



*Shemeka Millner-Williams
Acting Superintendent of Schools*

**Certified Notice of Posting and Agenda
of Lancaster ISD Board of Trustees**

*Lancaster ISD Administration Building, Board Auditorium
422 S. Centre Avenue
Lancaster, TX 75146
August 27, 2020 @ 6:30 PM*

1. Zoom Video Conference or Call-in Information

The public may access this meeting via Zoom video conference: <https://zoom.us/j/99042705432?pwd=NzMvNnFXdDFzV3QxdIIydmN6cjRRZz09>, by calling 1-346-248-7799, Meeting ID: 990 4270 5432, Passcode: 778695 or by calling toll-free 1-833-302-1536.

2. District Goals

- Goal 1 - (G1) Improve Student Performance
- Goal 2 - (G2) Fiscal Responsibility and Financial Transparency
- Goal 3 - (G3) Campus Safety
- Goal 4 - (G4) Improve Internal and External Communication

3. Call Meeting to Order

4. Recess to Closed Session

As authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551 Tex. Gov't Code: §551.071 (Legal advice with school attorney), §551.072 (Deliberation regarding real property), §551.074 (Personnel matters), and §551.076 (Deliberation regarding security devices or security audits).

5. Reconvene in Open Session

Consider and take Possible Action on Items Discussed in Closed Session:

6. Citizens Communication on Posted Agenda Items

Should you wish to address the Board during public comment, please submit your name, address, and the agenda item you wish to address to info@lancasterisd.org by 5:00 p.m. on Wednesday, August 26, 2020. Please put the following in the subject line of the email: "Public Comment for August 27, 2020 Called Meeting."

7. Opening Ceremonies

- A. Invocation - Pastor Kenneth Johnson, The Truth Church

8. Superintendent's Report

- A. Child Nutrition Update



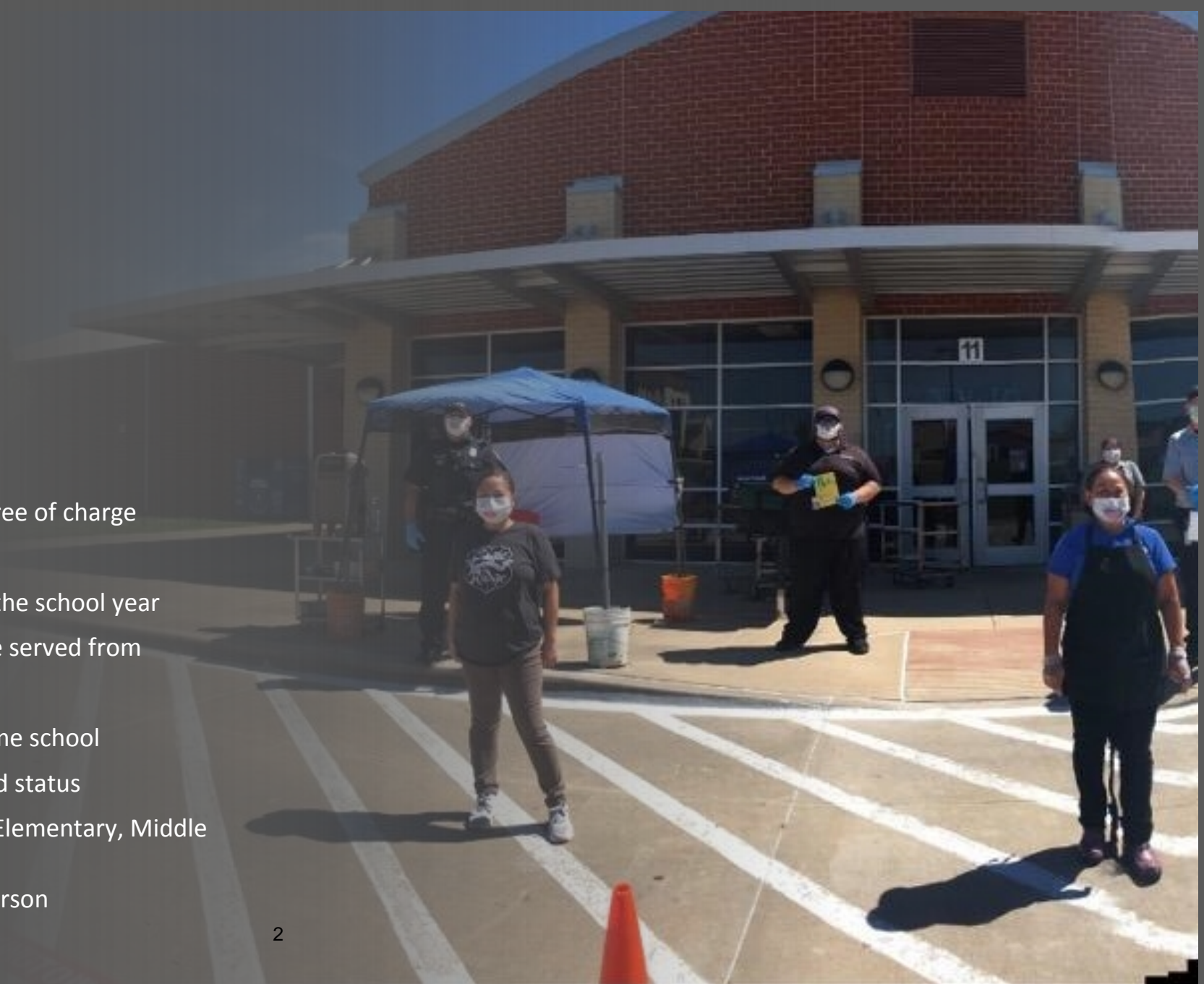
SFSP vs. NSLP

SFSP – Summer Food Service Program

- Any one under the age of 18 will receive a meal free of charge
- All meals are reimbursed at a Free rate
- All meal components remain the same as during the school year
- Meals meet the regulation for the school they are served from

NSLP – National School Lunch Program

- All meals must be tied to a students account/ home school
- Meals are reimbursed at a Free/Reduced/Full Paid status
- Meals must meet the nutritional analysis for the Elementary, Middle or High School level
- Must start when school resumes – virtual or in person



the six-foot kitchen

contains a comprehensive set of materials to aid in implementation

Training is reinforced by signage and spacing guidance posted throughout the back of house, as well as a message to assure guests that their safety is Sodexo's number one priority.



Back of House Signage



³ Directional Guidance Resources



We're taking extra precautions in our kitchen while preparing your meal.

We're monitoring our employees' health daily 

 We practice social distancing, within our team and with delivery personnel

We're wearing Personal Protective Equipment 

 We sanitize and disinfect all surfaces regularly

We handwash frequently, including when we change gloves and tasks 

If you have any questions, please do not hesitate to ask.
Thank you for dining with us.

sodexo
QUALITY OF LIFE SERVICES

Guest-Facing Messaging

Communication

- District website
 - Virtual & Curbside locations and pickup times
 - Inform parents of cashless and online prepay procedures
- District Robo calls
 - inform parents of changes to curbside and or virtual feeding schedules
- Social Media
- MyDTxt
 - Allows for parents to opt in/out to receive text alerts regarding meal service times and locations

student dining

student journey

students may expect:

- Meal packaging that is appropriate to the specified menu item, along with wrapped utensils, napkin, and portioned condiments, if there is no seating
- Menu toppings and condiments to be portioned by the attendant
- Adjustments in seating availability, due to local government regulations, and set capacity of the space



student dining – student journey



Reopening Schools

August 27, 2020



Employees Return Dates



- Administrators Return to In-Person – 8/31
- Central Office Employees – 8/31
- Optional for Teachers and Classroom Aides until 9/25
- Teachers and Classroom Aides Return to In-Person– 9/28

Student Return Dates



- Students of Parents who chose in-person – 10/5
- Second wave of in-person – 10/26
- Optional in-person classes starting on Sept 8 (9-12 only) – Cosmetology, Welding, Culinary Arts, Athletics, Band, Drill Team, Dance, Cheerleading

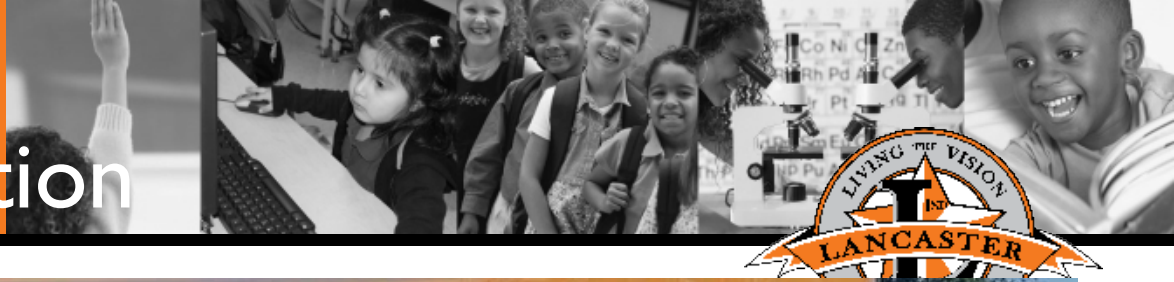
Webinars



Staff Webinar – 9/1

Parent/Stakeholders Webinar – 9/2

Device Distribution



Device Distribution



9. **Adoption of Consent Agenda**

A. Discussion and possible approval of Youth 180 Memorandum of Understanding -
(G1)

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Lancaster ISD Board Agenda

Meeting Type: Regular

Meeting Date: 8/27/2020

Category: Consent Agenda

Item Name: Approval of Youth 180

Related Goals (District and/or Strategic): Goal 3: Campus Safety

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger

Presenter and District Contact: Dr. Dameon Gray

Explanation: Approval of the Youth 180 MOU

Intended Audience: District Stakeholders, Administrators and Students.

Impact or Expected Outcome: Campus safety and security

Recommendation: Approval of the Youth 180

Fiscal Implications and Funding Source: None

Frequency Monitored: Annually

Projected Start Date: 9/8/2020

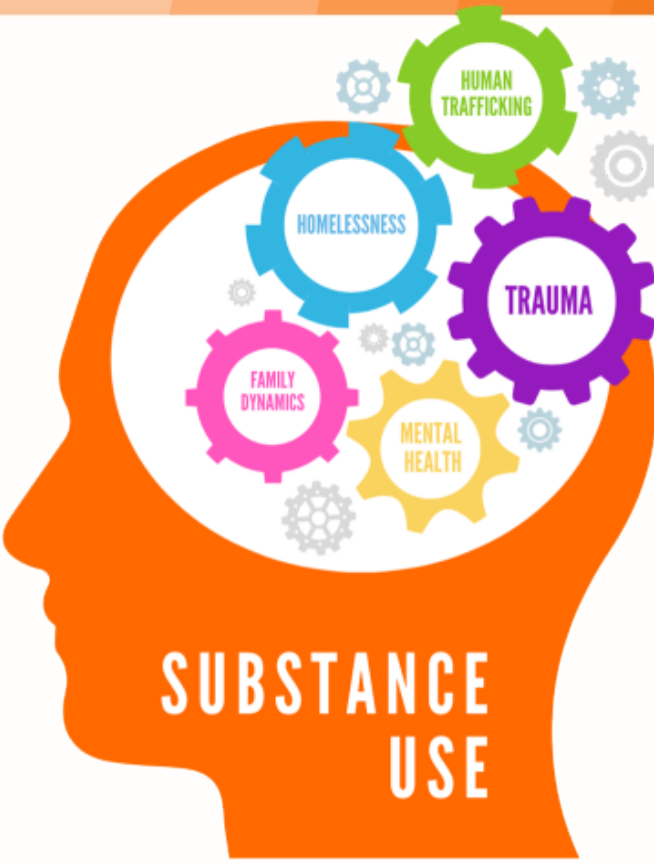
Projected Completion Date: 6/4/2020



2020-2021

Approval of Youth 180

MOU



Youth 180 has a 35 year history of providing quality prevention, intervention and treatment programs free of cost.

They believe that substance use, along with behavioral and mental health issues are not choices but responses to larger concerns.

They approach the struggles of our youth and family from a holistic trauma-focused perspective.



Curriculum

Their specialists use two different types of **evidenced-based** curriculum, both funded by Texas Health and Human Services Commission.

Strengthening Families Curriculum

- Nationally and internationally recognized
- High-risk and general families
- Improves family dynamics and reduces behavioral issues

Positive Action Curriculum

- Universal concepts adaptable to various settings
- Grades K-12th
- Improves academics, school attendance and behavioral issues



Youth 180 Program

Students in elementary, middle and high school can be served through this program.

Prevention Specialist present free prevention curriculum to students and families.

Prevention Specialist observed by the classroom teacher will instruct students in the positive action curriculum once a week for 45 min.



Questions?

9/1/2020

Dear Parent/Guardian:

Youth180, Inc. is partnering with JD Hall Learning Center to provide a tested and proven prevention program. The goal of this program is to empower youth to resist the dangers of substance use and misuse and encourage them to make healthy choices. It will also help them to improve the skills they need in life.

Your youth has been referred to participate in Positive Action with other youth. The program consists of 10-12 weekly lessons to be held at JD Hall Learning Center. There is no cost for your youth to participate in this program, and participation is voluntary. Youth180 Inc. works closely with JD Hall Learning Center to ensure this program does not interfere with your youth's required lessons, classes, or activities. If you would like more information about this program you may visit www.positiveaction.net. Before participating in the program, each participant will be screened for the appropriateness of this program, its activities, and any services that may be of additional assistance to them.

Attached is a session outline of the Positive Action lessons and a copy of your youth's rights as a participant. If you have any questions or concerns, please contact Cora Mosley, Prevention Services Director for Youth180 Inc. at 214-942-5166 or cmosley@youth180tx.org. This consent form expires August 31, 2021.

Please return this consent form no later than 9/17/2020.

Signature Page may be returned to JD Hall Learning Center or sent to Youth180 Inc. at 201 S. Tyler Street, Dallas, TX 75208, 214-942-6006 or cmosley@youth180tx.org.

HHSC-SUM Prevention – YPI Youth Consent Form– Rev. 1/20

This program is funded by the Texas Health and Human Services Commission to provide substance abuse prevention services. For more information regarding these services please visit <http://www.hhsc.state.tx.us>.

Administrative Office
7777 Forest Ln. Suite C-410
Dallas, TX 75230
972.566.4680

www.youth180tx.org
info@youth180tx.org

North Oak Cliff Center
201 S. Tyler St.
Dallas, TX 75208
214.942.5166

YPI Consent Form Signature Page

- I would like my youth, _____, to participate in this program.*
- I do NOT wish for my youth, _____, to participate in this program.*
- I would like to participate in this program (For Youth if 16 Years of Age or Older).*
- I do NOT wish to participate in this program (For Youth if 16 Years of Age or Older).*

Print: Parent/Guardian (or Youth if 16 Years of Age or Older)

Date

Signature: Parent/Guardian (or Youth if 16 Years of Age or Older)

Section below line for office (Prevention Specialist) use only.

Signature: Prevention Specialist

Date Form was Returned

HHSC-SUM Prevention – YPI Youth Consent Form Signature Page– Rev. 1/20

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Keep this Page

Participant Rights

Participants shall have the right:

- a. To be free from abuse, neglect, and exploitation.
- b. To be treated with dignity and respect.
- c. To file a complaint with Youth180, Inc. or the Health and Human Services Commission at any time.
- d. To be free from unlawful discrimination based on race, color, national origin, religion, sex, age, or disability.
- e. To know about the prevention program, including the program content and the length of the program before agreeing to participate in it.
- f. Not to participate in any session when they or their parents/guardians do not feel comfortable. For information on sessions and topics see attached session outline.
- g. To expect that all discussions will not be shared outside this group unless there is suspected harm to self or others.

Complaints to Youth180, Inc. may be made by calling: 214-942-5166.

Complaints to the funding agency may be made to the Texas Health and Human Services Commission at: 1-888-388-6332, or SAPrevention@dshs.texas.gov.

HHSC-SUM Prevention – YPI Participant Rights– Rev. 1/20

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214.942.5166

Verbal Consent Form Instructions:

Please present the following information to parent/guardian(s) from whom verbal consent is sought. Verbal consent calls may be made by a representative from the organization partnering with a prevention provider.

Youth180, Inc. is partnering with JD Hall Learning Center to provide Positive Action, and your youth has been recommended to participate.

Positive Action is a proven program that helps young people resist the dangers of substance abuse and empowers them to make healthy life choices. To learn more about this program you may visit www.positiveaction.net.

Youth180, Inc. and JD Hall Learning Center have coordinated to make sure this program does not interfere with your youth's required lessons, classes, or activities.

This program consists of 10-12 weekly sessions, there is no cost for your youth to participate, and participation is voluntary. Prior to participation your youth will be screened for the appropriateness of this program, its activities, and any services that may be of additional assistance to them.

If you have any questions about the program you may contact Cora Mosley, Prevention Services Director for Youth180, Inc. at 214-942-5166.

If you give permission for your youth to participate in this program, you will receive a packet containing the information we just discussed, an outline of the topics to be presented in the program, and your youth's rights as a participant in this program.

I have reviewed the above information.

Printed Name of Youth _____.

Printed Name of Parent _____.

Verbal Consent Granted: Yes No (If consent is not granted this form may be destroyed)

Printed Name of School/Community Site Representative

Signature of School/Community Site Representative

Date of Verbal Contact

Section below line for office (Prevention Specialist) use only.

Date 1st Written Consent Form was sent Home

Date 2nd Written Consent Form was sent Home

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) serves as an agreement between Youth180, Inc. and Lancaster ISD. The term of this agreement is September 1, 2020 to August 31, 2021.

YOUTH180 AGREES TO THE FOLLOWING:

- Provide Prevention Specialists to implement prevention educational classes from the evidence-based prevention curriculum Positive Action and/or Strengthening Families at Lancaster ISD.
- Provide services a minimum of one prevention education session weekly for 8 to 10 week cycle periods, or as agreed upon as needs are identified.
- Provide ongoing feedback on the successes and challenges of the program.
- Provide alcohol, tobacco and other drug informative presentations and/or positive alternative activities as requested.
- Provide identification and referral services (in consultation with school counselor) to youth who need additional services.
- Work with school counselor or liaison to provide solutions if there are any challenges or additional needs regarding the program and/or participants.

LANCASTER ISD AGREES TO THE FOLLOWING:

- Provide an adequate, safe and designated classroom space for Youth180 prevention staff to implement the program.
- Provide a school contact to Youth180.
- Provide groups of youth to participate in the prevention services.
- Provide ongoing feedback on the successes and challenges of our services.
- Provide referral services (in consultation with prevention staff) to youth who need additional services.
- Work with prevention staff to provide solutions if there are challenges with the program and/or participants.
- Provide the necessary shelter, equipment and supplies in the event of a disaster to prevention staff.
- Provide prevention staff with clear expectations regarding how to handle classroom disruptions and emergency situations.

Both Lancaster ISD and Youth180 agree that for a program to be successful, each entity must share confidential information with the other. This sharing will primarily be between the prevention staff and identified school counselor and/or principal. There will be times when it is necessary for the prevention staff to communicate with the teachers of their respective schools. When this occurs, or any student business that is of concern, the prevention staff will work through the school counselor to ensure that all student confidential information is shared according to the federal and state confidentiality rules and laws.

YOUTH180

Helping Youth Find the Path to a Healthy and Productive Life

Youth180, Inc. complies with the Health Insurance Portability and Accountability Act of 1996 (HIPAA); and Federal Regulation 42 CFR Part 2; and shall comply with all requirements of the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99), and other federal, state confidentiality policies, including any rules and standards set by Lancaster ISD campuses where curriculum is taught.

This Agreement shall not render any staff or volunteer of Youth180 an employee, partner, agent of, or joint venture with Lancaster ISD for any purpose. Youth180 is an independent contractor in its relationship to Lancaster ISD. Neither party is authorized or empowered to act as an agent for the other for any purpose and shall not on behalf of the other enter into any contract, warranty or representation as to any matter. Neither shall be bound by acts or conduct of the other.

Youth180 affirms employees and volunteers have gone through a local and federal background check.

X Bethany Bragg 8/18/2020 X
Bethany Bragg, Chief Programs Officer Date Lancaster ISD Date

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10. **Action Items**

A. Discussion and possible approval of Budget Amendments - CE(LEGAL and LOCAL)-(G4)

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Lancaster ISD Board Agenda

Meeting Type: Regular

Meeting Date: August 27, 2020

Category: Action Item

Item Name: 2019-20 Final General Operating, Child Nutrition and Debt Service Budget Amendments

Related Goals (District and/or Strategic): Goal 2: Financial Responsibility and Transparency

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger

Presenter: Shonna Pumphrey

Explanation: Approval of budget amendments to properly align revenue and expenditures by function.

Intended Audience: District Stakeholders, Administrators and Students.

Impact or Expected Outcome: Correctly reflect expenditures and revenues.

Recommendation: Approve budget amendment as presented.

Fiscal Implications:

Frequency Monitored: Daily

District Contact: Shonna Pumphrey



2019-2020 Final Budget Amendments

General Fund Revenue



Local Revenue budget increased by \$492,177 due to greater than expected property tax collections.

State Revenue budget decreased by \$1,100,000 due to required reporting of CARES Act allotment in a federal fund account.

Federal Revenue budget increased by \$1,100,000 due to required reporting of CARES Act allotment in a federal fund account.

Other Sources Revenue budget increased by \$46,682 to align with actuals.

General Fund Expenditures



Cross functional transfers to align budget and account for anticipated general fund expenditures that will occur between now and the balance of the fiscal year. The net impact to the General Fund budget is \$0

Expenditure Budget

Increase/Decrease

Function 11 - Instruction	\$	-
Function 12 - Instructional Resources & Media Services	\$	1,423
Function 13 - Curriculum/Instructional Staff Development	\$	600,000
Function 21 - Instructional Leadership	\$	(250,000)
Function 23 - School Leadership	\$	-
Function 31 - Guidance & Counseling Services	\$	150,000
Function 32 - Social Work Services	\$	(11,355)
Function 33 - Health Services	\$	(50,000)
Function 34 - Student Transportation	\$	(150,000)
Function 36 - Athletics	\$	(50,000)
Function 41 - General & Administrative	\$	-
Function 51 - Plant Maintenance & Operations	\$	(120,000)
Function 52 - Security & Monitoring Services	\$	(75,000)
Function 53 - Data Processing Services	\$	-
Function 61 - Community Services	\$	(10,000)
Function 71 - Debt Service	\$	(25,000)
Function 95 - Payments to JJAEP	\$	(10,000)
Function 99 - Other Intergovernmental Charges	\$	<u>(68)</u>

34

Debt Service



State Revenue budget increased **\$297,555** to account for receipt of Existing Debt Allotment.

Function 71 expenditure budget increase of **\$2,000** to cover anticipated additional bond fee invoices.

Child Nutrition Services



Reduce overall local, state & federal revenue budgets by **\$1,450,000** due to less than expected revenue collection as a result of COVID-19 school closures.

Reduce function 35 expenditure budget by **\$1,000,000** due to reduced activities resulting from COVID-19 school closures.

Lancaster Independent School District
 General Fund
 2019-2020 Budget Amendments
 As of August 27, 2020

REVENUES

<u>Function/Description</u>	<u>Amended Budget July 31, 2020</u>	<u>Amendments</u>	<u>Final Amended Budget August 31, 2020</u>
57 Local Revenues	32,733,367	492,177	33,225,544
58 State Revenues	40,517,229	(1,100,000)	39,417,229
59 Federal Revenues	1,030,355	1,100,000	2,130,355
79 Other Resources	-	46,682	46,682
Fund Balance	-	-	-
Total Revenues	\$74,280,951	538,859	\$74,819,810

EXPENDITURES

<u>Function/Description</u>	<u>Amended Budget July 31, 2020</u>	<u>Amendments</u>	<u>Amended Budget August 31, 2020</u>
11 Instruction	38,314,612		38,314,612
12 Instructional Resources/Media	594,160	1,423	595,583
13 Instructional Staff Development	1,502,019	600,000	2,102,019
21 Instructional Leadership	1,497,262	(250,000)	1,247,262
23 School Leadership	4,381,339		4,381,339
31 Guidance/Counseling Services	2,342,920	150,000	2,492,920
32 Social Work Services	11,355	(11,355)	-
33 Health Services	774,692	(50,000)	724,692
34 Pupil Transportation	2,728,783	(150,000)	2,578,783
35 Food Services	-		-
36 Cocurricular/Extracurricular	2,069,039	(50,000)	2,019,039
41 General Administration	4,145,441		4,145,441
51 Plant Maintenance/Operations	8,783,463	(120,000)	8,663,463
52 Security/Monitoring Services	1,437,103	(75,000)	1,362,103
53 Data Processing Services	2,738,042		2,738,042
61 Community Services	51,996	(10,000)	41,996
71 Debt Payments	749,724	(25,000)	724,724
81 Facilities, Acquisition and Construction	-	-	-
95 Payments to JJAEP	30,000	(10,000)	20,000
99 Other Governmental Charges	129,000	(68)	128,932
00 Transfer Out	-		-
Total Expenditures	72,280,950	-	\$72,280,950
Increase/(Decrease) to Fund Balance	\$2,000,001	\$538,859	\$2,538,860

Lancaster Independent School District
 Child Nutrition Fund
 2019-2020
 Budget Amendments
 as of August 27, 2020

<u>REVENUES</u>			
<u>Function/Description</u>	<u>Amended Budget July 31, 2020</u>	<u>Amendments</u>	<u>Amended Budget August 31, 2020</u>
57 Local Revenues	418,100	(150,000)	268,100
58 State Revenues	26,000	-	26,000
59 Federal Revenues	4,870,754	(1,300,000)	3,570,754
79 Other Resources	-	-	-
Encumbrances		-	-
Total Revenues	\$5,314,854	(1,450,000)	\$3,864,854
<u>EXPENDITURES</u>			
<u>Function/Description</u>	<u>Amended Budget July 31, 2020</u>	<u>Amendments</u>	<u>Amended Budget August 31, 2020</u>
11 Instruction	-	-	-
12 Instructional Resources/Media	-	-	-
13 Instructional Staff Development	-	-	-
21 Instructional Leadership	-	-	-
23 School Leadership	-	-	-
31 Guidance/Counseling Services	-	-	-
32 Social Work Services	-	-	-
33 Health Services	-	-	-
34 Pupil Transportation	-	-	-
35 Food Services	4,486,525	(1,000,000)	3,486,525
36 Cocurricular/Extracurricular	-	-	-
41 General Administration	-	-	-
51 Plant Maintenance/Operations	220,152	-	220,152
52 Security/Monitoring Services	-	-	-
53 Data Processing Services	-	-	-
61 Community Services	-	-	-
71 Debt Payments	-	-	-
81 Facilities, Acquisition and Construction	559,848	-	559,848
95 Payments to JJAEP	-	-	-
99 Other Governmental Charges	-	-	-
00 Transfer Out	-	-	-
Total Expenditures	\$5,266,525	(1,000,000)	\$4,266,525
Budget reductions due to COVID 19			

Lancaster Independent School District
Debt Service Fund
2019-2020 Budget Amendments
As of August 27, 2020

REVENUES			
<u>Function/Description</u>	<u>Original Budget</u>	<u>Amendments</u>	<u>Amended Budget August 31, 2020</u>
57 Local Revenues	13,939,767	-	13,939,767
58 State Revenues	-	297,555	297,555
59 Federal Revenues	-	-	-
79 Other Resources	-	-	-
Encumbrances		-	-
Fund Balance	-	-	-
Total Revenues	\$13,939,767	297,555	\$14,237,322
EXPENDITURES			
<u>Function/Description</u>	<u>Original Budget</u>	<u>Amendments</u>	<u>Amended Budget August 31, 2020</u>
11 Instruction	-	-	-
12 Instructional Resources/Media	-	-	-
13 Instructional Staff Development	-	-	-
21 Instructional Leadership	-	-	-
23 School Leadership	-	-	-
31 Guidance/Counseling Services	-	-	-
32 Social Work Services	-	-	-
33 Health Services	-	-	-
34 Pupil Transportation	-	-	-
35 Food Services	-	-	-
36 Cocurricular/Extracurricular	-	-	-
41 General Administration	-	-	-
51 Plant Maintenance/Operations	-	-	-
52 Security/Monitoring Services	-	-	-
53 Data Processing Services	-	-	-
61 Community Services	-	-	-
71 Debt Payments	13,913,731	2,000	13,915,731
81 Facilities, Acquisition and Construction	-	-	-
95 Payments to JJAEP	-	-	-
99 Other Governmental Charges	-	-	-
00 Transfer Out	-	-	-
Total Expenditures	\$13,913,731	2,000	\$13,915,731

B. Discussion and possible approval to Adopt the Proposed 2020-2021 Lancaster ISD Budget, Compensation Plan, and One-Time Retention Payment Resolution - CE(LEGAL and LOCAL)-(G2)

41



Lancaster ISD Board Agenda

Meeting Type: Regular

Meeting Date: August 27, 2020

Category: Action Item

Item Name: Discussion and Possible Action to Adopt and Approve the Proposed 2020-21 Lancaster ISD Budgets, One time Retention Payout and 2020-2021 Compensation Plans.

Related Goals (District and/or Strategic): Goal 2: Financial Responsibility and Transparency

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger

Presenter: Shonna Pumphrey

Explanation: The Administration is presenting the following items for consideration and approval; **1. Proposed General Operating Budget, 2. Proposed Child Nutrition Budget, 3. Proposed Debt Service Budget, Retention Payout Resolution and FY20/21 compensation plans.**

Intended Audience: All District Stakeholders

Impact or Expected Outcome: Legal compliance and fiscal transparency.

Recommendation: The Administration recommends that the General Operating, Child Nutrition, Debt Service budgets, Retention Payout resolution and compensation plans be adopted as presented.

Fiscal Implications: Set the legal limits for spending for General Operating Fund, Child Nutrition Fund and Debt Service Fund.

Frequency Monitored: Continuously

District Contact: Shonna Pumphrey

Proposed 2020-2021 Budgets, Retention Payout Resolution & Compensation Plan



Lancaster Independent School District Fiscal 2020-2021

- Proposed Budgets (General, Child Nutrition & Debt Svcs)
- Retention Payout Resolution
- Employee Compensation Schedules

Fiscal Year 2020-2021 Proposed Budgets



Lancaster Independent School District Summary of the Proposed 2020-2021 Budgets For General Fund, Child Nutrition Services and Debt Service fund

	General Fund	Child Nutrition Services Fund	Debt Service Fund	Total	Per Pupil
Revenues					
5700 Local Sources	\$ 29,871,698	33,000	\$ 12,362,472	\$ 42,267,170	\$ 5,949
5800 State Sources	\$ 43,648,409	20,000	\$ 239,815	\$ 43,908,224	\$ 6,180
5900 Federal Sources	\$ 930,355	\$ 3,500,540	\$ -	\$ 4,430,895	\$ 624
Combined Fund Revenue Total	<u>\$ 74,450,462</u>	<u>\$ 3,553,540</u>	<u>\$ 12,602,287</u>	<u>\$ 90,606,289</u>	<u>\$ 12,752</u>
Expenditures					
11 Instruction	\$ 39,057,936			\$ 39,057,936	\$ 5,497
12 Instructional Resources & Media Services	\$ 612,616			\$ 612,616	\$ 86
13 Curriculum & Staff Development	\$ 1,100,741			\$ 1,100,741	\$ 155
21 Instructional Administration	\$ 1,075,350			\$ 1,075,350	\$ 151
23 School Administration	\$ 4,256,239			\$ 4,256,239	\$ 599
31 Guidance & Counseling Services	\$ 2,486,743			\$ 2,486,743	\$ 350
32 Attendance & Social Work Services	\$ 20,000			\$ 20,000	\$ 3
33 Health Services	\$ 774,692			\$ 774,692	\$ 109
34 Pupil Transportation	\$ 2,437,719			\$ 2,437,719	\$ 343
35 Food Services	\$ 10,340	\$ 3,200,000		\$ 3,210,340	\$ 452
36 Co-Curricular Activities	\$ 1,913,592			\$ 1,913,592	\$ 269
41 General Administration	\$ 4,151,580			\$ 4,151,580	\$ 584
51 Plant Maintenance	\$ 9,456,640	\$ 100,000		\$ 9,556,640	\$ 1,345
52 Security & Monitoring Services	\$ 1,437,103			\$ 1,437,103	\$ 202
53 Data Processing Services	\$ 1,843,164			\$ 1,843,164	\$ 259
61 Community Services	\$ 51,996			\$ 51,996	\$ 7
71 Debt Services	\$ 713,300		\$ 13,844,781	\$ 14,558,081	\$ 2,049
81 Facilities Acquisition & Construction	\$ -			\$ -	\$ -
91 Contracted Instructional Svcs-Public Schools	\$ -			\$ -	\$ -
95 Payments to Juvenile Justice Alternative Education Program	\$ 23,000			\$ 23,000	\$ 3
99 Other Intergovernmental Charges	\$ 153,900			\$ 153,900	\$ 22
Combined Fund Expenditure Total	<u>\$ 71,576,651</u>	<u>\$ 3,300,000</u>	<u>\$ 13,844,781</u>	<u>\$ 88,721,432</u>	<u>\$ 12,487</u>
Excess (Deficiency) of Revenues Over Expenditures	\$ 2,873,811	\$ 253,540	\$ (1,242,494)	\$ 1,884,857	\$ 265
Other Financing Sources (Uses)					
7900 Other Resources		\$ -	\$ -	\$ -	
8900 Other Uses		\$ -	\$ -	\$ -	
Total Other Financing Sources (Uses)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
	44				
Net Change in Fund Balances	\$ 2,873,811	\$ 253,540	\$ (1,242,494)	\$ 1,884,857	\$ 265

Projected Enrollment 7,105 students

*Object Code 6491-Statutorily Required Public Notice - \$8,000 is calculated in function code 41 & \$1,525 for Lobbying is in Function 41

Lancaster ISD 2020-2021 Employee Retention Payout



One time employee retention payout for all employees (excluding the Superintendent) with a start date on or before October 25, 2019 that remain employed with the District through October 1, 2020. The payout would occur no later than October 31, 2020 and be distributed as follows:

- Employees with a regular daily work schedule of 7.5 hours or more - \$500
- Employees with a regular daily work schedule less than 7.5 - \$250

Projected cost is approximately \$384K and is included in proposed General Fund Budget.

Lancaster ISD 2020-2021 Compensation Plan



District Teachers, Librarians and Nurses will be compensated according to the 2020-2021 Teacher, Librarian and Nurses (RN) Salary Schedule.

All other District employees will be placed and compensated according to the below listed Salary Schedules:

- Administrative/Professional Pay Plan
- Administrative Support Placement Scale
- Instructional Support Pay Plan
- Auxiliary Pay Plan
- Pay Scale for Bus Drivers and Monitors 180 Days
- Lancaster ISD Substitute Pay Schedule 2020-2021
- Lancaster ISD 2020-2021 Supplemental Earnings



QUESTIONS????

LANCASTER INDEPENDENT SCHOOL DISTRICT
 Summary of The Proposed Budgets For
 General Fund, Child Nutrition Services Fund, and Debt Service Fund
 Fiscal Year 2020 - 2021

		General Fund	Child Nutrition Services Fund	Debt Service Fund	Total	Per Pupil
Revenues						
5700	Local Sources	\$ 29,871,698	33,000	\$ 12,362,472	\$ 42,267,170	\$ 5,949
5800	State Sources	\$ 43,648,409	20,000	\$ 239,815	\$ 43,908,224	\$ 6,180
5900	Federal Sources	\$ 930,355	\$ 3,500,540	\$ -	\$ 4,430,895	\$ 624
	Combined Fund Revenue Total	<u>\$ 74,450,462</u>	<u>\$ 3,553,540</u>	<u>\$ 12,602,287</u>	<u>\$ 90,606,289</u>	<u>\$ 12,752</u>
Expenditures						
11	Instruction	\$ 39,057,936			\$ 39,057,936	\$ 5,497
12	Instructional Resources & Media Services	\$ 612,616			\$ 612,616	\$ 86
13	Curriculum & Staff Development	\$ 1,100,741			\$ 1,100,741	\$ 155
21	Instructional Administration	\$ 1,075,350			\$ 1,075,350	\$ 151
23	School Administration	\$ 4,256,239			\$ 4,256,239	\$ 599
31	Guidance & Counseling Services	\$ 2,486,743			\$ 2,486,743	\$ 350
32	Attendance & Social Work Services	\$ 20,000			\$ 20,000	\$ 3
33	Health Services	\$ 774,692			\$ 774,692	\$ 109
34	Pupil Transportation	\$ 2,437,719			\$ 2,437,719	\$ 343
35	Food Services	\$ 10,340	\$ 3,200,000		\$ 3,210,340	\$ 452
36	Co-Curricular Activities	\$ 1,913,592			\$ 1,913,592	\$ 269
41	General Administration	\$ 4,151,580			\$ 4,151,580	\$ 584
51	Plant Maintenance	\$ 9,456,640	\$ 100,000		\$ 9,556,640	\$ 1,345
52	Security & Monitoring Services	\$ 1,437,103			\$ 1,437,103	\$ 202
53	Data Processing Services	\$ 1,843,164			\$ 1,843,164	\$ 259
61	Community Services	\$ 51,996			\$ 51,996	\$ 7
71	Debt Services	\$ 713,300		\$ 13,844,781	\$ 14,558,081	\$ 2,049
81	Facilities Acquisition & Construction	\$ -			\$ -	\$ -
91	Contracted Instructional Svcs-Public Schools	\$ -			\$ -	\$ -
95	Payments to Juvenile Justice Alternative Education Program	\$ 23,000			\$ 23,000	\$ 3
99	Other Intergovernmental Charges	\$ 153,900			\$ 153,900	\$ 22
	Combined Fund Expenditure Total	<u>\$ 71,576,651</u>	<u>\$ 3,300,000</u>	<u>\$ 13,844,781</u>	<u>\$ 88,721,432</u>	<u>\$ 12,487</u>
	Excess (Deficiency) of Revenues Over Expenditures	\$ 2,873,811	\$ 253,540	\$ (1,242,494)	\$ 1,884,857	\$ 265
Other Financing Sources (Uses)						
7900	Other Resources		\$ -	\$ -	\$ -	
8900	Other Uses		\$ -	\$ -	\$ -	
	Total Other Financing Sources (Uses)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
	Net Change in Fund Balances	\$ 2,873,811	\$ 253,540	\$ (1,242,494)	\$ 1,884,857	\$ 265

Projected Enrollment 7,105 students

*Object Code 6491-Statutorily Required Public Notice - \$8,000 is calculated in function code 41 & \$1,525 for Lobbying is in Function 41

RESOLUTION NO. 08272020

RESOLUTION TO AWARD ONE TIME PAYMENT FOR EMPLOYEES AND TO REWARD RETAINED EMPLOYEES FOR THEIR CONTINUED SERVICE TO THE DISTRICT

WHEREAS, in recognition for their considerable efforts, hard work and extra dedicated time used to ensure the success of the students, the Board recommends a one-time payout to its employees.

WHEREAS, the Superintendent has recommended to the Board that the District has sufficient funds to pay each person employed by the District with a start date on or before October 25, 2019 and who remain employed with the District on October 1, 2020.

WHEREAS, the Superintendent also recommends employees with a regular daily work schedule of 7.5 hours or more receive \$500, and employees with a regular daily work schedule of less than 7.5 hours receive \$250. This increase will be paid on or by October 31, 2020.

WHEREAS, the Board finds that this one-time payment will benefit the District as it will result in a higher employee retention rate for the 2020-21 school year. The Board also finds that this one-time payment will reward its retained employees for their continued service to the district.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE LANCASTER INDEPENDENT SCHOOL DISTRICT, AS FOLLOWS:

SECTION 1. That the facts and recitations contained in the preamble of this Resolution are hereby found and declared to be true and correct.

SECTION 2. That all persons who were employed by the Lancaster ISD (other than the Superintendent who is hereby excluded) on or before October 25, 2019, who were as of that date entitled to a monthly or annual salary, and who are, as of October 1, 2020, currently employed by the Lancaster ISD, be awarded a one-time retention payment in the amount of \$500 for employees with a regular daily work schedule of 7.5 hours or more, and \$250 for employees with a regular daily work schedule of less than 7.5 hours. The District will withhold from this payment all applicable federal taxes and other required payroll, such as contributions to the Texas Teachers Retirement System.

SECTION 3. That the one-time cost of living and retention payment be awarded for the 2020-2021 school year only and that unless specifically directed by subsequent Board action.

Section 4. If any section, part, or provision of the Resolution is declared unconstitutional or invalid it is expressly provided, and it is the intention of the Board of Trustees in passing this Resolution that all other parts of this Resolution shall remain in full force and effect.

SIGNED AND ENTERED THE 27TH DAY OF AUGUST 2020.

ELLEN CLARK, President
Lancaster Independent School District

ATTEST:

RHONDA DAVIS-CRAWFORD, Secretary
Lancaster Independent School District

Lancaster ISD 2020-2021 Compensation Plan



Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay raise increases are based on approval by the Board of Trustees. Salaries are determined individually with consideration for job related experience and credentials.

LANCASTER ISD
2020-2021
TEACHER, LIBRARIAN, NURSE (RN) SALARY SCHEDULE



Years Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$53,100	\$53,595	\$54,126
1	\$53,290	\$53,821	\$54,351
2	\$53,515	\$54,046	\$54,576
3	\$53,741	\$54,272	\$54,802
4	\$54,304	\$54,835	\$55,365
5	\$54,867	\$55,397	\$55,928
6	\$56,264	\$56,797	\$57,330
7	\$56,613	\$57,146	\$57,679
8	\$56,953	\$57,486	\$58,019
9	\$57,405	\$57,938	\$58,471
10	\$57,744	\$58,277	\$58,810
11	\$58,178	\$58,711	\$59,244
12	\$58,630	\$59,164	\$59,697
13	\$59,253	\$59,786	\$60,319
14	\$59,970	\$60,503	\$61,036
15	\$60,536	\$61,069	\$61,602
16	\$61,440	\$61,973	\$62,506
17	\$62,068	\$62,601	\$63,134
18	\$62,634	\$63,167	\$63,700
19	\$62,973	\$63,506	\$64,039
20	\$64,048	\$64,581	\$65,114
21	\$65,444	\$65,977	\$66,510
22	\$66,371	\$66,904	\$67,437
23	\$66,843	\$67,376	\$67,909
24	\$67,069	\$67,602	\$68,135
25	\$67,295	\$67,828	\$68,361
26	\$68,530	\$69,063	\$69,596
27	\$69,766	\$70,299	\$70,832
28	\$69,766	\$70,299	\$70,832
29	\$69,766	\$70,299	\$70,832
30	\$71,031	\$71,564	\$72,097
31+	\$72,297	\$72,830	\$73,363

Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars
1		
	Coordinator - Multimedia Marketing Communications	226
	Coordinator -Communications	226
	Coordinator-Health and Wellness	187
	Graphics Designer	226
	Speech Language Pathology Assistant	187

		Minimum	Midpoint	Maximum
Daily		\$250.50	\$300.00	\$349.50
187	Days	46,844	56,100	65,357
207	Days	51,854	62,100	72,347
226	Days	56,613	67,800	78,987

Pay Grade	Job Title	Calendars
2		
	Academic Coordinator	226
	Athletic Trainer	226
	Coordinator - Technology Services/Support	226
	Counselor - Elementary School	197
	Counselor - Middle School	207
	Counselor- J.D. Hall	197
	Counselor-Social Emotional PK-8	207
	Curriculum Specialist	226
	Diagnostician	207
	Diagnostician/Child Find Coordinator	226
	Health and Wellness Coordinator	187
	Police Lieutenant	226
	Specialist - Adapted PE/Special Olympics	207
	Specialist - Behavior	187
	Speech Language Pathologist- (Life Certificate/Non CCC)	197

		Minimum	Midpoint	Maximum
Daily		\$273.05	\$327.00	\$380.96
187	Days	51,060	61,149	71,240
197	Days	53,791	64,419	75,049
207	Days	56,521	67,689	78,859
226	Days	61,709	73,902	86,097

3	
Accountant - General Ledger	226
Assistant Principal - Elementary School	207
Assistant Director- Fine Arts	207
College and Career Center Counselor	215
Coordinator - Advanced Academics	226
Coordinator - Dyslexia/504/RTI	207
Coordinator - Special Ed/Programs	207
Counselor - High School	215
Counselor-Social Emotional High School	215
Licensed Specialist School Psychology	207
Occupational Therapist	187
Speech Language Pathologist-CCC	187
Systems Administrator- Technology	226

		Minimum	Midpoint	Maximum
Daily		\$288.07	\$344.99	\$401.91
187	Days	53,869	64,513	75,157
207	Days	59,630	71,413	83,195
215	Days	61,935	74,173	86,411
226	Days	65,104	77,968	90,832

4	
Associate Principal - Middle School	226
Associate Principal -Elementary	226
Assistant Principal - Middle School	207
Network Administrator-Technology	226

		Minimum	Midpoint	Maximum
Daily		\$303.91	\$363.96	\$424.01
207	Days	62,909	75,340	87,770
226	Days	68,684	82,255	95,826

5	
Associate Principal - High School	226
Assistant Principal - High School	215
Coordinator - District - CTE	226
Coordinator - Testing	226
Director of Blended Learning	226
Director of Health Services	226
Director of Instructional Technology	226
Police Chief	226

		Minimum	Midpoint	Maximum
Daily		\$320.62	\$383.98	\$447.34
215	Days	68,933	82,556	96,178
226	Days	72,460	86,779	101,099

6		
Assistant Director of Athletics/PE/Coach		226
Director - Finance		226
Principal - Elementary School		226
Principal- Executive Principal		226

		Minimum	Midpoint	Maximum
Daily		\$343.07	\$410.86	\$478.65
226	Days	77,534	92,854	108,175

7		
Director - Athletics/Head Football Coach		226
Director - Fine Arts		226
Director- Technology		226
Director-Communications		226
Executive Director of Maintenance and Operations		226
Executive Director of Student Data Management Systems		226
Principal - 9th Grade Campus		226
Principal - Alternative School		226
Principal - Early College High School		226
Principal - Middle School		226

		Minimum	Midpoint	Maximum
Daily		\$370.51	\$443.73	\$516.95
226	Days	83,735	100,283	116,831

8		
Director- Student Services		226
Senior Executive Director - Finance		226
Principal - High School		226

		Minimum	Midpoint	Maximum
Daily		\$414.98	\$496.98	\$578.98
226	Days	93,785	112,317	130,849

9		
Chief Communication Officer		226
Chief of Athletics and Public Relations		226
Chief of Data and Accountability		226
Chief of Leadership Development and Special Programs		226
Chief of Operations		226
Chief of Special Education		226
Chief of Technology		226

		Minimum	Midpoint	Maximum
Daily		\$475.91	\$566.56	\$657.21
226	Days	107,556	128,043	148,529

10		
Assistant Superintendent		226
Chief Financial Officer		226

		Minimum	Midpoint	Maximum
Daily		\$510.47	\$600.55	\$690.63
226	Days	115,366	135,724	156,082

11		
Deputy Superintendent		226

		Minimum	Midpoint	Maximum
Daily		\$541.09	\$636.58	\$732.06
226	Days	122,286	143,867	165,447

Administrative Support Placement Scale

Pay Grade	Job Title	Calendars
1		
	Copy Clerk-PTRC	207
	Receptionist/Clerk - High School	187
	Receptionist/Clerk - Middle School	187
2		
	Attendance Clerk - Elementary School	197
3		
	Attendance Clerk - High School	207
	Attendance Clerk - Middle School	207
	Clerk - Sped	226
	Clerk- Child Nutrition	226
	Community Liaison	207
	Print and Digital Media Clerk	207
	Registrar - Middle School	207
	Secretary - Associate Principal, HS	226
	Secretary - Assistant Principal, HS	207
	Secretary - Counselor	207,215

		Minimum	Midpoint	Maximum
Hourly		\$12.71	\$15.50	\$18.29
187	Days	19,014	23,188	27,362
207	Days	21,047	25,668	30,288.24

		Minimum	Midpoint	Maximum
Hourly		\$13.73	\$16.74	\$19.75
197	Days	21,638	26,382	31,126

		Minimum	Midpoint	Maximum
Hourly		\$14.83	\$18.08	\$21.33
187	Days	22,186	27,048	31,910
207	Days	24,558	29,940	35,322
215	Days	25,508	31,098	36,688
226	Days	26,813	32,689	38,565

4	
Administrative Assistant - Fine Arts	207
Central Office Receptionist/Substitute Liaison	226
Registrar - High School	207
Secretary - Principal, Elementary School	207
Secretary - Principal, Middle School	226
Secretary- Principal, J.D. Hall	226
Student Success / Parent Liaison	192

		Minimum	Midpoint	Maximum
Hourly		\$16.46	\$20.07	\$23.68
187	Days	24,624	30,025	35,425
192	Days	25,283	30,828	36,372
207	Days	27,258	33,236	39,214
226	Days	29,760	36,287	42,813

5	
Administrative Assistant - Athletic Office	226
Administrative Assistant - Child Nutrition	226
Administrative Assistant - Special Education	226
Administrative Assistant- Maintenance & Operations	226
Administrative Assistant Police	226
Administrative Assistant- Technology	226
Office Manager - High School	226
Secretary - Transportation	226
Secretary- High School	226

		Minimum	Midpoint	Maximum
Hourly		\$18.27	\$22.28	\$26.29
226	Days	33,032	40,282	47,532

6	
Administrative Assistant - Chief of Operations	226
Administrative Assistant - Communications	226
Administrative Assistant - Curriculum and Instruction	226
Administrative Assistant- Chief Financial Officer	226
Route and Field Trip Coordinator	235
Specialist- Athletics	226
Technical Support Specialist	226

		Minimum	Midpoint	Maximum
Hourly		\$20.71	\$24.95	\$29.19
226	Days	37,444	45,110	52,776

7	
Manager - Payroll	226
Specialist - Accounts Payable	226
Specialist - Benefits	226
Specialist - Finance	226
Specialist - Human Resources	226
Specialist Communications	226
Supervisor- SPED Drivers & Monitors	236
Supervisor-Drivers & Training	236
Systems Specialist- Human Resources	226

		Minimum	Midpoint	Maximum
Hourly		\$23.19	\$27.94	\$32.69
226	Days	41,928	50,516	59,104

8	
Network Technician	226
Specialist - Certification	226
Specialist - Print & Media	226

		Minimum	Midpoint	Maximum
Hourly		\$26.20	\$31.57	\$36.94
226	Days	47,370	57,079	66,788

9	
Exec. Administrative Assistant - Superintendent & Board	226

		Minimum	Midpoint	Maximum
Hourly		\$29.87	\$35.99	\$42.11
226	Days	54,005	65,070	76,135

Instructional Support Pay Plan

Pay Grade	Job Title	Calendars
1		
	Aide - Bilingual	187
	Aide - Classroom	187
	Aide - Head Start	187
	Aide - PreK	187
	Aide- AAA	187
	Hall Monitor	187
	Nurse Assistant	187

	Minimum	Midpoint	Maximum
Hourly	\$11.50	\$13.75	\$16.01
187 Days	17,204	20,570	23,951

2		
	Aide - Bright Beginnings	187
	Aide - Special Education	187

	Minimum	Midpoint	Maximum
Hourly	\$12.58	\$15.06	\$17.54
187 Days	18,820	22,530	26,240

3		
	Aide - Library	187
	Certified Nurse Aide/Licensed Medical Assistant	187

	Minimum	Midpoint	Maximum
Hourly	\$13.77	\$16.49	\$19.21
187 Days	20,600	24,669	28,738

4		
	Aide - ISS	187, 207

	Minimum	Midpoint	Maximum
Hourly	\$15.36	\$18.39	\$21.42
187 Days	22,979	27,511	32,044
207 Days	25,436	30,454	35,472

5		
	Nurse - Licensed Vocational	187

	Minimum	Midpoint	Maximum
Hourly	\$19.04	\$22.80	\$26.56
187 Days	28,484	34,109	39,734

Auxiliary Pay Plan

Pay Grade	Job Title	Calendars
1		
	Crossing Guard	171
	Custodian	260

	Minimum	Midpoint	Maximum
Hourly	\$10.58	\$12.75	\$14.92
171 Days	14,812	17,850	20,888
260 Days	22,006	26,520	31,034

NOTE: Crossing Guard work calendars may vary each year.

2		
	Custodian - Crew Leader	260
	Groundskeeper	260

	Minimum	Midpoint	Maximum
Hourly	\$11.74	\$14.15	\$16.56
260 Days	24,419	29,432	34,445

3		
	Civilian Security Staff	187
	Custodian-Athletics	260
	Groundskeeper - Athletics	260
	Groundskeeper-Crew Leader	260

	Minimum	Midpoint	Maximum
Hourly	\$13.04	\$15.71	\$18.38
187 Days	19,508	23,502	27,496
260 Days	27,123	32,677	38,230

4		
	Custodian - Lead Night	260
	Electrician - Helper	260
	Groundskeeper/Small Engine Mechanic	260
	HVAC Helper	260
	Plumber Helper	260
	Police Dispatcher	226
	Public Safety Officer	226
	Transportation Dispatcher	226/260
	Vehicle Make Ready/Bus Driver	260

	Minimum	Midpoint	Maximum
Hourly	\$14.48	\$17.44	\$20.40
187 Days	21,662	26,090	30,518
226 Days	26,180	31,532	36,883
260 Days	30,118	36,275	42,432

5		
	Painter	260
	Small Engine Mechanic	260

	Minimum	Midpoint	Maximum
Hourly	\$16.36	\$19.71	\$23.06
260 Days	34,029	40,997	47,965

6		
Carpenter/General Maintenance	260	
Locksmith/Carpenter	260	
Vehicle Mechanic	260	

		Minimum	Midpoint	Maximum
Hourly		\$18.82	\$22.67	\$26.52
260 Days		39,146	47,154	55,162

7		
Custodial Supervisor	236	
Electrician - Journeyman	260	
Grounds Supervisor/IPM Coordinator/Applicator	236	
HVAC Technician - EPA Certified	260	
Plumber - Journeyman	260	
Vehicle Mechanic - Lead, Diesel & ASE Certified	260	

		Minimum	Midpoint	Maximum
Hourly		\$21.64	\$26.07	\$30.50
236 Days		40,856	49,220	57,584
260 Days		45,011	54,226	63,440

8		
Custodial Manager	236	
Electrician- Master	260	
Plumber - Master	260	
Police Officer	226	

		Minimum	Midpoint	Maximum
Hourly		\$24.88	\$29.98	\$35.08
226 Days		44,983	54,204	63,425
236 Days		46,973	56,602	66,231
260 Days		51,750	62,358	72,966

9		
Maintenance and Operations Supervisor	236	
Police Sergeant	226	

		Minimum	Midpoint	Maximum
Hourly		\$29.22	\$34.78	\$40.34
226 Days		52,830	62,882	72,935
236 Days		55,167	65,664	76,191

Pay Scale for Bus Drivers and Monitors 180 Days

Driver	
Years of Experience	Hourly Rate
0-1	\$ 21.00
2	\$ 21.25
3	\$ 21.50
4	\$ 21.75
5	\$ 22.00
6	\$ 22.25
7	\$ 22.50
8	\$ 22.75
9	\$ 23.00
10	\$ 23.25
11	\$ 23.50
12	\$ 23.75
13	\$ 24.00
14	\$ 24.25
15	\$ 24.50
16	\$ 24.75
17	\$ 25.00
18	\$ 25.25
19	\$ 25.50
20	\$ 25.75
21	\$ 26.00
22	\$ 26.25
23	\$ 26.50
24	\$ 26.75
25	\$ 27.00
26 +	\$ 27.25

Monitor	
Years of Experience	Hourly Rate
0-1	\$ 10.76
2	\$ 10.76
3	\$ 11.12
4	\$ 11.48
5	\$ 11.84
6	\$ 12.20
7	\$ 12.56
8	\$ 12.92
9	\$ 13.28
10	\$ 13.64
11	\$ 14.00
12	\$ 14.36
13	\$ 14.72
14	\$ 15.08
15	\$ 15.44
16	\$ 15.80
17	\$ 16.16
18	\$ 16.52
19	\$ 16.88
20	\$ 17.24
21	\$ 17.60
22	\$ 17.96
23	\$ 18.32
24	\$ 18.68
25	\$ 19.04
26 +	\$ 19.40

Lancaster ISD Substitute Pay Schedule 2020-2021

NOTE 1: Substitutes are paid either for a full-day or half day.

NOTE 2: Days worked in long term assignments must be consecutive and in the same assignment. If you miss a day, the pay step starts over.

Note 3: There is no long term rate for paraprofessional positions.

ELEMENTARY	SECONDARY
<p>\$65.00 per day: ALL Paraprofessional positions (Aide and Office positions)</p> <p>\$70.00 per day: 30 or more Accredited College Hours</p> <p>\$75.00 per day: Bachelor's Degree</p> <p>\$85.00 per day: Valid Texas Teacher Certification</p>	<p>\$65.00 per day: ALL Paraprofessional positions (Aide and Office positions)</p> <p>\$100.00 per day: 30 or more Accredited College Hours</p> <p>\$110.00 per day: Bachelor's Degree</p> <p>\$120.00 per day: Valid Texas Teacher Certification</p>
ELEMENTARY LONG TERM ASSIGNMENTS	SECONDARY LONG TERM ASSIGNMENTS
<p>Long-term assignments as a teacher in the same classroom, and for the same teacher, for more than 10 consecutive days:</p> <p>\$105.00 per day – All NONCERTIFIED SUBSTITUES (beginning on day 11)</p> <p>\$115.00 per day – ALL VALID TEXAS CERTIFIED SUBSTITUTES (on day 11)</p>	<p>Long-term assignments as a teacher in the same classroom, and for the same teacher, for more than 10 consecutive days:</p> <p>\$130.00 per day – All NONCERTIFIED SUBSTITUES (beginning on day 11)</p> <p>\$130.00 per day – ALL VALID TEXAS CERTIFIED SUBSTITUTES (on day 11)</p>
OTHER ASSIGNMENTS	
<p>Central Office Substitute - \$90.00 per day</p> <p>CNA/Licensed Medical Assistant Substitute/LVN Substitute - \$85.00 per day</p> <p>CNA/Licensed Medical Assistant Substitute/LVN Substitute Long Term Assignment - \$115.00 per day beginning Day 11</p> <p>RN Substitute - \$120.00 per day</p> <p>RN Substitute Long Term- \$130.00 per day beginning Day 11</p>	

Lancaster ISD 2020-2021 Supplemental Earnings

Per DK(Local): “Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District’s contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.”

Supplemental pay is not guaranteed or automatically granted for certain positions and is awarded based on various criteria including, but not limited to: extra days required, supplemental duties assigned, the number of sections that are taught for various classes, student number or performance requirements, and meeting the required expectations for the stipend.

Supplemental earnings are not included in individual base salaries quoted by the Compensation Department.

If an employee fails to meet all criteria stipulated in the Supplemental Earnings Guide, earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms.

Stipend	Amount		
Bilingual Certified Teacher	\$5000		
Algebra 1	Up to \$5000 depending on the number of sections		
Algebra 2	Up to \$5000 depending on the number of sections		
English 1	Up to \$5000 depending on the number of sections		
English 2	Up to \$5000 depending on the number of sections		
Health Science CTE (Not Registered Nurse)	\$5000		
Spanish Teacher	\$5000		
Mandarin Chinese Teacher	\$5000		
Agriculture	Up to \$5000		
Dual Credit	\$10,000 (must have 20 students and be dual credit credentialed)		
CTE Culinary	\$5000		
CTE Audio Visual	\$2500		
CTE Cosmetology	\$5000		
New Teacher Mentor	\$250/semester		
LPAC Chair	\$250/semester		
Lead Counselor High School	\$2500		
Instructional Coach	\$10,000		
Athletics and Fine Arts	Athletics and Fine Arts Stipends vary and are dependent upon the assignment, time required, and grade levels served.		
Other	Other supplemental earnings may be determined by the superintendent as needed.		
Longevity Pay			
Years	Paraprofessional	Professional	Administrator
10-14	250	500	1000
15-19	500	1000	2000
20-25	1500	2500	3500
26 +	2500	3500	4500



Lancaster ISD Board Agenda

Meeting Type: Regular

Meeting Date: August 27, 2020

Category: Action Item

Item Name: Consider Acceptance of 2020 Certified Tax Roles as certified by Dallas County Appraisal District.

Related Goals (District and/or Strategic): Goal 2: Financial Responsibility and Transparency

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger

Presenter: Shonna Pumphrey

Explanation: Consider acceptance of 2020 Certified Tax Appraisal Rolls as certified by Dallas County Appraisal District.

Intended Audience: District Stakeholders, Administrators and Students.

Impact or Expected Outcome: .

Recommendation: Approve Certified Appraised Tax Roll.

Fiscal Implications:

Frequency Monitored: Daily

District Contact: Shonna Pumphrey

Certified Tax Appraisal Roll



Section 26.01(a) of the Tax Code requires the Chief Appraiser to certify the property tax appraisal roll to the school district by July 25.

Section 26.01(a-1) of the Tax Code requires the Chief Appraiser to provide a “Certified Estimate of Value” if by July 20 the appraisal review board has not approved the appraisal records for the district as required under Section 41.12, the chief appraiser shall not later than July 25 prepare and certify to the district an estimate of the taxable value of the property.

Lancaster ISD received the Certified Estimate of Value from the Chief Appraiser on July 27th, as the 25th was a Saturday. The Certified Estimated Taxable Value was \$2,415,470,110 excluding an estimated \$608,041,628 of property value in dispute.

The Chief Appraiser provided the Certified Appraisal Roll on August 20, 2020 in the amount of \$2,992,846,417 excluding an estimated \$345,979,610 of property value that remains in dispute.

The Administration recommends that the Board accept the Dallas Central Appraisal District Certification of Appraisal Roll.



QUESTIONS????



**DALLAS CENTRAL APPRAISAL DISTRICT
CERTIFICATION OF APPRAISAL ROLL**

Year: 2020

Jurisdiction: LANCASTER ISD

In accordance with the requirements of the Texas Property Tax Code, Chapter 26, Section 26.01, paragraphs (A) and (B), the following values are hereby certified:

Market Value of all Real & Business Personal Property Before Qualified Exemptions*	\$3,888,478,660
Taxable Value of all Real & Business Personal Property	\$2,992,846,417

In accordance with the requirements of the Texas Property Tax Code, Chapter 26, Section 26.01, paragraph (C), the following values are hereby certified as disputed values and are not included in the above totals:

	Market Value	Taxable Value
Values under protest as determined by the Appraisal District**	\$523,623,000	\$494,256,586
Values under protest as claimed by property owner or estimated by Appraisal District in event property owner's claim is upheld	\$366,555,300	\$345,979,610
Freeport Estimated Loss		\$0
Estimated Net Taxable		\$345,979,610

I, W. Kenneth Nolan, Executive Director/Chief Appraiser of the Dallas Central Appraisal District, do hereby certify the aforementioned values and totals to the taxing jurisdiction indicated above, in accordance with the requirements of the laws of the State of Texas on this 20th day of August, 2020 .

Dallas Central Appraisal District

W. Kenneth Nolan
Executive Director/Chief Appraiser

*Total Value of New Construction in Certified Market Value above	\$101,081,829
**Value of Disputed New Construction in Protested Market Value Above	\$10,718,758



Dallas Central Appraisal District Certified Estimated Values Report

JURISDICTION: LANCASTER ISD
 REPORT TYPE: JURISDICTION TOTALS
 DATABASE: CERTIFICATION (2020)
 TAX YEAR: 2020
 REPORT DATE: August 13, 2020
 RUN DATE: August 14, 2020 3:08 am

	PARCELS	LAND VALUE	IMPROVEMENT VALUE	BPP MKT VALUE	TOTAL MKT VALUE
JURISDICTION TOTALS	15,030	740,858,380	2,353,019,830	794,600,450	3,888,478,660

	TOTAL MKT VALUE	CAPPED LOSS	EXEMPTIONS	AG LOSS	TAXABLE VALUE
JURISDICTION TOTALS	3,888,478,660	183,118,669	604,034,655	108,478,919	2,992,846,417

TOTAL EXEMPTIONS	PARCELS	MARKET VALUE	CAPPED LOSS	EXEMPTION AMOUNT	OTHER EXEMPTIONS	TAXABLE VALUE
TOTALLY EXEMPT	398	240,498,250	0	240,498,250	0	0
PRORATED TOTAL EXEMPT	15	377,070	0	83,006	0	294,064
UNDER 500	23	5,730	0	5,730	0	0
MINERAL RIGHTS	1	460	0	460	0	0
PARTIAL EXEMPTIONS						
HOMESTEAD	7,250	1,313,813,650	183,118,669	178,627,241	48,710,595	903,357,145
CAPPED VALUE LOSS	5,755	1,049,229,070	183,118,669	0	180,968,819	685,141,582
OVER-65	1,846	314,453,640	55,876,690	17,872,480	55,413,023	185,291,447
DISABLED PERSONS	460	79,746,050	14,021,181	4,458,820	14,900,133	46,365,916
DISABLED VETERANS	315	61,011,730	6,405,317	3,287,231	13,815,149	37,504,033
100% DISABLED VETERANS	180	34,705,560	4,243,515	24,320,272	5,829,500	312,273
DISABLED VET DONATED HOME	0	0	0	0	0	0
ABATEMENTS	0	0	0	0	0	0
HISTORIC SITE	0	0	0	0	0	0
POLLUTION CONTROL	6	47,024,080	0	759,938	381,150	45,882,992
FREEPORT	24	323,869,880	0	134,121,227	252,464	189,496,189
FREEPORT IN PROCESS	0	0	0	0	0	0
GOODS IN TRANSIT	0	0	0	0	0	0
LOW INCOME	0	0	0	0	0	0
TOTAL PARTIAL EXEMPT				363,447,209		
TOTAL REAL PARTIAL EXEMPT				228,997,995		
TOTAL BPP PARTIAL EXEMPT				134,449,214		

AG SPECIAL VALUATION	PARCELS	LAND VALUE	IMPROVEMENT VALUE	MARKET VALUE
AGRICULTURAL 1D	0	0	0	0
AGRICULTURAL 1D1	399	110,814,610	713,500	111,528,110

AG SPECIAL VALUATION	MARKET VALUE	CAPPED LOSS	LOSS AMOUNT	NON AG EXEMPTIONS	TAXABLE VALUE
AGRICULTURAL 1D	0	0	0	0	0
AGRICULTURAL 1D1	111,528,110	0	108,478,919	0	3,049,191

	LAND DEV COSTS	REAL PROP NEW CONSTR	PERS PROP NEW CONSTR	TOTAL NEW CONSTR
NEW CONSTRUCTION	0	89,190,469	11,891,360	101,081,829



Dallas Central Appraisal District Disputed Estimated Values Report

JURISDICTION: LANCASTER ISD
 REPORT TYPE: JURISDICTION TOTALS
 DATABASE: CERTIFICATION (2020)
 TAX YEAR: 2020
 REPORT DATE: August 13, 2020
 RUN DATE: August 14, 2020 3:23 am

	PARCELS	LAND VALUE	IMPROVEMENT VALUE	BPP MKT VALUE	TOTAL MKT VALUE
JURISDICTION TOTALS	1,059	90,442,230	395,896,260	37,284,510	523,623,000

	TOTAL MKT VALUE	CAPPED LOSS	EXEMPTIONS	AG LOSS	TAXABLE VALUE
JURISDICTION TOTALS	523,623,000	11,174,097	15,102,776	3,089,541	494,256,586

TOTAL EXEMPTIONS	PARCELS	MARKET VALUE	CAPPED LOSS	EXEMPTION AMOUNT	OTHER EXEMPTIONS	TAXABLE VALUE
TOTALLY EXEMPT	1	24,000	0	24,000	0	0
PRORATED TOTAL EXEMPT	1	40,000	0	3,727	0	36,273
UNDER 500	0	0	0	0	0	0
MINERAL RIGHTS	0	0	0	0	0	0
PARTIAL EXEMPTIONS						
HOMESTEAD	500	96,325,420	11,174,097	12,386,231	1,789,788	70,975,304
CAPPED VALUE LOSS	391	74,222,390	11,174,097	0	11,290,769	51,757,524
OVER-65	77	14,776,280	2,268,311	745,000	1,947,500	9,815,469
DISABLED PERSONS	34	6,019,200	944,775	340,000	867,000	3,867,425
DISABLED VETERANS	24	5,079,170	452,087	251,500	683,456	3,692,127
100% DISABLED VETERANS	3	675,310	89,022	499,288	87,000	0
DISABLED VET DONATED HOME	0	0	0	0	0	0
ABATEMENTS	0	0	0	0	0	0
HISTORIC SITE	0	0	0	0	0	0
POLLUTION CONTROL	0	0	0	0	0	0
FREEPORT	1	2,037,820	0	853,030	0	1,184,790
FREEPORT IN PROCESS	0	0	0	0	0	0
GOODS IN TRANSIT	0	0	0	0	0	0
LOW INCOME	0	0	0	0	0	0
TOTAL PARTIAL EXEMPT				15,075,049		
TOTAL REAL PARTIAL EXEMPT				14,222,019		
TOTAL BPP PARTIAL EXEMPT				853,030		

AG SPECIAL VALUATION	PARCELS	LAND VALUE	IMPROVEMENT VALUE	MARKET VALUE
AGRICULTURAL 1D	0	0	0	0
AGRICULTURAL 1D1	13	3,133,140	0	3,133,140

AG SPECIAL VALUATION	MARKET VALUE	CAPPED LOSS	LOSS AMOUNT	NON AG EXEMPTIONS	TAXABLE VALUE
AGRICULTURAL 1D	0	0	0	0	0
AGRICULTURAL 1D1	3,133,140	0	3,089,541	0	43,599

	LAND DEV COSTS	REAL PROP NEW CONSTR	PERS PROP NEW CONSTR	TOTAL NEW CONSTR
NEW CONSTRUCTION	0	10,718,758	0	10,718,758

D. Discussion and possible action to approve and set the Lancaster Independent School District's Proposed 2020-21 Tax Rate - CE(LEGAL and LOCAL)-(G2)

75



Lancaster ISD Board Agenda

Meeting Type: Regular

Meeting Date: August 27, 2020

Category: Action Item

Item Name: Discussion and possible approval of the Proposed 2020 Lancaster ISD Tax Rate and Ordinance

Related Goals (District and/or Strategic): Goal 2: Financial Responsibility and Transparency

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger

Presenter: Leon Fisher

Explanation: The following resolution sets the 2020 tax rate for the Lancaster Independent School District 2020-21 fiscal year.

Intended Audience: All District Stakeholders

Impact or Expected Outcome: Legal compliance and fiscal transparency

Recommendation: Approve and adopt the resolutions

Fiscal Implications: To determine the local revenue for 2020-2021

Frequency Monitored: Continuously

75

District Contact: Shonna Pumphrey

Approve Ordinance Adopting 2020 Tax Rate



2020 Proposed Tax Rate Lancaster ISD - 057913

	<u>2019</u>	<u>2020</u>
Maintenance & Operations Tax (M&O)	\$ 1.0684	\$ 1.0524
Debt Service (I&S)	\$0.4600	\$0.4475
Total per \$100 of Assessed Valuation	<u>\$ 1.5284</u>	<u>\$ 1.4999</u>



QUESTIONS????

LANCASTER INDEPENDENT SCHOOL DISTRICT
ORDINANCE ASSESSING AD VALOREM TAXES FOR THE 2020 TAX YEAR

WHEREAS, the Board of Trustees of the Lancaster Independent School District met on August 27, 2020, in a duly posted and called meeting, after all required postings, publications and hearings approved, by vote of the Trustees, a tax rate for Lancaster Independent School District.

WHEREAS, the Board of Trustees of the LANCASTER INDEPENDENT SCHOOL DISTRICT has therefore approved and adopted the 2020-2021 budget for the District;

NOW, THEREFORE, IT IS ORDERED BY THE BOARD OF TRUSTEES OF THE LANCASTER INDEPENDENT SCHOOL DISTRICT:

That there is hereby levied and shall be collected as prescribed by law, an ad valorem tax for the year 2020 on all property situated within the limits of the District on January 1, 2020, and the rate to be applied to the value of such property shall be **\$1.4999 per \$100.00** assessed valuation, to be assessed and collected by the duly specified assessor and collector as follows:

\$1.0524 for the purpose of Maintenance and Operations

\$0.4475 for the purpose of Interest and Sinking, for the payment of principal and interest on debt.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEARS TAX RATE. THE TAX RATE WILL EFFECTIVELY BE RAISED BY 3% AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$181.

In certification thereof:

Signed: _____
President, Board of Trustees

Attest: _____
Secretary, Board of Trustees

Tax Code Section 26.18 Posting of Tax Rate and Budget Information

Entity Name: Lancaster Independent School Dist **Website:** www.lancasterisd.org

Mailing Address: 422 S. Centre Ave., Lancaster, Texas 75146

Governing body name and contact information.

Name	Phone Number	Email Address
Ellen Clark	972-218-1400	schoolboard@lancasterisd.org
LaRhonda Mays	972-218-1400	schoolboard@lancasterisd.org
Rhonda Davis	972-218-1400	schoolboard@lancasterisd.org
LaShonjia Harris	972-218-1400	schoolboard@lancasterisd.org
Marion Hamilton	972-218-1400	schoolboard@lancasterisd.org
Ty G. Jones	972-218-1400	schoolboard@lancasterisd.org
Carolyn Ann Morris	972-218-1400	schoolboard@lancasterisd.org

Provide the preceding two years budget plus current year proposed or adopted budget.

2021 - \$88,721,432 proposed 2020 - \$91,461,206 2019 - \$85,684,370
--

The change in the amount of the budget from the preceding year to the current year, by dollar amount and percentage.

\$ (\$2,739,774)	-3.00 %
------------------	---------

The tax rate for maintenance and operations **adopted** for the preceding two years.

2018	<u>\$1.17000</u>
2019	<u>\$1.06835</u>

The interest and sinking fund tax rate **adopted** by the district for the preceding two years.

2018	<u>.36000</u>
2019	<u>.46000</u>

Tax Code Section 26.18
Posting of Tax Rate and Budget Information

The tax rate for maintenance and operations **proposed** for the current year:

2020 \$1.0524

The interest and sinking fund tax rate **proposed** by the district for the current year:

2020 \$0.4475

Provide the most recent financial audit of the taxing unit.

<https://www.lancasterisd.org/Page/808>

E. Discussion and possible approval of the Lancaster ISD Synchronous and Asynchronous Instructional Plan for the 2020-2021 school year - (G1)

83



Lancaster ISD Board Agenda

Meeting Type: Called

Meeting Date: 8/27/2020

Category: Action Item

Item Name: Possible approval of synchronous and asynchronous learning for the 2020-21 school year.

Related Goals (District and/or Strategic): Goal 4: Improve Internal and External Communication

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger, Superintendent

Presenter: Shemeka Millner, Deputy Superintendent

Explanation All Lancaster ISD Campuses will provide both synchronous (live) and asynchronous (on your own) learning experiences Monday through Friday of each instructional week, following the revised Lancaster ISD 2020-2021.

Intended Audience: Internal/External

Impact or Expected Outcome: Parents and guardians can expect students to engage in learning activities that mirror the regular instructional minutes that a student would typically expect while in an on-campus environment.

Recommendation: Administration recommends approval of this item.

Fiscal Implications and Funding Source: General budget.

Frequency Monitored: Annually

District Contact: Mrs. Shemeka Millner.

We Believe in Online (WEBO) Learning 2020-2021

To provide for the safety and well-being of the students and staff, the Lancaster Independent School District is activating the WEBO Learning online platform for the start of the 2020-2021 school year. Beginning on Tuesday, September 8, 2020 ALL Lancaster ISD students will begin receiving instruction through this platform. PLEASE NOTE: The details of this plan are subject to change as directives are provided by governing authorities and/or health officials or as the conditions of our environment change.

All Lancaster ISD Campuses will provide **both synchronous (live)** and **asynchronous (on your own)** learning experiences Monday through Friday of each instructional week, following the revised Lancaster ISD 2020-2021 [calendar](#). Parents and guardians can expect students to engage in learning activities that mirror the regular instructional minutes that a student would typically expect while in an on-campus environment. Classes in the WEBO Learning Online Platform will follow the schedule of classes at the students' home campus.

Roles of stakeholders in WEBO (Online) Learning

Student	Parent	Teacher/School
<ul style="list-style-type: none"> -Follow the designated schedule communicated by their teacher to attend class during synchronous (live) and asynchronous (on your own) instruction times. - Participate fully in online instruction. - Complete and submit ALL assignments daily - Follow student expectations for learning (ex. camera on, dressed appropriately, ready to learn). -Share learning experiences with parents 	<ul style="list-style-type: none"> -Support, encourage and motivate your student to participate in synchronous and asynchronous learning -Manage your student's daily schedule communicated by the teacher - Ensure your child is on track with assignments and coursework - Provide assistance as needed with day-to day activities (except independent work and tests) - Create or define a designated learning space for your child - Maintain communication with the teacher by phone, email or online meetings. -Communicate with school personnel regarding social emotional and physical needs or concerns for students as they arise. 	<ul style="list-style-type: none"> -Provide synchronous and asynchronous learning activities that address the Texas Essential Knowledge and Skills -Plan effective online learning experiences for all students following the LISD Blended Learning Model -Provide parent support and training to enhance understanding of online learning environment and resources -Monitor student progress, attendance and engagement in online learning and share feedback - Maintain communication with students and parents regarding student progress, grades and attendance. -Support students and parents through challenges that may arise during online learning. -Monitor and provide services to address the social emotional state of our students during online learning -Provide targeted interventions for students as needed

Expectations

In grades Pre- Kindergarten through 12th Grade, WEBO Learning requires varying levels of support from adults at home to help students manage their online learning experience. Learning activities will ensure that students are learning at the pace of the current Lancaster ISD scope and sequence. Through these learning experiences Lancaster ISD intends to develop students who continue to develop a love for learning, become effective readers, writers and gain the mathematical and scientific skills necessary for their future.

Lancaster ISD expects that during SYNCHRONOUS (live) learning time:

- Students attend classes on time per their class schedule
- Students log in ready to learn
- Students dress appropriately for a learning environment (no pajamas, sleeveless tops, head coverings, etc.)
- Students work in a designated workspace (a table or surface where students are able to sit up and write)
- Student webcams must remain on and allow teachers to view their faces to engage in online learning.
- Students are expected to participate in class and complete assignments as directed by the teacher.
- Students are expected to communicate with teachers when needing additional assistance or support.

Lancaster ISD expects that during ASYNCHRONOUS (on your own) learning time:

- Students complete asynchronous activities assigned daily
- Students understand that participation in daily learning is evidenced by satisfactorily completing assigned tasks that demonstrate learning as assigned by their teacher(s).
- Students and parents will communicate with teachers via email or during teacher “office hours” when needing additional assistance or support.

The **WEBO Learning** online environment has numerous differences from the offering in the spring based on feedback from parents, students and teachers. The primary differences are:

- Provision of technology devices for **all** students who have need.
- Clever student landing page with single password LOGIN allowing access to classes and all online instructional resources.
- Google Classroom as learning platform across all grade levels with Parent Training Sessions and videos to provide support
- Enhancement of depth and complexity of learning experiences
- More real-time (SYNCHRONOUS) instruction from teachers.
- A mix of pre-recorded and real-time virtual lessons
- Data-driven personalized intervention or enrichment times
- **Return to standard Lancaster ISD grading and attendance policies.**

Instructional Delivery

The goal for WEBO Learning is to allow for continued instruction while acknowledging the additional challenges that come without traditional, face-to-face classroom learning. Lancaster ISD is aware of and understands the difficulties faced by students and families and assures families that educational decisions are built to support all populations of students. Parents must also commit to a sense of cooperation in supporting the learning goals of each student.

In order to ease the movement of students between remote and face-to-face learning it is important that Lancaster ISD maintains fidelity in the classroom. As students potentially flow from at-home to on-campus or on-campus to at-home instructional settings, our goal is to maintain consistency in learning so that student growth is also maintained. Students may receive assignments in the following ways (including, but not limited to):

- Assigned readings and responses
- Problem solving activities
- Journal/Writing prompts
- Digital worksheets
- Projects
- Discussions
- Group work activities
- Virtual laboratory
- Multiple-choice questions
- Open-ended questions
- Student choice boards
- Small- group and 1- on- 1 learning
- Software based activities

Accessing WEBO Learning

All Lancaster ISD students will access the WEBO Learning Platform, their teachers' Google Classrooms and instructional resources through CLEVER:

STEP 1: Log into your Chromebook

Username: **First name + First Initial of Last Name + Last 3 digits of ID + @LancasterISD.org**

Example Jonathan Smith, ID #44089 would be **JonathanS089@LancasterISD.org**

Password: **\$L + First Capital Initial of First Name + First Capital Initial of Last Name + First 2 digits of ID + \$** Example: Jonathan Smith #44089 \$LJS44\$

Step 2: Go to your Clever portal: <https://clever.com/in/lancasterisd>

Step 3: Click the icon that says Google Login

Step 4: Click the icon that says Google Classroom

*******Please note: If you are using a non- district issued device, skip step 1 and complete steps 2-4. *******

Learning Schedules

indicates asynchronous (on your own) learning times in all schedules

ELEMENTARY

Pre-K 3

- Morning Classroom Meetings with focus on Social and Emotional Learning, daily agendas.
- 120 minutes of SYNCHRONOUS learning time with teacher for Literacy and Mathematics Instruction
- Video and software based ASYNCHRONOUS and center learning activities
- 1-on-1 and/or small group teacher coaching and support

Time	Session Learning Activity	Student Grouping
8:00 am - 8:15 am	Move This World	Individual
8:15 am- 8:30 am	Morning Meeting (Calendar Routine)	Whole Group
8:30 am- 8:35 am	Brain Break	Individual
8:35 am- 9:10 am	Read Aloud	Small Group
9:10 am - 9:15 am	Brain Break	Individual
9:15 am- 10:00 am	Literacy Circle	Small Group
10:00 am- 10:25 am	Enrichment (Art, Music, PE)	individual
10:25 am- 10:30 am	Brain Break	Individual
10:30 am - 11:15 am	Math/Science Circle	Small Group
11:20 am- 11:30 am	Closing Circle(announcements)	Whole Group

*Teachers will schedule 1- on 1 touchpoints with each student/family weekly between 1:00 pm and 3:00 pm

Pre-K 4 and Kindergarten

- Morning and afternoon Classroom Meetings with focus on Social and Emotional Learning, daily agendas and wrap ups.
- 120- 150 minutes of SYNCHRONOUS learning time with teacher for Literacy and Mathematics Instruction
- Video and software based ASYNCHRONOUS and center learning activities
- Assignments with relevant feedback from teacher promoting continued progress toward standard mastery

1st and 2nd Grade

- Morning and afternoon Classroom Meetings with focus on Social and Emotional Learning, daily agendas and wrap ups.
- 180 minutes of SYNCHRONOUS learning time with teacher for Literacy and Mathematics Instruction
- Hybrid SYNCHRONOUS and ASYNCHRONOUS Social Studies and Science learning sessions scheduled by teacher
- Hybrid SYNCHRONOUS and ASYNCHRONOUS Elective/Specials Instruction
- Video and software based learning activities
- Daily Intervention time for teacher to schedule 1-on-1 and/or small group instruction/intervention

3rd through 5th Grade

- Morning and afternoon Classroom Meetings with focus on Social and Emotional Learning, daily agendas and wrap ups.
- 270 minutes of SYNCHRONOUS learning time with teacher for Core Subject Instruction daily
- Hybrid SYNCHRONOUS and ASYNCHRONOUS Elective/Specials Instruction
- Video and software based ASYNCHRONOUS intervention and enrichment activities
- Daily Intervention time for teacher to schedule 1-on-1 and/or small group instruction/intervention

Lancaster ISD Pre-K - 5 Sample Instructional Minute Schedule

Pre- K 4	Kinder	1st	2nd	3rd	4th	5th
Morning Meeting 8:00- 8:15 *Move This World	Morning Meeting 8:00- 8:15 *Move This World	Morning Meeting 8:00- 8:15 *Move This World	Morning Meeting 8:00- 8:15 *Move This World	Morning Meeting 8:00- 8:15 *Move This World	Morning Meeting 8:00- 8:15 *Move This World	Morning Meeting 8:00- 8:15 *Move This World
Reading Circle 8:15- 9:15	Reading 8:15- 9:15	Reading 8:15-9:45	Reading 8:15- 9:45	Reading/SS 8:15–9:45	Reading/SS 8:15–9:45	Reading/SS 8:15–9:45
Brain Break 9:15 - 9:25	Brain Break 9:15 - 9:25	Brain Break 9:45 - 9:55	Brain Break 9:45- 9:55	Brain Break 9:45–9:55	Brain Break 9:45–9:55	Brain Break 9:45–9:55
Writing 9:25 - 9:45	Writing 9:25 - 9:55	Writing 9:55 - 10:25	Writing 9:55 - 10:25	Math 9:55–11:35	Math 9:55–11:35	Math 9:55–11:35
Specials, Recess, Lunch 9:45- 11:30	Lunch, Specials, Recess 9:55 - 11:40	Lunch, Specials, Recess 10:25 - 12:00	Lunch, Specials, Recess 10:25 - 12:00	Lunch, Specials, Recess 11:35 - 1:00	Lunch, Specials, Recess 11:35 - 1:00	Lunch, Specials, Recess 11:35 - 1:00
Math/Circle 11:30- 12:30	Math 11:40 - 12:40	Math 12:00 - 1:00	Math 12:00 - 1:00	Writing 1:00 - 1:45	Writing 1:00 - 2:00	Science 1:00 - 2:00
SS/Science 12:30 - 1:00	SS/Science 12:40 - 1:10	SS/Science 1:00 - 1:30	SS/Science 1:00 - 1:30	Science 1:45 - 2:30	Science 2:00 - 2:45	Writing 2:00 - 2:45
Intervention /Enrichment 1:00 - 3:00	Intervention /Enrichment 1:10 - 3:00	Intervention /Enrichment 1:30 - 3:00	Intervention /Enrichment 1:30 - 3:00	Intervention /Enrichment 2:30 - 3:15	Intervention /Enrichment 2:45 - 3:15	Intervention /Enrichment 2:45 - 3:15
Tutorials 3:00- 3:50	Tutorials/Clubs 3:00- 3:50	Tutorials/Clubs 3:00- 3:50	Tutorials/Clubs 3:00- 3:50	Tutorials/Clubs 3:15- 3:50	Tutorials/Clubs 3:15 - 3:50	Tutorials/Clubs 3:15- 3:50

**Intervention and Enrichment time will be scheduled for students by teachers to best meet their academic needs. During this time, students may engage in assigned group activities, project learning activities, small group instruction and software based interventions/enrichments. Teachers will communicate with students their plans and expectations for the designated time.*

Teachers will inform parents of conference periods and will be available to meet with parents as needed.

Secondary

6th Grade - George Washington Carver STEM 6th Grade Learning Academy

- Daily Advisory period focusing on Social and Emotional learning, building school community and Campus-wide Intervention
- 350 minutes of learning time with teachers providing instruction daily
- 5 minute breaks between synchronous learning times
- Daily SYNCHRONOUS Instruction in all CORE subject areas
- Hybrid SYNCHRONOUS and ASYNCHRONOUS Elective/Specials Instruction
- Video and software based supplemental intervention and enrichment activities

Period	Start Time	Stop Time	Length
0 Period (Breakfast, Social Emotional Learning Login to 1st Period)	7:10 am	7:30 am	20 min
1st Period	7:30 am	8:20 am	50 mins
2nd Period	8:25 am	9:15 am	50 mins
3rd Period	9:20 am	10:10 am	50 mins
4th Period	10:15 am	11:05 am	50 mins
5th Period All Lunches (30 mins) 50 min instruction	11:10 am	1:30 pm	90 mins
Lunch A	11:10 am	11:40 am	30 mins
Lunch B	11:45 am	12:15 pm	30 mins
Lunch C	12:20 pm	12:50 pm	30 mins
Advisory	12:55 pm	1:30 pm	35 mins
6th Period	1:35 pm	2:25 pm	50 mins
7th Period	2:30 pm	3:20 pm	50 mins
Teacher Office Time	3:25 pm	3:45 pm	20 mins

7th and 8th Grade - Elsie Robertson Lancaster Middle School

- Daily Advisory period focusing on Social and Emotional learning, building school community and Campus-wide Intervention
- 350 minutes of learning time with teachers providing instruction daily
- 5 minute breaks between synchronous learning times
- Daily SYNCHRONOUS Instruction in all CORE subject areas
- Hybrid SYNCHRONOUS and ASYNCHRONOUS Elective/Specials Instruction
- Video and software based supplemental intervention and enrichment activities

Period	Start Time	Stop Time	Length
0 Period (Breakfast, Social Emotional Learning Login to 1st Period)	7:10 am	7:30 am	20 min
1st Period	7:30 am	8:20 am	50 mins
2nd Period	8:25 am	9:15 am	50 mins
3rd Period	9:20 am	10:10 am	50 mins
4th Period	10:15 am	11:05 am	50 mins
5th Period All Lunches (30 mins) 55 min instruction 50 min -Advisory/Social Emotional Learning -Intervention	11:10 am	1:30 pm	140 mins
Lunch A	11:15 am	11:45 am	30 mins
Lunch B	11:50 am	12:20 pm	30 mins
Lunch C	12:25 pm	12:55 pm	30 mins
Lunch D	1:00 pm	1:30 pm	30 mins
6th Period	1:35 pm	2:25 pm	50 mins
7th Period	2:30 pm	3:20 pm	50 mins
Teacher Office Time	3:20 pm	3:45 pm	25 mins

9th - 12th Grades

(Barack and Michelle Obama 9th Grade Campus, Lancaster High School AND Lancaster STEM Early College High School)

- Daily Advisory period focusing on Social and Emotional learning and building school community
- 330 minutes of learning time with teachers providing instruction daily
- 5 minute breaks between synchronous learning times
- Daily SYNCHRONOUS Instruction in all CORE subject areas
- Hybrid SYNCHRONOUS and ASYNCHRONOUS Elective/Specials Instruction
- Video and software based supplemental intervention and enrichment activities

Period	Start Time	Stop Time	Length
0 Period (Breakfast, prepare for day, Login to 1st period)	7:00 am	7:20 am	20 min
1st Period	7:30 am	8:15 am	45 mins
2nd Period ADVISORY	8:20am 8:40 am	8:40 am 9:25 am	20 mins SEL 45 mins Instruction
3rd Period	9:30 am	10:15 am	45 mins
4th Period	10:20am	11:05 am	45 mins
5th Period	11:10 am	12:50 pm	100 mins
A LUNCH	11:10 am	11:40 am	30 mins
B LUNCH	11:45 am	12:15 pm	30 mins
C LUNCH	12:20 pm	12:50 pm	30 mins
6th Period	12:55 pm	1:40 pm	45 mins
7th Period	1:45 pm	2:30 pm	45 mins
8th Period	2:35 pm	3:20 pm	45 mins
Teacher Office Time/ Tutorials	3:25 pm	3:45 pm	20 mins

Tutorial sessions will occur Monday through Friday from 3:20 pm - 3:50 pm. Each campus will develop and communicate the tutorial schedule to teachers and parents. This time may also be used for student clubs.

Instructional Resources

Lancaster ISD will implement the Texas Essential Knowledge and Skills (TEKS) utilizing state- adopted instructional materials locally approved for district use. These resources will ensure vertical alignment and adherence to the TEKS standards. Students' understanding of the content will be monitored in accordance with campus and district assessment calendars to check for mastery of the TEKS standards. Teachers will reinforce any concepts that are below proficiency in designated intervention/tutorial times. Feedback to students and parents will allow for all stakeholders to be engaged in the learning process. The following list of resources will be used to provide instruction:

	Elementary	Middle	Secondary
Reading/ English Language Arts	Houghton Mifflin Harcourt Into Reading (K-6) Arriba Le Lectura! (Spanish) IStation Reading A_Z	Houghton Mifflin Harcourt Reading APEX Learning Education Galaxy	Pearson English Language Arts APEX Learning
Math	Texas Go Math! Pearson Teks Resource System Education Galaxy Reflex Math	Texas Go Math! Apex Learning Education Galaxy	Pearson Big Ideas Math APEX Learning
Science	Science Fusion STEMScopes Edusmart	Pearson Science STEMscopes Science Gizmos	HRW Science APEX Learning Science Gizmos
Social Studies	Pearson Social Studies	Pearson Social Studies APEX Learning	HRW Social Studies APEX Learning

Resources to be utilized include but are not limited to those listed above.

Feedback and Parent Communication

Feedback will be provided to students through the WEBO Learning platform in Google Classroom. Every three weeks' progress reports will be provided through the TEAMS data management system and shared with parents through the TEAMS Parent Portal. Intermittent feedback will be provided by teachers between these formal grading periods through email, phone calls and direct communication with students in the learning platform.

Lancaster ISD will work with stakeholders to identify virtual educational delivery approaches that accommodate, as much as practically possible, the unique situations of each student. During this time, we will seek to maintain meaningful relationships and connections through personal contact, one-on-one or small group student meetings, virtual parent conferences and phone calls to ensure student success.

Thoughtful consideration and review of the features of the WEBO Learning Platform and audio/visual capabilities in remote settings will promote student engagement and success in participating in online learning, completing activities and engaging in class discussion, projects and other learning assignments. Teachers will work to adapt lessons and assignments from the adopted materials to ensure student mastery of the Texas Essential Knowledge and Skills appropriate to their grade and class assignments.

Grading

The Lancaster Independent School District standard grading policy will be followed for both online and face-to-face instruction. Please note that student progress will be measured by teacher assigned grades and that failure to complete assignments will result in student failure and denial of credit. You may review these guidelines in the 2020-2021 LISD Student Handbook by clicking [here](#).

Attendance

The Lancaster Independent School District attendance policy will be followed for both online and face-to-face instruction. Students are expected to attend class meetings online AND complete assigned tasks to demonstrate engagement in learning and mastery of concepts. Student attendance is MANDATORY as absences may result in denial of credit. Attendance will be taken daily in the TEAMS student data management system. Please review the district attendance policy outlined in the LISD Student Handbook by clicking [here](#).

Technical Support

Academic Technical Support

If you have questions or concerns regarding logging into the WEBO Learning Platform, accessing the classrooms or textbook/software resources please contact ACADEMIC TECH SUPPORT at:

<u>Campus</u>	<u>Name</u>	<u>Email</u>
Houston Elementary	Kathleen Hoggatt	kathleenhoggatt@lancasterisd.org
West Main Elementary	James Foster	jamesfoster@lancasterisd.org
Rolling Hills Elementary	George King	georgeking@lancasterisd.org
Beltline Elementary	Kelli Watson	kelliwatson@lancasterisd.org
Pleasant Run Elementary	Kelli Watson	kelliwatson@lancasterisd.org
Rosa Parks Elementary	Kelli Watson	kelliwatson@lancasterisd.org

<u>Campus</u>	<u>Name</u>	<u>Email</u>
George Washington Carver 6th Grade Center	Lisa Taylor	lisataylor@lancasterisd.org

Lancaster Middle School	Raquel Hewitt	raquelhewitt@lancasterisd.org
Barack and Michelle 9th Grade Center	Stephania Byrdsong	stephaniabyrdsong@lancasterisd.org
Lancaster High School	Kimberly Lane Clark	kimberlylane@lancasterisd.org

Device Support

If you are having issues with a Lancaster ISD issued technology device please contact TECH SUPPORT at: support@lancasterisd.org

F. Discussion and possible approval of the Technology Vendor Services, Lease, and Licenses Renewal - CH(LEGAL and LOCAL)-(G1,G2)

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Lancaster ISD Board Agenda

Meeting Type: Regular

Meeting Date: 8/27/2020

Category: Adoption of Consent Agenda Item

Item Name: Approval of Technology Vendor Services, Lease and License Renewal

Related Goals (District and/or Strategic): Goal 2: Improve Student Performance and continuous technology maintenance and support

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes, Invoices and Quotes are attached No-

Primary Contact Person: Sonya Butler

Presenter and District Contact: Sonya Butler

Explanation: Approval of Technology Vendor Services, Lease and License Renewal

Intended Audience: LISD School Board Members

Impact or Expected Outcome: Continuous vendor maintenance, support, lease and license renewals

Recommendation:
Approval of continued maintenance, support, lease, and licenses.

Fiscal Implications and Funding Source: (199) \$ 241,956.09

Frequency Monitored: Annual

Projected Start Date: 09/01/2020



Technology Vendor Services, Lease, and Licenses Renewal



2021 Renewals

Vendor	Software/Services	Cost
SHI	Microsoft Windows licensing, desktop bundle, exchange server, sequel servers, windows server standard	\$57,429.31
NetSync/Cisco	Cisco Hardware Smartnet Support	\$184,526.78
Total		\$241,956.09





SMARTnet Team

servicecontracts@netsyncnetwork.com

Quote Summary		
Quote #	Tab	Customer Price
391613349/381613775	Quote Details	\$ 184,526.78
Total		\$ 184,526.78

Tax not included

Pamela Taylor
210.428.7332

ptaylor@netsyncnetwork.com

Amanda Barney
469.407.5041

abarney@netsyncnetwork.com

Brooke Sabo
832.963.1796

bsabo@netsyncnetwork.com

Larissa Perez
469.460.3216

lperez2@netsyncnetwork.com



Pricing Proposal
 Quotation #: 19209502
 Created On: 7/29/2020
 Valid Until: 7/31/2020

TX Lancaster Independent School District

IAE

Elizabeth Jackson

422 S. Centre Avenue,, TX
 Lancaster, TX 75146
 United States
 Phone: 972-218-1500
 Fax:
 Email: elizabethjackson@lancasterisd.org

Nick Loughlin

290 Davidson Avenue
 Somerset, NJ 08873
 Phone: 800-477-6479
 Fax: 732 507 1554
 Email: Nick_Loughlin@shi.com

All Prices are in US Dollar (USD)

	Product	Qty	Your Price	Total
1	Microsoft 365 A3 - Subscription license - 1 user - hosted - academic - EES - All Languages Microsoft - Part#: AAD-38391 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2020 – 9/30/2020 Note: QUALIFIED USERS	755	\$57.49	\$43,404.95
2	Off365PA2 ShrdSvr ALNG SubsVL MVL PerUsr Microsoft - Part#: M6K-00001 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2020 – 9/30/2020 Note: Faculty - LIGHT USERS	1	\$0.00	\$0.00
3	Microsoft 365 A3 - Subscription license - 1 user - hosted - academic, student - EES - All Languages Microsoft - Part#: AAD-38397 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2020 – 9/30/2020 Note: LICENSED AT STUDENT COUNT - DIR-TSO	7000	\$0.00	\$0.00
4	ExchgSvrEnt ALNG LicSAPk MVL Microsoft - Part#: 395-02412 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2020 – 9/30/2021 Note: Additional Product	2	\$343.98	\$687.96
5	SQLSvrEntCore ALNG LicSAPk MVL 2Lic CoreLic Microsoft - Part#: 7JQ-00341 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2018 – 9/30/2021 Note: Additional Product	10	\$1,167.52	\$11,675.20

6	VisioPro ALNG LicSAPk MVL Microsoft - Part#: D87-01057 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2020 – 9/30/2021 Note: Additional Product	6	\$47.88	\$287.28
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7	WinSvrSTDCore ALNG LicSAPk MVL 2Lic CoreLic Microsoft - Part#: 9EM-00562 Contract Name: Microsoft Software VAR Contract #: DIR-TSO-4092 Coverage Term: 10/1/2020 – 9/30/2021 Note: Additional Product	248	\$5.54	\$1,373.92
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Subtotal	\$57,429.31
Shipping	\$0.00
Total	\$57,429.31

Additional Comments

Thank you for choosing SHI-GS! The pricing offered on this quote proposal is valid through the expiration date set above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order. SHI Government Solutions, Inc. is 100% Minority Owned, Woman Owned Business. TAX ID# 22-3695478; DUNS# 14-724-3096

Hardware items on this quote may be updated to reflect changes due to industry wide constraints and fluctuations.

Thank you for choosing SHI-GS! The pricing offered on this quote proposal is valid through the expiration date set above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order.

**SHI Government Solutions, Inc. is 100% Minority Owned, Woman Owned Business.
TAX ID# 22-3695478; DUNS# 14-724-3096**

The products offered under this proposal are resold in accordance with the terms and conditions of the Contract referenced under that applicable line item.

G. Discussion and possible Endorsement of a School Board Candidate for the Region
10, Position D seat on the Texas Association School Board of Directors - (G4)

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Lancaster ISD Board Agenda

Meeting Type: Called

Meeting Date: 8/27/2020

Category: Action Item

Item Name: Possible Endorsement of TASB School Board of Directors Candidate for Region 10, Position D.

Related Goals (District and/or Strategic): Goal 4: Improve Internal and External Communication

Currently Budgeted? Yes No No Budgetary Impact
(If Yes, description provided under Fiscal Implications.)

Attachments: Yes No

Primary Contact Person: Dr. Elijah Granger, Superintendent

Presenter: Mrs. Ellen Clark, Board President

Explanation: Endorsement of TASB School Board of Directors Candidate for Region 10, Position D.

Intended Audience: Internal/External

Impact or Expected Outcome: N/A

Recommendation: N/A

Fiscal Implications and Funding Source: None

Frequency Monitored: Annually

District Contact: Mrs. Margo Enriquez

TASB Director Nomination Information



Expert help from friendly people

TASB Board of Directors

- **Terms:** Directors serve 3-year terms, once elected to a 3-year term, can be elected to maximum of 3 additional terms
- **Vacancies:** Directors can be elected to a term of less than three years when a vacancy is created by resignation or a Director leaving his or her local board
- **Duties:** supervise, control and direct affairs of TASB in accordance with Articles of Incorporation, Bylaws, and Advocacy Agenda
- **Board Meetings:** Four annual meetings—Spring, Summer, Convention, December



TASB Nomination Materials

- By April 30, local school districts (Active Members) are notified of vacancies and expiring terms on the TASB Board.
- Board Presidents and Superintendents will receive an e-mail with the following information:
 - Nomination Form
 - Endorsement Form
 - TASB Nominations Q&A
 - New Directors Candidate Questionnaire
 - Biographical Sketch
 - Excerpt VI from the TASB Bylaws
- Materials will also be posted on the TASB website.



TASB Nomination Submissions

To submit a nominee from your local school board for a vacancy or expiring position on the TASB Board in your TASB Region:

The following must be received no later than **Tuesday, June 30**, at 11:59pm.

- Nomination Form (Local Board action is required)
- Biographical Sketch
- New Director Candidate Questionnaire



Endorsement Process

By July 3, a complete listing of nominated individuals will be posted on the [TASB Nominations page](#).

Local school districts (*Active Members*) within a TASB Region containing a vacancy or expiring position can endorse a nominated candidate by submitting the TASB Endorsement Form on or before **August 31** at 11:59 p.m.



Endorsement Process (continued)

- Endorsements can only be accepted from districts that take **board action** to endorse between **July 3** and **August 31**.
- A district's nomination of an individual also serves as an endorsement for that candidate.
- According to the TASB Bylaws, Large Districts are treated as Association Regions and, therefore, do not participate in the endorsement process. A Large District's local board nomination constitutes a majority.
- An endorsement count for each candidate will be updated daily on the TASB website.



Endorsement Process (continued)

District participation in the Endorsement Process is strongly encouraged :

If a nominated individual has received endorsements from a majority of the Active Members in the TASB Region, one more than 50%, that individual is elected to the Board and will take office after the final convention session in the year elected. (Large District nominations serve as a majority)

If no individual has received a majority of the endorsements, the Delegate Assembly ballot will include the TASB Nominations Committee's nominees and will also list any nominated individuals who have received endorsements from at least 25 percent of the Active Members within their TASB Region.



TASB Nominations Committee

For positions in which no individual has received a majority of regional endorsements:

The TASB Nominations Committee will meet in Austin in September to interview nominated individuals and prepare a slate of nominees to present to the Delegate Assembly.

Candidate expenses incurred for the interview will be the responsibility of the local school district.



Delegate Nomination

If a candidate is not selected by the TASB Nominations Committee to appear on the Delegate Assembly ballot and has not received endorsements from 25 percent of the Active Members in their TASB Region, they can be nominated by their local district's Delegate Assembly Delegate.

The Delegate's candidate must have interviewed with the Nominations Committee and submit a Delegate Nomination Form and a statement of the candidate's intent and consent to run for the position by this alternate means. These documents must be **received five days prior** to the annual Delegate Assembly.



Delegate Candidate

At Delegate Assembly:

If there is more than one nominee for a Director position, the nominees will be allowed three minutes to speak to the Assembly on their behalf.

The nominee receiving the majority of votes from the Delegates present and voting shall be elected to the TASB Director position.





If you have any questions or need further information regarding the TASB Director Nominations Process, please contact Lysa Hoelscher at (800) 580-8272, ext. 2976 or lysa.hoelscher@tasb.org



Expert help from friendly people



TASB ENDORSEMENT FORM

DATE: _____

Our school board endorses the candidacy of the following individual nominated to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME: _____

SCHOOL DISTRICT: _____

This endorsement was approved by our school district's board of trustees at a duly called meeting on

(Date)

Best regards,

(Signature of board president or officer)

PRINTED NAME: _____

SCHOOL DISTRICT: _____

MAILING ADDRESS: _____

CITY: _____ ZIP: _____

This form is to be used to endorse a nominated individual from a board of trustees within your TASB Region who is a timely candidate for a position on the TASB Board of Directors.

Must be received by TASB on or before AUGUST 31, 2020.

**RETURN TO: E-mail: boardcommunications@tasb.org
FAX: 512.467.3554**

Region 10, Position D	Kevin Carbó (I)	Mesquite ISD
	Stephanie O'Dell	McKinney ISD
	Jeff Pendill	Community ISD
	Jeff Striplin	Bland ISD



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

TODAY'S DATE: June 25, 2020

NAME: Kevin Carbó, Sr.

ADDRESS: [REDACTED]

CITY: [REDACTED] ZIP: [REDACTED]

BUSINESS PHONE: [REDACTED] RESIDENCE PHONE: [REDACTED]

CELL PHONE: [REDACTED] FAX NUMBER (if applicable): [REDACTED]

We communicate with our Board members primarily via e-mail and the Internet. Please list your preferred active email address.

E-MAIL: [REDACTED]

SCHOOL DISTRICT: Mesquite ISD

LOCAL TERM EXPIRES: 6/21 YEARS ON BOARD: 24
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

Yes No

BOARD POSITIONS HELD/DATES: President: 2002-2004, 2010. Vice President: 2000-2002, 2009, 2019. Secretary: 1998-2000, 2008, 2018.

OCCUPATION: Airfield Management Manager

CURRENT EMPLOYER: City of Dallas / Dallas Love Field Dates: 01/06/2016

EDUCATION-HIGH SCHOOL: Yes COLLEGE: Yes

OTHER EDUCATION: Six-Sigma Certification DEGREES: MBA

HOBBIES/SPECIAL INTERESTS: Bowling

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (Offices held and dates): PTA (served several offices, including President, at all school levels; 1989-2015. Served on several offices, including Chair, of the National Hispanic Caucus 2002-2012. NSBA Director; 2010-2012. Served on several offices, including Chair, on the TASB Risk Management Board from 2002-2012. Served on several offices, including President, of the NTAASB. Keep Mesquite Beautiful board member and President from 2000-2008. President of Several sports leagues and associations from 1992 to Present.

ADDITIONAL COMMENTS (Use reverse side if additional space is required.): I was involved in Youth Sport for many years (1991-2010). I have served as Keynote speaker for the ROTC, Concilio and other civic organizations.

Please attach a short bio and include a current picture in jpeg format.

Additional Comments: (Use reverse side if additional space is required.)

Kevin Carbó was born in New York. He grew up in Puerto Rico and was a High School Basketball coach and won a state championship at the age of 20. He moved to Texas in 1984 and completed a bachelor's in Finance from Dallas Baptist University and an MBA from the University of Dallas. Kevin has worked as a manager in the banking and insurance industries. Presently he is a Manager II for the City of Dallas working at Dallas Love Field.

Kevin was the Chair of the National Hispanic Caucus; he sat on the board of Directors for the National Association of Latino Elected Officials, and was a Director on the National School Board Associations board. He has been on his local school board since 1996.

Kevin's enjoys serving his department employees as he provides coaching and mentoring. He believes in his employees' welfare. "I care about the employees because if you take care of your employees, they will take care of the customers". Kevin and [REDACTED] have been married 38 years and have two children [REDACTED] and six grandchildren.



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

TODAY'S DATE: June 15, 2020 _____

NAME: Stephanie O'Dell

ADDRESS: _____

CITY: _____ ZIP: _____

BUSINESS PHONE: _____ RESIDENCE PHONE: _____

CELL PHONE: _____ FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail and the Internet. Please list your preferred active email address.

E-MAIL: _____

SCHOOL DISTRICT: McKinney Independent School District

LOCAL TERM EXPIRES: May 2023 YEARS ON BOARD: 6
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

Yes No

BOARD POSITIONS HELD/DATES: Secretary 2017-18, Vice President 2019-present _____

OCCUPATION: Administrative Assistant to the Sports Minister _____

CURRENT EMPLOYER: First Baptist McKinney _____ Dates: 7/31/2017 _____

EDUCATION-HIGH SCHOOL: Austin High _____ COLLEGE: Texas A&M _____

OTHER EDUCATION: _____ DEGREES: Bachelor of Arts in Marketing _____

HOBBIES/SPECIAL INTERESTS: working on my historic house _____

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (Offices held and dates): McKinney Education Foundation President 2015, McKinney Education Foundation board member 2014-2020; Baylor Hospital Board 2016-present; Valley Creek PTA President 2009; McKinney High PTO President 2012; REACH Mentor to high school students 2014-present; _____

ADDITIONAL COMMENTS (Use reverse side if additional space is required.): _____

Please attach a short bio and include a current picture in jpeg format.

Additional Comments: (Use reverse side if additional space is required.)

Bio – Stephanie O'Dell

I have lived in Texas all my life. My husband myself and my children have benefitted from public education. I have 2 daughters who have attended college successfully. Living in McKinney for 17 years, I have been actively involved in public education in some manner whether I was serving on a PTA/PTO board or volunteering at a school.

My church partners with a Title I elementary school by volunteering in the classroom, feeding teachers and mentoring. I participate in these activities as well as mentor a high school student over the last 4 years. It truly gives me joy to see teachers and students who are so proud of their efforts.

My husband and I recently bought a historic home and we both enjoy fixing it up. It is a sense of accomplishment to change a faucet, paint a room or sod a yard. And of course, I enjoy being with family and friends on my front porch.



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

TODAY'S DATE:

NAME: Jeff Pendill

ADDRESS: _____

CITY: _____ ZIP: _____

BUSINESS PHONE: _____ RESIDENCE PHONE: _____

CELL PHONE: _____ FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail and the Internet. Please list your preferred active email address.

E-MAIL: _____

SCHOOL DISTRICT: Community 1SD

LOCAL TERM EXPIRES: May 2021 YEARS ON BOARD: 7
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

Yes No

BOARD POSITIONS HELD/DATES: Place 1 since 2013

OCCUPATION: IT Project Manager

CURRENT EMPLOYER: _____ Dates: 6/23/2020

EDUCATION-HIGH SCHOOL: Community 1SD COLLEGE: _____

OTHER EDUCATION: _____ DEGREES: _____

HOBBIES/SPECIAL INTERESTS: Sports, Kids

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (Offices held and dates):

ADDITIONAL COMMENTS (Use reverse side if additional space is required.):

LTASB-2018

Please attach a short bio and include a current picture in jpeg format.

Additional Comments: (Use reverse side if additional space is required.)

Board Secretary and Master Trustee Jeff Pendill

Place 1 is currently held by Secretary Member Jeff Pendill. Mr. Pendill has been a member of the Community ISD Board of Trustees since 2013. IN July 2018, Mr. Pendill earned the designation of Master Trustee upon completion of Leadership TASB, a program sponsored by the Texas Association of School Boards (TASB).

Mr. Pendill is a 1989 graduate of Community High School and he works at JCPenney for 17+ years as a Systems Manager.

Jeff Pendill's goal, as a member of CISD Board of Trustees, is to see that an environment of education and personal growth for Excellence is a standard not a goal for all our students and staff. This can be accomplished by the personnel that are hired and staying on top of technical advances in the industry.

Link to his Bio and videos on our website

<https://www.communityisd.org/Page/82>



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

TODAY'S DATE: June 20, 2020

NAME: Jeff Striplin

ADDRESS: [REDACTED]

CITY: [REDACTED] ZIP: [REDACTED]

BUSINESS PHONE: [REDACTED] RESIDENCE PHONE: [REDACTED]

CELL PHONE: [REDACTED] FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail and the Internet. Please list your preferred active email address.

E-MAIL: [REDACTED]

SCHOOL DISTRICT: Bland ISD

LOCAL TERM EXPIRES: November/2020 YEARS ON BOARD: 10
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

Yes No

BOARD POSITIONS HELD/DATES: Secretary 2012 to Current

OCCUPATION: Water Treatment Plant Manager

CURRENT EMPLOYER: North Texas Municipal Water District Dates: 1995 to Present

EDUCATION-HIGH SCHOOL: Bland ISD COLLEGE: NA

OTHER EDUCATION: Certified Instructor DEGREES: Certification in municipal communications

HOBBIES/SPECIAL INTERESTS :Ranching, finance and business

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (Offices held and dates): _____

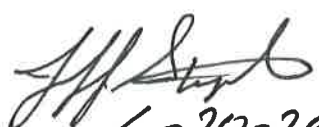
Refer to questionnaire

ADDITIONAL COMMENTS (Use reverse side if additional space is required.): _____

Refer to bio and questionnaire

Please attach a short bio and include a current picture in jpeg format.

Additional Comments: (Use reverse side if additional space is required.)


6-20-2020

Jeff Striplin



P.O. Box 97 Merit Tx, 75458
(903) 217-4342
jeff.striplin@board.blandisd.org

June 20, 2020

To whom it may concern,

My name is Jeff Striplin and I am interested in being a candidate for the TASB board of directors.


I have been married to my wife [REDACTED] for nearly 26 years and we have two teenaged children, [REDACTED]. [REDACTED] is a teacher's aide at Bland ISD in Merit Texas, I am the Water Treatment Plant Manager for North Texas Municipal Water District in Wylie Texas. We live on a small ranch in Hunt County where we raise dairy replacement heifers and club lambs, we also run a cow-calf and stocker calf operation.

I have always believed in giving back to my community, I have found the best way of doing this was and is to serve on the board of trustees of my local school district. I soon realized public education had tough issues facing it, needing strong leadership both at and past the local level, I have dedicated myself to giving back to public education as a whole by taking on extra training, serving as a voting delegate at the TASB assembly, attending grassroots meetings and becoming a LAC member. I have the passion and love for public education that would make me a strong board member for TASB.

Aside from serving public education I am also actively engaged in several other organizations and associations. Through involvement in these other areas I have gained experience and knowledge in finance, governance, policy development and strategic planning.

Best regards,

Jeff Striplin

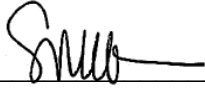


6-20-2020



11. **Adjournment**

This notice was posted in compliance with the Texas Open Meetings Act on Monday, August 24, 2020 at 6:30 p.m.



**Shemeka Millner-Williams,
Acting Superintendent of Schools**



**Marion F. Hamilton, MBA-MHA
Board President**