



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

WORKSHOP

Tuesday, March 4, 2025

6:30 PM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Workshop on Tuesday, March 4, 2025 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. Invocation or Inspirational Remarks
3. Public Comments on Posted Agenda Items
4. Consent Agenda
 - 4.1. Consider Approval of February 28th, 2025, Board Regular Meeting Minutes. 4
 - 4.2. Consider Approval of MOU (Memorandum of Understanding) with Texas State Technical College (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. Non-Consent Agenda
 - 5.1. Consider Approval of Compensation Plan for 2025-26. (Charles Woods, Deputy Superintendent of Business). 13
Board Goal #4: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.
 - 5.2. Consider Approval of Resolution Finding a Public Purpose to Provide Recruitment and Retention Incentive for New and Returning Certified

Teachers. (Charles Woods, Deputy Superintendent of Business)

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

5.3. Special Education 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.**

5.4. MOY iReady 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.**

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.

7. Closed Executive Session

7.1. Consult with the 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)

7.2. Deliberate the duties, responsibilities, evaluation, employment, and dismissal of personnel and officers, including the Board and Superintendent (Tex. Gov't Code § 551.074)

8. 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 OF TRUSTEES

Regular Board Meeting

Date: Tuesday, February 18, 2025

Item #1

Call to

Order:

Trustee Madam President Dr. Darlene Breaux, called to order the meeting at 6:37 p.m. on Thursday, February 18, 2025, 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 Dr. Lily Truong
4. Trustee Janet Spurlock
5. Trustee Ann Williams
6. Trustee Dr. Gregg Patrick

Absent:

1. Trustee Jennifer Key

By Zoom:

1. N/A

Item #2

Pledge

- Alief Taylor High School NJROTC

Item #3

Invocation or Inspirational Remarks

1. Trustee Dr. Lily Truong

Item #4
Board Recognitions

1. Alief Elsik Jazz Band
2. Alief Hastings MCJROTC
3. Dee Jones presented
 - ✓ Houston Police Westside Command Station
 - ✓ H-E-B Finalist Award Abigail Eliezer

Item# 5
Superintendent Report

1. Acknowledged Alief Taylor Girls Team & Elsik Boys Team
2. Black History Month & Video
3. February 2025 Superintendent MVPS
 - ✓ Marlene Cordon
 - ✓ Kristina Decker
 - ✓ Joel Barrios
 - ✓ Jakyra Sampy
 - ✓ Stephanie Masaryk
4. Alief ISD Associate Teachers
5. Crest Award Winners

❖ **Board Meeting recess at 7:06 p.m.**
❖ **Board Meeting reconvened at 7:16 p.m.**

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

Present:

7. Trustee President Dr. Darlene Breaux
8. Trustee Secretary Rick Moreno
9. Trustee Assistant Secretary Dr. Lily Truong
10. Trustee Janet Spurlock
11. Trustee Ann Williams
12. Trustee Dr. Gregg Patrick

Absent:

1. Trustee Jennifer Key

By Zoom:

1. N/A

Item #6
Public Comment on Posted Agenda Items

1. None

Item #7
Donation Report

Dee Jones, Business and Community Partner Coordinator



January 18, 2025
Donation Board Doc

- ❖ **Motion by Trustee Dr. Lily Truong and a second by Trustee Janet Spurlock**
- ❖ **6 For, 0 Against, 0 Abstentions**
- ❖ **The 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.

- ❖ **Report Only**
- ❖ **No items held for discussion.**

Item #9
Consent Agenda

9.1. Consider Approval of February 4th, 2025, Board Workshop Meeting Minutes.

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. 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.

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

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

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

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

9.7. Consider First Reading of Additions, Deletions, and Revisions to Board Policies Included in TASB Localized Update 124 (Charles Woods, Deputy Superintendent of Business Services)

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

9.8. Consider approval of RFP-MA #2443 - Plumbing Equipment & Supplies. (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #3 Alief ISD will maintain and safe and orderly environment.

9.9. Consider Approval of an Agreement Between Alief ISD and Harris County Department of Education for Providing Nita M. Lowey 21st Century Community Learning Centers/Texas ACE Cycle 11 Year 4 (After School Program) at Alief MS and Killough MS (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal #5: Alief ISD will continue to build strong relationships with all stakeholders.

9.10. Annual Report of Cooperative Purchasing Contract Fees (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #5 Alief ISD will continue to build positive relationships with all stakeholders.

❖ **No item held for discussion.**

Roll was called by: Dr. Darlene Breaux to vote for held consents.

Present:

- 1 Trustee President Dr. Darlene Breaux ----- None
- 2 Trustee Secretary Rick Moreno----- None
- 2. Trustee Assistant Secretary Dr. Lily Truong ---- None
- 3. Trustee Janet Spurlock ----- None
- 4. Trustee Ann Williams ----- None
- 5. Trustee Dr. Gregg Patrick ----- None
- 6. Superintendent Dr. Anthony Mays ----- None

Absent:

- 1. Trustee Jennifer Key

By Zoom:

- 1. N/A

- ❖ All consent on Item # 9 with the exception of none
- ❖ Motion by Trustee Dr. Gregg Patrick and second by Trustee Dr. Lily Truong
- ❖ 6 For, 0 Against, 0 Abstentions
- ❖ The item passes.

Administrative Team Recognitions

By: Dr. Anthony Mays, Superintendent of Schools

1. Stephanie Burns Assistant Director of Special Education
2. Glenn Jarrett, Director of Maintenance

Item #10

Non-Consent Agenda

10.1. Annual Investment Review and Consider Approval of Ordinance stating the Board's Review of the Investment Policy and Strategies and Consider Approval of Training Sources and List of Qualified Brokers (Charles Woods, Deputy Superintendent of Business Services)
Board Goal # 5 Alief ISD will continue to build positive relationships with all stakeholders.

To approve the ordinance stating that the Board has reviewed the investment policy and investment strategies.

- ❖ Motion by Trustee Dr. Lily Truong and second by Trustee Rick Moreno
- ❖ 5 For, 0 Against, 1 Abstention by Trustee Ann Williams
- ❖ The item passes.

To approve the independent sources of training list of qualified brokers, as presented tonight.

- ❖ Motion by Trustee Dr. Lily Truong and second by Trustee Rick Moreno
- ❖ 6 For, 0 Against, 0 Abstention
- ❖ The item passes.

10.2. Budget Update and Legislative Bills Applicable to Budget. (Charles Woods, Deputy Superintendent of Business)

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

- ❖ Report Only

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
 - ✓ Attended TX Alliance of Black School Educator Conference / Dining With The Divas - TASBE
 - ✓ Thanks to everyone who applied for the scholarship TXBC
 - ✓ Register for TXCBSM scholarship by March 1st

2. Trustee Dr. Gregg Patrick
 - ✓ Meeting Alief Foundation – Fantastic programs
 - ✓ Dr. Anthony Mays – Scholarship Funds

3. Trustee Dr. Lily Truong
 - ✓ UH- Asian Community Scholarship
 - ✓ March 5 AI Community Meeting

4. Trustee Rick Moreno
 - ✓ Events around the City of Houston

5. Trustee Janet Spurlock
 - ✓ Finished Step 1 – Teacher of the Year
 - ✓ LTASB – Hometown News

6. Trustee Dr. Breaux
 - ✓ Attended Gulf Coast Area Association School Board Member - Pasadena
 - ✓ Join a Community Member – Grant Writer, Barbara Cuatro & Super Neighborhood / Alief Natatorium Grant
 - ✓ 10th Annual Champion of Diversity Awards – City Council Member Tiffany Thomas
 - ✓ Certificate of Recognition to Alief ISD School Board for Appreciation Month by City Council Member Tiffany Thomas
 - ✓ Invited to a Roundtable discussion with Judge Hidalgo
 - ✓ Attended TASA|TASB Legislative Conference in Austin

Item #12
Closed Executive Session

12.1. Deliberate the duties, evaluation, responsibilities, employment, and dismissal of personnel and officers, including the Board and Superintendent (Tex. Gov't Code 551.074)

12.2. Consult with the 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)

- ❖ **Closed Session started at 9:15 p.m.**
- ❖ **Open Session started at 10:48 p.m.**

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 Dr. Lily Truong
4. Trustee Janet Spurlock
5. Trustee Ann Williams
6. Trustee Dr. Gregg Patrick

Absent:

1. Trustee Jennifer Key

By Zoom:

1. N/A

Item #13

13. Consider Action on Matters Discussed in Closed Executive Session

- ❖ **Motion by Trustee Dr. Lily Truong and second by Ann Williams**
- ❖ **6 For, 0 Against, 0 Abstention**
- ❖ **The item passes.**

Item #14

Adjournment

- ❖ **President Dr. Darlene Breaux adjourned the meeting by unanimous consent at 10:49 p.m. on Tuesday, February 18th, 2025.**

Dr. Darlene Breaux, President

Rick Moreno, Secretary

DATE APPROVED: _____

DATE SIGNED: _____

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 4, 2025

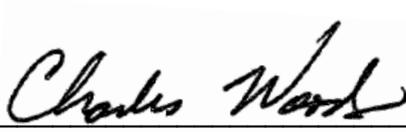
AGENDA ITEM: Consider Approval of 2025-26 Compensation Plan

The Finance Department will present a review of the proposed compensation plan for the 2025-2026 school year.

Recommendation: It is recommended that the Board of Trustees of the Alief Independent School District consider approval of the proposed compensation plan for the 2025-2026 school year.



Dr. Anthony T. Mays
Superintendent



Charles Woods
Deputy Superintendent/
Business Services



2025-26 Recruitment and Retention for Certified Teachers & Compensation Plan

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Charles Woods, Deputy Superintendent



Recruitment and Retention Incentives

- **Recruitment Incentive Payment to New Certified Teachers – recommended for hire by July 17, 2025**
 - Certified Teachers hired for full-time bilingual education positions - \$5,000
 - Certified Teachers hired for full-time special education self-contained positions - \$5,000
 - Certified teachers hired for other full-time positions (P1Teacher and P1Other) - \$4,000
 - Certified teachers who have been TIA Designated hired for full-time teaching positions (P1Teacher and P1Other) – \$8,000
- **Retention Incentive Payment to Returning Certified Teachers**
 - Returning Certified teachers - \$3,000

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Recruitment and Retention Incentives

- **Recruitment Incentive Payment to New Certified Teachers**
 - Paid in 2 installments – September 30, 2025 and September 30, 2026 paychecks
- **Retention Incentive Payment to Returning Certified Teachers**
 - Paid - September 30, 2025 paycheck

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Estimated Cost of Recruitment and Retention Incentives \$8.4M

2025-26 Proposed Compensation Plan

- 3% of midpoint increase for all eligible staff
- If the State increases teacher pay, that increase would be on top of this 3% increase
- In the Net Take Home Pay Comparison, Alief would be 2nd place compared to neighboring districts' compensation plans (as they are currently).¹⁷
- Cost of 3% of midpoint increase – approximately \$9M

2025-26 Proposed Teacher Pay Scale

Experience	24-25 Salary	Diff between years	Proposed 25-26 Salary	Difference from 24-25 to 25-26	Diff between years
0			64,100		
1	62,000	-	64,350	2,350	250
2	62,000	-	64,600	2,600	250
3	62,250	250	64,850	2,600	250
4	62,500	250	65,100	2,600	250
5	62,750	250	65,350	2,600	250
6	63,000	250	65,600	2,600	250
7	63,250	250	65,850	2,600	250
8	63,500	250	66,100	2,600	250
9	63,750	250	66,350	2,600	250
10	64,000	250	66,600	2,600	250
11	65,158	1,158	67,258	2,100	658
12	65,640	482	67,740	2,100	482
13	65,890	250	67,990	2,100	250
14	66,140	250	68,240	2,100	250
15	66,782	642	68,882	2,100	642
16	67,274	492	69,374	2,100	492
17	67,844	570	69,944	2,100	570
18	68,378	534	70,478	2,100	534
19	69,038	660	71,138	2,100	660
20	70,002	964	72,102	2,100	964
21	70,647	645	72,747	2,100	645
22	71,122	475	73,222	2,100	475
23	71,568	446	73,668	2,100	446
24	72,502	934	74,602	2,100	934
25	73,292	790	75,392	2,100	790

Comparison of Salary and Benefits

District	Type of Insurance	2025-26 Starting Salary	Monthly Insurance Premium (Emp Only)	Annual Insurance Premiums Most Common Plan*	Starting Salary Less Annual Insurance Premiums	Difference from Alief
Humble	UBC - Cigna	\$64,350	\$ 50	\$ 600	\$ 63,750	\$ 658
Alief	Blue Cross Blue Shield TX	64,100	84	1,008	63,092	-
Houston	Aetna	64,000	85	1,024	62,976	(116)
Galena Park	TRS Active Care Primary +	65,500	217	2,604	62,896	(196)
Katy	Aetna	64,130	109	1,308	62,822	(270)
Lamar	United Healthcare	64,100	146	1,753	62,347	(745)
Pasadena	Aetna	63,705	127	1,524	62,181	(911)
Aldine	Aetna	64,000	193	2,316	61,684	(1,408)
Alvin	United Healthcare	64,175	210	2,520	61,655	(1,437)
Goose Creek	TX Schools Health Benefits Prog.	63,500	170	2,040	61,460	(1,632)
Spring Branch	TRS Active Care Primary +	64,375	258	3,096	61,279	(1,813)
Pearland	TRS Active Care Primary +	62,700	216	2,592	60,108	(2,984)
Clear Creek	TRS Active Care Primary +	62,500	218	2,616	59,884	(3,208)
Fort Bend	United Healthcare	62,000	177	2,124	59,876	(3,216)
Conroe	Blue Cross Blue Shield TX	61,600	156	1,872	59,728	(3,364)
Texas City	TRS Active Care Primary +	62,500	253	3,036	59,464	(3,628)
LaPorte	TRS Active Care Primary +	61,000	153	1,836	59,164	(3,928)
Cy-Fair	TRS Active Care Primary +	63,000	322	3,864	59,136	(3,956)
Tomball	TRS Active Care Primary +	61,000	218	2,616	58,384	(4,708)
Deer Park	TRS Active Care Primary +	61,000	228	2,736	58,264	(4,828)
Klein	TRS Active Care Primary +	61,075	242	2,904	58,171	(4,921)
Spring	Blue Cross Blue Shield TX	60,500	230	2,760	57,740	(5,352)

Question and Comments



Consider Recruitment & Retention Incentive



It is recommended that the Board of Trustees of the Alief Independent School District consider approval of the Recruitment and Retention Incentive as presented.

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Independent School District
THE SMART CHOICE

Consider 2025-26 Compensation Plan



It is recommended that the Board of Trustees of the Alief Independent School District consider approval of the 2025-26 Compensation Plan as presented.