video Switcher	SuppSys		\$100 max per <b>event game</b>	38
40.02		Scoreboard Video Operator	SuppSys		\$100 max per <b>event game</b>	
40.03		Camera One Operator	SuppSys		\$100 max per <b>event game</b>	
40.04		Camera Two (20-yard line) Operator	SuppSys		\$100 max per <b>event game</b>	
40.05		Camera Three (20-yard-line) Operator	SuppSys		\$100 max per <b>event game</b>	
40.06		Video Computer	SuppSys		\$100 max per <b>event game</b>	
<b>40.07</b>		<b>Track Meet High Tech System Operator</b>	<b>SuppSys</b>		<b>\$300 per meet</b>	
<b>40.08</b>		<b>Track Meet Producer</b>	<b>SuppSys</b>		<b>\$200 per meet</b>	
<b>40.09</b>		<b>Track Meet Timing System Operator</b>	<b>SuppSys</b>		<b>\$300 per meet</b>	

**TOM LANDRY STADIUM WORKERS**

40.10		Ticket Supervisor - Varsity Football	SuppSys		<b>\$70</b> max per game	
40.11		Ticket Sellers - Varsity Football	SuppSys		<del>\$50</del> <b>\$45</b> max per game	
40.12		<b>Ticket Sellers - Other Sports - Varsity / JV (2 games)</b>	<b>SuppSys</b>		<b>\$45 max per game</b>	
40.13		<b>Ticket Sellers - Other Sports - Sub-Varsity (2 games)</b>	<b>SuppSys</b>		<b>\$40 max per game</b>	
40.14		<b>Ticket Sellers - Other Sports - Varsity (1 game)</b>	<b>SuppSys</b>		<b>\$30 max per game</b>	
40.15		<b>Ticket Sellers - Other Sports - Sub-Varsity (1 game)</b>			<b>\$20 max per game</b>	
40.16		Ticket Takers - Varsity Football	SuppSys		<del>\$45</del> <b>\$40</b> max per game	
40.17		Ushers - Football	SuppSys		<del>\$45</del> <b>\$40</b> max per game	
40.18		Chain Crew - Football	SuppSys		<del>\$50</del> <b>\$40</b> max per game	
40.19		Announcer - Football	SuppSys		<del>\$100</del> <b>\$75</b> max per game	
40.20		Announcer - Home Playoff Games (all other sports)	SuppSys		<del>\$50</del> <b>\$40</b> max per game	
40.21		Pitch Counter - Baseball	SuppSys		<del>\$40</del> <b>\$35</b> max per game	
40.22		Score Keeper - Varsity Football	SuppSys		<del>\$65</del> <b>\$60</b> max per game	
40.23		25-Second Clock Operator - Varsity Football	SuppSys		<del>\$65</del> <b>\$60</b> max per game	
40.24		40-Second Clock Operator - Varsity Football	SuppSys		<del>\$65</del> <b>\$60</b> max per game	
40.25		<b>Clock Operator - Other Sports</b>	<b>SuppSys</b>		<b>\$30 max per game</b>	
40.26		Spotter - Football	SuppSys		<del>\$50</del> <b>\$35</b> max per game	

**FINE ARTS**

4.03	<b>HS</b>	<b>Conjunto Director</b>	<b>pending code</b>		<b>\$3,000</b>	<b>2</b>
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**SUBJECT:** Approval of the Mission Consolidated Independent School District Budget for the Fiscal Year beginning July 1, 2022 and ending June 30, 2023

**PRESENTER:** Joel Garcia, Assistant Superintendent for Finance

**BACKGROUND INFORMATION**

Sections 44.002 through 44.006 of the Texas Education Code establish the legal basis for the budget development in school districts. The District’s budget must be prepared by June 19th. This date is set by the State Board of Education. The Board President must call a public hearing of the Board of Trustees, giving ten days public notice in a newspaper, for the adoption of the District’s budget. The District published the notice on June 10, 2022 in the Progress Times. Any taxpayer in the district may be present and participate in the meeting. The budget must be legally adopted by June 30, 2022.

House Bill 5, 83<sup>rd</sup> Legislative Session, requires school districts to separately budget and prioritize state compensatory education funding and any other funding necessary to sufficiently support the cost of additional accelerated instruction for students who fail to perform satisfactorily on an end of course assessment instrument.

House Bill 3 (HB3) was passed by the 86<sup>th</sup> Legislature and signed into law on June 11, 2019 by Governor Greg Abbott. HB3 requires school districts to reduce the maintenance and operations (M&O) tax rate in accordance with the Education Code and Tax Code. The District is required to submit property value information to the Texas Education Agency (TEA) in August once Hidalgo County Certified Values are available. These values will determine the District’s Maximum Compressed Rate (MCR) and TEA will provide this rate to Mission CISD.

**ADMINISTRATIVE CONSIDERATIONS**

The budget must be prepared and approved at least at the fund and function levels to comply with the State’s legal level of control mandates. The budget was developed using an Average Daily Attendance of 12,764 students.

Budgets for the General Fund and Debt Service Fund must be adopted by the Board. All other budgets are presented for information purposes only and are not subject to Board approval.

**FUNDING SOURCE AND AMOUNT:**

State Compensatory Education - Accelerated Instruction funds: \$300,000\*  
General Fund Budget: \$166,156,113  
Debt Service Fund Budget: \$8,477,497

\* Amount included in the General Fund Budget

**RECOMMENDATION:**

Approval of the Mission Consolidated Independent School District Budget for the Fiscal Year beginning July 1, 2022 and ending June 30, 2023 as follows:

- A. Approval of the State Compensatory Education - Accelerated Instruction funds in the amount of \$300,000
  
- B. Approval of the General Fund Budget of \$166,156,113 and Debt Service Budget of \$8,477,497 for a total budget of \$174,633,610.

**CONTACT PERSON (S)**

Carol G. Perez, Ed. D., Superintendent of Schools  
Lorena Garcia, Deputy Superintendent for Support Services  
Joel Garcia, Assistant Superintendent for Finance  
Dora Garcia, Director of Budget and Finance



2022 - 2023 Proposed Budget

		GENERAL FUND 1XX	DEBT SERVICE 599	TOTAL
<b>REVENUES</b>				
LOCAL OTHER SOURCES	5700	\$ 28,786,444	\$ 4,815,916	\$ 33,602,360
STATE SOURCES	5800	117,988,061	3,661,581	121,649,642
FEDERAL SOURCES	5900	19,381,608	-	19,381,608
TOTAL REVENUES		\$ 166,156,113	\$ 8,477,497	\$ 174,633,610
<b>EXPENDITURES</b>				
11 INSTRUCTION		\$ 70,103,502	\$ -	\$ 70,103,502
12 INSTRUCTIONAL RESOURCE & MEDIA		2,559,329	-	2,559,329
13 CURRICULUM & INSTRUCT STAFF DV		1,913,043	-	1,913,043
21 INSTRUCTIONAL LEADERSHIP		2,583,154	-	2,583,154
23 SCHOOL LEADERSHIP		9,926,495	-	9,926,495
31 GUIDANCE COUNSELING & EVAL SVC		6,396,186	-	6,396,186
32 SOCIAL WORK SERVICES		583,397	-	583,397
33 HEALTH SERVICES		1,737,017	-	1,737,017
34 STUDENT (PUPIL) TRANSPORTATION		5,025,001	-	5,025,001
35 FOOD SERVICE		13,906,695	-	13,906,695
36 EXTRACURRICULAR ACTIVITIES		6,595,266	-	6,595,266
41 GENERAL ADMINISTRATION		6,374,408	-	6,374,408
51 FACILITIES MAINTENANCE & OPS		22,997,026	-	22,997,026
52 SECURITY & MONITORING SERVICES		5,708,969	-	5,708,969
53 DATA PROCESSING SERVICES		3,062,937	-	3,062,937
61 COMMUNITY SERVICES		99,284	-	99,284
71 DEBT SERVICE		1,350,320	8,477,497	9,827,817
81 FAC ACQUISITION & CONSTRUCTION		4,915,899	-	4,915,899
95 PAYMENTS JJAEP		20,000	-	20,000
99 OTHER INTERGOV. CHARGES		298,185	-	298,185
TOTAL EXPENDITURES		\$ 166,156,113	\$ 8,477,497	\$ 174,633,610
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES		\$ -	\$ -	\$ -
<b>OTHER FINANCING SOURCES (USES)</b>				
OTHER SOURCES	7900	\$ 19,559,082	\$ -	\$ 19,559,082
OTHER USES	8900	(19,559,082)	-	(19,559,082)
TOTAL OTHER FINANCING SOURCES (USES)		\$ -	\$ -	\$ -
NET CHANGE IN FUND BALANCE		\$ 41	\$ -	\$ -

**SUBJECT:** Consideration and Approval of the 2021–2022 Final Amended Budget

**PRESENTER:** Joel Garcia, Assistant Superintendent for Finance

### **BACKGROUND INFORMATION**

In accordance with TEA budget and accounting procedures guidelines, the District's official budget includes the General Fund and Debt Service. The adoption of the budgets associated with these funds, and subsequent amendments, should be approved by the Board of Trustees. The authority to approve a budget or a budget amendment for a grant program, however, lies with the granting agency and not with the District's Board.

The budget amendments are broken down into the following two categories:

1. Programmatic or policy changes – amendments that are necessary because of policy changes or program revisions that increase/decrease the budget.
2. Adjustment of original estimates – amendments that are necessary because the original amounts required adjustments but do not increase/decrease the budget.

### **ADMINISTRATIVE CONSIDERATIONS**

All requests for budget amendments have been reviewed and are justified for the programmatic or policy changes and adjustments of original estimates.

### **FUNDING SOURCE AND AMOUNT**

There is no increase to the General Fund revenues or expenditures. The budget amendment ensures sufficient funds are in the functions to cover the anticipated expenditures through the end of the fiscal year:

### **RECOMMENDATION:**

Approval of 2021– 2022 Final Amended Budget

### **CONTACT PERSONS**

Joel Garcia, Assistant Superintendent for Finance  
Dora Garcia, Director of Budget and Finance

Mission Consolidated Independent School District

GENERAL FUND

Final Budget Amendment

Fiscal Year 2021 - 2022

Description	Amended Budget June 8, 2022	FINAL Budget Amendments	Final Amended Budget June 22, 2022
<b>Audited Beginning Fund Balance</b>	<b>\$ 80,898,169</b>		<b>\$ 80,898,169</b>
Revenues:			
5700 - Local	\$ 27,679,362		\$ 27,679,362
5800 - State	111,713,173		\$ 111,713,173
5900 - Federal	22,789,262		\$ 22,789,262
<b>Total Revenues</b>	<b>\$ 162,181,797</b>	<b>\$ -</b>	<b>\$ 162,181,797</b>
Expenditures:			
11 Instruction	\$ 52,048,861	\$ -	\$ 52,029,769
12 Inst. Res. & Media Services	2,419,218	\$ -	\$ 2,391,020
13 Curriculum Dev. & Inst. Staff Dev.	2,379,458	\$ -	\$ 2,405,838
21 Inst. Leadership	2,917,298	\$ -	\$ 2,929,639
23 School Leadership	9,458,759	\$ -	\$ 9,410,220
31 Guide., Counseling & Eval. Ser.	5,971,407	\$ 253,083	\$ 6,224,586
32 Social Work Services	575,529	\$ 148,036	\$ 723,565
33 Health Services	1,838,292	\$ 454,706	\$ 2,292,798
34 Student (Pupil) Trans.	6,554,440	\$ -	\$ 6,554,440
35 Food Services	15,962,466	\$ -	\$ 15,962,291
36 Curricular/Extracurricular Act.	8,846,164	\$ -	\$ 8,967,051
41 General Administration	6,229,491	\$ -	\$ 6,229,491
51 Plant Maint. & Operations	27,165,298	\$ -	\$ 27,142,698
52 Security and Monitoring Serv.	3,450,451	\$ -	\$ 3,409,551
53 Data Processing Services	3,871,452	\$ -	\$ 3,871,452
61 Community Services	335,400	\$ -	\$ 335,400
71 Debt Service	1,337,879	\$ -	\$ 1,337,879
81 Fac. Acquisition & Const.	16,577,619	\$ (855,825)	\$ 15,721,794
95 Pmt. to Juv. Justice Alt. Ed. Prg.	20,000	\$ -	\$ 20,000
99 Other Intergovernmental Charges	296,080	\$ -	\$ 296,080
<b>Total Expenditures</b>	<b>\$ 168,255,562</b>	<b>\$ -</b>	<b>\$ 168,255,562</b>
7900 - Other Sources	\$ 16,640,295	\$ -	\$ 16,640,295
8900 - Other Uses	(18,022,997)	0	\$ (18,022,997)
<b>Total Other Financing Sources &amp; (Uses)</b>	<b>\$ (1,382,702)</b>	<b>\$ -</b>	<b>\$ (1,382,702)</b>
<b>Un-Audited Ending Fund Balance</b>	<b>\$ 73,441,702</b>	<b>\$ -</b>	<b>\$ 73,441,702</b>

**SUBJECT:** Approval of Request from the City of Palmhurst to use Mission CISD's facilities for the August 6, 2022 Special Election

**PRESENTER:** Joel Garcia, Assistant Superintendent for Finance

### **BACKGROUND INFORMATION**

The Palmhurst City Council has ordered a Special Election to be held on Saturday, August 6, 2022. The City of Palmhurst is kindly requesting the use of Rafael Cantu Junior High School Library for the following dates:

- Early Voting – Wednesday, July 20<sup>th</sup>, 2022 through Tuesday, August 2<sup>nd</sup>, 2022
- Election Day – Saturday, August 6, 2022

The buildings would need to be opened at 6:00 a.m. and remain open until after the polls close at 7:00 p.m.

### **ADMINISTRATIVE CONSIDERATIONS**

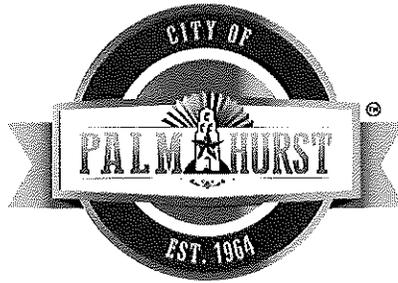
We have provided for the use of our facilities in the past and we do not see any problem with assisting with this request.

### **RECOMMENDATION:**

Approve the Request from the City of Palmhurst to use Mission CISD's facilities for the August 6, 2022 Special Election

### **CONTACT PERSON (S)**

Dr. Carol Perez, Superintendent of Schools  
Lorena Garcia, Deputy Superintendent of Support Services  
Sylvia Cruz, Director for Payroll, Employee Benefits and Risk Management



June 06, 2022

Mission CISD  
Attn: Dr. Carol G. Perez  
1201 Bryce Dr.  
Mission, TX 78574

**RE: Request for Use of Rafael Cantu Jr. High Library**

Dr. Perez,

The City of Palmhurst would like to request the use of Rafael Cantu Jr. High Library, for the purpose of Early Voting on the dates below:

- Wednesday, July 20<sup>th</sup>, 2022 – Tuesday, August 2<sup>nd</sup>, 2022

Hidalgo County Elections Department will be the entity conducting the City of Palmhurst Special Election on August 6<sup>th</sup>, 2022. Should you have any questions or concerns, please feel free to contact myself at City Hall at 956-583-8697.

Sincerely,

A handwritten signature in cursive script that reads "Richard Garcia".

Richard Garcia,  
City Secretary

CC: Lori A. Lopez, City Manager  
Sylvia Cruz, Mission CISD

**SUBJECT:** Approval of Purchase of Technology Applications #211-23-6

**PRESENTER:** Dr. Sharon Roberts, Deputy Superintendent for Curriculum and Instruction

### **BACKGROUND INFORMATION**

Mission CISD submitted a solicitation for a digital literacy curriculum that addresses the Texas Technology Applications TEKS for K-8<sup>th</sup> grades. The curriculum includes online safety and digital citizenship, keyboarding, digital literacy, coding, robotics, correlates to core content TEKS and prepares students for online assessments. In addition, TEA has extended their contract with Learning.com as the only state adopted curriculum for the Technology Applications TEKS through the 2025-2026 school year. Mission CISD has utilized Learning.com as the required curriculum for the junior high schools for the previous 4 years and began using it this past year with Kinder-5<sup>th</sup> grades. We are seeking to renew the adoption for K-8<sup>th</sup> grades through the end of the adoption.

### **ADMINISTRATIVE CONSIDERATIONS**

The District solicited Requests for Proposals in compliance with TEC Sec 44.031(a) requiring an approved method of procurement for expenditures of similar categories valued at an annual aggregate of \$50,000 or greater.

A summary of the response review and evaluation process is as follows:

1. Number of responses received 2
2. Number of vendors awarded 1

### **FUNDING SOURCE AND AMOUNT**

Instructional Materials and Technology Allotment (IMTA)

Estimated \$70,860 per year

### **RECOMMENDATION**

Administration recommends awarding the contract to The Learning Internet Inc dba Learning.com.

### **CONTACT PERSON (S)**

Dr. Sharon Roberts, Deputy Superintendent for Curriculum and Instruction  
Joel Garcia, Assistant Superintendent for Finance  
Anabel Garza, Coordinator for Purchasing  
Marissa Saenz, Director for Library Services and Instructional Technology



FY2023 Term Contract:	Technology Applications #211-23-6
Awarded To:	1. <u>The Learning Internet Inc dba Learning.com</u>
Term:	Two Years
Term Period :	July 2022 – June 2024



**SUBJECT:** Approval of Purchase of Pre-K – 12 Digital Learning Software #211-23-1

**PRESENTER:** Dr. Sharon Roberts, Deputy Superintendent for Curriculum and Instruction

### **BACKGROUND INFORMATION**

Mission CISD utilizes an interactive student engagement platform for PreK-12<sup>th</sup> grades that engages students in learning in the core content and elective courses, while providing for assessment of learning through open-ended questions, polls, quizzes, drawing, and collaborating.

In order to maintain the momentum established last two years integrating technology into teaching and learning, the district requested proposals for a web-based interactive platform to be used for creating presentations, quizzes, polls, drawing boards, and other student engagement activities while promoting collaboration and critical thinking across disciplines and grade levels. The district requested a platform with options for live and formative assessment, ongoing assessment, modeling, open-ended tasks, and sharing and using pre-made and created resources. Additionally, requirements include having interactive activities that mimic the skills needed for success with the new STAAR redesign question types.

### **ADMINISTRATIVE CONSIDERATIONS**

The District solicited Requests for Proposals in compliance with TEC Sec 44.031(a) requiring an approved method of procurement for expenditures of similar categories valued at an annual aggregate of \$50,000 or greater.

A summary of the response review and evaluation process is as follows:

1. Number of responses received 8
2. Number of vendors awarded 1

### **FUNDING SOURCE AND AMOUNT**

Federal Funds

Estimated \$116,700

### **RECOMMENDATION**

Administration recommends awarding the contract to Nearpod Inc.

**CONTACT PERSON (S)**

Dr. Sharon Roberts, Deputy Superintendent for Curriculum and Instruction  
Joel Garcia, Assistant Superintendent for Finance  
Anabel Garza, Coordinator for Purchasing  
Marissa Saenz, Director for Instructional Technology and Library Services



FY2023 Term Contract:	PreK-12 Digital Learning Software #211-23-1
Awarded To:	1. <u>Nearpod Inc</u>
Term:	One Year/Two-year (one-year terms) option to renew
Term Period :	September 2022 – August 2023

Mission Consolidated Independent School District  
 Tabulation Form  
 PreK-12 Digital Learning Software 211-23-1

VENDOR NAME:			Achieve3000/McGraw Hill Education			eReflect Inc			Learning Explorer Inc			Liminex Inc dba Goguardian, and acting on behalf of itself and its Affiliates, including Pear Deck, and Snapwiz dba Edulastic			Nearpod Inc			Pearson Virtual Schools USA			Sirius Education Solutions			Stride Learning Solutions dba Fuel Education LLC																	
Contact Name:			Mizi Birenas 512-680-4377 Phone # Email seq_rfp@mheducation.com			Contact Name:			Erin Alberts 617-470-0840 Phone # Email ealberts@learningexplorer.com			Contact Name:			Kimberly Spangler 888-310-0410 Phone # Email rfp@goguardian.com			Contact Name:			Natali Barski-Meyman 305-677-5590 Phone # Email vendorforms@nearpod.com			Contact Name:			Rhannon Delano 210-727-6259 Phone # Email rhannon.delano@pearson.com			Contact Name:			Annette Baker 800-942-1375 Phone # Email mt@siruseducationsolutions.com			Contact Name:			Pat Niseman 703-483-7200 Phone # Email pniseman@fueleducation.com		
Qty	Detailed Desc	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total																
Year 1																																									
15000	Digital Interactive Software for all Campuses		\$ 20.00	\$ 300,000.00	per user per year	\$ 4.00	\$ 60,000.00		\$ 5.75	\$ 86,250.00		\$ 3.40	\$ 51,000.00		\$ 11.62	\$ 174,300.00		\$ 41.61	\$ 624,150.00		\$ 17.00	\$ 255,000.00			\$ 900,000.00	\$ 900,000.00															
1	Annual Course Access																																								
15000	Optional Resource License for all campuses		\$ 12.00	\$ 180,000.00								\$ 2.40	\$ 36,000.00		\$ 14.52	\$ 217,800.00		\$ 69.00	\$ 1,035,000.00		\$ 13.00	\$ 195,000.00				\$ -															
3	Professional Development (days)		\$ 2,695.00	\$ 8,085.00	free	\$ -	\$ -		\$ 2,000.00	\$ 6,000.00		\$ 4,000.00	\$ 12,000.00		\$ 2,500.00	\$ 7,500.00		\$ 3,100.00	\$ 9,300.00		\$ 4,000.00	\$ 12,000.00		Training onsite day	\$ 2,500.00	\$ 7,500.00															
1	One time implementation fee								\$ 2,495.00	\$ 2,495.00																															
<b>Total Year 1</b>				<b>\$ 488,085.00</b>			<b>\$ 60,000.00</b>	<b>25%</b>		<b>\$ 71,058.75</b>			<b>\$ 99,000.00</b>			<b>\$ 399,600.00</b>			<b>\$ 1,668,450.00</b>			<b>\$ 462,000.00</b>			<b>\$ 907,500.00</b>																
Year 2																																									
15000	Digital Interactive Software for all Campuses		\$ 20.00	\$ 300,000.00	per user per year	\$ 4.00	\$ 60,000.00		\$ 5.75	\$ 86,250.00		\$ 3.40	\$ 51,000.00		\$ 12.43	\$ 186,450.00		\$ 41.61	\$ 624,150.00		\$ 17.00	\$ 255,000.00			\$ 900,000.00	\$ 900,000.00															
1	Annual Course Access																																								
15000	Optional Resource License for all campuses		\$ 12.00	\$ 180,000.00								\$ 2.40	\$ 36,000.00		\$ 15.54	\$ 233,100.00		\$ 69.00	\$ 1,035,000.00		\$ 13.00	\$ 195,000.00				\$ -															
3	Professional Development (days)		\$ 2,695.00	\$ 8,085.00	free	\$ -	\$ -		\$ 2,000.00	\$ 6,000.00		\$ 4,000.00	\$ 12,000.00		\$ 2,675.00	\$ 8,025.00		\$ 3,100.00	\$ 9,300.00		\$ 4,000.00	\$ 12,000.00		Training onsite day	\$ 2,500.00	\$ 7,500.00															
1	One time implementation fee								\$ 2,495.00	\$ 2,495.00																															
<b>Total Year 2</b>				<b>\$ 488,085.00</b>			<b>\$ 60,000.00</b>	<b>25%</b>		<b>\$ 69,187.50</b>			<b>\$ 99,000.00</b>			<b>\$ 427,575.00</b>			<b>\$ 1,668,450.00</b>			<b>\$ 462,000.00</b>			<b>\$ 907,500.00</b>																
Year 3																																									
15000	Digital Interactive Software for all Campuses		\$ 20.00	\$ 300,000.00	no bid				\$ 5.75	\$ 86,250.00		\$ 3.40	\$ 51,000.00		\$ 13.30	\$ 199,500.00		\$ 41.61	\$ 624,150.00		\$ 17.00	\$ 255,000.00			\$ 900,000.00	\$ 900,000.00															
1	Annual Course Access																																								
15000	Optional Resource License for all campuses		\$ 12.00	\$ 180,000.00								\$ 2.40	\$ 36,000.00		\$ 16.62	\$ 249,300.00		\$ 69.00	\$ 1,035,000.00		\$ 13.00	\$ 195,000.00				\$ -															
3	Professional Development (days)		\$ 2,695.00	\$ 8,085.00					\$ 2,000.00	\$ 6,000.00		\$ 4,000.00	\$ 12,000.00		\$ 2,862.25	\$ 8,586.75		\$ 3,100.00	\$ 9,300.00		\$ 4,000.00	\$ 12,000.00		Training onsite day	\$ 2,500.00	\$ 7,500.00															
1	One time implementation fee								\$ 2,495.00	\$ 2,495.00																															
<b>Total Year 3</b>				<b>\$ 488,085.00</b>				<b>25%</b>		<b>\$ 69,187.50</b>			<b>\$ 99,000.00</b>			<b>\$ 457,386.75</b>			<b>\$ 1,668,450.00</b>			<b>\$ 462,000.00</b>			<b>\$ 907,500.00</b>																

Note:  
 EREFLECT Inc did not submit Mission CISD packet  
 Nearpod subject to price increases during renewal

Mission Consolidated Independent School District  
 Tabulation Form  
 PreK-12 Digital Learning Software 211-23-1

VENDOR NAME:		Learning Explorer Inc			Liminex Inc dba Goguardian, and acting on behalf of itself and its Affiliates, including Pear Deck, and Snapwiz dba Edulastic			Nearpod Inc		
		Contact Name: Erin Alberts			Contact Name: Kimberly Spencer			Contact Name: Natali Barski-Meyman		
		Phone #: 617-470-0640			Phone #: 888-310-0410			Phone #: 305-677-5030		
		Email: <a href="mailto:ealberts@learningexplorer.com">ealberts@learningexplorer.com</a>			Email: <a href="mailto:rfp@goguardian.com">rfp@goguardian.com</a>			Email: <a href="mailto:vendorforms@nearpod.com">vendorforms@nearpod.com</a>		
Qty	Detailed Desc	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total	Note	Quoted Price	Sub-total
<b>Year 1</b>										
15000	Digital Interactive Software for all Campuses		\$ 5.75	\$ 86,250.00	Pear Deck Subscription	\$ 3.40	\$ 51,000.00	Nearpod premium plus; flocabulary plus; nearpod EL, college & career exploration	\$ 7.78	\$ 116,700.00
15000	Optional Resource License for all campuses				Edulastic Enterprise Student Licenses	\$ 2.40	\$ 36,000.00	Digital citizenship; SEL; 21 century pkg; historical perspectives & literacy; nearpod math	\$ 8.71	\$ 130,650.00
3	Professional Development (days)	free	\$ -	\$ -	Individual Schools can purchase customized training and on-going PD	\$ 4,000.00	\$ 12,000.00	Up to 6 hours of onsite training	\$ 2,500.00	\$ 7,500.00
1	One-time implementation fee	waived	\$ 2,495.00	\$ -				Total Cost Mission CISD wants to purchase is Software and PD		\$ 124,200.00
<b>Total Year 1</b>		<b>25%</b>		<b>\$ 64,687.50</b>			<b>\$ 99,000.00</b>			<b>\$ 254,850.00</b>
<b>Year 2</b>										
15000	Digital Interactive Software for all Campuses		5.75	\$ 86,250.00	Pear Deck Subscription	\$ 3.40	\$ 51,000.00	Nearpod premium plus; flocabulary plus; nearpod EL, college & career exploration	8.17	\$ 122,550.00
15000	Optional Resource License for all campuses				Edulastic Enterprise Student Licenses	\$ 2.40	\$ 36,000.00	Digital citizenship; SEL; 21 century pkg; historical perspectives & literacy; nearpod math	9.14	\$ 137,100.00
3	Professional Development (days)	free		\$ -	Individual Schools can purchase customized training and on-going PD	\$ 4,000.00	\$ 12,000.00	Up to 6 hours of onsite training	2,675.00	\$ 8,025.00
<b>Total Year 2</b>		<b>25%</b>		<b>\$ 64,687.50</b>			<b>\$ 99,000.00</b>			<b>\$ 267,675.00</b>
<b>Year 3</b>										
15000	Digital Interactive Software for all Campuses		\$ 5.75	\$ 86,250.00	Pear Deck Subscription	\$ 3.40	\$ 51,000.00	Nearpod premium plus; flocabulary plus; nearpod EL, college & career exploration	\$ 8.58	\$ 128,700.00
15000	Optional Resource License for all campuses				Edulastic Enterprise Student Licenses	\$ 2.40	\$ 36,000.00	Digital citizenship; SEL; 21 century pkg; historical perspectives & literacy; nearpod math	\$ 9.60	\$ 144,000.00
3	Professional Development (days)	free		\$ -	Individual Schools can purchase customized training and on-going PD	\$ 4,000.00	\$ 12,000.00	Up to 6 hours of onsite training	\$ 2,862.25	\$ 8,586.75
<b>Total Year 3</b>		<b>25%</b>		<b>\$ 64,687.50</b>			<b>\$ 99,000.00</b>			<b>\$ 281,286.75</b>

<b>Note:</b>	
	Achieve3000: Is a platform refer to as Actively Learn which is 3rd-8th grade
	EREFLECT Inc did not submit Mission CISD packet; Is a platform for keyboarding
	Pearson Virtual Schools: Cost too high and they are online courses
	Sirius Education Solutions: Is a platform for 3rd-8th grade and EOC
	Stride Learning: Cost too high and they are online courses

Mission Consolidated Independent School District  
 Evaluation Matrix  
 PreK-12 Digital Learning Software 211-23-1

Bid Evaluation Matrix		Learning Explorer Inc	Liminex Inc dba GoGuardian, and acting on behalf of itself and its Affiliates, including Pear Deck, and Sanpwiz dba Edulastic	Nearpod Inc
Criteria	Weight	\$ 64,687.50	\$ 99,000.00	\$ 254,850.00
<b>Price of service/product (20 points)</b>				
Base Proposal	20	20	13	10
<b>Meet district's needs (78 points)</b>				
Engaging for all students	6	3.25	3.71	5.92
Interactive lessons for all content areas and elective courses	6	3	3.29	5.54
Ready-made adaptable interactive lessons for all content areas including CTE and special populations that correlate to the TEKS.	6	2.42	1.64	5.08
Provide access to a content library for all users	6	3.17	2	5.54
Informal/formal assessments i.e. open-ended questions, polls, quizzes, drawing, fill in the blank as well as note-taking capabilities	6	3.75	3.43	5.77
Assessment methods utilizing STAAR Redesign formatted questions such as hot text, drag and drop, text entry, constructed response, match table grid, multiple choice, multiselect, inline choice (drop down), etc.	6	4.08	3.86	4.38
Provide immediate online reporting at the student, classroom, and campus levels.	6	2.67	3.93	5.54
Provide personalization features that include interactive resources such as: simulation activities, virtual field trips, videos, audio recording, 3D models	6	2.41	2.64	5.54
Allows the import of teacher-created content/lessons such as Microsoft Powerpoint and Google Slide presentations	6	3.75	4.5	5.23
Supports single sign-on (SSO) through Clever	6	3.83	3.79	6
Integration with Google Classroom	6	4.25	4.64	5.92
Preferred: Interactive videos from a variety of sources that may be included in the lessons	6	3	2.36	5.38
Preferred: Vocabulary development activities	6	2.25	2.14	5.31
<b>Past relationship with vendor (2 points)</b>	2	0	1	2
<b>Total</b>	100	62	56	83

Committee Members:  
 Marissa Saenz  
 Laquanta Bivens-Hernandez  
 Faustino Cedillo  
 Vanessa Ojeda  
 Judy Rodriguez  
 James Shults  
 Diamond Tijerina  
 Yvonne Ayala  
 Natalie Gomez  
 Shaila Silva  
 Brenda Betancourt  
 Araceli Escalona

Notes:  
 Mission CISD had demo presentations on 6/15/2022 from the top 3 vendors according to our scope of work on the RFP. Evaluation is based on all the items requested Digital Interactive Software for all campuses, Optional Resource, and Professional Development. At the end of the evaluation, Mission CISD committee members have determined to opt-out of the optional resource.

**SUBJECT:** Consideration and approval of Additional Services and Materials for Brain Development Program for Early Childhood

**PRESENTER:** Dr. Sharon Roberts, Deputy Superintendent for Curriculum & Instruction

**BACKGROUND INFORMATION**

In April 2021, the Mission CISD Board of Trustees approved an innovative Early Childhood Learning System integrating brain development. On June 8, 2022, the District approved continuing with Fueling Brains for Year 2. All Pre-K-3 to Kinder classrooms district-wide implement the program. In addition, five campuses implement Fueling Brains up to 2<sup>nd</sup> grade (Cantu, Cavazos, Leal, Pearson, and Waitz), and three campuses implement up to 1<sup>st</sup> grade (Alton, Mims, and Salinas), for a total of 117 classrooms.

For continuous improvement, the District would like to add Leadership and Administrative Coaching to support teachers in the delivery and implementation of Fueling Brains, additional in-person coaching, and classroom modeling, while continuing virtual support to continue building skills of all Fueling Brains teachers and administration. In addition, Fueling Brains is now offering specialized training and certification with professional development building on the core concepts, targeting basic elements of executive function and whole brain development for teachers as well as providing additional training for paraprofessionals. To further support left-brain, right-brain, movement (LRM) curriculum implementation, the District would also like to purchase additional materials for early childhood classrooms which include customized Fueling Brain activity kits and classroom resources, books, small group activities, individualized learning tools for Tier 1, Tier 2, and Tier 3 levels of learning.

**ADMINISTRATIVE CONSIDERATIONS**

The Purchasing Department reviewed the addendum for additional services and material. The review process reached the following conclusions:

- (1) The District would benefit from adding additional services.

**FUNDING SOURCE/AND AMOUNT**

ESSER Funds: \$602,050

**RECOMMENDATION**

Consideration and approval of Additional Services and Materials for Brain Development Program for Early Childhood.

**CONTACT PERSON(S)**

Dr. Sharon Roberts, Deputy Superintendent for Curriculum & Instruction  
Joel Garcia, Assistant Superintendent for Finance  
Anabel Garza, Purchasing Coordinator  
Francisca Cruz, Executive Director for SPED/504/RTI/Dyslexia  
Edilberto Flores, Executive Director for Pre-K-12 (MHS)  
Cynthia Wilson, Executive Director for Pre-K-12 (VMHS)  
Kim Risica, Executive Director for Special Programs & School Improvement  
Elementary Principals



**Addendum to Kids U US Inc O/A Fueling Brains & Mission Consolidated Independent School District  
Purchase Agreement**

The undersigned parties to the Purchase Agreement dated May 1, 2021, by Kids U US Inc. ("Fueling Brains") located at 8631 Pottinger Dr., Houston TX, 77083 and Mission Consolidated Independent School District ("Customer") located at 1201 Bryce Drive, Mission TX, 78572 for the purchase of Fueling Brains products and services, hereby mutually agree to amend the said Agreement as follows:

**Amendment #1:**

Update of Address to : Kids U US Inc. ("Fueling Brains") address to 825 Town & Country LN, 12<sup>th</sup> Floor Unit 175, Houston TX 77024.

**Amendment #2:**

Section (2) Summary of additional Products and Services to supplement Year 2 (August 1-July 31st)

**Year 2 (2022-23)**

- **Coaching:** To support and enhance Fueling Brains implementation in Year 2, Fueling Brains recommends additional Leadership & Administrative Coaching so that Mission CISD can best support their educators with Fueling Brains delivery and implementation. Enhancing the program, Fueling Brains will provide more in-person coaching and classroom modeling to build up the skills of Mission CISD educators. Additionally, support will be given to teachers' Professional Learning Community (PLC) throughout the year.

Coaching enhancement will cost MCISD an **additional \$235,350**.

- **Professional Development:** Fueling Brains is moving away from a per day model of Professional Development and into a per annum Certification & Training structure. As teachers have become familiar with the basic elements of Executive Function and whole-brain development within their classrooms, Fueling Brains will deliver Professional Development that builds on core concepts through annual Certification and Training that includes: (1) Enrolment of 117 teachers in Executive Function Certification & Training which is primarily delivered asynchronously throughout the school year and (2) Enrolment of sixty (60) paraprofessionals in Foundations Training.

Professional Development enhancement will cost an **additional \$147,700**.

- **Fueling Brains Activity Kits and Classroom Amplifiers:** Fueling Brains will provide a comprehensive set of materials for the setup of Left Brain and Right Brain classrooms for the PreK cohort. These materials include Tier 3, Tier 2, Tier 1 activities, Fueling Brains Activity kits, classroom resources, books, small group activities, individualized learning tools, etc.

Fueling Brains will support Kindergarten-Grade 2 classrooms with the Fueling Brains Activity Kits designed around the LRM system to enhance both the teacher and student experience and maximize learning outcomes in the classroom.

Classroom Materials enhancement will cost an **additional \$219,700**.

**In total, enhanced coaching, Professional Development, and Activity Kits and Classroom Amplifiers will cost \$602,050.**

**Signatures on next page**

Signed,

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Dr. Carol Perez  
Superintendent for Mission Consolidated School District

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Date

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Faisal Alimohd, Co-Founder of Fueling Brains

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Date

**Fueling Brains**  
 825 Town & Country LN  
 12th Floor, Unit 174  
 Houston, TX 77024  
[www.fuelingbrains.com/solutions](http://www.fuelingbrains.com/solutions)

**Proposal For**  
 Mission CISD  
 1201 Bryce Drive  
 Mission, TX 78572  
<https://www.mcisd.net/>  
 (956) 323-5500

Date 2022-06-12  
 Proposal # 2202  
 Customer ID FB2110  
 Quotation valid until: 2022-07-12

Comments or Special Instructions Prepared by: Faisal Alimohd  
 Contract pricing: PreK3; PreK4; Kindergarten, Grade 1, Grade 2; 14 Schools

P.O. Number	Bill To:	Ship Date	Shipping Method	Ship To:	Terms
TBD	Mission CISD	TBD	Best Delivery	N/A	

Item #	Description	Unit Price	Total Number	Taxable	# of Years	Extended Price
FBSW2022	<b>Fueling Brains Software 2022-23</b> PreK3, PreK4, Kindergarten, Grade 1 & Grade 2 w/ FB- approx 136 Classrooms (per student)	\$125.00	2,933	No	1	
FBPDC2022	<b>PD Coaching</b> FB Leadership and Campus Administration Coaching (per day)	\$2,200.00	10	No	1	\$22,000.00
	FB Brain Coach- Classroom Observation & Action Plans- On Campus & virtual hybrid (per day)- PREK	\$1,500.00	100	No	1	\$150,000.00
	FB Brain Coach- Classroom Observation & Action Plans- On Campus & virtual hybrid (per day)- KINDER	\$1,500.00	100	No	1	\$150,000.00
	FB Brain Coach- Classroom Observation & Action Plans- On Campus & virtual hybrid (per day)- Grade 1 & 2	\$1,500.00	40	No	1	\$60,000.00
	Approved Renewal Credit	-\$146,650.00	1			
FBPD2022	<b>Professional Development</b> Executive Function Certification and Training (per person)	\$1,000.00	117	No	1	\$117,000.00
	Foundations Training for Paraprofessionals (per person)	\$500.00	60	No	1	\$30,000.00
FBAK2022	<b>Fueling Brain Activity Kits</b>					<b>\$219,700.00</b>
	<b>Left Brain- PreK 3 &amp; 4</b>					
	Left Brain Tier 3 Classroom Package- Level 1 (per classroom)	\$3,000.00	30	No		\$90,000.00
	Left Brain Tier 2 Classroom Package- Level 1 (per classroom)	\$2,000.00	30	No		\$60,000.00
	Left Brain Tier 1 Classroom Package- Level 1 (per classroom)	\$0.00	0	No		\$0.00
	<b>Right Brain- PreK 3 &amp; 4</b>					
	Right Brain Tier 3 Classroom Package- Level 1 (per classroom)	\$3,000.00	30	No		\$90,000.00
	Right Brain Tier 2 Classroom Package- Level 1 (per classroom)	\$2,000.00	30	No		\$60,000.00
	Right Brain Tier 1 Classroom Package- Level 1 (per classroom)	\$0.00	0	No		\$0.00
	<b>Fueling Brains Materials- Kindergarten-Grade 2 (per student)</b>	\$100.00	1800	No		\$180,000.00
	<b>Continental US Shipping (5%)</b>	\$33,000.00	1	No		\$33,000.00
	Approved Renewal Credit	-\$293,300.00	1			

Subtotal	\$602,050.00
Freight	
Tax Rate	0.00%
Sales Tax	\$0.00
Other	
<b>TOTAL</b>	<b>\$602,050.00</b>

If you have any questions concerning this quotation, please contact:  
 faisal@kidsu.ca

Thank you for your business!

**Purchase Terms**  
 Email Purchase Orders to: faisal@kidsu.ca  
 Payment due in USD

Cheque, Wire or EFT:  
 Wire or EFT:  
 Account Name: Kids U US Inc.  
 Account Number: 3108206  
 Bank: BMO Harris Bank  
 Bank Address: 111 W. Monroe St.  
 Chicago, IL 60603  
 Routing Number (ABA) 071000288  
 SWIFT – HATRUS44

Checks: Kids U US Inc. 825 Town & Country LN, 12th Floor Unit 175, Houston TX 77024