



ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
4250 Cook Road, Houston, Texas 77072
P.O. Box 68, Alief, TX 77411

REGULAR BOARD MEETING
Tuesday, October 15, 2024
6:30 PM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Regular Board Meeting on Tuesday, October 15, 2024 at 6:30 PM in the Board Room of the Administration Building, 4250 Cook Rd, Houston, TX 77072.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

One or more board members and/or presenters may participate in this meeting by videoconference. It is the intent of the district to have, and the meeting will have, a quorum of board members physically present at the meeting location. The meeting location will be equipped with video conference equipment.

The public may view the board meeting by watching the live stream of the meeting at the following link: <https://video.aliefisd.net/show?video=436b1ee64ce7>

Online posting found here: <https://meetings.boardbook.org/Public/Organization/770>

1. Call to Order
2. Pledge
3. Invocation or Inspirational Remarks
4. Board Recognitions
5. Superintendent Report (Dr. Anthony Mays, Alief ISD Superintendent)
6. Public Comments on Posted Agenda Items
7. Donation Report (Dee Jones, Business and Community Partner Coordinator) 4
8. Reports (Information Only. No discussion at the meeting unless requested by a Board member).
 - 8.1. Construction Summary Report (Charles Woods, Deputy Superintendent of Business)
Board Goal #3: Alief ISD will maintain a safe and orderly environment.
 - 8.2. Disbursement Report (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.
 - 8.3. Financial Activity Report (Charles Woods, Deputy Superintendent of Business) 8

Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

8.4. Quarterly Investment Report (Charles Woods, Deputy Superintendent of Business)

Board Goal #5: Alief will continue to build positive relationships with all stakeholders.

9. Consent Agenda

9.1. Consider and Approve Minutes of September 17th and October 1st, 2024. 15

9.2. Consider Approval of New Administrator (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)

Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

9.3. Consider Approval of New Hires (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)

Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

9.4. Consider Approval of Resignation Report (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 26

Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

9.5. Consider Approval of Budget Amendments (Charles Woods, Deputy Superintendent of Business)

Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

9.6. Consider Approval of Tax Collection Report and Disbursements (Charles Woods, Deputy Superintendent of Business)

Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

9.7. Consider Approval of RFP#2436 - Advertising Management Services (Charles Woods, Deputy Superintendent of Business)

Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

9.8. Consider Approval of the Board of Trustees Operating Procedures.

Board Goal: #3 Alief ISD will maintain a safe and orderly environment.

10. Non-Consent Agenda

10.1. Staffing Update – The Human Resources Department will update the Board of Trustees on staffing issues within our district. (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 29

Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.2. Multilingual Department Updates (Kathleen Jahn, Deputy Superintendent of Curriculum and Instruction) **Board Goal #1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.**

11. Board and Committee Reports

Reports and comments from board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

12. Closed Executive Session

12.1. Deliberate the duties, responsibilities, employment, and dismissal of personnel
(Tex. Gov't Code § 551.074)

12.2. Deliberate the duties and responsibilities of the Board
(Tex. Gov't Code § 551.074)

12.3. Consult with District's attorneys on any subjects or matters authorized by law,
including any matter listed on this meeting notice/agenda, pending or contemplated
litigation, and proposed settlements
(Tex. Gov't Code § 551.071)

13. Adjournment

If, during the course of the meeting covered by this Notice, the Board should determine that a closed or executive meeting or session of the Board should be held or is required in relation to any item included in this notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed or executive meeting or session concerning any and all subjects and for any and all purposes permitted by Sections 551.001-551.084, inclusive, of the Open Meetings Act, including, but not limited to:

Section 551.071 – For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 – For the purpose of discussing the purchase, exchange, lease, or value of real property.

Section 551.073 – For the purpose of considering a negotiated contract for a prospective gift donation.

Section 551.074 – for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 – To consider the deployment, or specific occasions for implementation, of security personnel or devices.

Section 551.082 – for the purpose of considering discipline of a public school child or children, or to hear a complaint by an employee against another employee, if the complaint or charge directly results in a need for a hearing.

Section 551.0821: For the purpose of deliberating a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation;

Section 551.083 – for the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 – for the purpose of excluding witness or witnesses from a hearing during examination of another witness.

Section 551.089: For the purpose of deliberating security assessments or deployments relating to information resources technology, network security information as described by Section 2059.055(b), or the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such closed or executive meeting or session, then such final decision, or final vote shall be at either:

- a. the open meeting covered by the notice upon the reconvening of this public meeting, or
- b. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: October 15, 2024

AGENDA ITEM: Consider Approval of Donations

The Communication and Public Relations Department has received the following donations and gifts in kind from business partners, community members, and parent-teacher organizations. In accordance with Board policy, donations of \$500.00 and over in value require Board approval.

\$79,495.00	Donation of Free Assorted Household Items to Alief ISD from Amazon to be used for any Alief ISD students, staff and families.
\$51,000.50	Donation of Free Assorted Household Items to Alief ISD from Mr. Barrell Richardson to be used for any Alief ISD students and families.
\$31,000.00	Donation of Free Assorted Meats and Can Foods to Alief ISD from the Houston Food Bank to be used for any Alief ISD students, staff and families visiting the Alief School Market.
\$25,000.00	Donation of Free Big Screened TV's to Alief ISD from Macquarie Company to be used for any Alief ISD department/staff.
\$20,000.00	Donation of Free Assorted Foods to Alief ISD from the Houston Food Bank-Backpack Buddy Program to be used for any Alief ISD students.
\$20,000.00	Donation of Free Heart Screening Equipment to Alief ISD from the Community Volunteer Fire Department to be used for any Alief ISD Athlete.
\$12,475.00	Donation of Free Custom Lockers to Alief ISD from Harris County Courts to be used for Alief ISD Hastings and Taylor High School ROTC Cadettes.
\$10,000.00	Donation of Cash to Alief ISD from Golden Bank, N.A. to be used for Alief ISD Chancellor Elementary School Spark Park Project. (Cash/Activity Account)
\$4,925.00	Donation of Free Leather Portfolio's to Alief ISD from First Community Credit Union to be used for any Alief ISD staff.

\$3,765.00	Donation of Free Assorted Breads and Pastries to Alief ISD from Panera Bread Bakery/Café to be used to for any Alief ISD students and staff.
\$3,495.00	Donation of Assorted Baby Items,-Baby Bed, Play Pen, Strollers and Clothing to Alief ISD from Teyrachi Foundation to be used for Alief ISD students and families.
\$2,500.00	Donation of Cash to Alief ISD from Southwire Company to be used for Taylor High School TAFE students activities. (Cash/Activity Account)
\$2,500.00	Donation of Free Student Wheel Chair to Alief ISD from Constable Nabil Shike to be used for an Alief ISD Alexander Elementary School students .
\$2,000.00	Donation of Free Food Coupons to Alief ISD from Cabo Bob's Restaurant to be used for any Alief ISD Elementary School students.
\$1,000.00	Donation of Cash to Alief ISD from Ms. Judith Jones to be used for any Elsik High School student athlete scholarship. (Cash/Scholarship Account)
\$500.00	Donation of Free Assorted Backpacks and School Supplies to Alief ISD from The Bridge Church to be used for any Albright Middle School students.
\$500.00	Donation of Free Assorted Breakfast Foods to Alief ISD from Whataburger to be used for any Collins Elementary School staff.
\$500.00	Donation of a Free Gift Basket to Alief ISD from Group One Auto to be used for any Alief ISD teacher selected for Teacher of the Month. (Alexander)
\$500.00	Donation of Free Assorted School Supplies to Alief ISD from Neighborhood Walmart to be used for any Alief ISD students.

Please note that the donor determines the value of the donation.

RECOMMENDATION: It is recommended that the Board of Trustees accept the donations totaling \$271,159.50.

A handwritten signature in black ink, appearing to read "Anthony J. [unclear]", written in a cursive style.

Superintendent

ALIEF INDEPENDENT SCHOOL DISTRICT

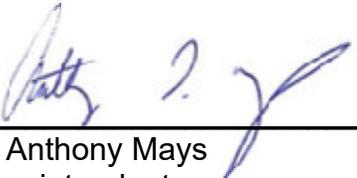
BOARD DOCUMENT

MEETING DATE: October 15, 2024

AGENDA ITEM: Financial Activity Report

Attached is information detailing the revenues and expenditures for the 2024-25 fiscal year for general fund, special revenue funds, debt service fund, and capital projects funds.

Recommendation: Information item – no recommendation required.



Dr. Anthony Mays
Superintendent



Charles Woods
Deputy Superintendent/
Business Services

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable

YEAR : 2024-25

PERIOD(s): September

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
<u>10 General Fund</u>						
<u>RV Revenues</u>						
57 Local Revenues	170,728,854.00	55,496.88	170,784,350.88	280.00	99,811.79	170,684,819.09
58 State Revenues	285,527,523.00	0.00	285,527,523.00	0.00	50,874,764.00	234,652,759.00
59 Federal Revenues	8,322,423.00	0.00	8,322,423.00	0.00	0.00	8,322,423.00
RV Revenues	464,578,800.00	55,496.88	464,634,296.88	280.00	50,974,575.79	413,660,001.09
<u>XP Expenditures</u>						
11 Instruction	277,130,086.18	271,967.18	277,402,053.36	5,698,407.52	18,828,719.67	252,874,926.17
12 Library	5,770,861.93	25,379.54	5,796,241.47	83,908.83	371,140.15	5,341,192.49
13 Staff Development	6,103,166.33	193,633.07	6,296,799.40	63,389.79	365,641.51	5,867,768.10
21 Inst Leadership	6,933,113.38	-114,100.67	6,819,012.71	56,005.95	493,597.31	6,269,409.45
23 School Leadership	26,780,951.18	54,470.96	26,835,422.14	27,448.45	1,936,213.89	24,871,759.80
31 Counseling	24,076,508.94	-273,977.98	23,802,530.96	2,915,837.23	1,394,765.33	19,491,928.40
32 Social Work	519,111.64	0.00	519,111.64	0.00	33,529.73	485,581.91
33 Health Services	7,254,282.60	282.30	7,254,564.90	76,879.99	526,334.60	6,651,350.31
34 Transportation	21,178,912.40	62,082.80	21,240,995.20	863,207.41	1,436,235.25	18,941,552.54
35 Food Services	60,000.00	0.00	60,000.00	7,500.00	0.00	52,500.00
36 Co-curr/extra-curr	6,655,374.96	217,394.75	6,872,769.71	402,543.99	413,689.24	6,056,536.48
41 General Administration	10,447,071.16	460,508.94	10,907,580.10	1,098,200.19	799,959.62	9,009,420.29
51 Maintenance	43,629,536.93	191,775.16	43,821,312.09	3,249,277.84	2,311,834.93	38,260,199.32
52 Security & Monitoring	9,981,322.78	285,271.37	10,266,594.15	58,881.90	804,119.17	9,403,593.08
53 Data Processing Services	4,171,597.16	-1,953.37	4,169,643.79	292,181.93	293,611.84	3,583,850.02
61 Community Services	878,133.03	78,420.09	956,553.12	52,331.15	75,592.52	828,629.45
71 Debt Service	1,667,912.92	838,849.08	2,506,762.00	1,162,343.66	219,283.94	1,125,134.40
81 Facilities Acq & Const	640,856.77	82,475.27	723,332.04	73,736.00	35,308.50	614,287.54
93 Shared Svc Arrangement	400,000.00	0.00	400,000.00	400,000.00	0.00	0.00
95 Payment To JJAEP	375,000.00	0.00	375,000.00	375,000.00	0.00	0.00
99 Other Intergovernmental Charge	1,625,000.00	0.00	1,625,000.00	0.00	390,281.00	1,234,719.00
XP Expenditures	456,278,800.29	2,372,478.49	458,651,278.78	16,957,081.83	30,729,858.20	410,964,338.75
<u>TI Other Resource</u>						
79 Other Resources	900,000.00	0.00	900,000.00	0.00	0.00	900,000.00
TI Other Resource	900,000.00	0.00	900,000.00	0.00	0.00	900,000.00

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable
 YEAR : 2024-25
 PERIOD(s): September

	<u>Original Budget</u>	<u>Transfers/ Adjustments</u>	<u>Adjusted Budget</u>	<u>Outstanding Encumbrances</u>	<u>To Date Actual</u>	<u>Remaining Balance</u>
10 General Fund	9,199,999.71	-2,316,981.61	6,883,018.10	-16,957,361.83	20,244,717.59	3,595,662.34

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable

YEAR : 2024-25

PERIOD(s): September

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
<u>20 Special Revenue</u>						
<u>RV Revenues</u>						
57 Local Revenues	2,125,000.00	1,476,490.88	3,601,490.88	128.93	13,597.93	3,588,021.88
58 State Revenues	125,000.00	8,972,183.01	9,097,183.01	0.00	0.00	9,097,183.01
59 Federal Revenues	<u>29,144,120.00</u>	<u>99,089,622.05</u>	<u>128,233,742.05</u>	<u>0.00</u>	<u>0.00</u>	<u>128,233,742.05</u>
RV Revenues	31,394,120.00	109,538,295.94	140,932,415.94	128.93	13,597.93	140,918,946.94
<u>XP Expenditures</u>						
11 Instruction	0.00	74,603,269.37	74,603,269.37	3,316,033.02	8,184,228.85	63,103,007.50
12 Library	0.00	652,546.78	652,546.78	96,349.60	187,495.73	368,701.45
13 Staff Development	0.00	8,836,901.23	8,836,901.23	815,100.03	218,478.99	7,803,322.21
21 Inst Leadership	0.00	2,909,614.48	2,909,614.48	35,477.71	280,547.61	2,593,589.16
23 School Leadership	0.00	1,434,308.47	1,434,308.47	19,200.00	870,054.17	545,054.30
31 Counseling	0.00	1,827,225.73	1,827,225.73	595.41	521,086.10	1,305,544.22
32 Social Work	0.00	542,151.61	542,151.61	0.00	35,816.23	506,335.38
33 Health Services	0.00	400,773.05	400,773.05	218,220.00	182,553.05	0.00
34 Transportation	0.00	606,524.71	606,524.71	0.00	560,606.41	45,918.30
35 Food Services	32,794,120.18	744,754.14	33,538,874.32	13,448,813.88	3,352,605.57	16,737,454.87
36 Co-curr/extra-curr	0.00	2,529,003.85	2,529,003.85	26,980.29	104,015.44	2,398,008.12
41 General Administration	0.00	568,804.62	568,804.62	200,570.06	154,687.69	213,546.87
51 Maintenance	0.00	929,770.76	929,770.76	69,495.97	856,760.82	3,513.97
52 Security & Monitoring	0.00	4,064,941.10	4,064,941.10	0.00	322,177.28	3,742,763.82
53 Data Processing Services	0.00	58,812.46	58,812.46	0.00	58,812.46	0.00
61 Community Services	0.00	3,657,837.50	3,657,837.50	79,766.61	230,002.32	3,348,068.57
71 Debt Service	0.00	729,536.00	729,536.00	230,553.28	107,100.00	391,882.72
81 Facilities Acq & Const	1,500,000.00	4,659,740.08	6,159,740.08	1,219,434.00	9,893.51	4,930,412.57
93 Shared Svc Arrangement	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
XP Expenditures	<u>34,294,120.18</u>	<u>109,756,515.94</u>	<u>144,050,636.12</u>	<u>19,776,589.86</u>	<u>16,236,922.23</u>	<u>108,037,124.03</u>
20 Special Revenue	-2,900,000.18	-218,220.00	-3,118,220.18	-19,776,718.79	-16,223,324.30	32,881,822.91

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable

YEAR : 2024-25

PERIOD(s): September

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
50 Debt Service						
<hr/>						
RV Revenues						
<hr/>						
57 Local Revenues	39,693,240.00	0.00	39,693,240.00	0.00	3,246.29	39,689,993.71
58 State Revenues	3,561,231.00	0.00	3,561,231.00	0.00	0.00	3,561,231.00
59 Federal Revenues	808,113.00	0.00	808,113.00	0.00	0.00	808,113.00
RV Revenues	<u>44,062,584.00</u>	<u>0.00</u>	<u>44,062,584.00</u>	<u>0.00</u>	<u>3,246.29</u>	<u>44,059,337.71</u>
<hr/>						
XP Expenditures						
<hr/>						
71 Debt Service	43,531,449.00	0.00	43,531,449.00	0.00	0.00	43,531,449.00
XP Expenditures	<u>43,531,449.00</u>	<u>0.00</u>	<u>43,531,449.00</u>	<u>0.00</u>	<u>0.00</u>	<u>43,531,449.00</u>
50 Debt Service	531,135.00	0.00	531,135.00	0.00	3,246.29	527,888.71

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable

YEAR : 2024-25

PERIOD(s): September

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
60 Capital Projects						
XP Expenditures						
53 Data Processing Services	3,280.75	0.00	3,280.75	0.00	0.00	3,280.75
81 Facilities Acq & Const	<u>130,246,266.23</u>	<u>-0.00</u>	<u>130,246,266.23</u>	<u>14,070,261.37</u>	<u>28,667.15</u>	<u>116,147,337.71</u>
XP Expenditures	<u>130,249,546.98</u>	<u>-0.00</u>	<u>130,249,546.98</u>	<u>14,070,261.37</u>	<u>28,667.15</u>	<u>116,150,618.46</u>
60 Capital Projects	-130,249,546.98	0.00	-130,249,546.98	-14,070,261.37	-28,667.15	-116,150,618.46

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable

YEAR : 2024-25

PERIOD(s): September

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
***** GRAND TOTALS *****	-123,418,412.45	-2,535,201.61	-125,953,614.06	-50,804,341.99	3,995,972.43	-79,145,244.50

ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Regular Board Meeting

Date: Tuesday, September 17th, 2024

Item #1

Call to

Order:

Trustee Madam President Dr. Darlene Breaux, called to order the meeting at 6:33 p.m. on Tuesday, September 17th, 2024, for the purposes stated in the notice for tonight's meeting.

Roll called by: Dr. Anthony Mays; Alief ISD, Superintendent

Present:

1. Trustee President: Dr. Darlene Breaux
2. Trustee Vice President: Dr. Lily Truong
3. Trustee Secretary: Rick Moreno
4. Trustee Assistant Secretary: Jennifer Key
5. Trustee Janet Spurlock
6. Trustee Ann Williams – Entrance at 6:40 p.m.

By Zoom:

1. Trustee Pastor Dr. Gregg Patrick

Item #2

Pledge

- Elsik JROTC

Item #3

Invocation or Inspirational Remarks

1. Dr. Lily Truong

Item #4
Board Recognitions

1. Kerr High Jazz Band led by Mr. Hall
2. Elsik JROTC – Led by William F. Bagby, Maj (Ret), USAF
 - ✓ Right Rifle, Cadet Senior Master Sergeant Robert Saiz
 - ✓ U.S. Flag, Cadet Second Lieutenant Deavis Dale
 - ✓ Texas Flag, Cadet Airman Nelson Cifuentes
 - ✓ Left Rifle, Cadet Airman First Class Lizeth Martinez
 - ✓ Cadet Major Mauricio Acuna – Conducted the Pledge
3. Dee Jones – Business & Community Partners
 - ✓ Kroger
 - ✓ Grace Community Outreach & Teyrachi Foundation

Item# 5
Superintendent Report

1. Portrait of a Graduate / Portrait of a Leader
2. National Hispanic Latino Heritage Month
3. Education Technology Day

- **Recess at 6:57 p.m.**
- **Reconvene at 7:07 p.m.**

Roll called by: Dr. Anthony Mays; Alief ISD, Superintendent

Present:

1. Trustee President: Dr. Darlene Breaux
2. Trustee Vice President: Dr. Lily Truong
3. Trustee Secretary: Rick Moreno
4. Trustee Assistant Secretary: Jennifer Key
5. Trustee Janet Spurlock
6. Trustee Ann Williams

By Zoom:

1. Trustee Pastor Dr. Gregg Patrick

Item #6
Public Comment on Posted Agenda Items

None

Item #7
Donation Report

Donation Report (Dee Jones, Business and Community Partner Coordinator)



September 17, 2024
Donation Report.doc

- ❖ **Motion by Trustee Janet Spurlock and second by Trustee Dr. Lily Truong**
- ❖ **7 For, 0 Against, 0 Abstentions**
- ❖ **Item passes**

Item #8

Reports (Information Only. No discussion at the meeting unless requested by a Board member).

8.1 Construction Summary Report (Charles Woods, Deputy Superintendent of Business)
Board Goal #3: Alief ISD will maintain a safe and orderly environment.

8.2 Disbursement Report (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

8.3. Financial Activity Report (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

Item # 9
Consent Agenda

- 9.1. Consider and Approve Minutes of Board Workshop September 3, 2024.
- 9.2. Consider Approval of New Hires (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.
- 9.3. Consider Approval of Resignation Report (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.
- 9.4. Tax Collection Report and Consider Approval of 2024 Tax Roll (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.
- 9.5. Consider Approval of Resolutions to add Authorized Representative for Lone Star and Texpool Investment Pools (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.
- 9.6. Consider Approval of CSP #2415 - Hastings High School Tennis Court Renovations (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.
- 9.7. Consider Approval of RFP #2434 - Medical Athletic Supplies (Charles Woods, Deputy Superintendent of Business)
Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.
- ❖ **Motion by Trustee Dr. Lily Truong and second by Trustee Janet Spurlock**
 - ❖ **7 For, 0 Against, 0 Abstentions**
 - ❖ **Item passes**

Dr. Anthony Mays; Alief ISD, Superintendent

Administrator Recognition

1. Joseph Villalba
2. Talesha Roberts

Item #10

Non-Consent Agenda

10.1. Report on 2021 Bond Program Review by Bond Program Management Firm Lockwood, Andrews and Newnam (L.A.N.) (Charles Woods, Deputy Superintendent of Business)

Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.

10.2. Professional Learning Updates, Progress, and Next Steps (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)

Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

Item # 11

Board and Committee Reports

Reports and comments from board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

1. Trustee Ann Williams – none
2. Trustee Dr. Pastor Patrick – Scholarship Foundation, Golf Tournament, Donations and Volunteers
3. Trustee Jennifer Key – Excited for the Golf Tournament
4. Trustee Dr. Lily Truong – Excited for the Fundraiser.

✓ Shared about the VATRE.

- ✓ Talked about the Legislative Breakfast being a huge success.
5. Trustee Rick Moreno – Mentor Program (Ms. Hicks’s Class).
 - ✓ Elected to the MASBA Board
 - ✓ Board Operating Procedure
 6. Trustee Janet Spurlock – Nothing to share
 7. President Dr. Darlene Breaux – Congratulates Trustees
 - ✓ Board of Directors for TASB - Committee Meeting
 - ✓ Ribbon Cutting for Alief Crump Stadium
 - ✓ Board Legislative Breakfast
 - ✓ Attended Mayor Whitmire State the City of Houston

Item # 12
Closed Executive Session

- 12.1. Deliberate the duties, responsibilities, employment, and dismissal of personnel.
(Tex. Gov’t Code § 551.074)

- 12.2. Deliberate the duties and responsibilities of the Board.
(Tex. Gov’t Code § 551.074)

- 12.3. Consult with District attorneys on any subjects or matters authorized by law,
including any matter listed on this meeting notice/agenda, pending or contemplated
litigation, and proposed settlements
(Tex. Gov’t Code § 551.071)

- **Closed Session at 8:36pm**
- **Reconvene at 10:05 pm**

Roll called by: Dr. Anthony Mays; Alief ISD, Superintendent

Present:

1. Trustee President: Dr. Darlene Breaux
2. Trustee Vice President: Dr. Lily Truong
3. Trustee Secretary: Mr. Rick Moreno
4. Trustee Assistant Secretary: Jennifer Key
5. Trustee Janet Spurlock
6. Trustee Ann Williams

By Zoom:

1. Trustee Pastor Dr. Gregg Patrick – Absent at 10:05 p.m.

Item #8
Adjournment

- ❖ President Dr. Darlene Breaux adjourned the meeting by unanimous consent at 10:06 p.m. on Tuesday, September 17th, 2024.

Dr. Darlene Breaux, President

Dr. Lily Truong, Vice President

Rick Moreno, Secretary

DATE APPROVED: _____

DATE SIGNED: _____

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES

Board Meeting Workshop

Date: Tuesday, October 1st, 2024

Item #1

Call to

Order:

Trustee Madam President Dr. Darlene Breaux, called to order the meeting at 6:32 p.m. on Tuesday, October 1st, 2024, for the purposes stated in the notice for tonight's meeting.

Roll called by: Dr. Anthony Mays; Alief ISD, Superintendent

Present:

1. Trustee President: Dr. Darlene Breaux
2. Trustee Secretary: Rick Moreno
3. Trustee Assistant Secretary: Jennifer Key
4. Trustee Janet Spurlock
5. Trustee Ann Williams – Entered at 6:37 p.m.

By Zoom: N/A

Absent:

1. Trustee Pastor Dr. Gregg Patrick
2. Trustee Vice President: Dr. Lily Truong

Item #2

Invocation or Inspirational Remarks

1. Janet Spurlock

Item #3

Public Comment on Posted Agenda Items

N/A

Item #4
Consent Agenda

4.1. Consider approval of the Alief ISD UH Cougar Tutors MOU (Kathleen Jahn, Deputy Superintendent and Curriculum and Instruction) **Board Goal #1 Alief ISD will close the achievement gap to ensure that all students reach their academic potential.**

4.2. Consider approval of the Houston Christian University Guaranteed Admission Program (GAP) MOU (Kathleen Jahn, Deputy Superintendent and Curriculum and Instruction) **Board Goal #1 Alief ISD will close the achievement gap to ensure that all students reach their academic potential.**

- ❖ **Moved by Trustee Jennifer Key, second by Trustee Janet Spurlock**
- ❖ **4 For, 0 Against, 0 Abstentions**
- ❖ **The item passes.**

Item# 5
Non-Consent Agenda

5.1. Special Education Update (Kathleen Jahn, Deputy Superintendent of Curriculum and Instruction) **Board Goal #1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.**

5.2. Academic Calendar Discussion (Kathleen Jahn, Deputy Superintendent of Curriculum and Instruction) **Board Goal #1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.**

Item #6

Board and Committee Reports

Reports and comments from board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

1. Trustee Janet Spurlock – Talked about Leadership TASB, Accepted Calendar committee
2. Trustee Rick Moreno – Golf Tournament, TASB Conference
3. Trustee Jennifer Key – Golf Tournament
4. Trustee Ann Williams - Golf Tournament, TASB Conference, Vice Chair Energy Board, has been elected 4 times on the Texas Black Caucus Association, MASBA, Congratulated the Board Members that attended the games.
5. President Trustee Dr. Darlene Breaux –Attended Region Inspiration Superintendents,
 - ✓ Gulf Coast School Board
 - ✓ TASB Board of Directors
 - ✓ Delegate & Alternate
 - ✓ Voter Education Event

Item # 7

Closed Executive Session

7.1 Deliberate the duties, responsibilities, employment, and dismissal of personnel
(Tex. Gov't Code § 551.074)

7.2 Consult with District attorneys on any subjects or matters authorized by law,
including any matter listed on this meeting notice/agenda, pending or contemplated
litigation, and proposed settlements
(Tex. Gov't Code § 551.071)

Item #8
Adjournment

- ❖ President Dr. Darlene Breaux adjourned the meeting by unanimous consent at 7:57 p.m. on Tuesday, October 1st, 2024.

Dr. Darlene Breaux, President

Dr. Lily Truong, Vice President

Rick Moreno, Secretary

DATE APPROVED: _____

DATE SIGNED: _____

ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD DOCUMENT

MEETING DATE: October 15, 2024

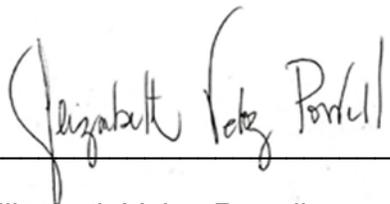
AGENDA ITEM: Consider Approval of Resignation Report (Dr. Veloz-Powell, Assistant Superintendent of Human Resources and Professional Learning)

This action item is to inform the board of all resignations within our district. This report serves several important functions such as transparency, budgetary planning, strategic decision-making, and legal compliance.

Recommendation: Considering the reasons, we respectfully request the board's approval of the resignation report.



Dr. Anthony T. Mays
Superintendent



Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional
Learning

Alief Independent School District
Board Document

Meeting Date: October 15, 2024

Resignations: PERSONNEL September 06, 2024 - October 02, 2024

Letters of resignation have been received and accepted in the Human Resources Department from the following personnel:

AVALOS, LILY SPECIAL SERVICES Speech/Language Pathologist	Relocating	Sep 13, 2024
BLANKS, STEPHANIE BUSH ELEMENTARY Elementary	Personal Reason	Sep 13, 2024
EBUNILO, NOLLY SPECIAL SERVICES Special Education	Personal Reason	Sep 23, 2024
ESPINOZA SOLORZANO, CARLA JEFFERSON EARLY LEARNING CENTE Elementary General	Relocating	Sep 27, 2024
GBAE, CELESTIN O'DONNELL MIDDLE SCHOOL Foreign Language	Retirement	Dec 31, 2024
GREEN, CRYSTAL ELSIK HIGH SCHOOL CTE Teacher	Other	Sep 04, 2024
JOHNSON, CARLEEN HEALTH SERVICES School Nurse	Retirement	Sep 30, 2024
RECODER, LAURA CUSTODIAL Supervisor	Retirement	Dec 31, 2024
ROJAS UNAMO, CARIBELL BUDEWIG INTERMEDIATE Specialist	Personal Reason	Sep 27, 2024

Alief Independent School District
Board Document

Meeting Date: October 15, 2024

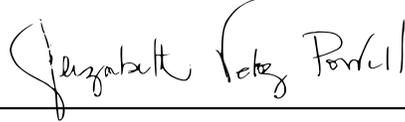
Resignations: PERSONNEL September 06, 2024 - October 02, 2024

Letters of resignation have been received and accepted in the Human Resources Department from the following personnel:

Information Item - no recommendation required.



Anthony Mays, Ed. D.
Superintendent



Elizabeth Veloz-Powell, Ed. D.
Deputy Superintendent of
Human Resources & Professional Learning

ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD DOCUMENT

MEETING DATE: October 15, 2024

AGENDA ITEM: Staffing Update – The Human Resources Department will update the Board of Trustees on staffing issues within our district. (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)

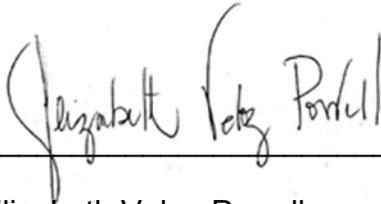
Each year, Human Resources provides an update to the board of Trustees to ensure transparency, provide strategic oversight, and show the alignment of our HR initiatives with district goals. This update covers key areas such as employee retention, recruitment strategies, the Teacher Incentive Allotment (TIA) designation and other ongoing HR initiatives.

Our primary aim is to keep the board informed of our progress, highlight successes, and identify areas for improvement. By providing this comprehensive update, we can demonstrate how our HR efforts are contributing to the district's overarching mission, support informed decision-making, and reinforce our commitment to building a strong and effective workforce that benefits student outcomes.

RECOMMENDATION: Information Item – no recommendation required.



Dr. Anthony T. Mays
Superintendent



Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional
Learning

Human Resources Staffing Report

October 15, 2024

30



MEET OUR TEAM

HUMAN RESOURCES & PROFESSIONAL LEARNING



DR. ELIZABETH VELOZ- POWELL

Deputy Superintendent
of Human Resources &
Professional Learning



DR. TANGELA HUGHES- BESTON
Associate
Superintendent of
Human Resources &
Professional Learning



SHAWN WILLIAMS
Associate
Superintendent of
Human Resources &
Compensation



DR. LETICIA GUZMAN
Director of
Federal Programs



D'ONDRIA WILLIAMS
Teacher Incentive
Allotment (TIA)
Project Manager



KATINA GORDON
Director of Risk
Management



SARA CALDWELL
HR Director of
Elementary



DR. COURTNEY MARSHALL
Director of
Professional Learning



SERGIO LOPEZ
HR Director of
Secondary



DR. TING-LING SHA
HR Director of
Compensation &
Records

Human Resources Department

- Introduction
- Teacher Landscape
- HR Department Goals & Objectives
- Retention
- Closing Remarks
- Questions



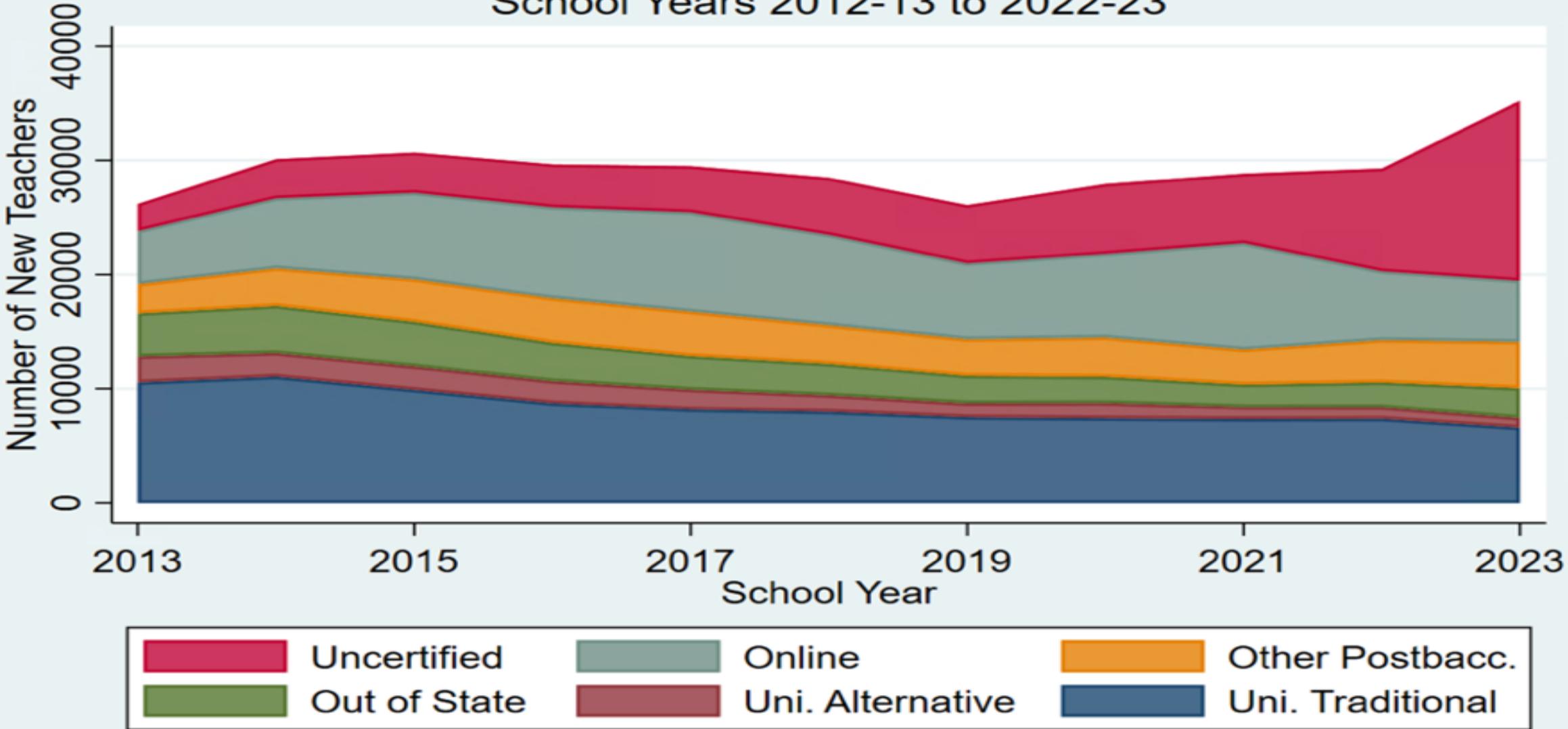
Texas Teacher Landscape



Challenge	Solution
Teacher Shortage Crisis	<ul style="list-style-type: none"> • Hire Associate Teachers • Emphasis on Strong Culture • Offer great benefits with EAP • Offer Wellness Opportunities • Address challenges through the District of Innovation • Increase pay through TIA and National Board Certification
Lack of Support from State	<ul style="list-style-type: none"> • Senior Leadership Participates in Legislative Sessions
Unfunded Mandates	<ul style="list-style-type: none"> • Local funds <ul style="list-style-type: none"> • Safety initiatives • TIA (SAS) • HB 1416 – Tutoring, TIA Designated Teacher
Accountability over Support	<ul style="list-style-type: none"> • Support Through Professional Learning Opportunities
Teacher Morale	<ul style="list-style-type: none"> • Climate Survey Results • Exit Survey Results • STAC Feedback
Perception of Public Schools in Media	Podcast, Social Media, Invite media for positive

Teacher Landscape

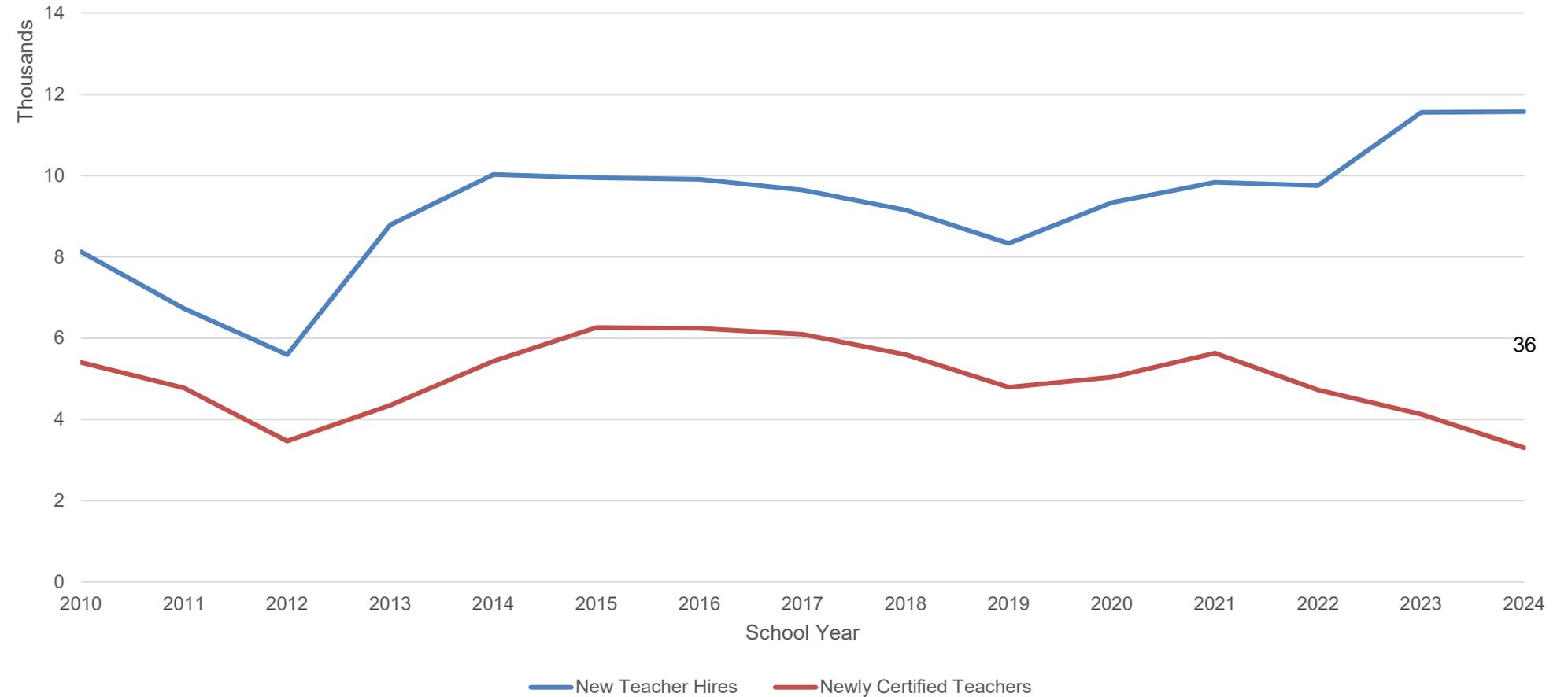
Teacher Certification at Time of Hire
School Years 2012-13 to 2022-23



Source: University of Houston Education Research Center

Teacher Landscape

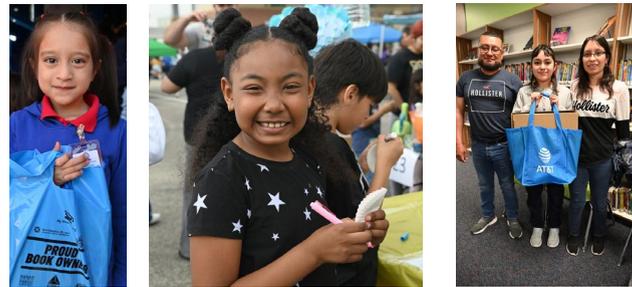
'New Teacher Hires', 'Newly Certified Teachers' by 'School Year'



School Year	New Teacher Hires	Newly Certified Teachers
2010	8126	5403
2011	6728	4774
2012	5595	3467
2013	8789	4346
2014	10028	5433
2015	9949	6260
2016	9912	6239
2017	9643	6094
2018	9149	5593
2019	8332	4789
2020	9337	5036
2021	9833	5631
2022	9756	4722
2023	11558	4128
2024	11573	3300

Certified Teacher Demographics

Total Teachers = 2183



Total	AA	A	H	Other	W
All Teachers	41%	7%	28%	1%	23%
Students	27%	10%	59%	1%	3%
Years of Experience in Education			Years of Experience in Alief		
Years	# of Teachers	%	Years	# of Teachers	%
0-5	556	24%	0-5	794	34%
6-10	540	23%	6-10	567	24%
11-15	367	15%	11-15	340	14%
16-20	374	16%	16-20	367	15%
21-25	304	13%	21-25	206	9%
26-30	148	6%	26-30	74	3%
31+	81	3%	31+	22	1%

Associate Teacher Demographics

Total ATs = 494



Total	AA	A	H	Other	W
Associate Teachers	57.81%	3.45%	26.98%	1.02%	10.75%
Students	27%	10%	59%	1%	3%
Cohort	Start Year		# of ATs		
1	2022-2023		62		
2	2023-2024		223		
3	2024-2025		209		
Teachers (494)					



Teacher Shortage Areas TEA



Shortage Area	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Bi/ESL	X	X	X	X	X	X	X
CTE	X	X	X	X	X	X	X
Computer Science	X	X	X	X			X
Foreign Language							X
ESL					X	X	X
Tech Applications	X	X			X	X	X
Math	X	X	X	X	X	X	X
Science		X			X	X	X
Special Education	X	X	X	X	X	X	X
ELA					X	X	X

39

The **X** are designated as critical shortage areas allowing individuals to apply for TEACH Grants and/or Public Service Loan Forgiveness.

HR Performance Objectives



Objective 1 - Strategically Recruit



Objective 2 - Increase Partnerships

Objective 3 - Decrease the Number of Non-ESL Certified Teachers

Objective 4 - Associate Teacher Certification



Objective 5 - National Board Certification

Objective 6 - Teacher Incentive Allotment

Objective 1: Strategically Recruit



Challenge

- Teacher Shortage

Action Steps

- Monitor vacancies
- Attend job fairs (in-district and outside)
- Hire
 - H1B visas (Bilingual/SPED)
 - Retirees in specific content areas (Bilingual/SPED)
 - Associate Teachers (494)
- Implement TIA and National Board Certification

Status

- 29 vacancies
- Fill rate = 99.03%
- 116 Associate Teachers have become fully certified



Student Residency Program

Student Residency

- A high-quality teacher clinical practice model (year-long)
- Candidates paired with an experienced, highly effective mentor teacher
- One full-year of training/co-teaching in a K-12 classroom; minimum of three days per week

Partnership with a Vetted Teacher Residency Program

- UH Main Campus, UHD, PVU
- Paid Student teacher/residency program - hourly rate
- Requires a 1-year post graduation commitment to teach in Alief
- Provided a LOI prior to graduation



Innovative Partnerships

Recruit Student Teachers and Residents

- Paid
 - Teacher Residents
 - Student Teachers - Sped, Bilingual, Alief Grads
 - Student Teachers - Nebraska and Kansas

Grow Your Own Opportunities

- UH-CTED- degreed paras / Sped Focused
- UHD Edugators
 - Alief TAFE graduates (Cohort 4)
 - four students began in Fall of 2024
 - Gator Pledge-< 50K household income
 - Food Bank, School Supplies, Clothing Pantry

Diverse University and Educator Prep Program Partnerships

- Online, Hybrid or Face to Face
- Support grow your own process for paras and associate teachers



Objective 2: Increase Partnerships



Challenge

- Colleges of Education have declined in student enrollment

Action Steps

- Engage with university underclassmen
- Connect with Alternative Certification Programs (ACP)



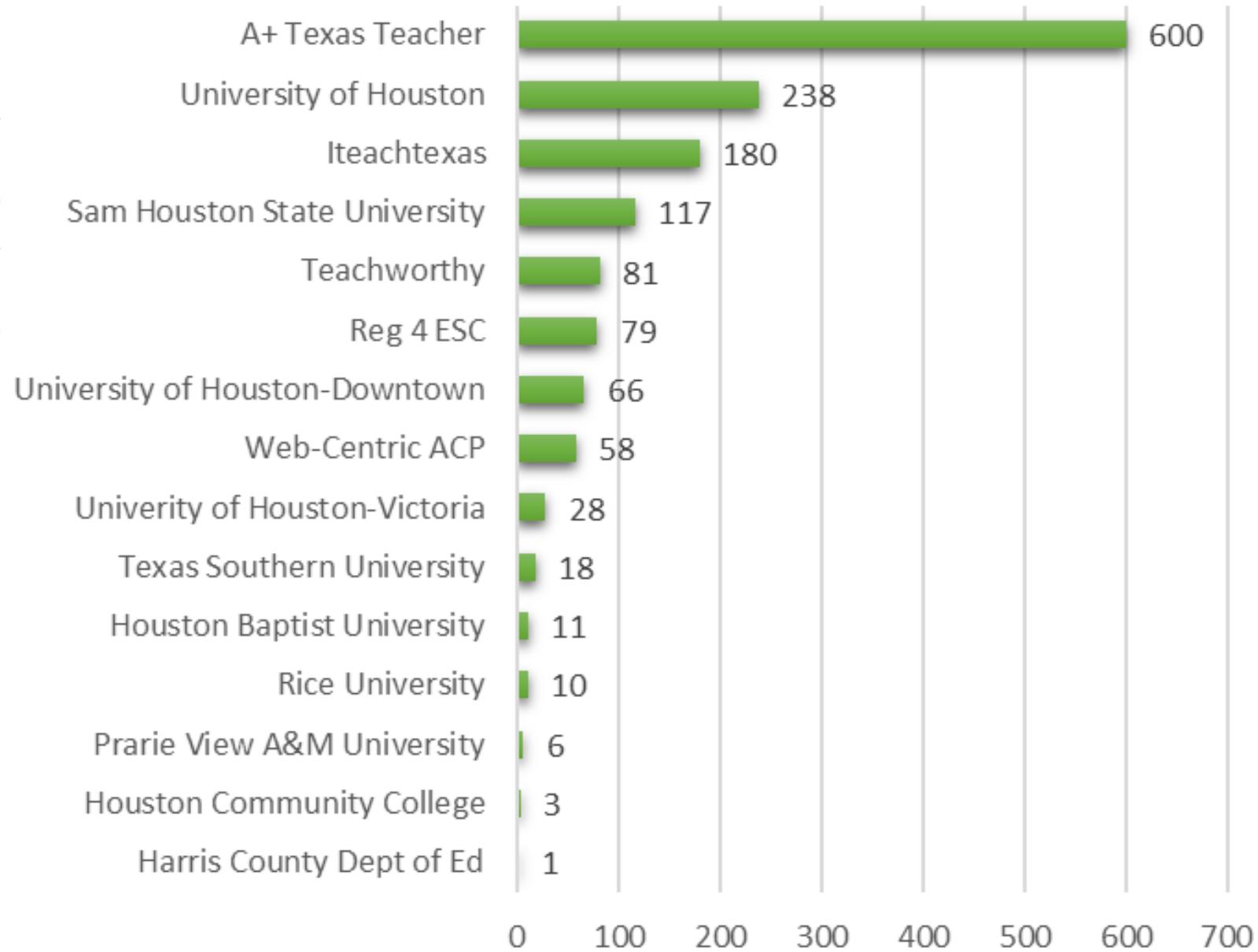
Status – Fall 2024

- 9 Educator Prep Programs (EPP) partnerships
- 44 student teachers





Number of New Teacher Hires by EPP (Region 4)



Objective 3: Decrease Number of Non-ESL Certified Teachers

Challenge

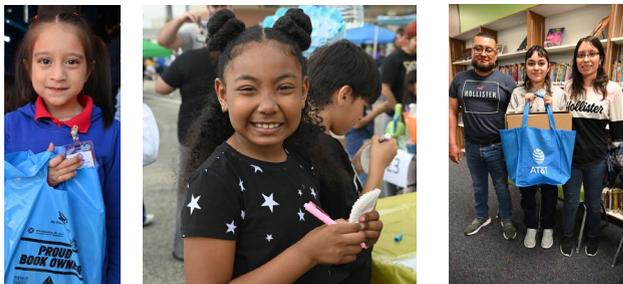
- About 10% of certified teachers are not ESL certified.

Action Steps

- Provide 1-time stipend \$500 for obtaining ESL Certification
- Provide six sessions of initial ESL test prep per year
- Provide ongoing retest support sessions as needed
- Campus admin provide reminders about individual expectations

Current Status

- Scheduled test prep sessions with Region 4
- Two - completed Retester sessions
- ESL certification reminders provided to employees:
 - New Hire Sessions, Job Descriptions, Yearly Contracts
 - Saturation of information shared (PL, ML and HR)
 - 1-pager timeline with visual process (being developed)



Objective 4: Associate Teacher Certification

Challenge

- Competition among Region 4 Districts with Associate Teacher programs
- ATs not enrolling in ACP programs and getting certified within 2 years

Action Steps

- HR and the AT Support Liaison team meet regularly with current Associate teachers to review certification progress.
- Host an ACP fair for all non-ACP enrolled Associate Teachers (Fall & Spring)
- Provide opportunities for ATs to learn about potential ACPs and find a best fit

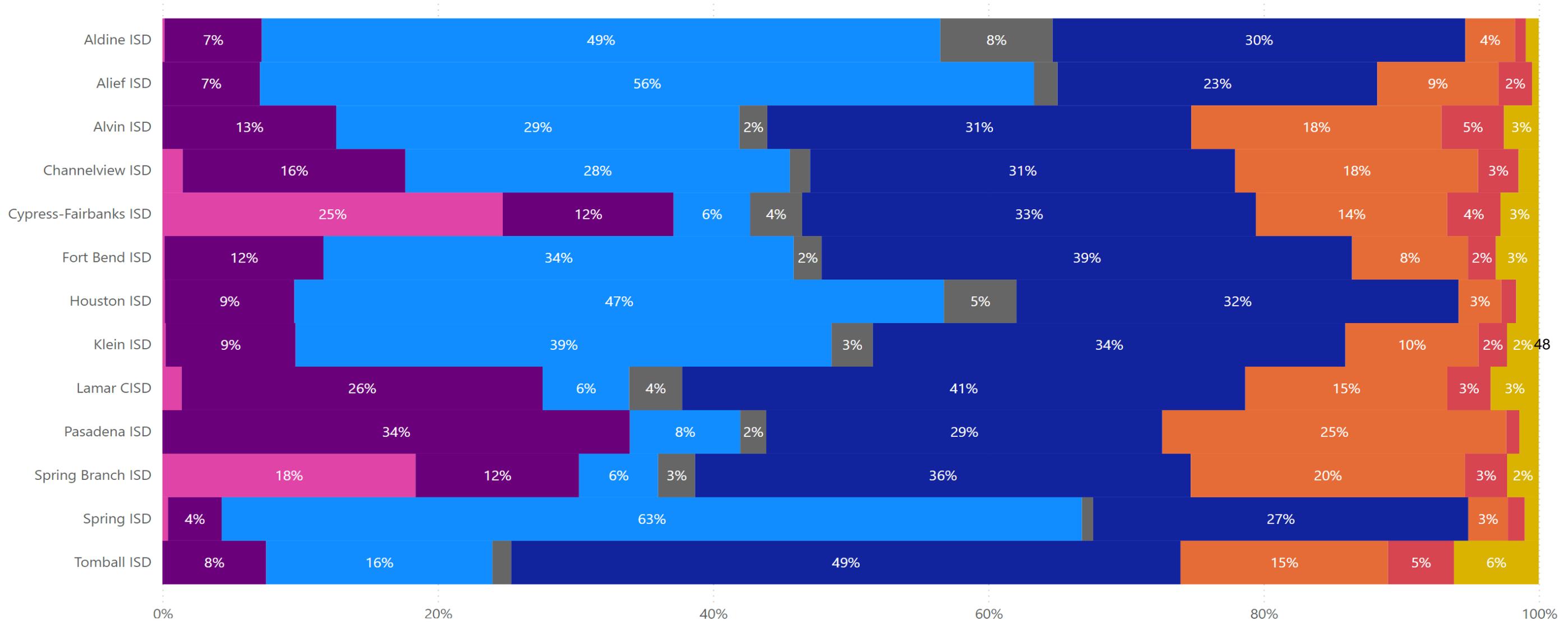
Current Status

- There are 3 Cohorts of ATs (62 are in Cohort 1)
- About 90% of Cohort 1 are in ACPs and on target to be certified by the end of the 24-25 SY



New Hires by Certification Type (Region 04)

Certification Type ● Emergency ● Intern Certified ● No Texas Certification/Permit ● One Year, Out of State Certified ● Re-enterer ● Standard Certified, Direct E... ● Standard Certified, La... ● Standard Certified, ...



Data Source: [Texas Education Agency](#)

Percentage of Hires



Objective 5: National Board Certification

What is NBC?

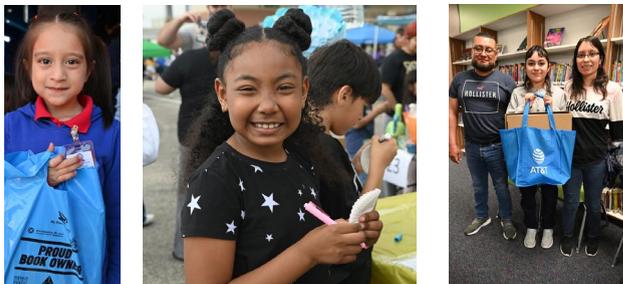
- NBC is a voluntary advanced professional certification for PreK-12 educators
- Identifies teaching expertise through performance-based, peer-reviewed assessment

What are the benefits of becoming an NBC Teacher?

- NBC provides teachers an opportunity to hone their practice and demonstrate professional knowledge
- Reinforces dedication to their students and their career.
- Opens doors for teachers to make an impact on student learning
- The State of Texas offers financial benefits for NBC teachers through TIA

Who is Eligible?

- Teachers with 3 years of successful teaching
- Teachers who possess a valid teaching license



Objective 5: National Board Certification

Challenge

- Unable to financially reward effective teachers

Action Steps

- Recruit and increase NBC awareness
- Recruit NBC graduates to serve as mentors to cohort participants

Current Status

- Increase number of TIA designations through NBC



Cohort	Participants	Update
NB Cohort I	8	5 of the 8 candidates completed the program and certified <ul style="list-style-type: none"> • 2 Graduates will serve as current mentors
NB Cohort II	10	Scores will be released on December 7th
NB Cohort III	14	Started 9/28/23 with 14 total candidates
NB Cohort IV	14	Started 8/2024 with 14 total candidates

Objective 6: Teacher Incentive Allotment

Challenge

- Streamline communication regarding Alief's TIA system

Action Steps

- Provide Resources
 - TIA Tuesdays Newsletter
 - TIA Handbook for the 24-25 SY
 - TIA Podcast
- Provide in depth trainings around TIA components

Current Status

- TIA Ambassadors will continue to act as liaisons between district and campus information



Funding Opportunities

Range of Funding Provided for Each Designated Level



Average Campus Allotment

	Recognized	\$6,919
	Exemplary	\$13,837
	Master	\$25,062



Total Allotment in May of 2024

\$541,573.20

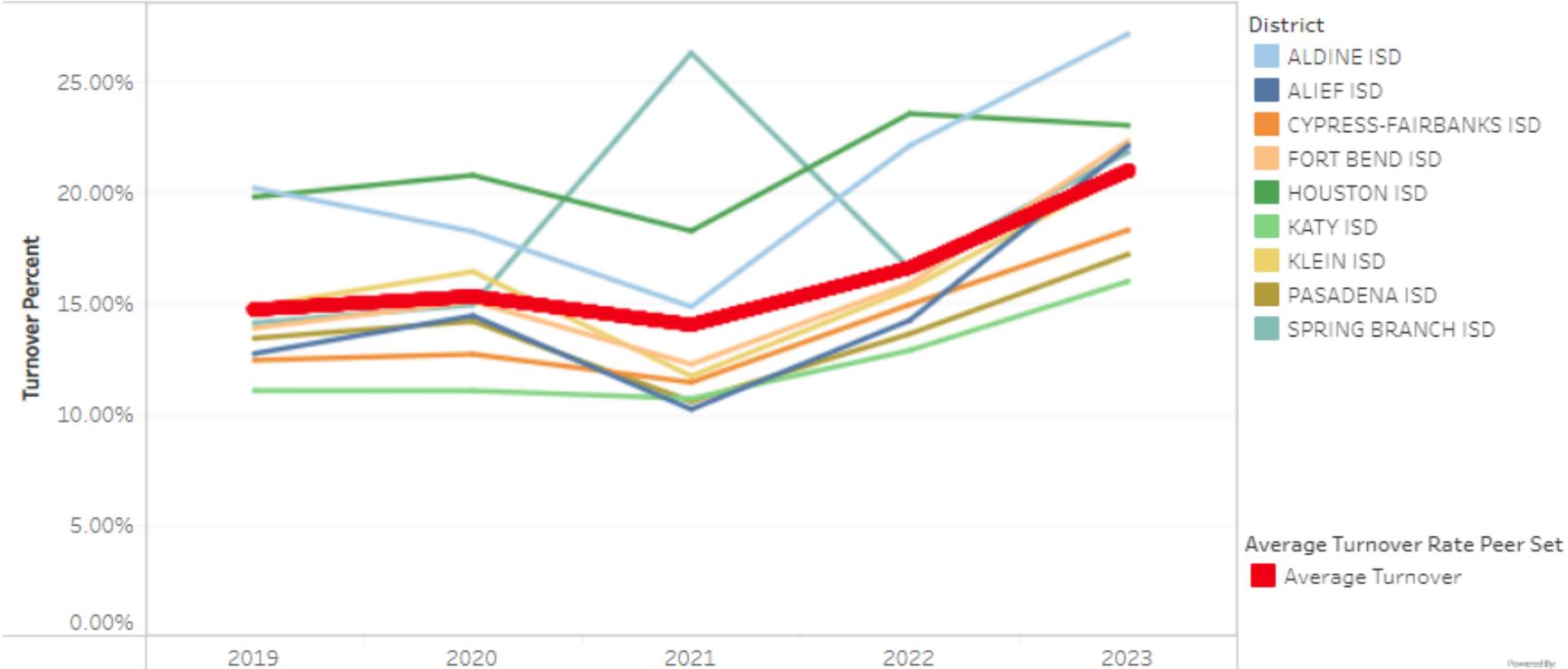


Independent School District
THE SMART CHOICE

Teacher Retention

ALIEF ISD Teacher Turnover

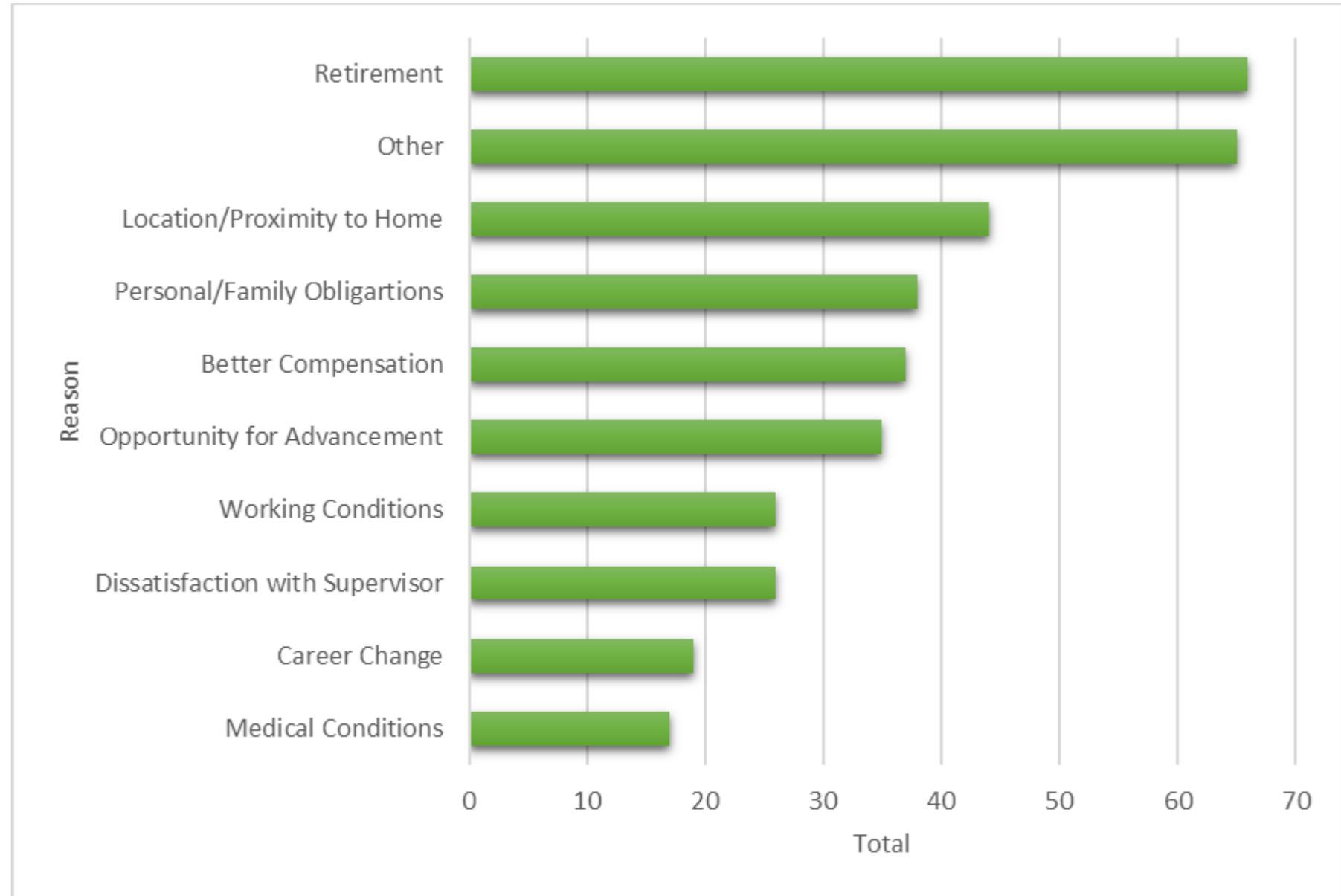
The lines below represent the annual Teacher turnover rate trend for the district and its peers. The average for the group is represented by the thicker line.



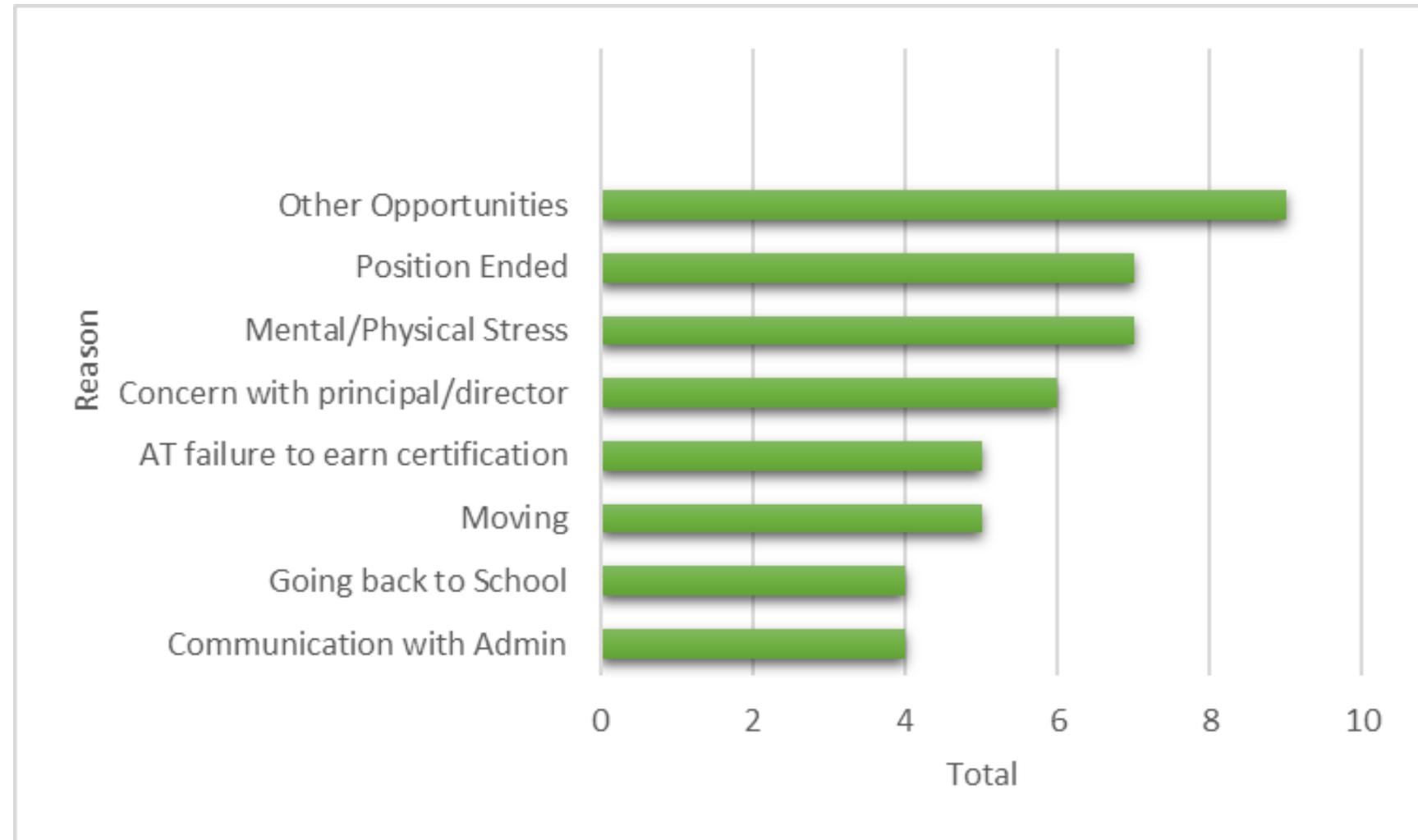
Why are they leaving and where are they going?



2023-2024 EXIT SURVEY – Main Reasons for Leaving



2023-2024 EXIT SURVEY – Other Reasons for Leaving

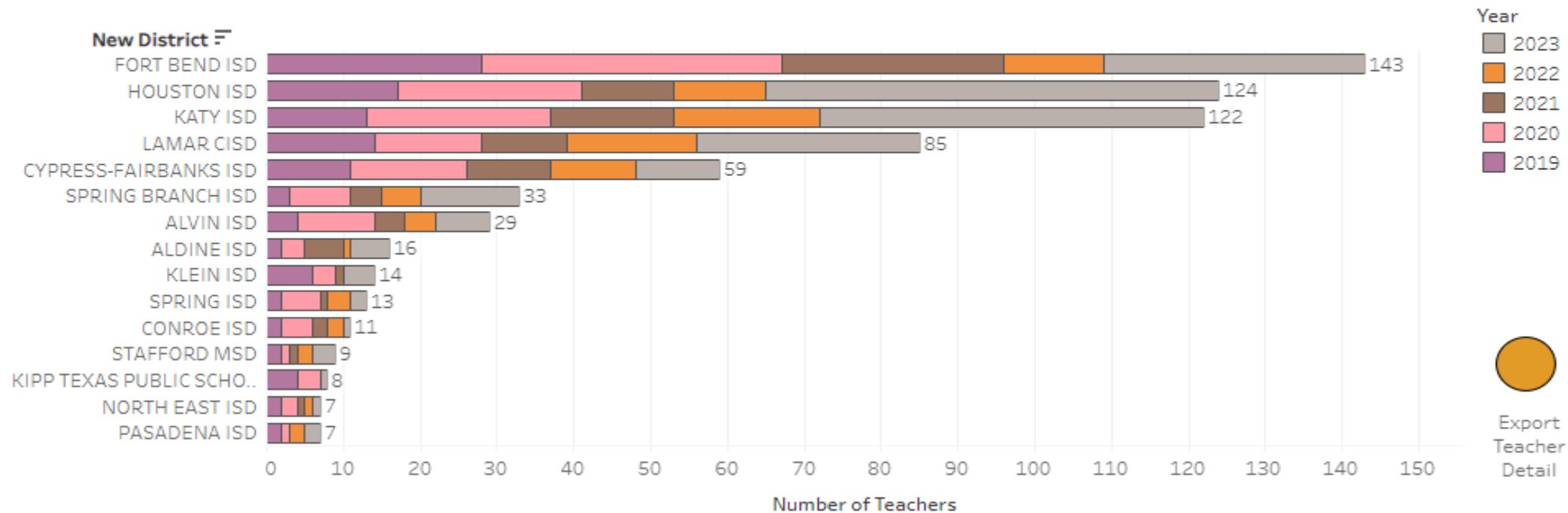


This graph only shows the top reasons for those employees who chose "other" (65)

WHERE ARE TEACHERS GOING?

ALIEF ISD Teacher Turnover

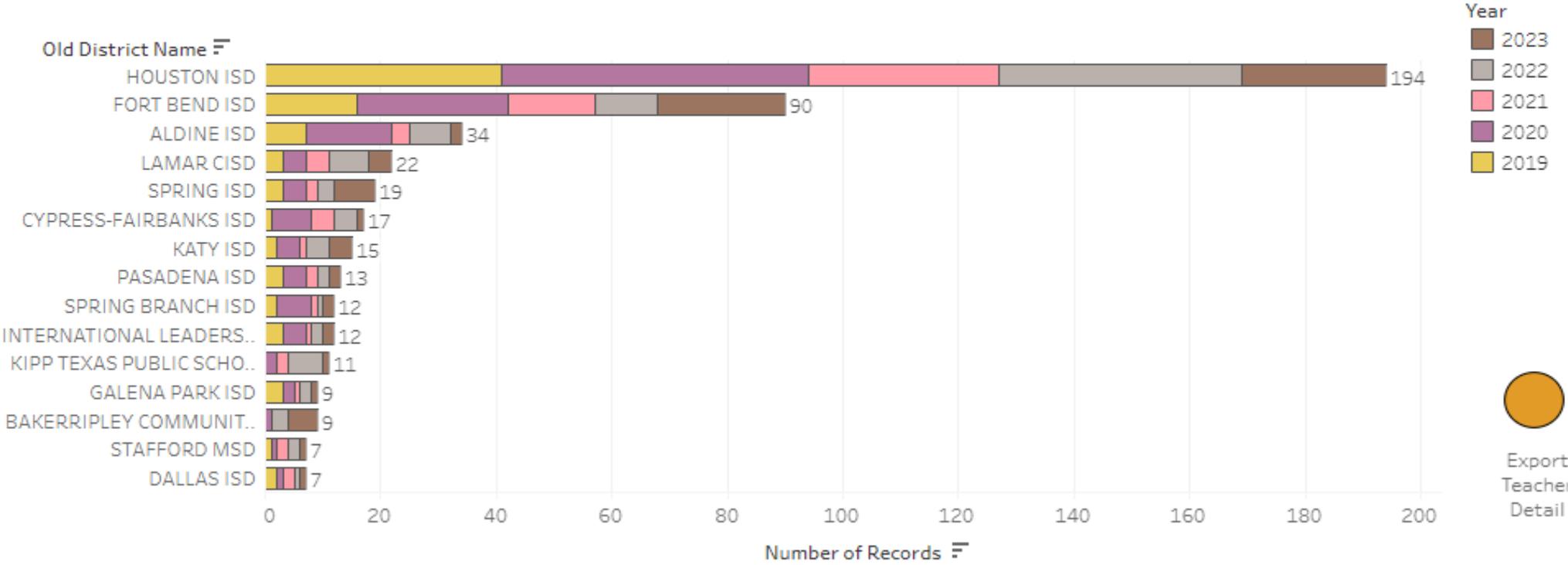
Of the **Teachers** leaving the district to teach in another Texas school district, the list below represents the districts receiving the largest number of the district's teachers over the last five years.



WHERE ARE WE GETTING TEACHERS?

ALIEF ISD Teacher Turnover

Understanding where a district's **teachers** worked previously can be as informative as where the district is losing teachers to. The chart below shows the top 15 districts where new hires were previously teaching.



Alief ISD Moving Forward



QUESTIONS & ANSWERS

