



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

WORKSHOP
Tuesday, April 1, 2025
5:30 PM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Workshop on Tuesday, April 1, 2025 at 5:30 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
5. Non-Consent Agenda
5.1. Consider the Approval of March 18th, 2025, Board Regular Meeting Minutes. 4
5.2. TIA Updates (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 13
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.
5.3. Staffing Update (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.
5.4. Budget and Legislative Update (Charles Woods, Deputy Superintendent of Business Services) 1 36

**Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the District.**

**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:

- 2
- 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, March 18, 2025

**Item #1**

**Call to**

**Order:**

Trustee Madam President Dr. Darlene Breaux called to order the meeting at 6:32 p.m. on Tuesday, March 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 Vice President Jennifer Key
3. Trustee Secretary Rick Moreno
4. Trustee Assistant Secretary Dr. Lily Truong
5. Trustee Janet Spurlock
6. Trustee Ann Williams

**Absent:** N/A

**By Zoom:**

1. Trustee Dr. Gregg Patrick entered at 6:53 p.m.

**Item #2**

**Pledge**

- Alief Elsie High School NJROTC

**Item #3**

**Invocation or Inspirational Remarks**

1. Trustee Dr. Lily Truong

**Item #4**  
**Board Recognitions**

1. Rees Elementary Honor Choir – Jennifer Wilkins
2. Alief Elsie NJROTC
3. Dee Jones – Business & Community Partner Recognitions
4. TAFE Sponsors
5. Education Foundation

**Item# 5**  
**Superintendent Report**

1. Social Workers
2. Maintenance Workers
3. Campus Staff Recognitions
4. Black History Month Poetry Slam Winners

- ❖ **Board Meeting recesses at 7:16 p.m.**  
❖ **Board Meeting reconvened at 7:29 p.m.**

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

**Present:**

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

**Absent:**

1. Trustee Dr. Gregg Patrick

**By Zoom:** N/A

**Item #6**  
**Public Comment on Posted Agenda Items**

1. None

**Item #7**  
**Donation Report**

Dee Jones, Business and Community Partner Coordinator



March 18, 2024  
Board Document (0C

- ❖ **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.**

Roll called by: Dr. Darlene Breaux, Alief ISD Board President, for any consent agenda items he or she would like to hold for discussion.

**Present:**

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

**Absent:**

1. Trustee Dr. Gregg Patrick

**By Zoom:** N/A

**Item #9**

**Consent Agenda**

9.1. Consider Approval of Minutes of March 4th, 2025 Regular Board Workshop.

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 Memorandum of Understanding Between Alief ISD and edwell, Inc. to Participate in and establish an Affiliation for the Purpose of Providing Sponsorship for Teacher Pathway Apprenticeships in Conjunction with the Department of Labor (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 Approval of Audit Engagement Letter (Charles Woods, Deputy Superintendent of Business Services)

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

9.8. Consider Approval of Resolution to Extend Depository Contract

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

9.9. Consider Approval of RFP #2442 - Disposable Paper and Plastics

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

9.10. Consider Approval of RFP#2448 - PE Equipment and Supplies

**Board Goal #3: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.**

9.11. Consider Approval of RFP#2502 - Vehicle Repair Service

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

9.12. Consider Approval of RFP#2503 - Kitchen Equipment and Supplies

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

9.13. Consider Approval of Personal Services Performed By The Superintendent, Including Speaking Engagements, Writing, Teaching and Other Consultation Activities In Accordance With Texas Education Code Section 11.201(e) (Dr. Anthony Mays, Alief ISD Superintendent and Erik Nichols, SNLL Alief ISD Attorney)  
**Board Goal: #4 Alief ISD will recruit, develop, and retain highly qualified and effective personnel.**

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

**Item # 10.**  
**Non Consent Agenda**

10.1. Bimonthly Construction and Bond Status Update (Vinson Lewis, Assistant Superintendent, Support Services)  
**Board Goal #5: Alief ISD will continue to build positive relationships with all stakeholders.**

❖ **Report Only**

10.2. Budget and Legislative Update (Charles Woods, Deputy Superintendent of Business Services)  
**Board Goal #5 Alief ISD will continue to build positive relationships with all stakeholders.**

❖ **Report Only**

10.3. Consider Approval of Strategic Plan Goal Language Adjustments (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.**

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

10.4. Academic Calendar Draft Update for 26-27 (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.**

**❖ 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
  - ✓ Thanks, Board, for attending the Texas Caucus Black School Board Members Summit Conference
  - ✓ Thanks, Attorney Lisa McBride from Thompson & Horton Law Firm, for all the legal advice at the Texas Caucus Black School Board Members
  
- 2. Trustee Dr. Lily Truong
  - ✓ Attended Ai Meeting
  - ✓ Attended Governance Camp
  - ✓ Attended the Texas Caucus Black School Board Members Summit
  
- 3. Trustee Rick Moreno
  - ✓ Attended Governance Camp
  - ✓ Attended Sylvester Turner’s Services
  - ✓ Attended the Houston Rodeo – courtesy of Judge Hidalgo's Office
  
- 4. Trustee Janet Spurlock
  - ✓ Attended Governance Camp
  - ✓ Attended Teacher of the Year Committee Meeting
  
- 5. Trustee Vice President Jennifer Key
  - ✓ Nothing to report
  
- 6. Trustee Dr. Breaux
  - ✓ Attended Governance Camp
  - ✓ Attended the Texas Caucus Black School Board Members Summit

**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)

12.3. Discussion of District wide Intruder Detection Audit Report Findings (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) (Tex. Gov't Code §§ 551.076, 551.089)

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

- ❖ **Closed Session started at 9:34 p.m.**
- ❖ **Open Session started at 10:00 p.m.**

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

**Present:**

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

**Absent:**

1. Trustee Dr. Gregg Patrick

**By Zoom:** N/A

**Item #13**

**Adjournment**

- ❖ President Dr. Darlene Breaux adjourned the meeting by unanimous consent at 10:01 p.m. on Tuesday, March 18<sup>th</sup>, 2025.

\_\_\_\_\_  
Dr. Darlene Breaux, President

\_\_\_\_\_  
Rick Moreno, Secretary

DATE APPROVED: \_\_\_\_\_

DATE SIGNED: \_\_\_\_\_

ALIEF INDEPENDENT SCHOOL DISTRICT  
BOARD DOCUMENT

MEETING DATE: APRIL 1, 2025

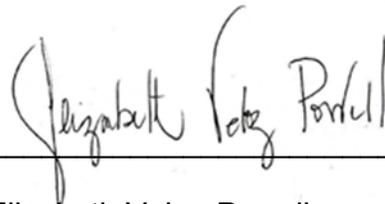
AGENDA ITEM: TIA Updates (Elizabeth Veloz-Powell)

Attached is the TIA Updates to demonstrate the key activities and focus areas for TIA for SY25-26 data capture year based on lessons learned from our SY24-25 data capture year.

Recommendation: Information item – no action required.



Dr. Anthony T. Mays  
Superintendent



Elizabeth Veloz-Powell  
Deputy Superintendent  
Human Resources and Professional  
Learning



# HR Staffing Update

April 1, 2025

# Agenda



- **Team Introduction**
- **Key Dates**
- **March 22nd Job Fair**
- **Staffing Process for 25-26**
- **Historical Vacancies**
- **Recruiting/ Marketing**
- **Associate Teacher Update**
- **Closing/Questions**



MEET OUR TEAM

# HUMAN RESOURCES, RISK MANAGEMENT, AND PROFESSIONAL LEARNING



## DR. ELIZABETH VELOZ- POWELL

Deputy Superintendent  
of Human Resources,  
Risk Management, and  
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



**STEFAN SAN MIGUEL**  
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

# Key Dates



Date	Event
March 03-05, 2025	Principals provided staffing allocations
March 04, 2025	Board of Trustees approved signing bonus Board of Trustees approved teacher retention supplement Board approved 3% raise for district staff
March 08, 2025	Campus based anticipated vacancy postings published
March 22, 2025	Alief ISD Job Fair #1
March – May 2025	Continued University Recruiting
May 29, 2025	Last Day of School
June 13, 2025	Transfer Deadline
June 17, 2025	Alief ISD Job Fair #2
June 27, 2025	Resignation Deadline
July 09, 2025	Alief ISD Job Fair #3
July 17, 2025	End of Signing Bonuses

# Staffing Process 25-26



- **March 3-5**
  - Staffing Meetings held with all campus principals
  - Principals received staffing allocations for all funding types
    - Local
    - Federal
    - Special Education
- Any staffing changes were noted and identified
- Flex Units were provided
  - Elementary/Intermediate - 1 unit over allocation
  - Middle/High - 2 units over allocation

# Job Fair Results



## Classroom Teaching Positions Offered: (Certified)

Certification Type	Elementary	Intermediate	Middle	High	Total
Core	16	3	5	1	25
Bilingual	9	3	0	0	12 <sup>19</sup>
Special Ed.	0	2	1	2	5
Elective	0	3	0	0	3
<b>Total</b>	<b>25</b>	<b>11</b>	<b>6</b>	<b>3</b>	<b>45</b>

Candidates Pre-registered – 213

Candidates Attended – 420

# Job Fair Results



<b>Associate Teachers</b>	<b>8</b>
Elementary	3
Intermediate	1
Middle School	3
High School	1

<b>Paraprofessionals</b>	<b>16</b>
Elementary	7
Intermediate	6
Middle School	2
High School	1

<b>Substitutes</b>	<b>45</b>
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INFORMATION AND SCREENING TO BECOME AN

*Associate Teacher*  
**\$50,000**

20

BACHELOR DEGREE REQUIRED

As an Associate Teacher, you will be on a pathway to becoming a certified teacher. Once you receive your teaching certification, you will be eligible to transfer to the teacher salary scale.

**CENTER FOR TALENT DEVELOPMENT**  
 14411 Westheimer Road, Houston, TX 77072

**MARCH 25, 27**  
**APRIL 1, 3, 8, 10, 15, 17, 22, 24, 29**  
**MAY 1, 6, 8, 13, 15, 20, 22**

Drop in on Tuesdays or Thursdays from 10a-1p or 4p-6p.  
 Bring an unofficial transcript, and ACP enrollment letter.

- REQUIREMENTS:**
- Bachelor's Degree
  - Access to an Official Transcript
  - Enrollment in an ACP Program upon signing an agreement with Alief ISD (ACP enrollment fees are at the responsibility of the associate teacher.)

# Vacancy Yearly Comparison



	BOY 23-24	BOY 24-25		March 23-24	March 24-25
Teachers	25	25	Teachers	29	33
Paras	51	43	Paras	47	42
Total All Positions	90	81	Total All Positions	90	85

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# Recruiting & Marketing

The HR team has worked closely with our Communications and Public Relations Team.

- The following slides are displays of recent recruiting materials and efforts.
- Utilized to bring attention to signing bonuses, opportunities, and Spring hiring event.



University Job Fairs

Social Media

Radio

Billboards

Postcards

Alief ISD Digest

Superintendent's Week Ahead

District Website

# ALIEF ISD CAREER FAIR

**MARCH 22, 2025**

**Alief Center for Talent Development**  
14411 Westheimer Rd,  
Houston, TX 77082  
10:00 a.m. - 1:00 p.m.

- ✓ Certified Teachers
- ✓ Associate Teachers
- ✓ Paraprofessionals
- ✓ Transportation
- ✓ Maintenance
- ✓ Custodial
- ✓ Police
- ✓ Nutrition

REGISTER NOW!




The 2025 Career Fair will be open to external candidates and internal candidates who meet transfer eligibility requirements.

# Job Fair Flyer

## Teacher focused flyer

- Shared:
  - District website
  - X
  - Facebook
  - LinkedIn
  - HAABSE social media page
  - University Career Fairs

**ENERGETIC CROWD!**



**Alief**  
Independent School District  
THE SMART CHOICE

**WE ARE  
HIRING**

**JOB FAIR: SATURDAY, MARCH 22, 2025**  
14411 WESTHEIMER ROAD 10AM - 1PM

**We Are Looking For**  
**CERTIFIED TEACHERS**

**\$64,100**  
Starting Teaching Salary

- ✓ Award-Winning Professional Learning
- ✓ Blue Ribbon Schools
- ✓ Excellent Compensation & Benefits
- ✓ 6-time Winner Houston Chronicle Top Workplace

**DON'T MISS OUT ON OUR SIGN-ON BONUSSES!\***

CERTIFIED TEACHERS HIRED FULL TIME FOR:

- BILINGUAL EDUCATION - \$5,000
- SPECIAL EDUCATION SELF CONTAINED PROGRAMS - \$5,000
- OTHER FULL-TIME TEACHING POSITIONS (PITEACHER AND PIOTHER) - \$4,000
- TIA DESIGNATED HIRED FOR FULL TIME TEACHING POSITIONS (PITEACHER AND PIOTHER) - \$8,000

**APPLY NOW AND START YOUR NEW CAREER WITH US!**

**For More Information:** [www.aliefisd.net/careers](http://www.aliefisd.net/careers)

\*Paid In 2 Installments - September 30, 2025 and September 30, 2026 paychecks.

# RE-Cruiting Postcard

**Alief**  
Independent School District  
THE SMART CHOICE

Ready to return?  
**Alief ISD**  
wants **YOU**  
back!

Join us in shaping the future!

(281) 498-8110 [www.aliefisd.net/careers](http://www.aliefisd.net/careers)

Don't miss out on  
our sign-on bonuses!\*

**Certified Teachers hired full-time for:**

- Bilingual Education - **\$5,000**
- Special Education self-contained programs - **\$5,000**
- Other full-time teaching positions (P1Teacher and P1Other) - **\$4,000**
- TIA Designated hired for full-time teaching positions (P1Teacher and P1Other) - **\$8,000**

**\$64,100**  
Starting Teaching Salary

Contact Us (281) 498-8110  
[www.aliefisd.net/careers](http://www.aliefisd.net/careers)

**Alief**  
Independent School District  
THE SMART CHOICE

\*Paid in 2 installments - September 30, 2025 and September 30, 2026 paychecks

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- Sending to 087 employees who have left the district within five (5) years
- Inviting them to rejoin the Alief ISD Team
- Projected to be mailed week of April 14th

# Will you be my TEACHER?



## NEW INCENTIVES FOR

✓ \$8,000 FOR FULL-TIME  
TIA DESIGNATED  
TEACHERS

✓ \$5,000 FOR FULL-TIME  
BILINGUAL EDUCATION  
POSITIONS

MORE INFO



281-498-8110



[www.aliefisd.net/careers](http://www.aliefisd.net/careers)



# Will you be my TEACHER?

## NEW INCENTIVE FOR 2025-2026 TEACHERS

25

✓ \$8,000 FOR FULL-TIME  
TIA DESIGNATED  
TEACHERS

✓ \$5,000 FOR FULL-TIME  
SPECIAL EDUCATION  
SELF-CONTAINED TEACHERS

✓ \$5,000 FOR FULL-TIME  
BILINGUAL EDUCATION  
POSITIONS

✓ \$4,000 FOR ALL OTHER  
FULL-TIME TEACHING  
POSITIONS

MORE INFO



281-498-8110



[www.aliefisd.net/careers](http://www.aliefisd.net/careers)

# Alief

Independent School District  
THE SMART CHOICE

# Marketing on Social Media




**Houston Area Alliance of Black School Educators (HAABSE)**
...  
 Sara Caldwell · Mar 13 · 🌐

Join Us at the Alief ISD Career Fair! Come out to meet our team and explore current certified & classified job opportunities.

Starting teacher salary = \$64,100 (plus sign on bonuses 💰 \$4,000 - \$8,000)

Career Fair:  
 Saturday - March 22, 2025  
 Center for Talent Development  
 14411 Westheimer Road  
 10:00am - 1:00pm

\*\*Details in attached flyers.




**Sara Caldwell, M.Ed.** · You
 ...  
 Administrator at Alief ISD  
 1w · Edited · 🌐

Join Us at the Alief ISD Career Fair! Come out to meet our team and explore current certified & classified job opportunities.

Starting teacher salary = \$64,100 (plus sign on bonuses 💰 \$4,000 - \$8,000)

Career Fair:  
 Saturday - March 22, 2025  
 Center for Talent Development  
 14411 Westheimer Road  
 10:00am - 1:00pm

\*\*Details in attached flyers.


  
 Like Comment Repost Send

 169 impressions View

# Marketing

- Billboards (Three Locations)
  - Highway 6/ Beechnut
  - I-59/ Gessner
  - I-10/ Wilcrest
- Radio
  - Three stations (104.1, 101.1, 93.7)
  - 100 spots leading to the March 22 hiring event
  - Signing Bonuses announced



HELP THEM GO  
**ANYWHERE**  
WITH ALIEF ISD

**ALIEF**  
Independent School District

[ALIEFISD.NET/PAGE/CAREERS](https://aliefisd.net/page/careers)

**ALL TEACHER SIGN-ON BONUSES FROM \$4K-8K!**



# Recruiting and Retention



Alief Independent School District

Comparison of Salary and Benefits Cost to Area Districts

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)

# Retention



**Alief**  
Independent School District

**2025-2026**  
**RETENTION INCENTIVE PAYMENT**  
**\$3,000 FOR RETURNING**  
**CERTIFIED TEACHERS**  
**WILL BE AWARDED IN SEPTEMBER**

**MORE INFO**  281-498-8110  [www.aliefisd.net/compensation](http://www.aliefisd.net/compensation)



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Independent School District  
THE SMART CHOICE

# Retention



Independent School District  
THE SMART CHOICE

**ALIEF ISD BOARD OF TRUSTEES APPROVES**  
**2025-2026 SALARY INCREASE**  
**3% OF EACH EMPLOYEE'S PAY GRADE**  
**MIDPOINT**



**MORE INFO**

 281-498-8110

 [www.aliefisd.net/compensation](http://www.aliefisd.net/compensation)



Independent School District  
THE SMART CHOICE

# Historical Retention Efforts



Year	% Raise on Midpoint for all employees	Additional Supplement
2021-2022	4.0%	
2022-2023	.75% (teachers only)	\$2,000 + \$500
2023-2024	3.0%	\$500-\$3,500 + \$1,000
2024-2025	3.0% given as a one-time supplement	\$2000 + \$1000 <sup>31</sup>
2025-2026	3.0%	

# AT Updates



- **Pay changes- effective 25-26 SY**
  - \$45,000 – degreed & not in a program
  - \$50,000 degreed and enrolled in a program (OLD)
    - NOW – \$51,500 with 3% raise for 25-26 SY
  - \$500 stipend for completion of modules
- **Digital agreements**
  - Year 1-3 will be online in PowerSchool
- **Associate Teacher Extensions**
  - Survey Due March 25
    - Year 1s and 2s only
    - Year 3s have to become fully certified or have secured a SOE

# Associate Teacher (AT) Update



<b>Year One</b>	<b>291</b>
Transfer to Teacher	32
Resigned	43
Total as of now	216

<b>Year Two</b>	<b>272</b>
Transfer to Teacher	23
Resigned	50
Total as of now	200

<b>Year Three</b>	<b>76</b>
Transfer to Teacher	19
Resigned	13
Total as of now	44

# AT Screening



All AT Candidates must go through the screener process before being hired and offered position. Candidates offered a job and not meeting requirements will be rescinded by HR.



**During the Screening process the following occurs:**

- Verification of GPA must be 2.5 or higher
- Verification of program enrollment and status
- Review of coursework to determine/ consider if their pathway is feasible
  - For Example:
    - Secondary- Secondary - PACT is required if there are not enough hours in degree (24 hours, 12 in junior/senior level)
    - A business degreed individual wanting to teach SS or English will be required to take the English PACT or SS PACT exam before entering a program. A PACT exam is a content exam with no pedagogy questions.



# Questions?



ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: April 1, 2025

AGENDA ITEM: Budget Update

The Finance Department will present 2025-26 budget information as well as Legislative Updates.

Recommendation: Report item – no action required.



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Dr. Anthony Mays  
Superintendent



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Charles Woods  
Deputy Superintendent/Business Services



# Budget and Legislative Update

Dr. Emily Littlefield, CFO/Business Services  
Charles Woods, Deputy Superintendent



# Agenda

## Texas School Funding

- Impact of H.B. 2
- Regular Program Allotment
- Compensatory Education

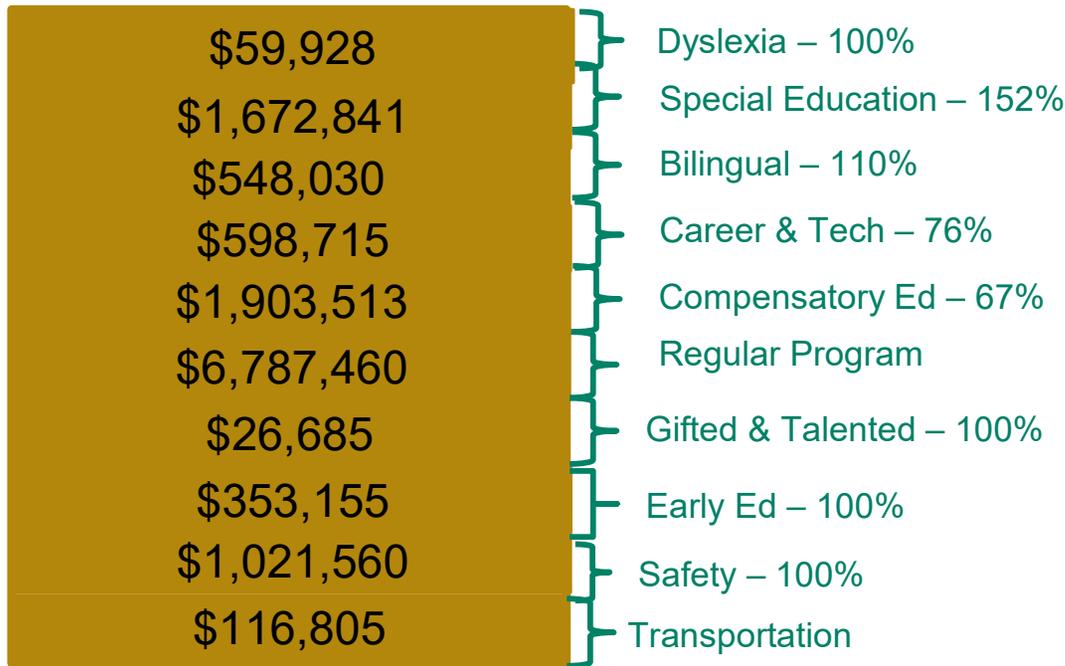
## Legislative Update



# H.B. 2 – Discretionary Funding

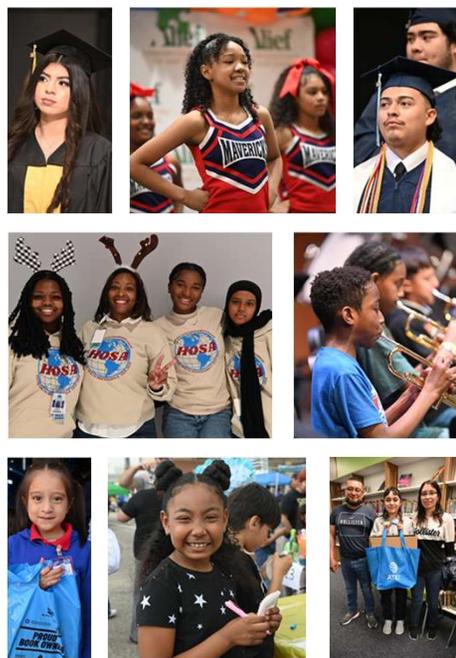
\$6,380 Basic Allotment

\$13,088,693



In theory, based on required spending District could have approximately \$5M in discretionary additional dollars.

Special Education (55%)	\$753K <sup>39</sup>
Bilingual (55%)	\$246K
CTE (55%)	\$269K
SCE (55%)	\$857K
Regular Program	\$6.8M
Required teacher increase	(\$3.9M)



# Texas School Funding

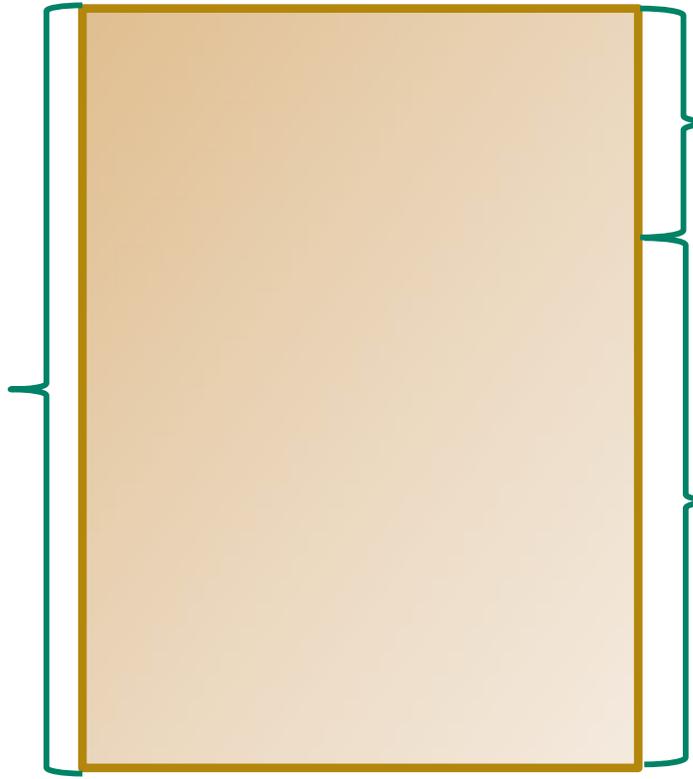
## Tier I Funding

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# Tier I “Filling the Bucket”

Basic Allotment  
\$6,160  
Per ADA

\$345,736,059



Local Share  
\$131.5 M

State Share  
\$214.2 M



41





# Texas School Funding

## Regular Program Allotment



42

# Regular Program Allotment

Regular Program Allotment = Basic Allotment x Regular Education Average Daily Attendance

Total Alief Regular Program Allotment - \$196,325,021



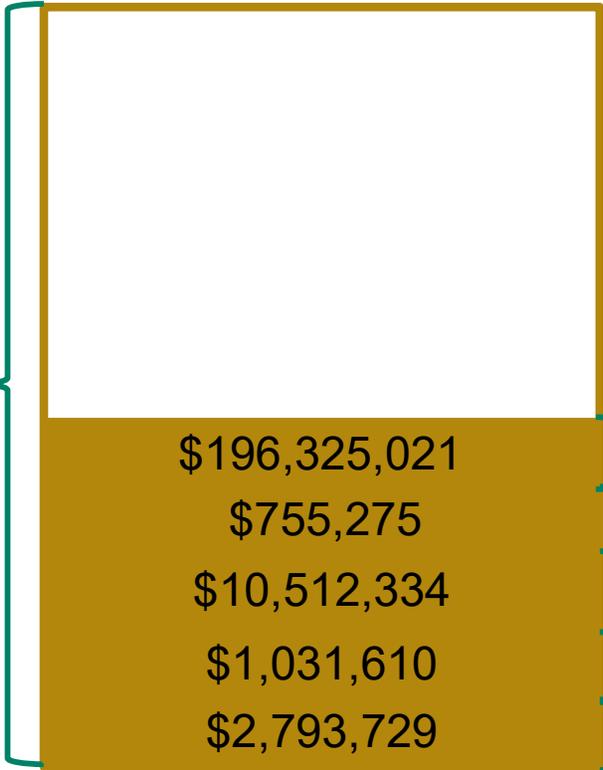
# Regular Program Allotment

Total Regular Program Cost:	\$146,170,924
State Regular Program Allotment:	196,325,021
Net Available for Other Costs:	<b>\$50,154,097</b>



# Regular Program Allotment

\$345,736,059



- Regular Program
- Gifted & Talented
- Early Education
- Safety
- Transportation



# Texas School Funding

## State Compensatory Education



# State Compensatory Education

State Compensatory Education (SCE) is defined in law as programs and services designed to supplement the regular education program for students identified as being at risk of dropping out of school. The goal of SCE programs is to reduce any disparity in performance on assessments or rates of high school completion between students at risk of dropping out of school and all other district students.



# State Compensatory Education

SCE allotment is based on the number of educationally disadvantaged students in a district. The number of educationally disadvantaged students is determined using census block group data to assign individual students to five tiers with funding weights ranging from 0.225 to 0.275 in equal increments.

$$\text{SCE Allotment} = \text{Basic Allotment} \times \text{Tier multiplier} \times \text{SCE enrollment in Tier}$$



# State Compensatory Education

- 15 Criteria to identify students at risk of dropping out of school and have taken an EOC assessment and not performed satisfactorily
- Expenditures must be for costs supplemental to the regular education program
- Tier multipliers based on students' census block (determined by the Commissioner)
- Free & Reduced eligibility results in automatic SCE identification
- Required direct spend – 55% of allotment



# State Compensatory Education

- Tier I - .225 1,535 students
- Tier II - .2375 2,999 students
- Tier III - .25 5,241 students
- Tier IV - .2625 9,982 students
- Tier V - .275 14,701 students

Total SCE Students – 34,458 (87.3%)

# State Compensatory Education

SCE Allotment: \$55,708,061

Required Spend (55%): \$30,639,434

# State Compensatory Education

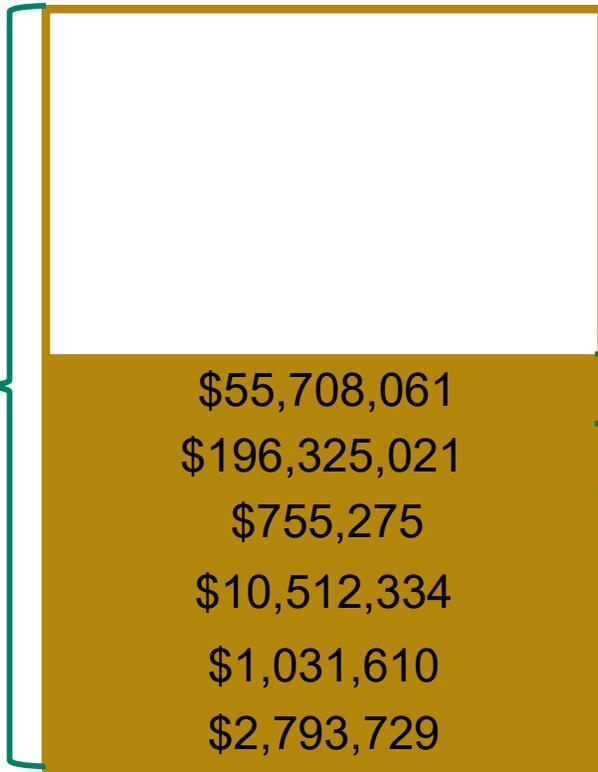
Total SCE Cost:	\$22,084,635
SCE Allotment:	55,708,061
Net available for other costs:	<b>\$33,623,426</b>

Compliance requirement met in 2023-24 from ESSER expenditures.

Total expenditures for SCE including ESSER \$35,799,675.

# State Compensatory Education

\$345,736,059



- SCE
- Regular Program
- Gifted & Talented
- Early Education
- Safety
- Transportation





# Legislative Updates

# Question and Comments

