



**Regular Meeting Agenda  
Thursday, May 5, 2022  
LEO Conference Center  
300 S. West Dr.  
Leander, TX 78641  
6:15 PM**

During meetings of the Board of Trustees, we want to give our public access while providing a safe and secure environment. If you're planning to attend the meeting, please review the meeting protocols designed to help manage health, safety, decorum and citizen comments. The Board meeting protocols are available at <https://bit.ly/3DHAR4v>.

**Note, the district has instituted a clear bag policy for members of the public at all Board meetings (see the link above for details).**

Doors will open to the public at 5:30 PM.

Members of the public may access this meeting via live stream at <https://youtu.be/FbMiyT8Slu4>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in-person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up online at <https://bit.ly/3My9aiY>, between noon the day prior to the meeting and noon the day of the meeting. Citizens who need special accommodations or assistance with sign-up should contact the office of the Superintendent (512-570-0000) during regular business hours.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on April 29, 2022, at 5:45 PM.

---

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.

- 1. CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. OPENING CEREMONY**
  - A. Pledge of Allegiance
  - B. Moment of Silence
- 3. RECOGNITION**
  - A. Spotlight on Learning: Reagan Elementary School
- 4. COMMUNICATIONS / ANNOUNCEMENTS**
  - A. Superintendent Remarks
  - B. Board Member Remarks
    1. Update: Board Committees 3
- 5. CITIZEN COMMENTS** *(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
- 6. PUBLIC HEARING**
  - A. Public Hearing to Consider Annexation Request 4
- 7. CONSENT AGENDA**
  - A. Consider Approval of Remote Homebound Waiver for students served in Special Education/Section 504 27
- 8. SUPERINTENDENT'S REPORT 28**
  - A. Enrollment and Attendance Update 1

B. Vision/Learning	
<b>9. DISCUSSION / ACTION ITEMS</b>	
A. STUDENT EXPERIENCE	
1. Discussion: BrightBytes Survey Results	45
B. GOVERNANCE	
1. Discussion: Board Agenda Planning Calendar Development	59
C. OPERATIONS	
1. Consider Approval to Call a Public Meeting for the Purpose of Adopting the 2022-2023 Budget and Discussion of the Proposed 2022 Tax Rate	69
2. Discussion: 2022 Certified Estimated Property Values and Return to Recapture	71
3. Consider Approval of Amended 2022-2023 Budget Assumptions and Parameters	84
4. Discussion: 2022-2023 Total Compensation Plan	101
<b>10. CLOSED SESSION</b>	
A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter	
B. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers	
C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed	
D. Texas Government Code 551.074: personnel - evaluation of Chief Audit Executive	
E. Texas Government Code 551.074: personnel - consideration of Term, Probationary, NonChapter 21 employment contract renewals for administrators, teachers, and other professional educators	
F. Texas Government Code 551.076: deliberation regarding internal security audit and discussion with Chief Audit Executive	
<b>11. ACTION PURSUANT TO CLOSED SESSION</b>	
A. Consider Approval of Teacher and Administrator Contracts	
<b>12. BOARD MEETING DEBRIEF</b>	
<b>13. ADJOURNMENT</b>	

---

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LLEGAL)]

**Board Member Representation on District Administrative Committees  
2021-2022**

- Board Operating Procedures Review Committee
  - Board Representatives: Trish Bode & Anna Smith
- Legislative Priorities Committee
  - Board Representatives: Trish Bode, Elexis Grimes & Anna Smith
- Policy Review Committee
  - Board Representatives: Sade Fashokun, Aaron Johnson & Gloria Gonzales-Dholakia
- Community Based Accountability System Committee:
  - Administrator Responsible: Sarah Martinez
  - Board Representatives: Aaron Johnson, Christine Mauer & Anna Smith
- Community Curriculum Advisory Committee (CCAC)
  - Administrator Responsible: Jennifer Collins
  - Board Representatives: Gloria Gonzales-Dholakia & Elexis Grimes
- Diversity, Equity and Inclusion Advisory Committee:
  - Administrator Responsible: Dewayne Street
  - Board Representatives: Sade Fashokun, Gloria Gonzales-Dholakia & Christine Mauer
- School Health Advisory Committee (SHAC)
  - Administrator Responsible: Brandon Evans
  - Board Representatives: Aaron Johnson
- School Safety and Security Committee
  - Administrator Responsible: John Graham
  - Board Representatives: Board President Trish Bode & Elexis Grimes
- Long Range Planning Committee
  - Board Representatives: Aaron Johnson, Elexis Grimes, & Anna Smith
- Strategic Planning Steering Committee (approximately a 6-month commitment)
  - Administrator Responsible: Sarah Grissom & Sarah Martinez
  - Board Representatives: Aaron Johnson & Anna Smith

\*\*\*\*\*

Non-LISD committees/boards on which LISD Board members represent the District:

- City of Austin Regional Affordability Committee: Anna Smith
- City of Cedar Park Key 6: LISD Board President
- City of Leander Key 6: LISD Board President
- LEEF Board Ex-Officio Director: Anna Smith

Although not a committee, the Board's liaison to the Chief Audit Executive is Sade Fashokun and Anna Smith.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

**Agenda Item:** Public Hearing to Consider Annexation Request  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Action Requested (future meeting):** Thursday, May 19, 2022  
**Administrator Responsible:** Laurelyn Arterbury  
**Attachments:** Metes and Bounds of Petitioned Area Atch  
Public Hearing to Consider Annexation Request Pres (*to be loaded to Board Book prior to the meeting*)

---

## **Background Information:**

Residents of Larkspur have petitioned to detach from Liberty Hill ISD and annex into Leander ISD. In accordance with the detachment and annexation process outlined in Texas Education Code (TEC) §13.051, Leander ISD Administration was required to verify petition signatures against the voter registration list and have confirmed that 90% of registered voters signed in favor of annexation into Leander ISD. On April 25th, Leander ISD published a Notice of Public Hearing in the Austin American Statesman which provided the date and time of the public hearing, as well as a link for citizens to sign up if they would like to make public comments. This public notice satisfies the 10-day prior notice requirement also required in TEC §13.003(e).

Tonight, Administration will present the information that will allow the Board of Trustees to consider this annexation request in accordance with TEC §13.051(h) which states: “at the hearing, each board of trustees shall consider the educational interests of the current students residing or future students expected to reside in the affected territory and in the affected districts and the social, economic and educational effects of the proposed boundary change”.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



LARKSPUR COMMUNITY DEVELOPMENT, INC.  
LHISD TO LISD ANNEXATION BOUNDARY  
201.30 ACRES

DESCRIPTION OF 201.30 ACRES OF LAND SITUATED IN WILLIAMSON COUNTY, TEXAS, OUT OF THE HENRY GARMES SURVEY, ABSTRACT NO. 269, BEING PORTIONS OF THAT CERTAIN 327.79 ACRE TRACT AND THAT CERTAIN 230.70 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO LARKSPUR COMMUNITY DEVELOPMENT, INC. IN DOCUMENT NO. 2016088036, THAT CERTAIN 7.113 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO LARKSPUR COMMUNITY DEVELOPMENT, INC. IN DOCUMENT NO. 2017023324, ALL OF THAT CERTAIN 10.00 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO LARKSPUR COMMUNITY DEVELOPMENT, INC. IN DOCUMENT NO. 2018078678, ALL OF THAT CERTAIN 9.80 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO VPR SPRINGS LLC IN DOCUMENT NO. 2021148004, ALL OF THAT CERTAIN 2.448 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO THE CITY OF LEANDER, TEXAS IN DOCUMENT NO. 2015083906, ALL RECORDED IN THE OFFICIAL PUBLIC RECORDS OF WILLIAMSON COUNTY, TEXAS, AND ALSO BEING A PORTION OF COUNTY ROAD 266 (R.O.W. VARIES), AND CONTAINED WITHIN SAID 201.30 ACRE TRACT, ARE PORTIONS OF CAUGHFIELD PHASE 8, A SUBDIVISION OF RECORD IN DOCUMENT NO. 2019064445, CAUGHFIELD PHASE 10, A SUBDIVISION OF RECORD IN DOCUMENT NO. 2020111431, CAUGHFIELD PHASE 11, A SUBDIVISION OF RECORD IN DOCUMENT NO. 2021038231, ALL OF CAUGHFIELD PHASE 12, A SUBDIVISION OF RECORD IN DOCUMENT NO. 2021146386, ALL OF CAUGHFIELD PHASE 13, A SUBDIVISION OF RECORD IN DOCUMENT NO. 2021147941, ALL RECORDED IN THE OFFICIAL PUBLIC RECORDS OF WILLIAMSON COUNTY, TEXAS; SAID 201.30 ACRE TRACT BEING MORE PARTICULARLY DESCRIBED BY METES AND BOUNDS AS FOLLOWS:

**BEGINNING** at a 1/2" iron rod found (Grid North: 10200306.98; Grid East: 3081065.36 ) in the westerly line of County Road 267 (R.O.W. varies), at the southeasterly corner of that certain 5.865 Acre Tract of land (Tract 1), described in a deed of record to Phillip R. King, Et Ux in Document No. 2015004940, Official Public Records of Williamson County, Texas, being the most easterly corner of said 327.79 Acre Tract, for the most northerly or northeast corner of said Caughfield Phase 13 and the herein described tract;

**THENCE** with the westerly line of said County Road 267, and the easterly lines of said 327.79 Acre Tract, said 9.80 Acre Tract and said 10.00 Acre Tract, same being in part the easterly lines of said Caughfield Phase 13 and said Caughfield Phase 12, the following ten (10) courses:

1. S16°04'02"W, a distance of 826.71 feet to a 60D Nail found in a Cedar Tree;
2. S17°35'01"W, a distance of 373.22 feet to an iron rod with "CS LTD" Cap found;
3. S17°39'25"W, a distance of 516.83 feet to an iron rod with "CS LTD" Cap found;
4. S17°44'40"W, a distance of 365.35 feet to an iron rod with "G&R" Cap set;
5. S16°34'42"W, a distance of 191.70 feet to an iron rod with "CS Ltd" Cap found;
6. S14°34'03"W, a distance of 170.22 feet to a 1/2" iron rod found at the northeasterly corner of said 9.80 Acre Tract;
7. S20°41'54"W, a distance of 164.94 feet to a 3/8" iron rod found;
8. S25°36'40"W, a distance of 513.17 feet to a calculated point;

1805 Ouida Dr., Austin, Texas 78728 • Firm # 10032000  
Phone (512)267-7430 • Fax (512)836-8385



9. S17°47'54"W, a distance of 319.10 feet to a calculated point at the southeasterly corner of said 9.80 Acre Tract and the northeasterly corner of said 10.00 Acre Tract;
10. S17°25'21"W, a distance of 334.39 feet to a 60d nail found in fence post at the intersection of the westerly line said County Road 267 and the northerly line of County Road 266 (R.O.W. varies), at the southeasterly corner of said 10.00 Acre Tract;

**THENCE** S17°25'21"W, over and across said County Road 266, a distance of 284.44 feet to a calculated point in the southerly line of said County Road 266, being the northerly line of South San Gabriel Ranches, a subdivision of record in Cabinet B, Slides 86-87, Plat Records of Williamson County, Texas, same being the approximate centerline of the South San Gabriel River, for the southeasterly corner of the herein described Tract;

**THENCE** N75°09'10"W, with the southerly line of said County Road 266, the northerly line of said South San Gabriel Ranches, and the approximate centerline of the South San Gabriel River, a distance of 1010.98 feet to a calculated point at the southwesterly terminus of said County Road 266, being the southeasterly corner of said 230.70 Acre Tract;

**THENCE** with the southerly line of said 230.70 Acre Tract, same being in part the northerly lines of said South San Gabriel Ranches, High Gabriel East Section 1, a subdivision of record in Cabinet B, Slides 254-255 and High Gabriel East Section 2, a subdivision of record in Cabinet B, Slides 296-298, both recorded in the Plat Records of Williamson County, Texas, and the approximate centerline of the South San Gabriel River, the following seven (7) courses:

1. N61°16'00"W, a distance of 210.89 feet to a calculated point;
2. N60°44'49"W, a distance of 184.01 feet to a calculated point;
3. N58°59'29"W, a distance of 53.18 feet to a calculated point;
4. N58°59'29"W, a distance of 1087.58 feet to a calculated point;
5. N53°23'04"W, a distance of 520.13 feet to a calculated point;
6. N60°21'43"W, a distance of 991.15 feet to a calculated point;
7. N73°06'31"W, a distance of 169.18 feet to a calculated point, for the southwesterly corner of said 230.70 Acre Tract and the herein described Tract;

**THENCE** N24°58'23"W, with the westerly line of said 230.70 Acre Tract, a distance of 15.16 feet to a calculated point, for the most westerly or northwest corner of the herein described tract;

**THENCE** with the northerly line hereof, over and across said 230.70 Acre Tract, said 7.113 Acre tract and said 327.79 Acre Tract, traversing said Caughfield Phase 8, said Caughfield Phase 10 and said Caughfield Phase 11, the following six (6) courses:

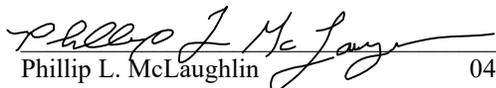
1. N87°41'44"E, a distance of 316.89 feet to a calculated point;
2. N65°45'40"E, a distance of 749.46 feet to a calculated point;
3. N61°25'56"E, a distance of 131.10 feet to a calculated point;

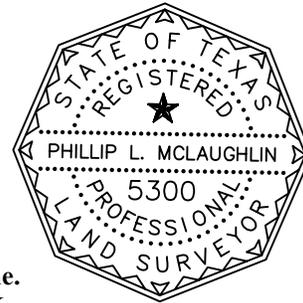


4. N68°08'10"E, a distance of 885.60 feet to a calculated point;
5. N66°46'27"E, a distance of 744.13 feet to a calculated point;
6. N68°24'54"E, a distance of 1250.49 feet to a 1/2" iron rod found at the most southerly corner of that certain 5.00 acre tract (Tract1) described in a deed of record to Victor E. Landig, Jr., Et Ux in Document No. 2006029147, Official Public Records of Williamson County, Texas, same being the northwesterly corner of said Caughfield Phase 13 and an angle point in the easterly line of said 327.79 Acre Tract;

**THENCE** with the northerly line said Caughfield Phase 13, and the easterly line of said 327.79 Acre Tract, same being in part the southerly lines of said 5.00 Acre Tract and said 5.865 Acre Tract, the following two (2) courses:

1. N68°35'15"E, passing the common southerly corner of said 5.00 Acre Tract and said 5.865 Acre Tract, and continuing for a distance of 701.85 feet to a 1/2" iron rod found;
2. N68°41'31"E, a distance of 623.30 feet to the **POINT OF BEGINNING**, having an area of 201.30 acres of land, more or less.

  
Phillip L. McLaughlin 04-08-22  
Registered Professional Land Surveyor  
State of Texas No. 5300



**Bearings are based on the Texas Coordinate System, NAD 83, Central Zone.**  
G&R Surveying Project No. 22185 Attachments: 22185\_GR-LISD BND-EX

THIS DOCUMENT WAS PREPARED UNDER 22 TAC 663.21, DOES NOT REFLECT THE RESULTS OF AN ON THE GROUND SURVEY, AND IS NOT TO BE USED TO CONVEY OR ESTABLISH INTERESTS IN REAL PROPERTY EXCEPT THOSE RIGHTS AND INTERESTS IMPLIED OR ESTABLISHED BY THE CREATION OR RECONFIGURATION OF THE BOUNDARY OF THE POLITICAL SUBDIVISION FOR WHICH IT WAS PREPARED.

**LEGEND**

- 1/2" IRON ROD FOUND (UNLESS NOTED)
- INSIGNIA ● IRON ROD WITH CAP FOUND (INSIGNIA NOTED)
- ▲ 60d NAIL FOUND
- CALCULATED POINT

AMENDED PLAT OF  
CAUGHFIELD PHASE 7B  
(DOC. 2019064195)

WILLIAM H. MONROE SURVEY  
ABSTRACT NO. 453

CAUGHFIELD PHASE 6  
(DOC. 2020007644)

REMNANT OF 327.79 AC.  
LARKSPUR COMMUNITY  
DEVELOPMENT, INC  
(DOC. 2016088036)

REMNANT OF 7.113 AC.  
LARKSPUR COMMUNITY  
DEVELOPMENT, INC  
(DOC. 2017023324)

230.70 AC.  
COMMUNITY  
ENT, INC  
6088036)

CAUGHFIELD PHASE 11  
(DOC. 2021038231)

CAUGHFIELD PHASE 13  
(DOC. 2021147941)

CAUGHFIELD PHASE 12  
(DOC. 2021146386)

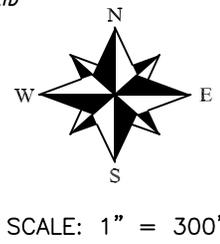
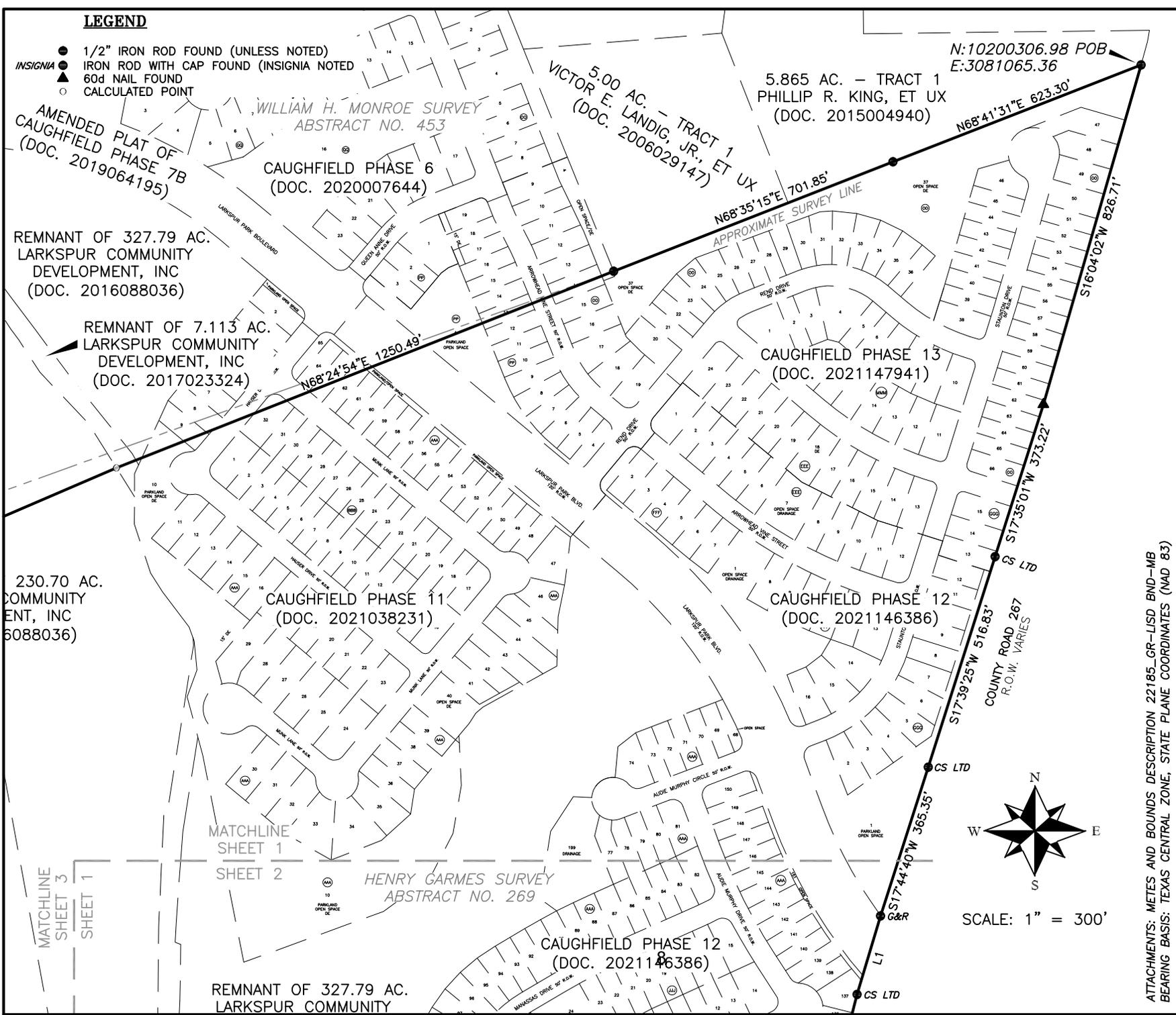
CAUGHFIELD PHASE 12  
(DOC. 2021146386)

REMNANT OF 327.79 AC.  
LARKSPUR COMMUNITY

5.00 AC. — TRACT 1  
VICTOR E. LANDIG, JR., ET UX  
(DOC. 2006029147)

5.865 AC. — TRACT 1  
PHILLIP R. KING, ET UX  
(DOC. 2015004940)

N:10200306.98 POB  
E:3081065.36



**G&R**  
SURVEYING, LLC  
1805 OUIDA DR.  
AUSTIN, TEXAS 78728  
PHONE: (512) 267-7430  
FAX: (512) 836-8385  
FORM NO. 10032000

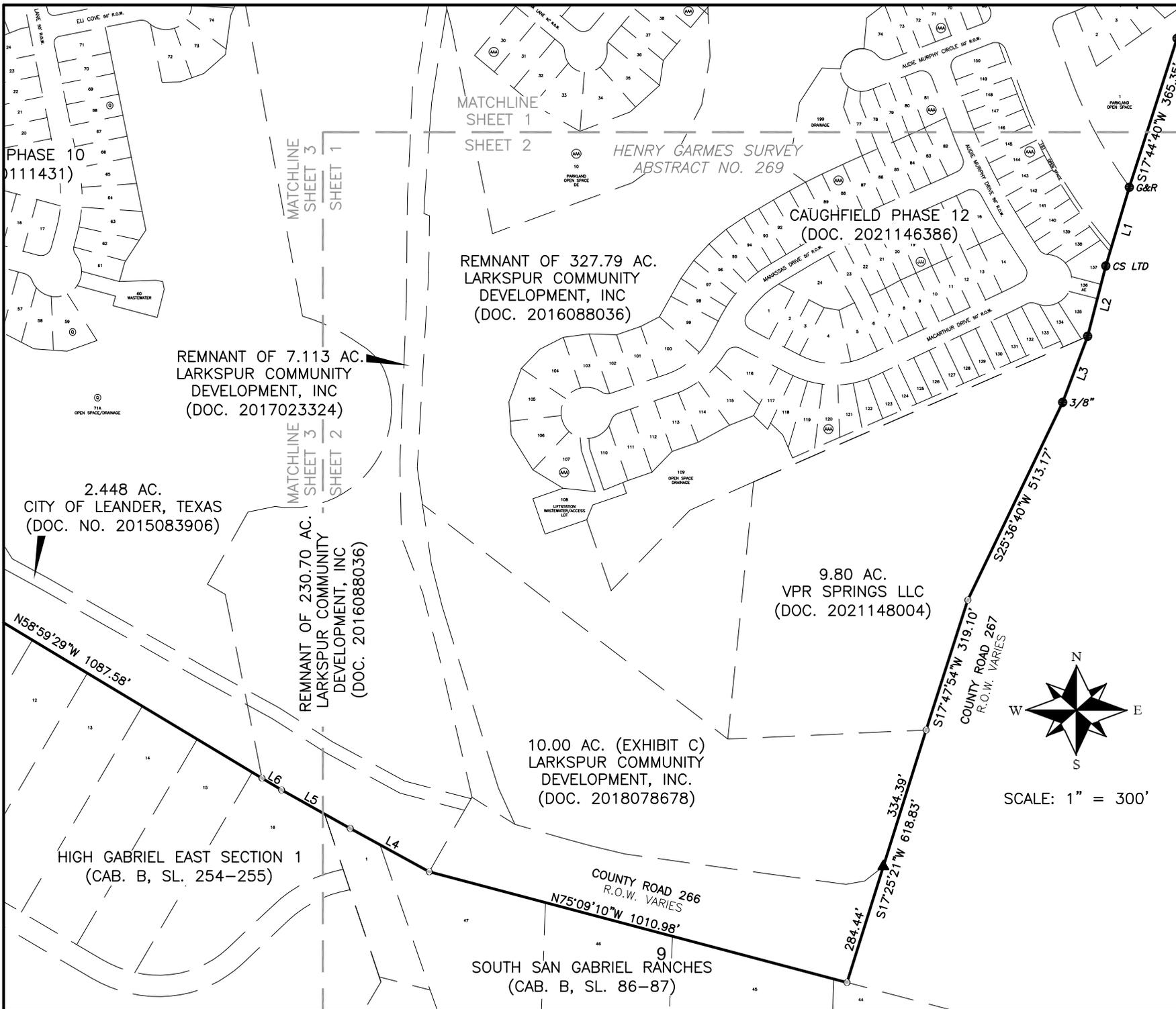
201.30 ACRES  
LHSD TO LHSD  
ANNEXATION BOUNDARY

PLOTTING SCALE: 1" = 300'
DRAWN BY: PMC
REVIEWED BY: TJC/DRS
PROJECT NO: 22185
FILE: L:\22185_GR LHSD-EX
DATE: APRIL 8, 2022

EXHIBIT

SHEET	1	3
-------	---	---

ATTACHMENTS: METES AND BOUNDS DESCRIPTION 22185\_GR-LHSD\_BND-MB  
BEARING BASIS: TEXAS CENTRAL ZONE, STATE PLANE COORDINATES (NAD 83)



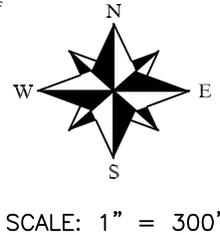
**G&R**  
SURVEYING, LLC  
1805 OUIDA DR.  
AUSTIN, TEXAS 78728  
PHONE: (512) 267-7430  
FAX: (512) 836-8385  
FIRM NO. 10032000

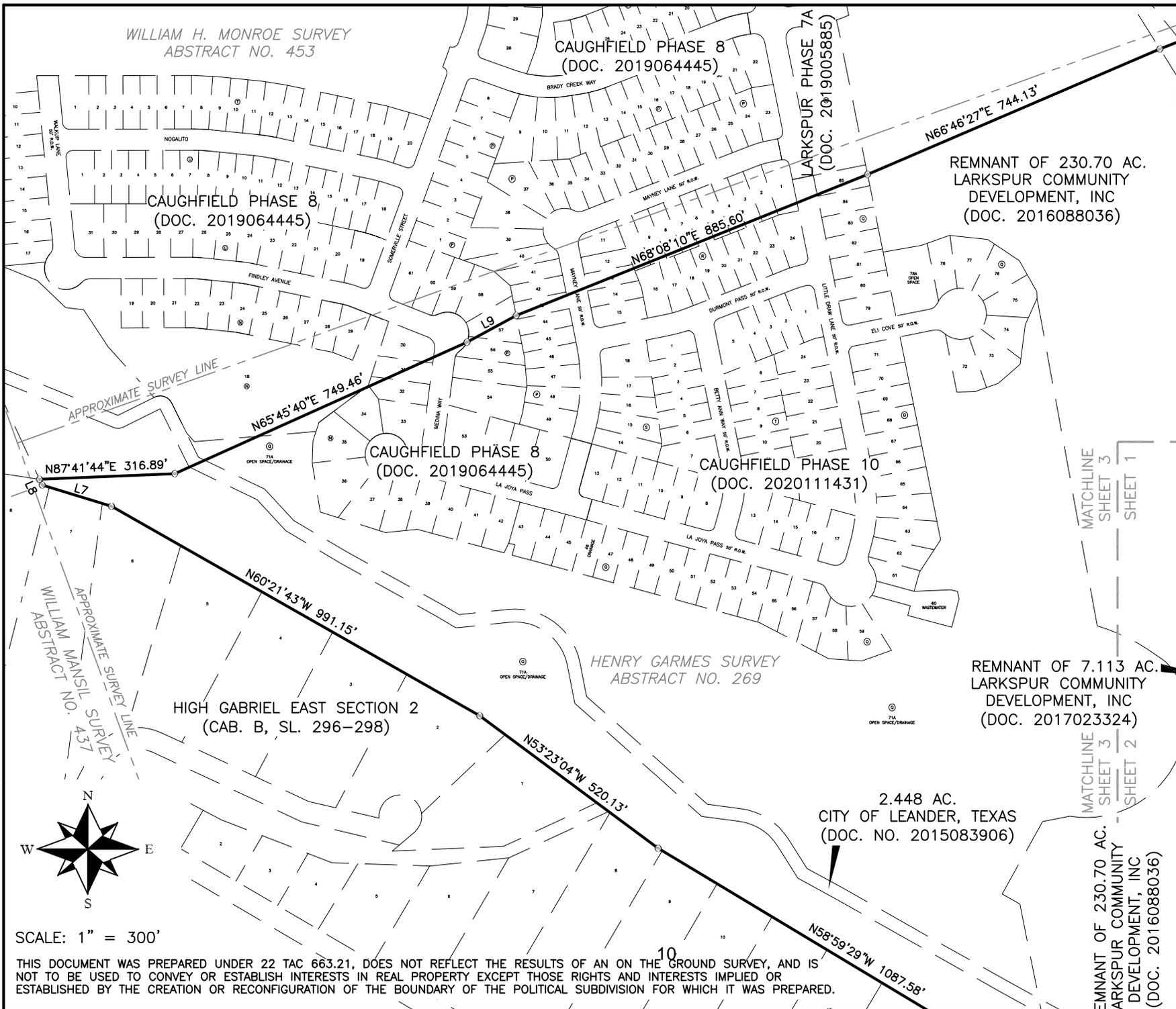
201.30 ACRES  
LHSD TO LUSD  
ANNEXATION BOUNDARY

PLOTTING SCALE: 1" = 300'
DRAWN BY: PMC
REVIEWED BY: TJC/DRS
PROJECT NO: 22185
FILE: L\22185_GR LHSD-EX
DATE: APRIL 8, 2022

EXHIBIT

SHEET	2	3
-------	---	---






**G&B**  
 SURVEYING, LLC  
 1805 OUIDA DR.  
 AUSTIN, TEXAS 78728  
 PHONE: (512) 267-7430  
 FAX: (512) 836-8385  
 FIRM NO. 10032000

201.30 ACRES  
 LHISD TO LHSD  
 ANNEXATION BOUNDARY

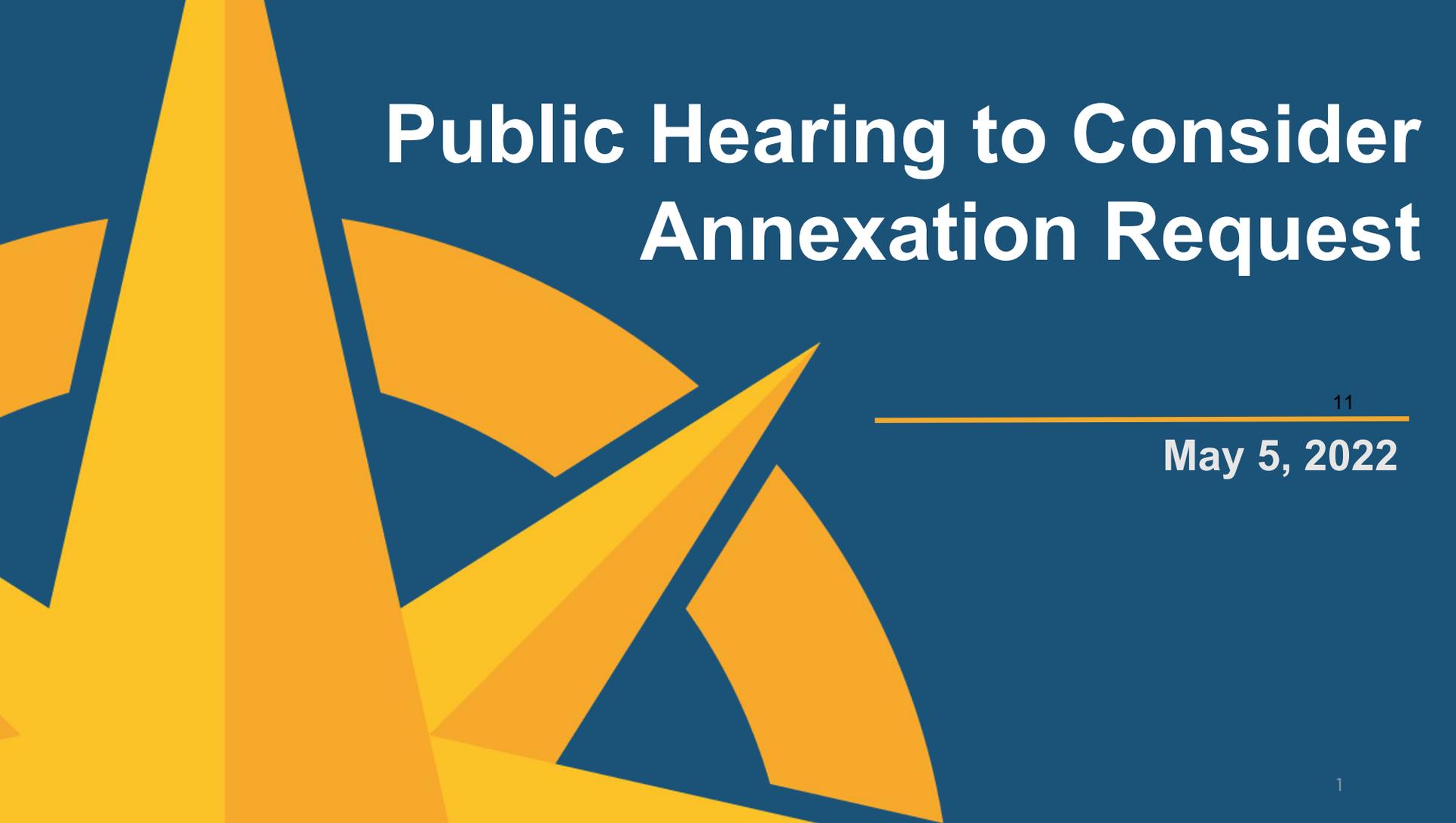
PLOTTING SCALE: 1" = 300'
DRAWN BY: PMC
REVIEWED BY: TJC/DRS
PROJECT NO: 22185
FILE: L:\22185_GR LHSD-EX
DATE: APRIL 8, 2022

EXHIBIT

SHEET	3
	3

SCALE: 1" = 300'

THIS DOCUMENT WAS PREPARED UNDER 22 TAC 663.21, DOES NOT REFLECT THE RESULTS OF AN ON THE GROUND SURVEY, AND IS NOT TO BE USED TO CONVEY OR ESTABLISH INTERESTS IN REAL PROPERTY EXCEPT THOSE RIGHTS AND INTERESTS IMPLIED OR ESTABLISHED BY THE CREATION OR RECONFIGURATION OF THE BOUNDARY OF THE POLITICAL SUBDIVISION FOR WHICH IT WAS PREPARED.



# Public Hearing to Consider Annexation Request

11

---

May 5, 2022

# Purpose

---

The purpose of this presentation is to provide the information needed for the Board of Trustees to consider the petition for annexation received from residents of the Larkspur subdivision, and to conduct a public hearing on the annexation request.

# Requirements

---

## Per Texas Education Code §13.051. Detachment and Annexation of Territory

- Petition requesting detachment and annexation must be presented to the board of trustees of the district from which the territory is to be detached and to the board of trustees of the district to which the territory is to be annexed
- Each board must conduct a hearing and adopt a resolution
- The petition must be signed by a majority of the registered voters residing in the territory to be detached and annexed, if the territory has residents & give the metes and bounds of the territory to be detached and annexed
- The proposed annexation must be approved by the board of trustees of each affected district, which is subject to an appeal

13

# Requirements Continued

---

## Per Texas Education Code §13.051. Detachment and Annexation of Territory

- Each district must publish a notice of the contemplated change and hold hearings on separate dates
- At the hearing, each board of trustees shall consider the educational interests of the current students residing or future students expected to reside in the affected territory and in the affected districts and the social, economic and educational effects of the proposed boundary change
- After the hearing, each board of trustees shall adopt a resolution approving or disapproving the petition
- If both boards approve the petition, the commissioners court shall enter an order redefining the boundaries
- If both boards of trustees disapprove the petition, the decisions may not be appealed
- If the board of only one affected district disapproves the petition, an aggrieved party may appeal the board's decision to the TEA commissioner

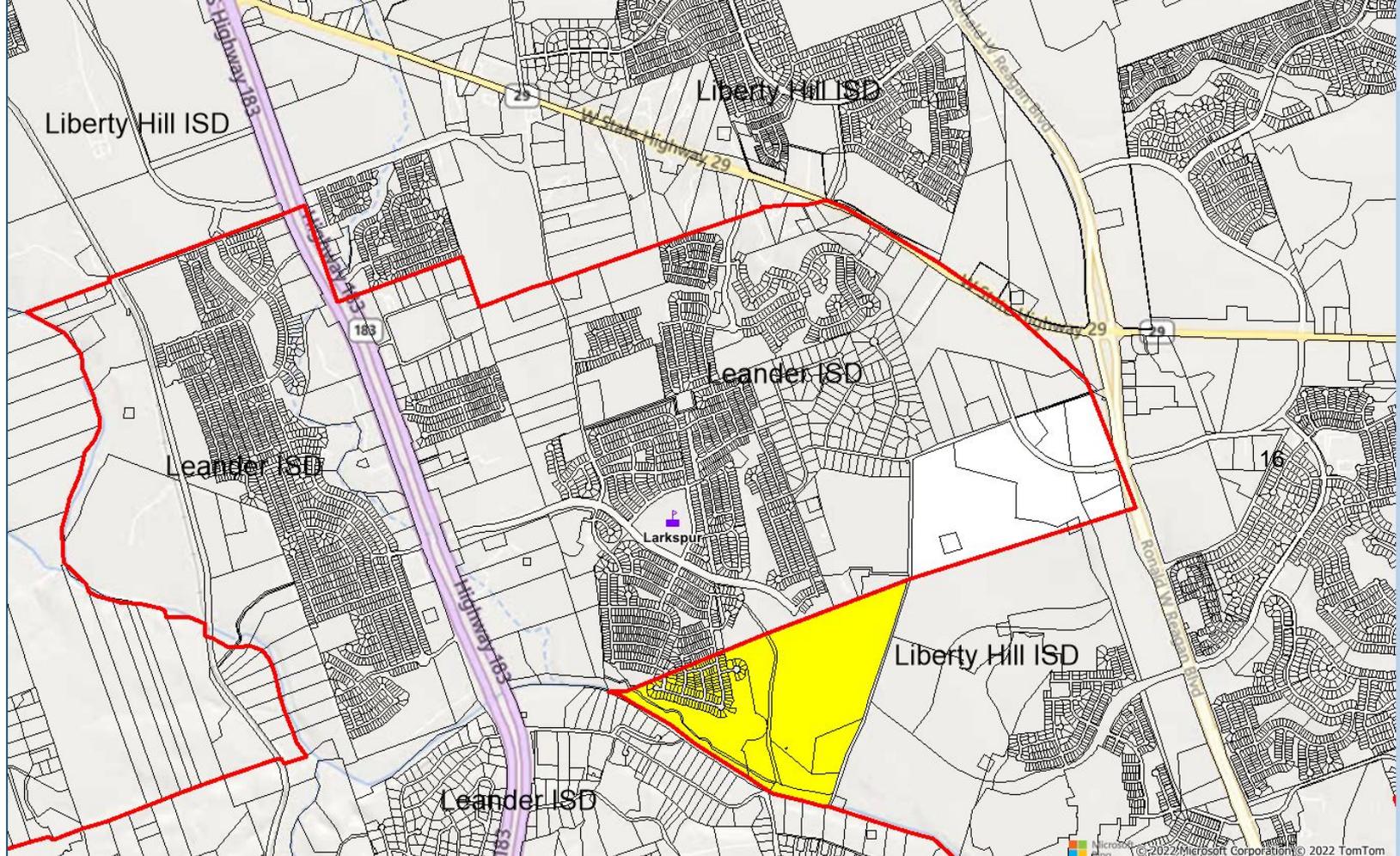
# Timeline

---

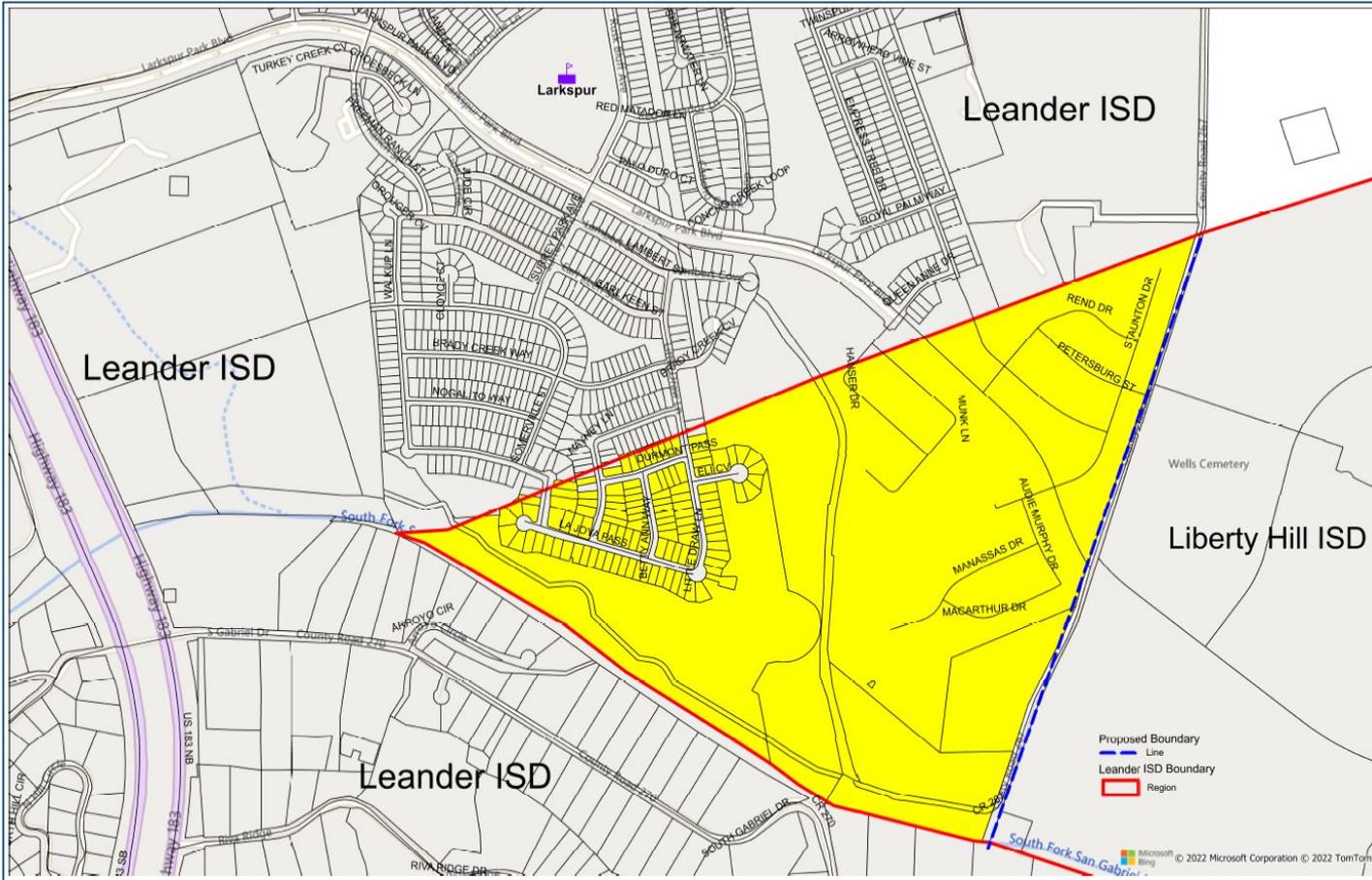
- March 10, 2022: LISD received initial request for annexation from Larkspur residents
- April 8, 2022: LISD received a metes and bounds survey of the territory to be detached and annexed
- April 18, 2022: LISD received a petition for annexation, signed by 106 individuals
- April 20, 2022: 47 out of the 52 registered voters in the petitioned area of Larkspur, signed the petition, this constitutes a majority (90%) of the registered voters for the territory requesting to be annexed
- April 25, 2022: A notice for this public hearing was published in the Austin American Statesman
- April 27, 2022: A notice for this public hearing was published in the Four Points News
- April 28, 2022: A notice for this public hearing was published in the Hill Country News
- May 5, 2022: LISD Public Hearing
- May 19, 2022: LISD Board of Trustees to adopt a resolution to approve or disapprove the petition for annexation

15

# Map of Petition Area



# Map of Petition Area



# Metes and Bounds Survey



Survey completed on April 8, 2022

  
**ER SURVEYING, LLC**  
*"Accurate by Design"*

**LARKSPUR COMMUNITY DEVELOPMENT, INC. LHMIS TO LISD ANNEXATION BOUNDARY 201.30 ACRES**

DESCRIPTION OF 201.30 ACRES OF LAND SITUATED IN WILLIAMSON COUNTY, TEXAS, OUT OF THE HENRY GARNES SURVEY, ABSTRACT NO. 269, BEING PORTIONS OF THAT CERTAIN 337.79 ACRE TRACT AND THAT CERTAIN 210.70 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO LARKSPUR COMMUNITY DEVELOPMENT, INC. IN DOCUMENT NO. 2016080636, 2017090224, ALL OF THAT CERTAIN 1,113 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO LARKSPUR COMMUNITY DEVELOPMENT, INC. IN DOCUMENT NO. 2017090224, ALL OF THAT CERTAIN 9.80 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO LARKSPUR COMMUNITY DEVELOPMENT, INC. IN DOCUMENT NO. 2018078678, ALL OF THAT CERTAIN 9.80 ACRE TRACT DESCRIBED IN A DEED OF RECORD TO VPR SERVICES, LLC IN DOCUMENT NO. 2018078678, ALL OF THAT CERTAIN 1.448 ACRE TRACT DESCRIBED IN THE TRACT DESCRIBED IN A DEED OF RECORD NO. 2015083906, ALL RECORDED IN THE PUBLIC RECORDS OF WILLIAMSON COUNTY, TEXAS, AND ALSO BEING A PORTION 201148064, ALL OF THAT CERTAIN 201.30 ACRES TRACT, THE CITY OF LEANDER, TEXAS IN DOCUMENT NO. 2015083906, ALL RECORDED IN THE OFFICIAL PUBLIC RECORDS OF WILLIAMSON COUNTY, TEXAS, AND CONTAINED WITHIN SAID DOCUMENT NO. 2015083906, CAUGHFIELD PHASE 8, A SUBDIVISION OF RECORD IN DOCUMENT NO. 201060444, CAUGHFIELD PHASE 11, A SUBDIVISION OF RECORD IN DOCUMENT NO. 202111481, CAUGHFIELD PHASE 11, A SUBDIVISION OF RECORD IN DOCUMENT NO. 202103831, ALL OF CAUGHFIELD PHASE 11, A SUBDIVISION OF RECORD IN DOCUMENT NO. 202114836, ALL OF CAUGHFIELD PHASE 11, THE OFFICIAL PUBLIC RECORDS OF WILLIAMSON COUNTY, TEXAS, SAID 201.30 ACRE TRACT BEING MORE PARTICULARLY DESCRIBED BY METES AND BOUNDS AS FOLLOWS:

**BEGINNING** at a 1 1/2" iron rod found (Grid North: 102000696; Grid East: 308106556) at the westerly line of County Road 267 (R.O.W. varies), at the southeasterly corner of that certain 5.865 Acre Tract of land (Tract 1), described in a deed of record to Phillip R. King, Et Ux in Document No. 2015049440, Official Public Records of Williamson County, Texas, being the most westerly corner of said 327.79 Acre Tract, for the most northerly or northeast corner of said Caughfield Phase 13 and the herein described tract;

**THENCE** with the westerly line of said County Road 267, and the easterly lines of said 327.79 Acre Tract and 9.80 Acre Tract and said 10.00 Acre Tract, said being part the easterly lines of said Caughfield Phase 13 and said Caughfield Phase 12, the following ten (10) courses:

1. S16°04'02" W, a distance of 826.71 feet to a 60D Nail found in a Cedar Tree;
2. S17°35'01" W, a distance of 373.22 feet to an iron rod with "CS LTD" Cap found;
3. S17°39'25" W, a distance of 516.83 feet to an iron rod with "CS LTD" Cap set;
4. S17°44'40" W, a distance of 365.35 feet to an iron rod with "CS Ltd" Cap found;
5. S16°54'42" W, a distance of 191.70 feet to an iron rod with "CS Ltd" Cap found;
6. S14°54'03" W, a distance of 170.22 feet to a 1 1/2" iron rod found at the northeasterly corner of said 9.80 Acre Tract;
7. S20°41'54" W, a distance of 164.94 feet to a 3/8" iron rod found;
8. S25°36'40" W, a distance of 513.17 feet to a calculated point;

1805 Ouida Dr., Austin, Texas 78728 • Firm # 10032000  
Phone (512)267-7430 • Fax (512)836-8385

Page 1 of 3

  
**ER SURVEYING, LLC**  
*"Accurate by Design"*

9. S17°47'54" W, a distance of 319.10 feet to a calculated point at the southeasterly corner of said 9.80 Acre Tract and the southeasterly corner of said 10.00 Acre Tract;
10. S17°25'21" W, a distance of 334.39 feet to a 60d nail found in fence post at the intersection of the westerly line of said County Road 267 and the northerly line of County Road 266 (R.O.W. varies), at the southeasterly corner of said 10.00 Acre Tract.

**THENCE** S17°27'21" W, over and across said County Road 266, a distance of 284.44 feet to a calculated point in the southerly line of said County Road 266, being the northerly line of South San Gabriel Ranches, a subdivision of record in Cabinet B, Slides 56-67, Plat Records of Williamson County, Texas, same being the approximate centerline of the South San Gabriel River, for the southeasterly corner of the herein described Tract;

**THENCE** N75°09'10" W, with the southerly line of said County Road 266, the northerly line of said South San Gabriel Ranches, and the approximate centerline of the South San Gabriel River, a distance of 1010.98 feet to a calculated point at the southeasterly terminus of said County Road 266, being the southeasterly corner of said 230.70 Acre Tract;

**THENCE** with the southerly line of said 230.70 Acre Tract, same being in part the northerly lines of said South San Gabriel Ranches, High Gabriel East Section 1, a subdivision of record in Cabinet B, Slides 254-257 and High Gabriel East Section 2, a subdivision of record in Cabinet B, Slides 296-298, both recorded in Plat Records of Williamson County, Texas, and the approximate centerline of the South San Gabriel over the following seven (7) courses:

1. S161°16'00" W, a distance of 210.89 feet to a calculated point;
2. S260°44'49" W, a distance of 184.01 feet to a calculated point;
3. S158°59'29" W, a distance of 53.18 feet to a calculated point;
4. S158°59'29" W, a distance of 1087.58 feet to a calculated point;
5. S25°23'04" W, a distance of 520.13 feet to a calculated point;
6. S60°21'43" W, a distance of 991.15 feet to a calculated point;
7. S33°70'61" W, a distance of 169.18 feet to a calculated point, for the southwest corner of said 230.70 Acre Tract and the herein described Tract;
8. S32°45'48" W, with the westerly line of said 230.70 Acre Tract, a distance of 15.16 feet to a point, for the most westerly or southwest corner of the herein described tract;
9. S17°41'44" E, a distance of 316.89 feet to a calculated point;
10. S17°45'40" E, a distance of 749.46 feet to a calculated point;
11. S17°23'56" E, a distance of 131.10 feet to a calculated point;

1805 Ouida Dr., Austin, Texas 78728 • Firm # 10032000  
Phone (512)267-7430 • Fax (512)836-8385

Page 2 of 3

  
**ER SURVEYING, LLC**  
*"Accurate by Design"*

distance of 883.60 feet to a calculated point;

distance of 744.13 feet to a calculated point;

distance of 1250.49 feet to a 1 1/2" iron rod found at the most southeasterly corner of that certain (Tract 1) described in a deed of record to Victor E. Ludwig, Jr., Et Ux in Document No. 2020147, Official Public Records of Williamson County, Texas, same being the northerly line of said Caughfield Phase 13 and an angle point in the easterly line of said Caughfield Phase 13, and the easterly line of said 327.79 Acre Tract and said 5.865 Acre Tract, the following ten (2) courses:

1. S17°45'40" E, a distance of 701.85 feet to a 1 1/2" iron rod found;
2. S17°45'40" E, a distance of 701.85 feet to a 1 1/2" iron rod found;

**POINT OF BEGINNING**, having an area of 201.30 ACRES.

04-08-22

  
**PHILIP R. KING**  
 STATE OF TEXAS  
 LICENSE NO. 6330  
 PROFESSIONAL SURVEYOR

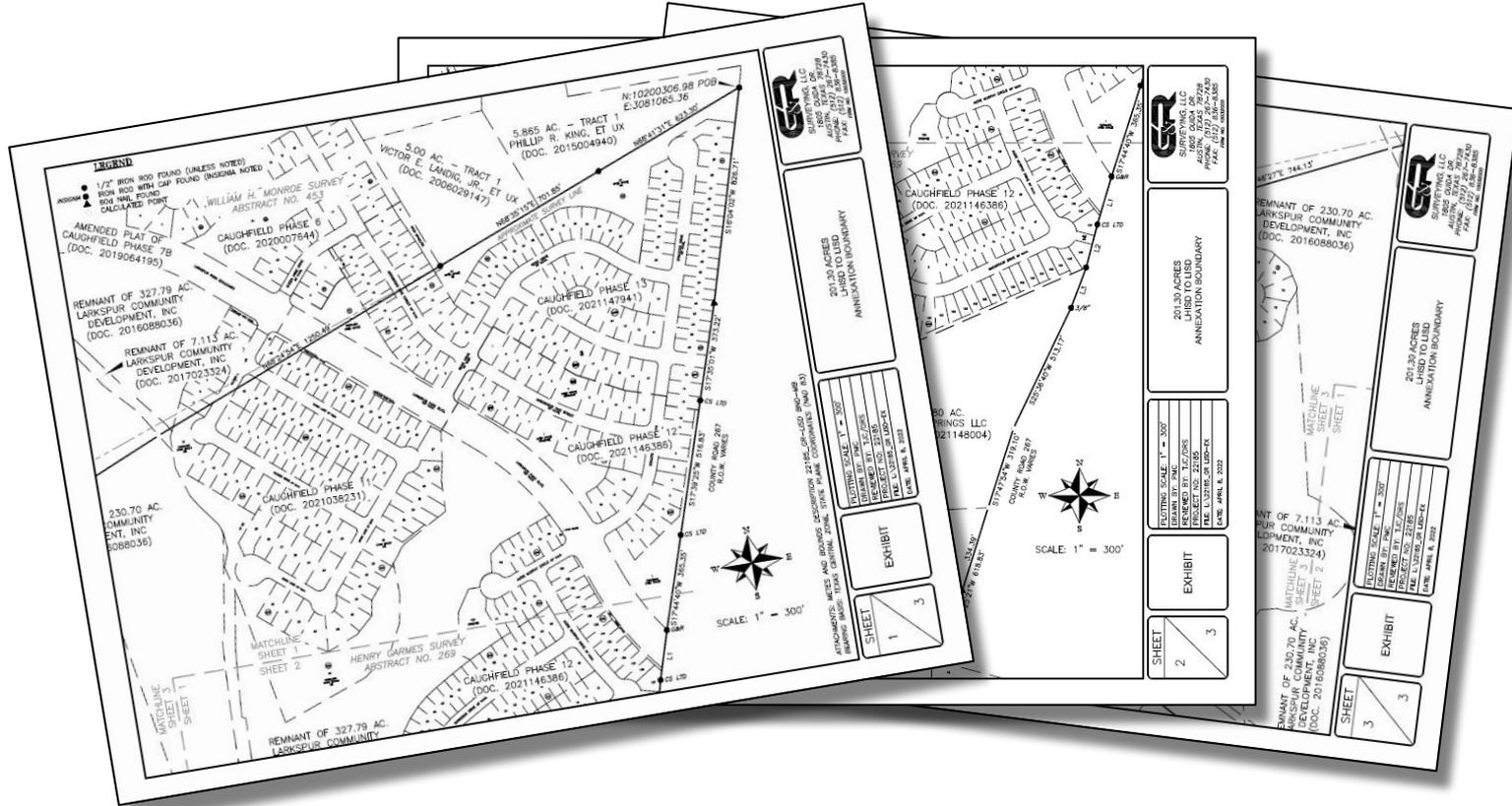
**Private Survey, NAD 83, Central Zone.**  
 Measurements: 21161.06 LISD BND EX.

**UNDER 22 TAC 661.21, DOES NOT REFLECT THE RESULTS OF A SURVEY. THIS DOCUMENT IS NOT TO BE USED TO CONVEY OR ESTABLISH EASEMENTS, RIGHTS AND INTERESTS IMPLIED OR OTHERWISE BY OPERATION OF THE BOUNDARY OF THE PLAT AS PREPARED.**

1805 Ouida Dr., Austin, Texas 78728 • Firm # 10032000  
Phone (512)836-8385

Page 3 of 3

# Metes and Bounds Maps



# Considerations

---

Texas Education Code §13.051(h) states:

*“At the hearing, each board of trustees shall consider the educational interests of the current students residing or future students expected to reside in the affected territory and in the affected districts and the social, economic and educational effects of the proposed boundary change.”*

20

# Educational Interests

---

- Thirty-seven students from this area are currently attending Leander ISD schools
  - Ten students reside in a home that pays taxes to both school districts, and have the choice to attend school in either district
  - Twenty-seven students who reside in Liberty Hill ISD, were erroneously enrolled in Leander ISD, and our Board passed a resolution allowing these students to complete the 2021-2022 school year
- Leander ISD schools are closer to the neighborhood where these students reside

# Social Effects

---

- All students who reside in the Larkspur neighborhood could attend school in the same district, allowing for an extension of their socialization opportunities outside of the school day
- Additional students attending Leander ISD could result in the need for portables to accommodate the growth of 315 students projected to reside in the petitioned area
  - 142 elementary students (4 portables)
  - 73 middle school students (2 portables)
  - 100 high school students (3 portables)

22

- Transportation routes already exist close to the neighborhood
- The 315 students projected to reside in the petitioned area are not currently accounted for in the Leander ISD demographic report
- Larkspur Elementary will have portables in the 2022-2023 school year
  - Larkspur could need 4 additional portables to accommodate the 142 students projected to reside in the petitioned area
- Danielson Middle School will have portables in 2022-2023 school year.
  - Danielson could need 2 additional portables to accommodate the 73 students projected to reside in the petitioned area.
- Glenn High School is anticipated to need portables in 2024-2025.
  - Glenn could need 3 additional portables to accommodate the 100 students projected to reside in the petitioned area.

23

# Educational Effects

---

- Students will have access to a quality education in either district
- Possible disruption to a student's learning environment when they transition into a new school and district



# Public Hearing

25



# Discussion and Questions

26

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

**Agenda Item:** Consider Approval of Remote Homebound Waiver for students served in Special Education/Section 504

**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested

**Administrator Responsible:** Kimberly Waltmon

---

## **Background Information:**

Four students have medical needs that impair their ability to have in-person Homebound services due to the COVID-19 pandemic. The Admission, Review, Dismissal (ARD) committees and/or Section 504 recommended that these students be given a remote homebound option so that they can be supported in their coursework at their appropriate level given their needs. Individual waivers will be submitted for each student.

## **Administrative Recommendation:**

Administration recommends the board allow administration to seek waivers from TEA to request that remote homebound instruction be provided to four students. These waivers for remote homebound will allow for a remote instructional arrangement to generate attendance (eligible days present) according to the homebound funding provisions in 4.7.2.5 Homebound Funding and Homebound Documentation Requirements

## **Sample Motion:**

I move to allow LISD administration to seek waivers from TEA to request that remote homebound be provided to four students and counted for Homebound funding purposes and to count these students as in attendance when remote instruction is provided.



# Superintendent's Report

May 05, 2022

|

Board of Trustees Meeting

# 2021-22 Enrollment

	2021-22			
Pre-K	1,135 (-6)			
Kindergarten	2,764 (-7)			
Remote Students	210 (+0)	2020-21	Budget*	PASA
District	42,231 (-62)	42,231 / 40,736 (103%)	42,021 / 41,749 (100%)	42,231 / 43,951 (96%)

29

Green/Red numbers indicate the growth/decline of the data point since the last Superintendent's Report on April 21, 2022. The percentages show how current enrollment compares to the corresponding data point.

Updated: May 05, 2022

\*The budgeted number includes all remote learning students as if they qualify for full funding.

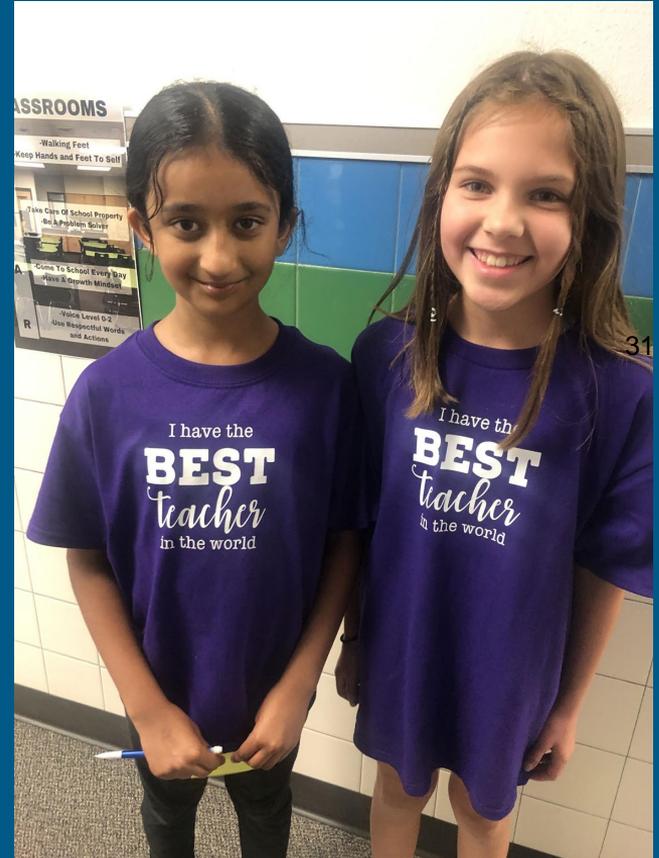
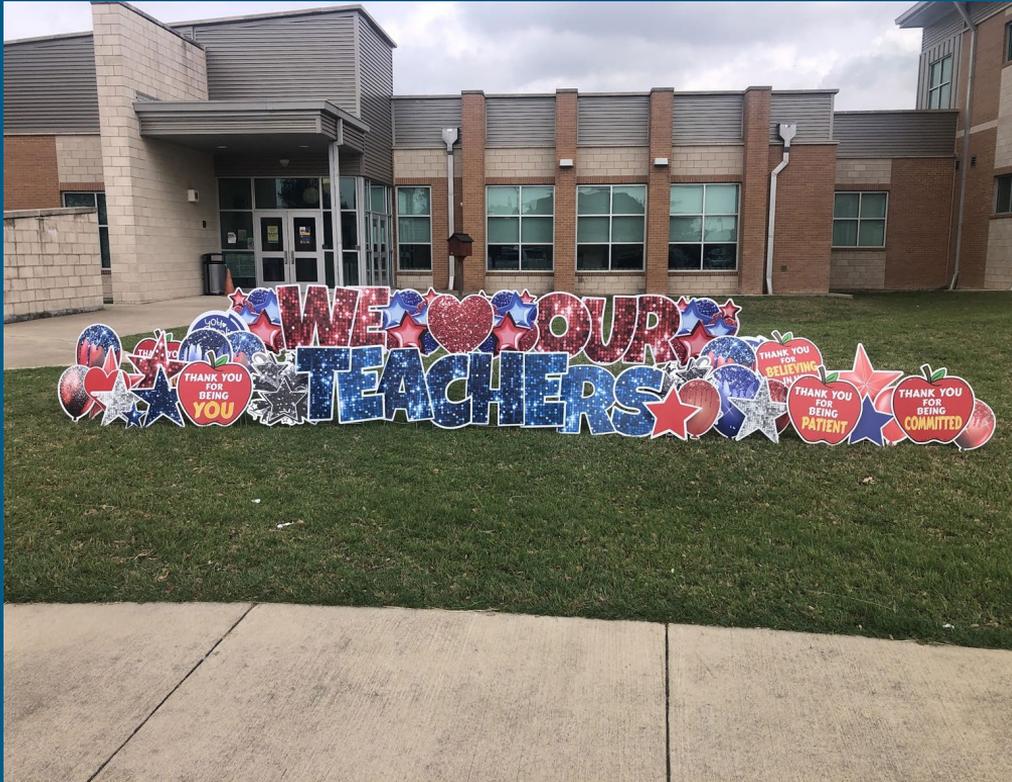
# 2021-22 Attendance

## Districtwide Attendance

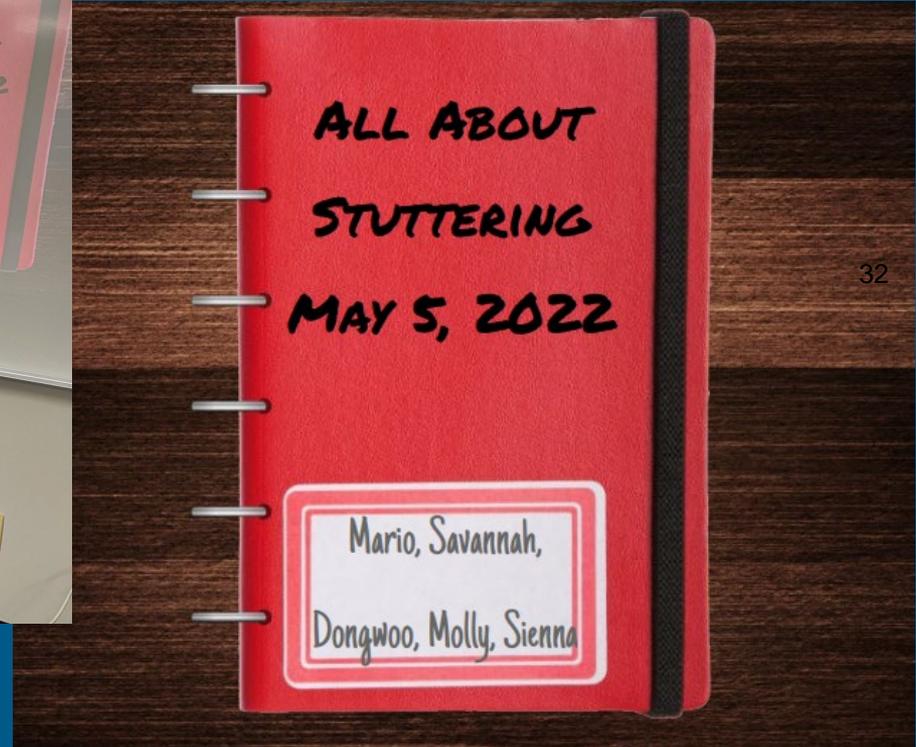
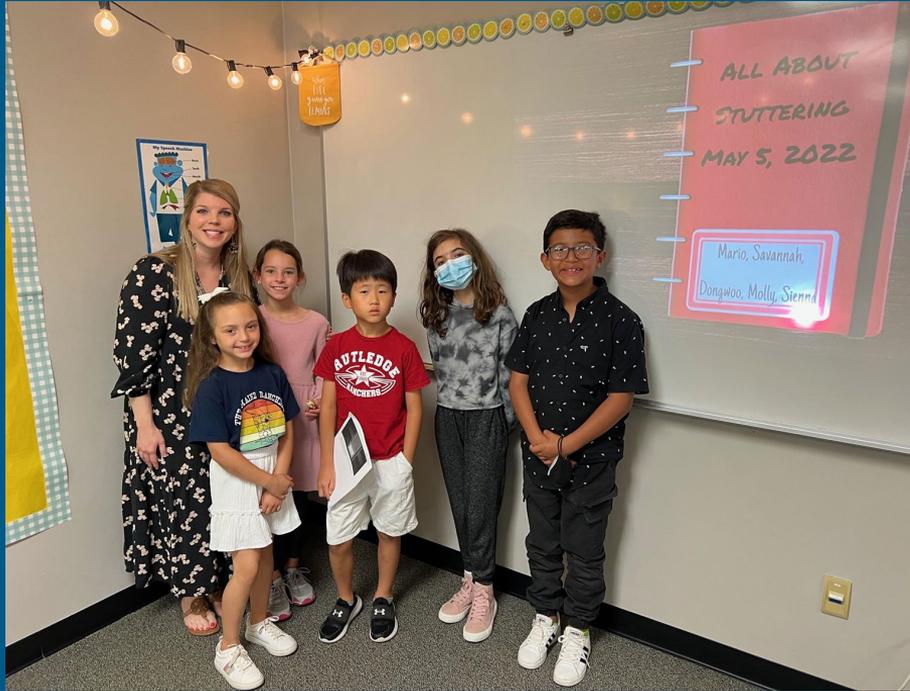
Displaying a districtwide attendance percentage in this report.

04/13	94.6%	04/26	94.5%
04/14	94.1%	04/27	94.6%
04/18	89.4%	04/28	94.4%
04/19	94.4%	04/29	92.4%
04/20	94.5%	05/02	92.6%
04/21	94.5%	05/03	94.5%
04/22	93.1%	05/04	94.2%
04/25	92.5%		

30



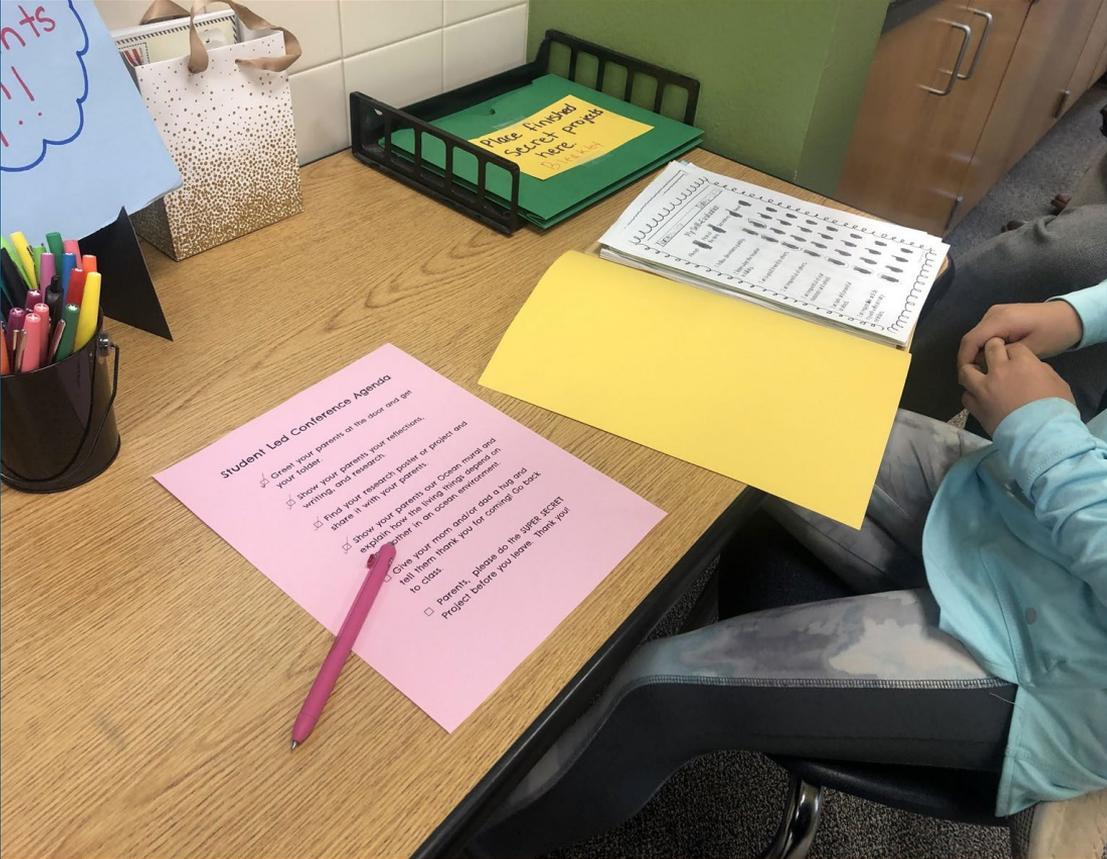
# LEANDER ISD

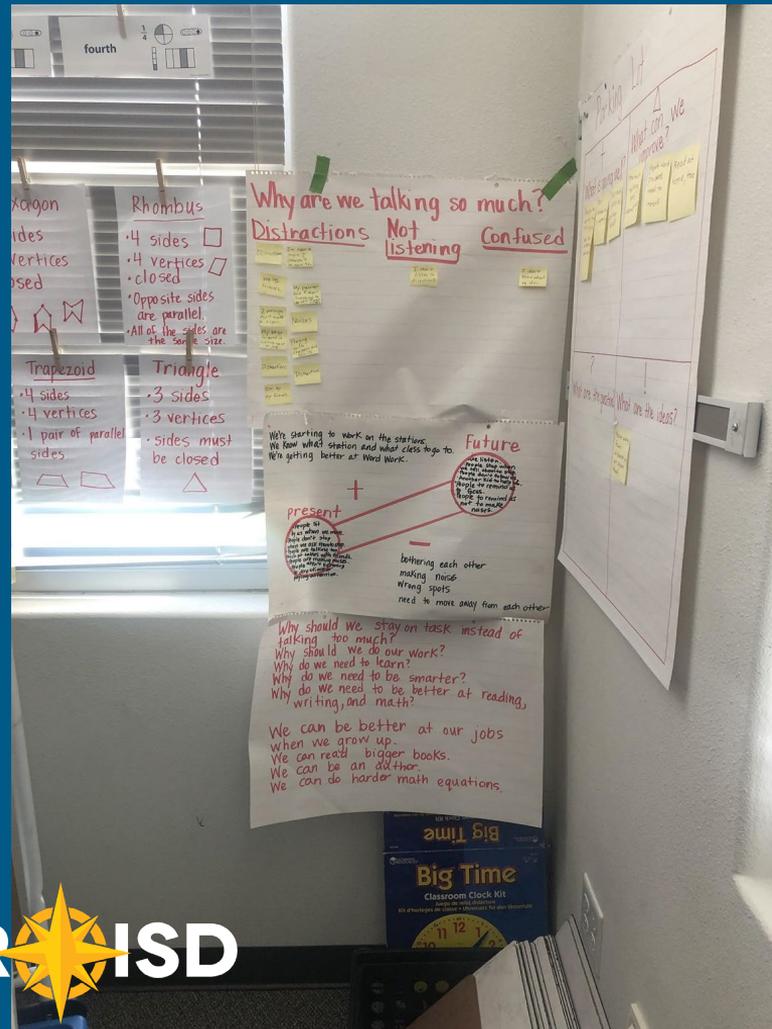
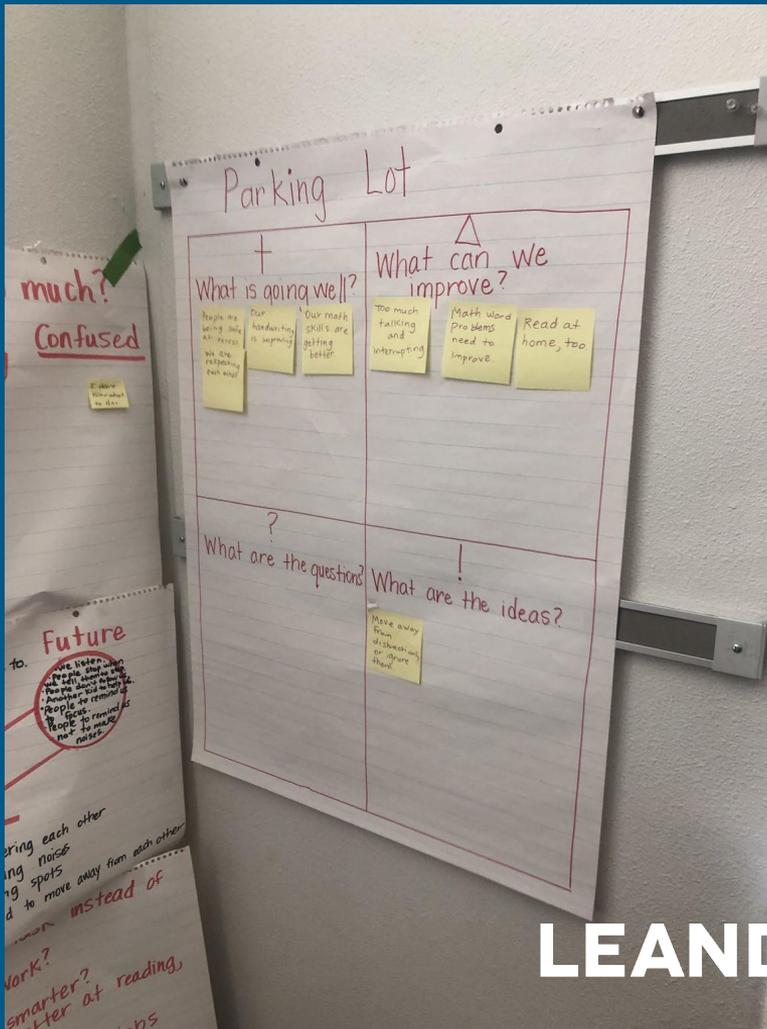


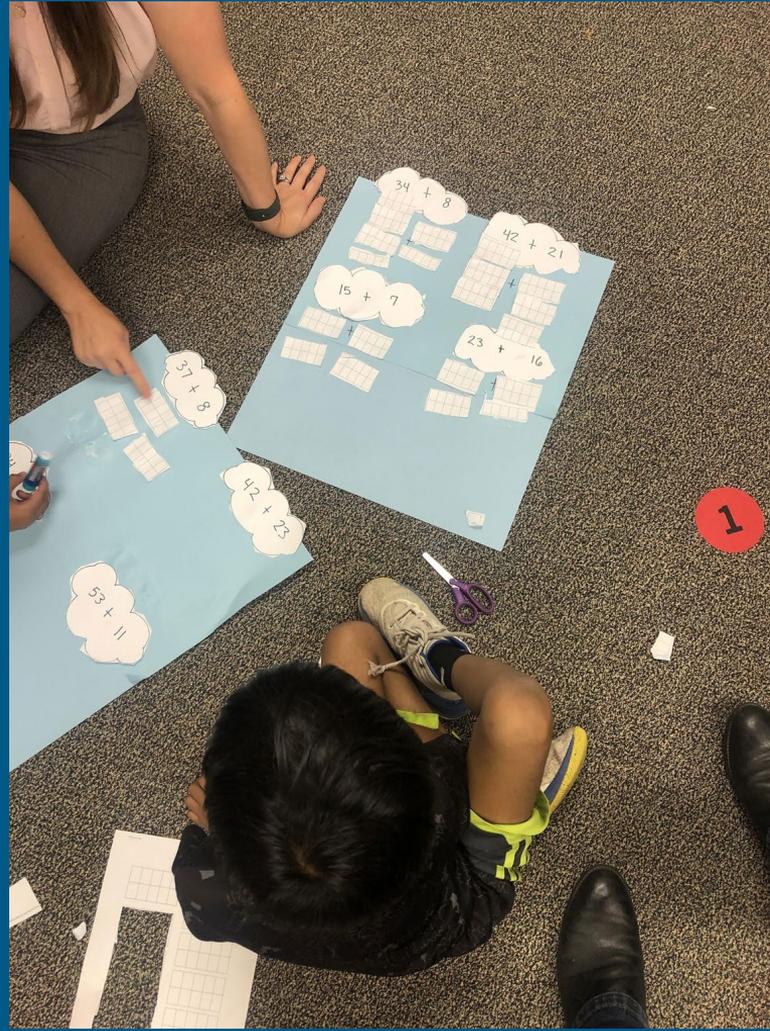
WHAT DO WE DO IN  
SPEECH THERAPY?



- Self Disclosure Statements
- Stuttering facts so we can be stuttering experts and teach others
- How to be confident communicators









# LEANDER ISD





# LEANDER ISD











44

# Discussion

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

**Agenda Item:** Discussion: BrightBytes Survey Results  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Carie Spannagel  
**Attachments:** BrightBytes Survey Results Presentation

---

## **Background Information:**

BrightBytes is an online survey tool that gathers information from our students, teachers, and parents on our ongoing use of technology in the classroom. The Teaching and Learning survey provides insights to determine technology effectiveness by improving student learning through the CASE™ framework, including classroom, access, skills, and environment domains. LISD began implementation of the BrightBytes survey in 2017, providing the district with trend data over time. The survey results allow district and campus teams to measure growth in the 5 Cs (collaboration, creativity, communication, critical thinking, and citizenship) and connections to the updated graduate profile.

## **Administrative Recommendation:**

NA

## **Sample Motion:**

NA



# BrightBytes Survey Results

---

May 5, 2022

# Purpose

- BrightBytes survey purpose
- Dive into the data
- Discuss data usage

47

This presentation is related to the Superintendent Evaluation Part II: Goal 2 - Empower students through meaningful learning experiences to optimize growth and embody the Leander ISD Graduate Profile.



**BrightBytes** is an online survey tool to gather information around technology from our students, teachers, and parents. The Technology & Learning module provides insights into the factors that determine the effectiveness of technology in improving student achievement and measure the 5 Cs. (Creativity, Critical Thinking, Collaboration, Communication, and Citizenship).

48

# Data Collection Timeline and Participants

- Participants
  - 3rd- 12th grade students
  - Teachers
- Spring 2022 Collection (January)
- Began using BrightBytes in 2017
  - 2020\*: Due to COVID, we did not hit our statistical significance for data collection which affects our trend data.

49

CASE™ Score Legend | ● Beginning ● Emerging ● Proficient ● Advanced ● Exemplary

Show More +

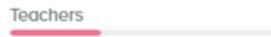
CASE™ Score

**1110 Advanced** ↘ Down since last data collection

## Classroom



### Use of the 4Cs



### Digital Citizenship



### Assessment

### Assistive Technology



## Access



### Access at School



### Access at Home



## Skills



### Foundational



### Online



### Multimedia



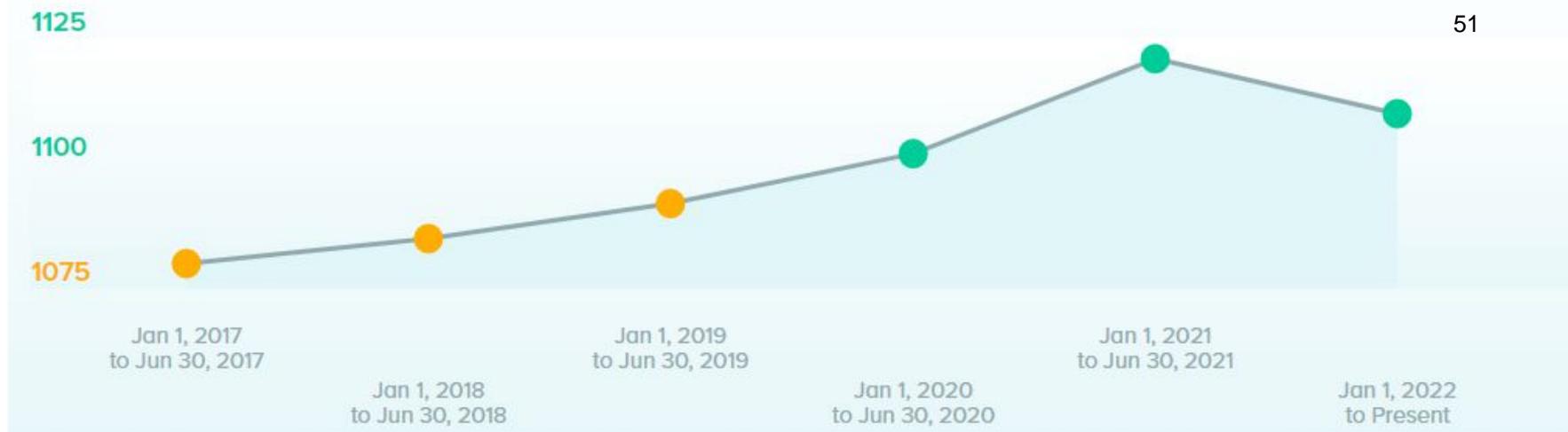
## Environment



### The 3Ps



## Trends

Overall  Domains

# Technology & Learning

Leander Isd  
Jan 1, 2022 to Present

Dashboard Lenses Reports Trends

Map List | Capture Filter

CASE™ Score Legend

● Beginning ● Emerging ● Proficient ● Advanced ● Exemplary

Show More +

CASE™ Score

**1110** Advanced

BENCHMARKS	DATE	OVERALL	CLASSROOM	ACCESS	SKILLS	ENVIRONMENT
All Technology & Learning	As of Apr 24, 2022	1078	1013	1195	1122	1081
Texas	As of Apr 24, 2022	1084	1019	1193	1130	1092

52

Districts Schools

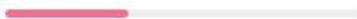
DISTRICTS	DATE RANGE	OVERALL	CLASSROOM	ACCESS	SKILLS	ENVIRONMENT
Leander Isd	Jan 1, 2022 to Present	1110	1051	1225	1151	1106

# Classroom



## Use of the 4Cs

Teachers



Students



## Digital Citizenship

Teachers



Students



## Assessment



## Assistive Technology



CASE™ Score Legend

● Beginning

● Emerging

● Proficient

● Advanced

● Exemplary

## Trends

Domains

Success Indicators



Classroom



Access



Skills



Environment

1250  
1225  
1200  
1175  
1150  
1125  
1100  
1075  
1050  
1025  
1000  
975

53

Jan 1, 2017  
to Jun 30, 2017

Jan 1, 2018  
to Jun 30, 2018

Jan 1, 2019  
to Jun 30, 2019

Jan 1, 2020  
to Jun 30, 2020

Jan 1, 2021  
to Jun 30, 2021

Jan 1, 2022  
to Present

# Access



## Access at School

Teachers



Students



## Access at Home

Teachers



Students



CASE™ Score Legend

● Beginning

● Emerging

● Proficient

● Advanced

● Exemplary

## Trends

Domains

Success Indicators



# Skills



## Foundational

Teachers



Students



## Online

Teachers



Students



## Multimedia

Teachers



Students



### CASE™ Score Legend

- Beginning
- Emerging
- Proficient
- Advanced
- Exemplary

## Trends

[Domains](#) Success Indicators

- Classroom
- Access
- Skills
- Environment

55



# Environment



The 3Ps



Support



Professional Learning



Beliefs



CASE™ Score Legend

● Beginning

● Emerging

● Proficient

● Advanced

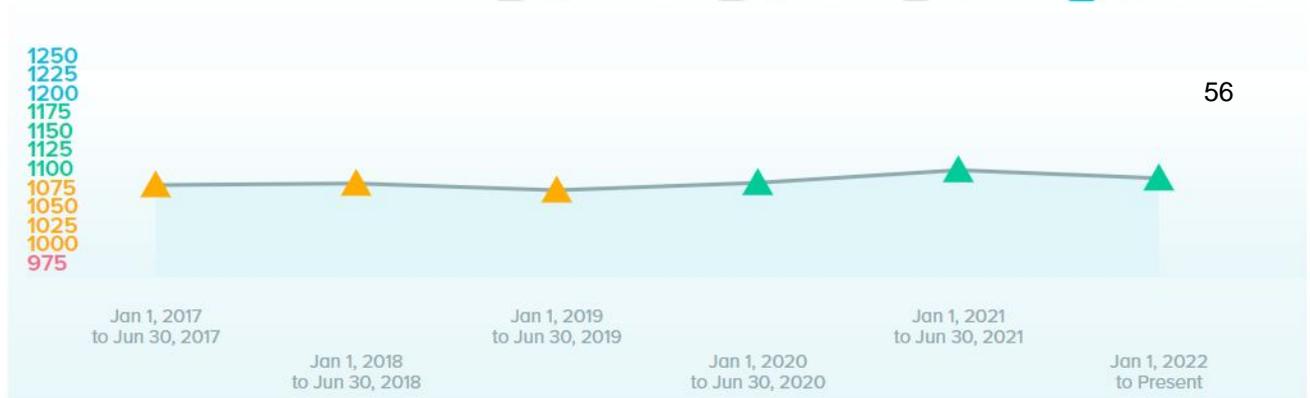
● Exemplary

Items

Domains

Success Indicators

Classroom
  Access
  Skills
  Environment



# Next Steps with the BrightBytes Data:

- mLISD Empowered Learning Steering Committee & Campus Teams review the data to make connections to the strategic plan & LISD Graduate Profile
- Provide support to campus and district leadership teams
- Measurement of the 5 Cs and deeper learning within our system
  - Creativity, Critical Thinking, Collaboration, Communication, and Citizenship

57

# DISCUSSION

The background features a dark blue field on the left and a large, abstract graphic on the right. This graphic is composed of several overlapping, angular shapes in shades of yellow and orange, creating a sense of depth and movement. The shapes are sharp and geometric, resembling stylized architectural elements or abstract forms.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

**Agenda Item:** Discussion: Board Agenda Planning Calendar Development  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Sarah Grissom & Sarah Martinez  
**Attachments:** Board Agenda Planning Calendar Development Presentation

---

## **Background Information:**

Previously the Board of Trustees requested a process to revisit the Board Agenda Planning Calendar. At the April 7 Board Meeting, administration proposed a process for the development of the annual planning calendar based on the purpose of the LISD Board of Trustees and the LISD Vision, Mission, and Graduate Profile. During tonight's discussion, board members will engage in a collaborative process to provide feedback that will guide the drafting of the annual planning calendar.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



# Board Agenda Planning Calendar Development Discussion

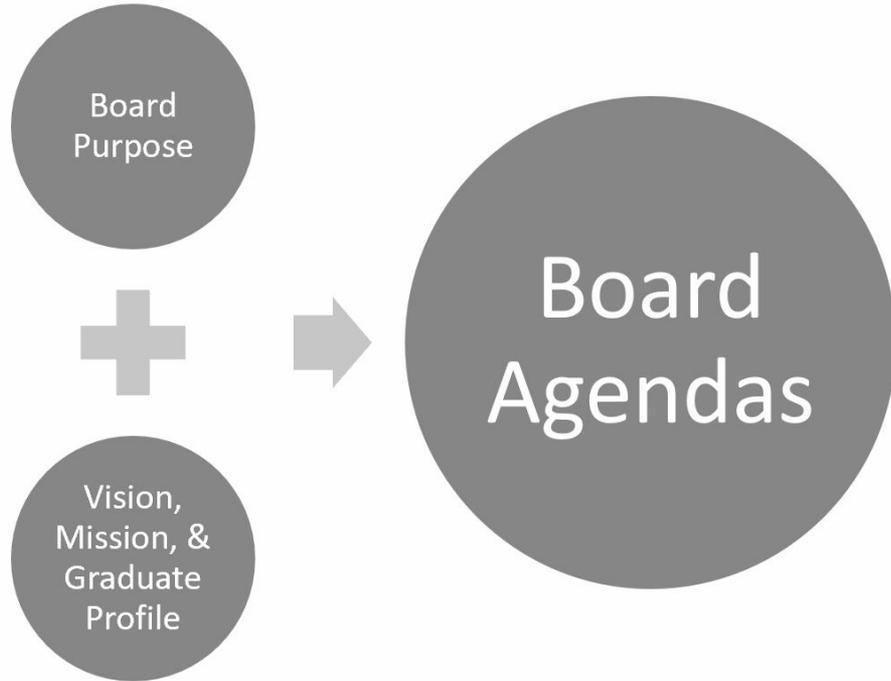
*May 5, 2022*

# Purpose

The purpose of this discussion is to gather input for the development of the board agenda planning calendar.

61

# Board Agenda Calendar Process



- ❖ What should we spend our time discussing in Board meetings?  
62
  - Affinity
  - Prioritize
- ❖ Draft the Annual Planning Calendar

# Board Purpose

The purpose of the LISD Board of Trustees is to unleash the potential of each and every learner in our system by listening to and engaging with the community in order to advocate for every student's needs while continuously improving, enhancing, and optimizing the system ***for student success.***

# Guiding Documents

## Vision & Mission



### Vision

The #LEISD community cultivates each student individually to produce the most sought after creators of our future world.



### Mission

We will cultivate each individual student by:

- Knowing and appreciating them
- Creating a safe and supportive environment to nurture their personal growth
- Partnering with each family

LEADER ISD  
LEADING TO A BRIGHT FUTURE

## GRADUATE PROFILE

Leander ISD learners are empowered to enrich our world and excel in a rapidly changing global society through a life-long journey of character development, academic success, and fulfillment.



**Critical & Creative Thinkers**  
who seek and solve problems through curiosity, flexibility, and innovation.



**Skilled Communicators & Collaborators**  
who listen to understand, express ideas with empathy, and work collectively toward shared outcomes.



**Compassionate Community Contributors**  
who value diverse perspectives and share their unique gifts with the world.



**Adaptable & Reflective Individuals**  
who confidently embrace their strengths and challenges while pursuing their interests and passions.



## Strategic Plan 2022-2026

LEADER ISD

### GUIDING DOCUMENTS



### CRITICAL LENSES

Diversity, Equity & Inclusion

Deeper Learning

Student Experience & Empowerment

### KEY PROCESSES

Culture of Continuous Improvement

Leadership Development

High Functioning PLCs

High-Quality Teaching and Learning

64

### STRATEGIC INITIATIVES



# If...then

If this is our purpose...

The purpose of the LISD Board of Trustees is to unleash the potential of each and every learner in our system by listening to and engaging with the community in order to advocate for every student's needs while continuously improving, enhancing, and optimizing the system *for student success*.

And this is what we want to accomplish...



**Vision & Mission**

**Vision**  
The LISD community cultivates each student individually to produce the most sought after creators of our future world.

**Mission**  
We will cultivate each individual student by:  
• Knowing and appreciating them  
• Creating a safe and supportive environment to nurture their personal growth  
• Partnering with each family

Then what should we spend our time discussing in board meetings?



**LEANDER ISD GRADUATE PROFILE 65**

LEANDER ISD learners are empowered to enrich our world and excel in a rapidly changing global society through a 40-year journey of character development, academic success, and fulfillment.

**Critical & Creative Thinkers**  
who seek and solve problems through curiosity, flexibility, and innovation.

**Skilled Communicators & Collaborators**  
who listen to understand, express ideas with empathy, and work collectively toward shared outcomes.

**Compassionate Community Contributors**  
who value diverse perspectives and share their unique gifts with the world.

**Adaptable & Reflective Individuals**  
who confidently embrace their strengths and challenges while pursuing their interests and passions.

**Empowered to be:**

# Affinity Tool

- ❖ Individual Brainstorm
  - “What should we spend our time discussing in board meetings?”
- ❖ Write 1 idea per sticky note
- ❖ Place completed sticky notes on chart paper
- ❖ As a group, place notes into categories
- ❖ Label the main idea for each category



66



# Next Steps <sup>67</sup>

# Discussion

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

**Agenda Item:** Consider Approval to Call a Public Meeting for the Purpose of Adopting the 2022-2023 Budget and Discussion of the Proposed 2022 Tax Rate

**Purpose (this meeting):**  Discussion Item/Report Only       Action Requested

**Action Requested (future meeting):** Thursday, May 5, 2022

**Administrator Responsible:** Elaine Cogburn

**Attachments:**

---

**Background Information:**

As part of the budget and tax rate adoption process, the Board President must officially “call a meeting” for the purpose of discussing and adopting the budget and proposed tax rate. In accordance with Section 44.004(a) of the Education Code, “when the budget has been prepared under Section 44.002, the Board President shall call a meeting of the Board of Trustees for the purpose of adopting a budget for the succeeding fiscal year.” The Board President shall also provide for the publication of notice of the budget and proposed tax rate meeting in a daily, weekly, or biweekly newspaper published in the district. Notice of the meeting shall be published not earlier than the 30<sup>th</sup> day or later than the 10<sup>th</sup> day before the date of the hearing. Any taxpayer of the district may be present and participate in the meeting.

The Administration requests that the Board President call the public meeting to be held at the June 23, 2022, Board meeting. The public notice for the budget/tax rate hearing will be published in the June 9<sup>th</sup> and June 12<sup>th</sup>, 2022, editions of Hill Country News and Four Points News, respectively, to comply with the publication requirements. In the public notice, the Board must indicate the proposed M&O and I&S tax rates. The administration recommends publishing the tax rates based on the Board’s amended assumptions.

The state maximum 2022 Tier 1 tax rate allowed for M&O purposes is projected to be \$0.8941. Based on preliminary estimates of property values, LISD’s M&O Tier 1 rate will be compressed down to the state floor for Tier 1 rates at \$ 0.8046. The Board amended the assumptions to add five pennies to the M&O rate and lower the I&S rate by five pennies, thus triggering a VATRE (voter-approval tax rate election). The current I&S rate is \$0.4650, and the Board has authority to raise or lower the I&S rate, as appropriate.

The Board may adopt a tax rate that is LOWER than the published rate but must publish the Notice a second time in order to adopt a higher rate than that published. In connection with an anticipated VATRE, the district would be required to republish the Notice this year. The 2022 certified values will be received in late July, and the actual tax rate will be adopted in August. More discussions on the actual tax rate will be held in the coming months but a proposed tax rate must be published in the Notice.

	2021 Tax Rate			2022 Published Rate		
	M&O	I&S	Total	M&O	I&S	Total
Tier I	\$ 0.8220	\$ 0.4650	\$ 1.2870	\$ 0.8046	\$ 0.4150	\$ 1.2196
Tier II Golden pennies (existing)	0.0500		0.0500	0.0500		0.0500
Tier II Golden pennies (additional)				0.0300		0.0300
Tier II Copper pennies (add)				0.0200		0.0200
<b>Total</b>	<b>\$ 0.8720</b>	<b>\$ 0.4650</b>	<b>\$ 1.3370</b>	<b>\$ 0.9046</b>	<b>\$ 0.4150</b>	<b>\$ 1.3196</b>

Section 44.0041 of the Education Code requires that, “(a) concurrently with the publication of notice of the budget, a school district shall post a summary of the proposed budget: (1) on the school district’s website; or (2) if the district has no Internet website, in the district’s central administrative office. (b) The budget summary must include: (1) information relating to per student and aggregate spending on (A) instruction; (B) instructional support; (C) central administration; (D) district operations; (E) debt service; and (F) any other category designated by the commissioner; and (2) a comparison to the previous year’s actual spending.” A proposed budget document will be prepared in compliance with this mandate and a copy will be provided to the Board. The posting to the website will occur simultaneous to the publication of the public hearing notice in both the Hill Country News and the Four Points News.

The 2022-2023 budget will be adopted at the June 23, 2022 meeting. The tax rate will be discussed at this meeting but will not be adopted until August. In order to meet the legal deadlines for calling an election, the tax rate must be adopted by August 22, 2022.

**Administrative Recommendation:**

The recommendation is that the Board President call a meeting for 6:15 PM for June 23, 2022, for the purpose of discussing and adopting the 2022-2023 budget and discussion of the 2022 proposed tax rate and authorize the Administration to publish a tax rate of \$1.3196 for purposes of the Notice of Public Hearing.

**Sample Motion:**

I move that a meeting of the Board of Trustees is called for 6:15 PM on June 23, 2022, for the purpose of discussing and adopting the 2022-2023 budget and discussion of the 2022 proposed tax rate and authorize the Administration to publish a tax rate of \$1.3196 for purposes of the Notice of Public Hearing.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

**Agenda Item:** Discussion of 2022 Certified Estimated Property Values and Return to Recapture

**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested

**Administrator Responsible:** Elaine Cogburn

**Attachments:** Discussion of Property Value Growth and Recapture Presentation  
Williamson County Appraisal District-2022 Certified Estimate of Appraised Value  
Travis County Appraisal District-2022 Certified Estimate of Appraised Value

---

## **Background Information:**

The 2022 certified estimates of property value were received from the Williamson County Appraisal District (WCAD) on April 29, 2022. Mr. Alvin Lankford, Chief Appraiser for the WCAD, reports the estimated 2022 Williamson County net taxable value before freeze at \$27,340,835,442. After an adjustment for the increased homestead exemption, the estimated freeze adjusted taxable value is \$24,807,713,676, up 32.27% from last year.

The Travis Central Appraisal District (TCAD) 2022 certified estimate of property value is dated April 21, 2022. Ms. Marya Crigler, Chief Appraiser for the TCAD, reports the estimated 2022 Travis County freeze adjusted taxable value at \$13,707,776,405. After an adjustment for increased homestead exemption, the estimated freeze adjusted taxable value is \$13,593,102,977, up 25.89% from last year.

The district's total overall estimated freeze adjusted property value increase is projected to be approximately \$38,400,816,653, up 29.94% from last year's certified net freeze adjusted taxable value of \$29,553,219,927. The preliminary numbers represent the Chief Appraisers' estimates of the taxable value for our jurisdiction after estimates of the loss due to the increased homestead exemption and the loss due to taxpayer protests. Taxpayers have until May 15 to protest their appraisals, and the final certifications are due to taxing entities by July 25.

Although property values have risen 29.94% in aggregate for the CADs combined, Maintenance and Operations (M&O) total net revenues are not increasing from the original estimate of 18% growth. HB 3 passed in 2019, placed a cap of 2.5% on local tax revenue growth by requiring compression of the M&O tax rate to offset increases in taxes from rises in property values. This legislation requires the M&O tax rate for Tier 1 to be compressed (reduced) to result in tax revenue gain of no more than 2.5%. The law also provides for a limitation on compression in that no district may have an MCR less than 90% of any other district (MCR floor). The district's Maximum Compressed Rate (MCR) portion of the M&O rate is estimated to decrease almost \$0.02, from \$0.8220 to the state floor of \$0.8046. Additionally, the move to current values in the funding formula in HB 3 will result in an increase in the district's obligation (local share) of funding per student, which in turn reduces the State's obligation.

The real impact of rising property values is that the district will once again pay recapture. Recapture is triggered when local tax collections exceed the calculated Tier 1 Entitlement. The amount of recapture is dependent upon the total local tax collections and the Tier 1 Entitlement calculation (which is determined by student counts), therefore the actual amount of recapture is not known until the end of the fiscal year. Current estimates indicate a recapture payment of \$29,009,978 on 5 additional pennies or \$36,210,203 on 9 additional pennies for 2022-2023. In contrast, the rise in property values results in additional tax collections from the I&S tax rate. This provides additional capacity for future debt service retirement and the early retirement of debt.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

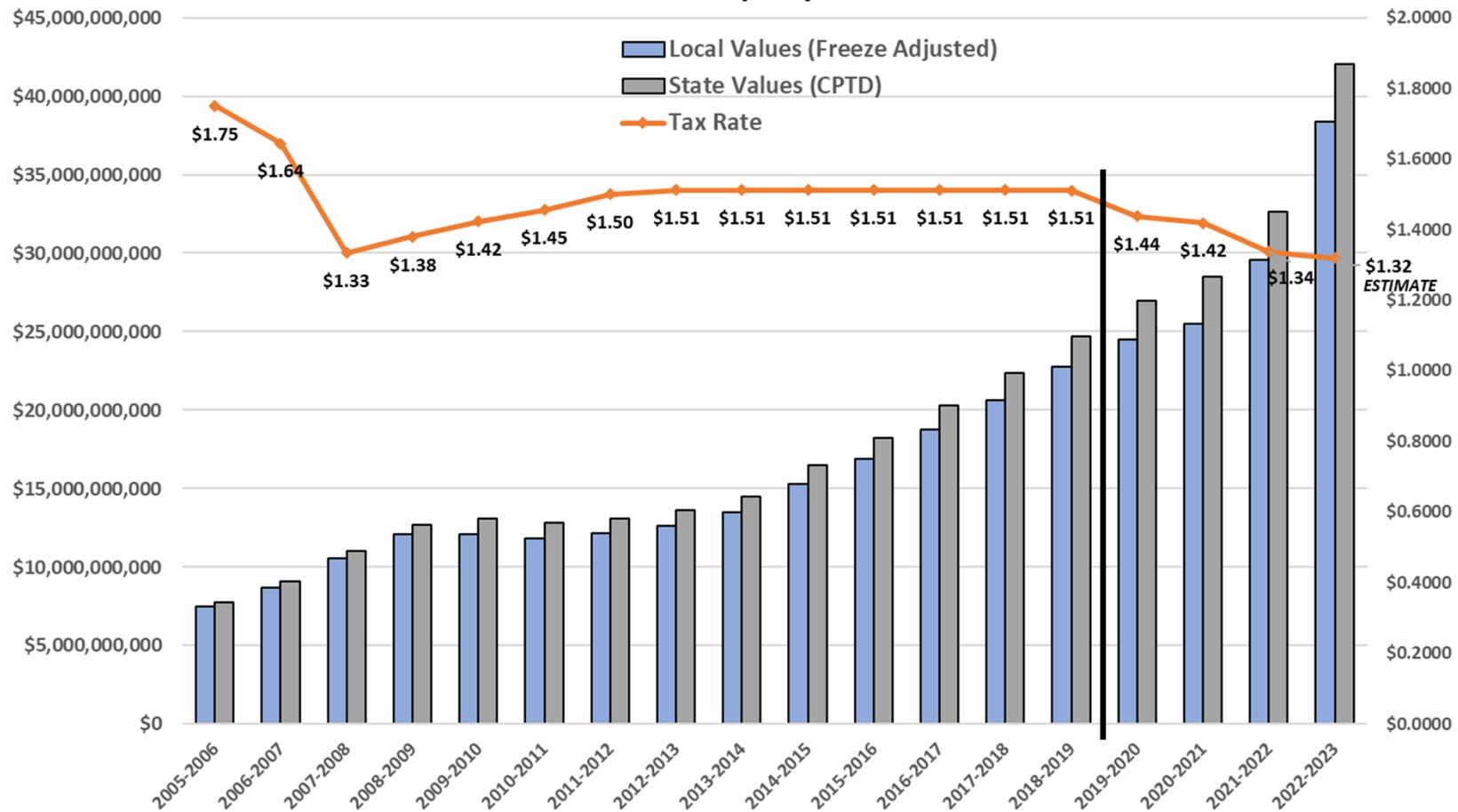


# Property Value Growth & Recapture

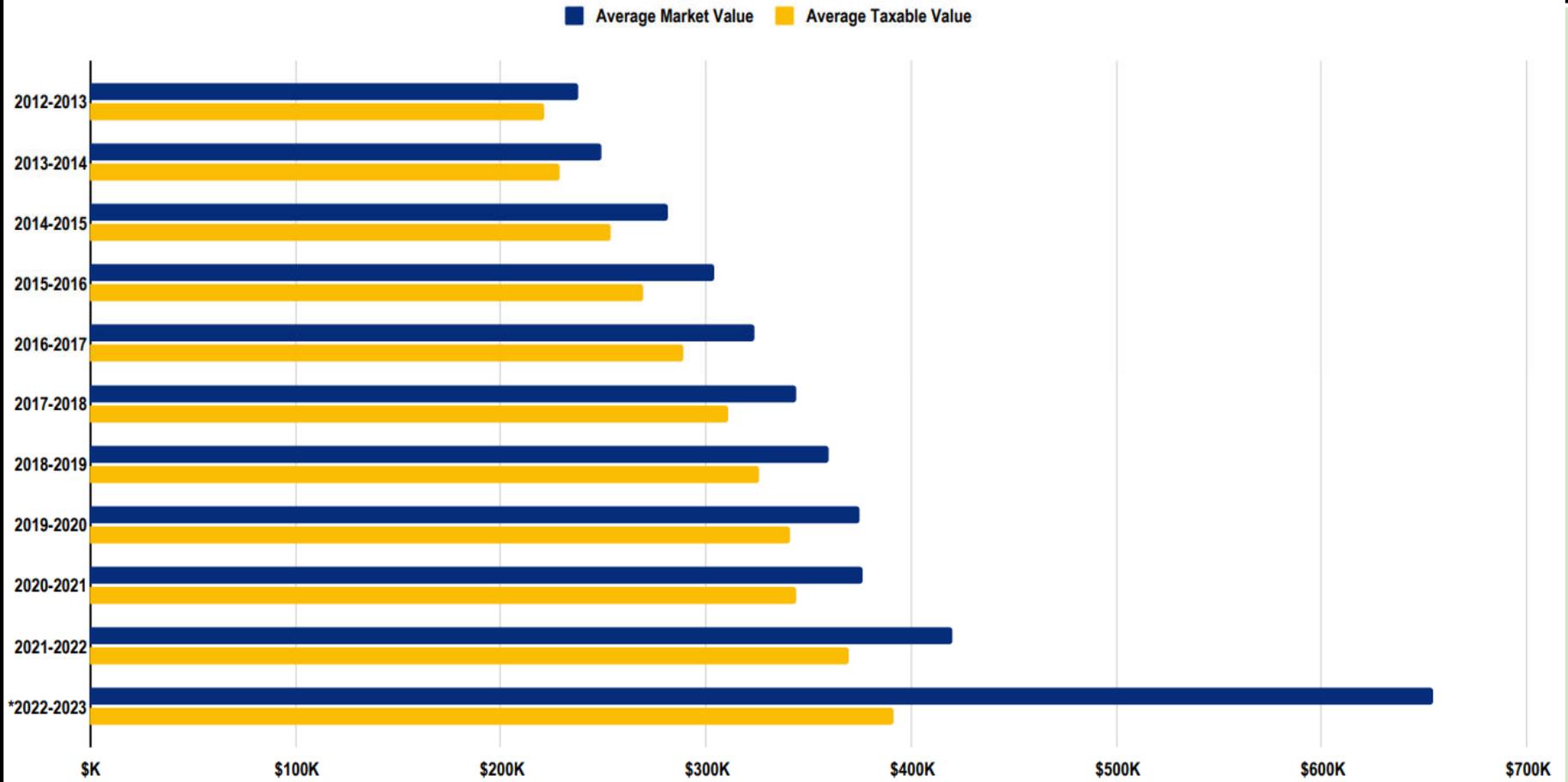
*Impact on District Revenues*



### Historical Property Value

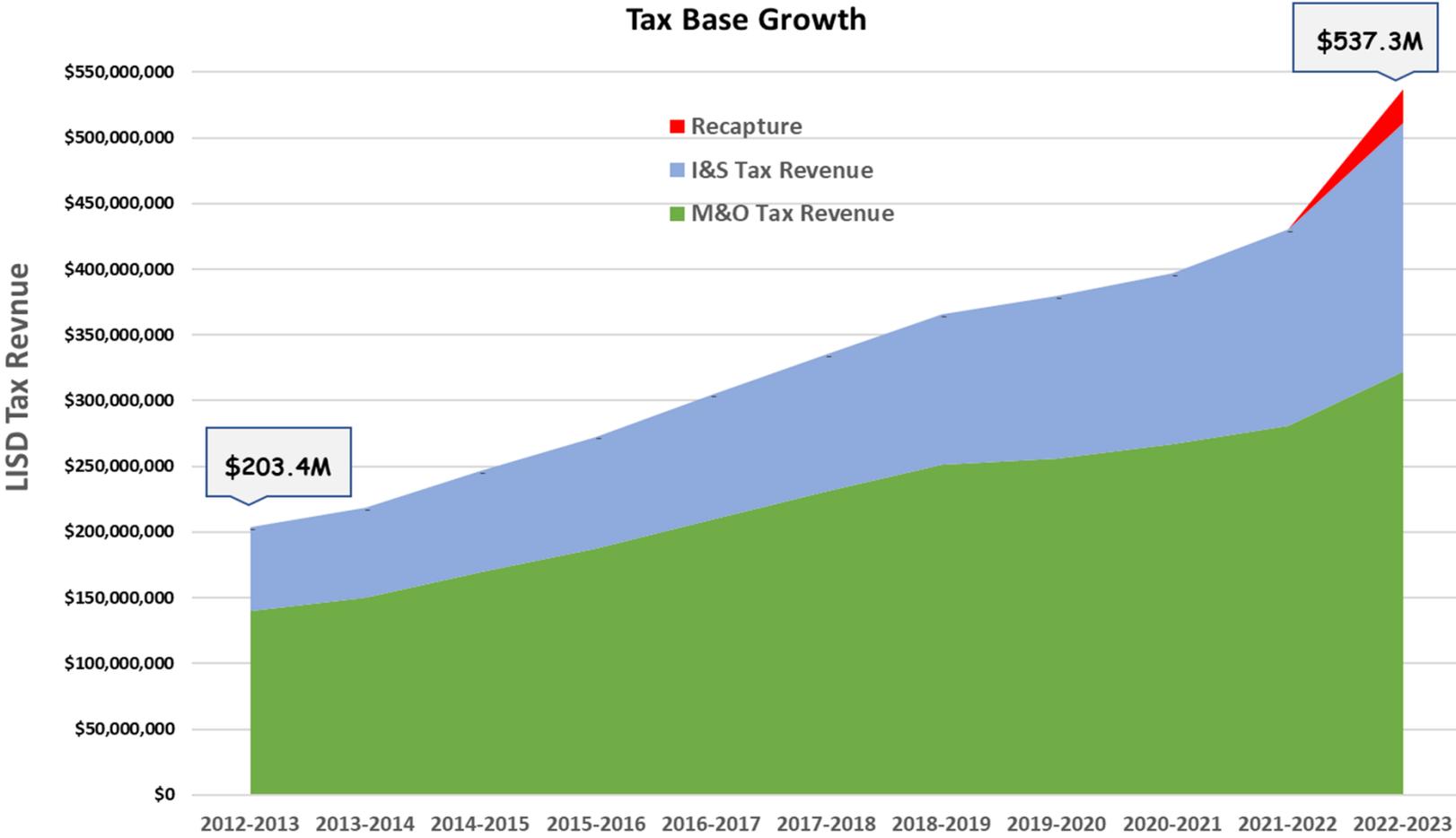


## AVERAGE MARKET VALUE VS. AVERAGE TAXABLE VALUE

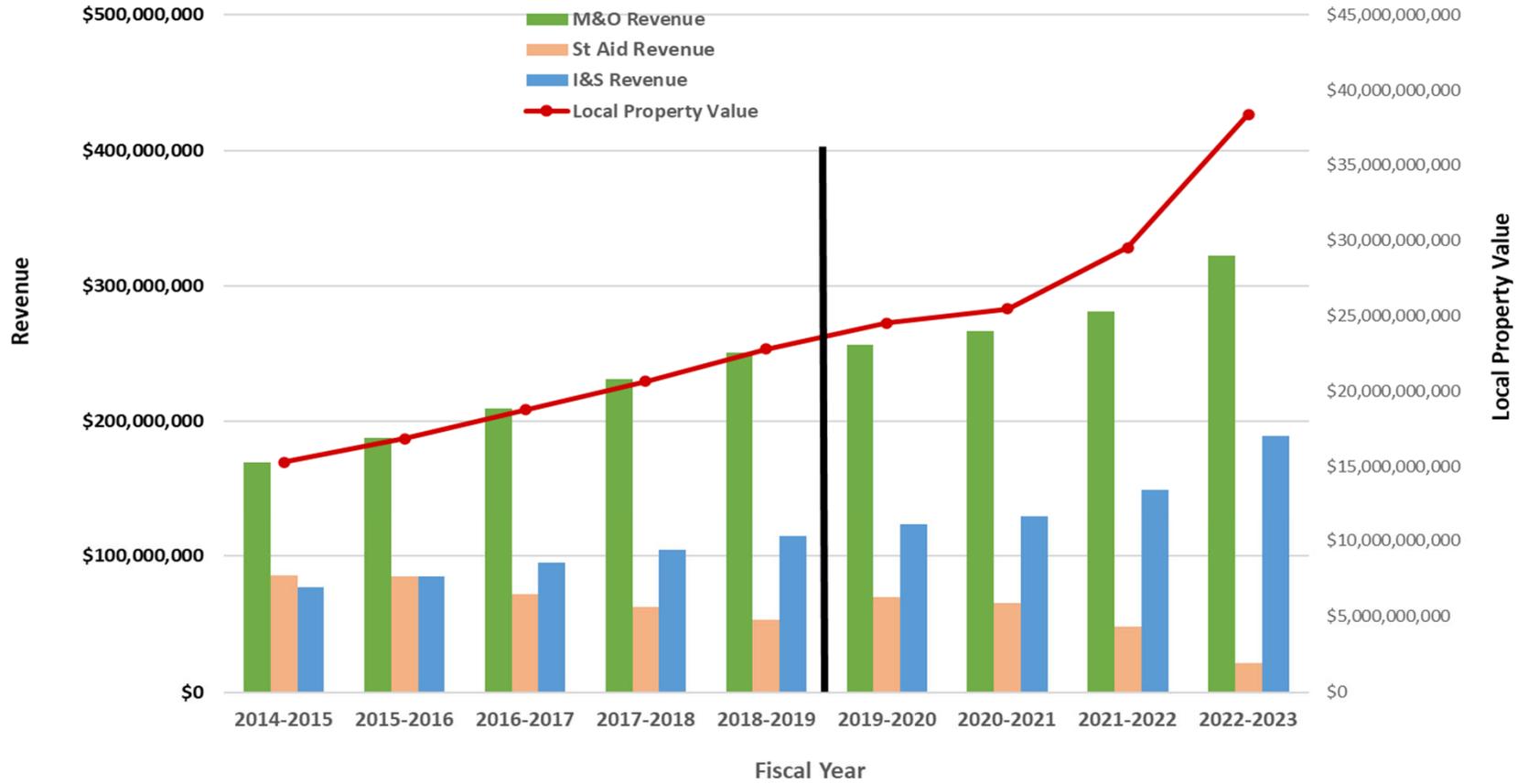


\*Estimated values based on Travis & Williamson County Appraisal District preliminary assessments

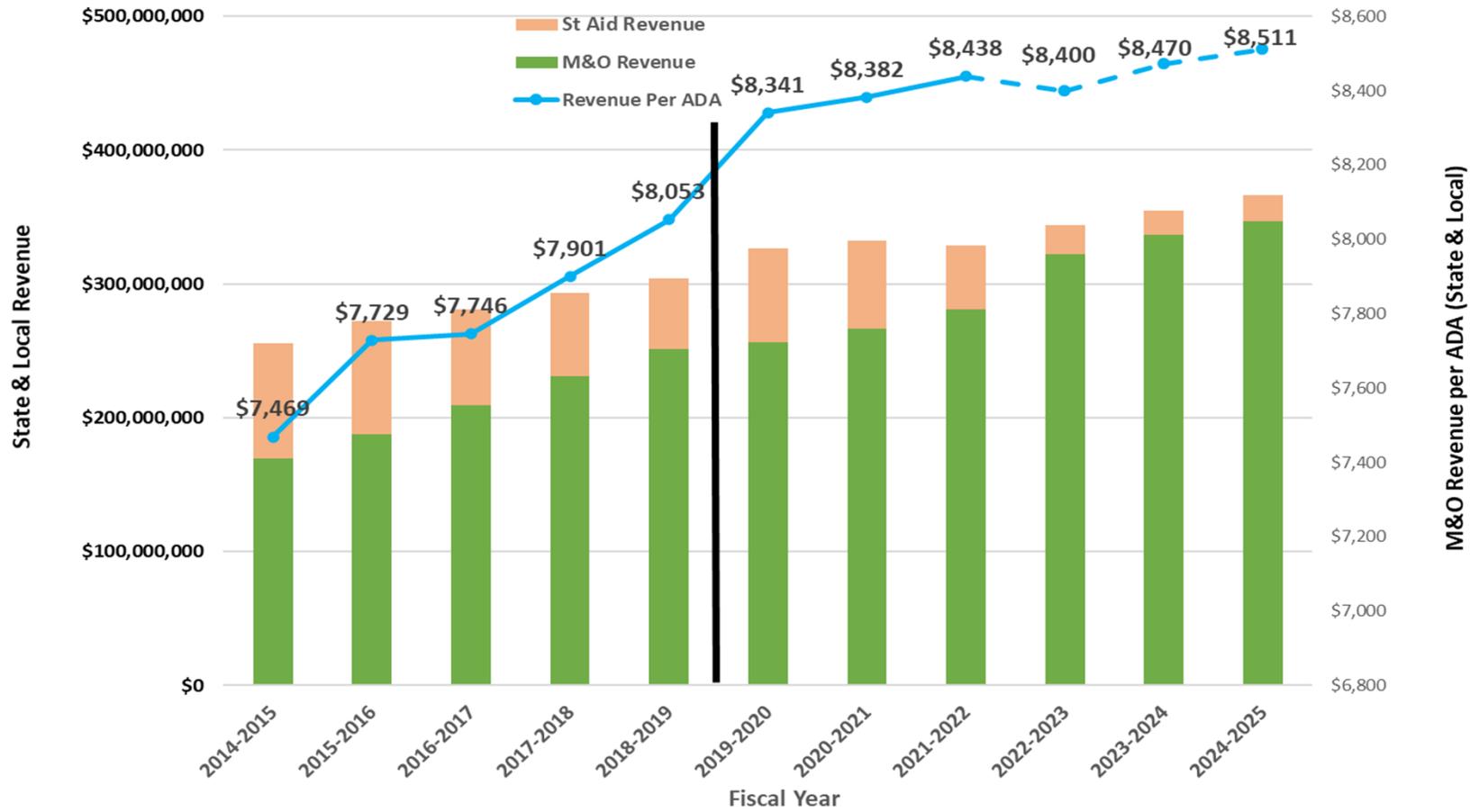
### Leander ISD Tax Base Growth



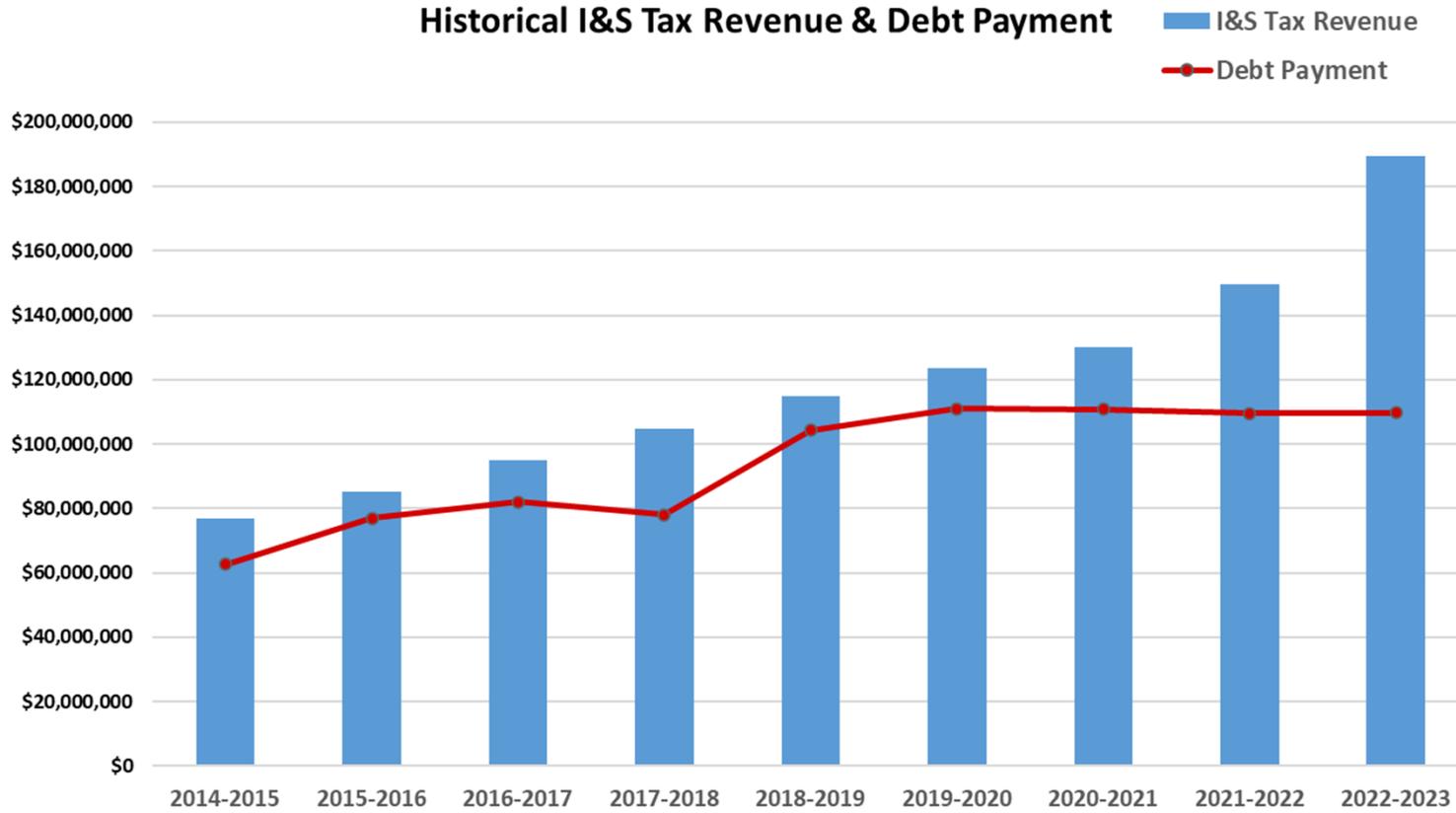
### Leander ISD Historical State & Local Tax Revenue



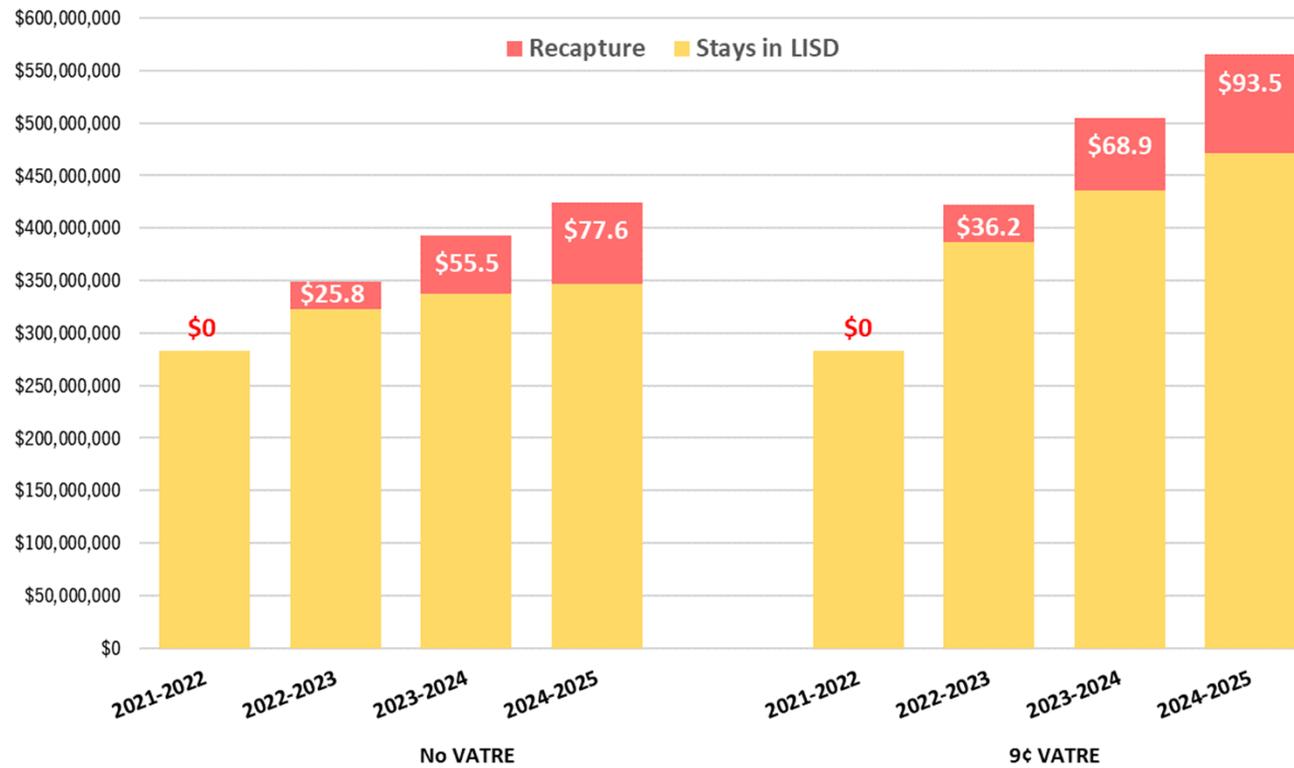
### Leander ISD State & Local M&O Revenue per ADA



### Leander ISD Historical I&S Tax Revenue & Debt Payment

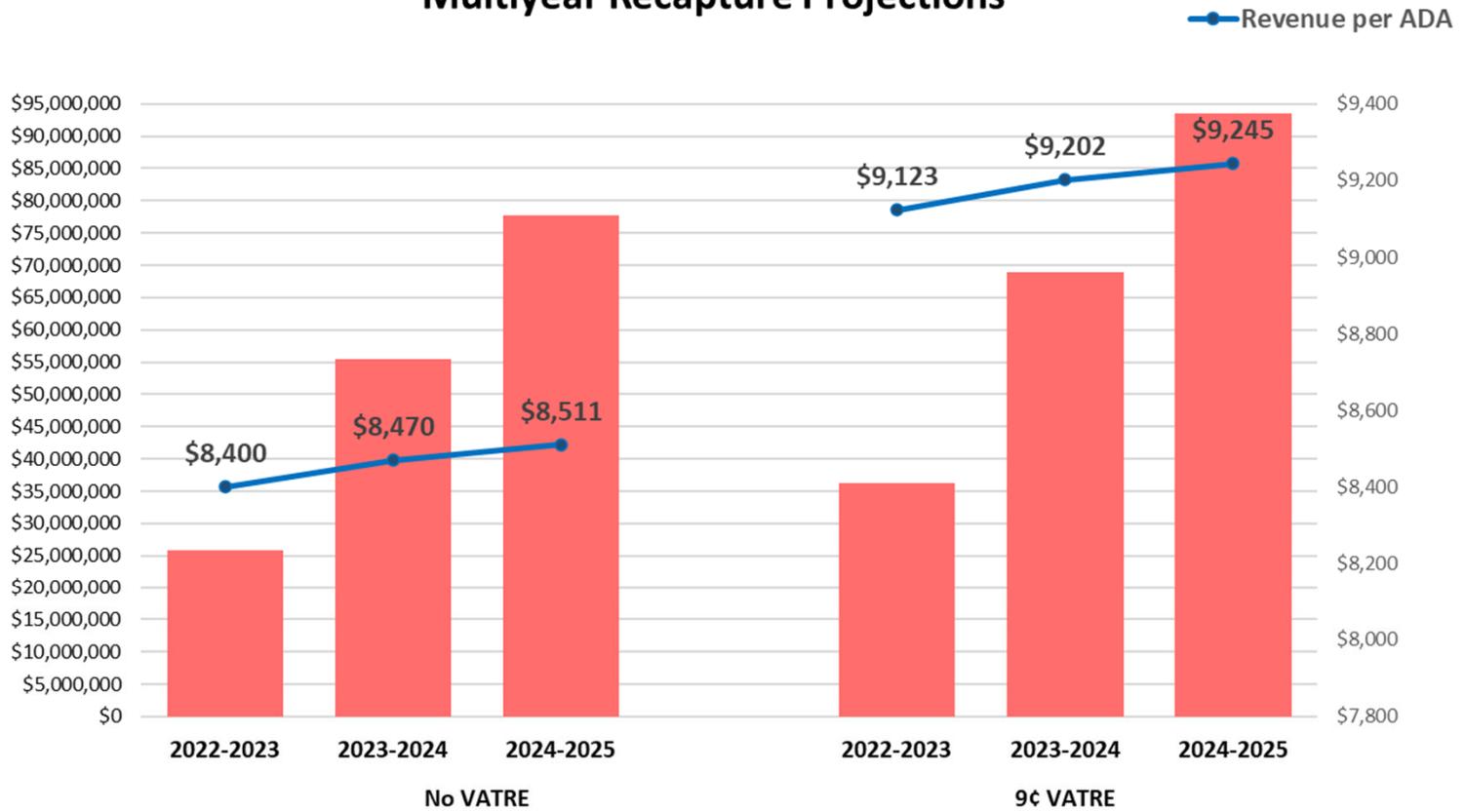


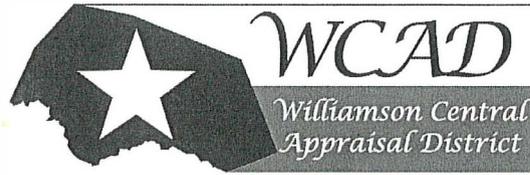
## Leander ISD Recapture Projections



**Total M&O Tax Revenue**

## Leander ISD Multiyear Recapture Projections





625 F.M. 1460  
Georgetown, Texas 78626

(512) 930-3787

[www.wcad.org](http://www.wcad.org)

Board of Directors

Charles Chadwell, Chairman

Harry Gibbs, Vice Chairman

Donald L. Hisle, Secretary

Jon Lux

Lora H. Weber

Larry Gaddes

Chief Appraiser

Alvin Lankford  
(512) 930-3787

*We will provide quality service with the highest standards of professionalism, integrity, and respect. We will uphold these standards while providing an accurate, fair and cost-effective appraisal roll in compliance with the laws of the State of Texas."*

April 27, 2022

Dr. Bruce Gearing, Superintendent  
Leander ISD  
P.O. Box 218  
Leander, TX 78646

Dear Dr. Gearing:

Enclosed is the 2022 certified estimate of value for Leander ISD. Please keep in mind that although certified, this is still an estimate.

It is very early in the valuation protest process and protest levels are still uncertain. Valuation increases of historic proportions have occurred throughout the Central Texas area which will likely impact the protest levels. Innovations such as adding the sales comparison grid to the notice of appraised value and removing the tax estimate may however, lead to less protests. Also, valuations on residential properties were determined using the sales comparison approach. This same approach will be used during protest hearings which may lead to less value reductions. Each of these factors make the accuracy of this year's estimate extremely challenging.

Our office will process a 2022 Preliminary Assessment Roll Grand Total Report on a weekly basis enabling you to follow your values throughout the protest season. This will help you to track the value loss and better estimate the final certification totals. These reports can be accessed at:  
<http://www.wcad.org/entity-portal/>.

Feel free to call our office if you have any questions or need assistance.

With Kindest Regards,

Alvin Lankford  
Chief Appraiser

Enclosures

CC:

ARL



# TRAVIS CENTRAL APPRAISAL DISTRICT

### BOARD OFFICERS

JAMES VALADEZ  
CHAIRPERSON  
BRUCE GRUBE  
VICE CHAIRPERSON  
THERESA BASTIAN  
SECRETARY/TREASURER



MARYA CRIGLER  
CHIEF APPRAISER

### BOARD MEMBERS

TOM BUCKLE  
DEBORAH CARTWRIGHT  
NICOLE CONLEY  
BRUCE ELFANT  
ANTHONY NGUYEN  
FELIPE ULLOA  
BLANCA ZAMORA-GARCIA

LEANDER ISD  
TRISH BODE, PRESIDENT  
C/O SUPERINTENDENTS OFFICE  
PO BOX 218  
LEANDER, TX 78646-0218

April 21, 2022

The appraisal district has substantially completed the 2022 valuation of properties in your jurisdiction. We have not yet received our processed any protests. Per Section 26.01(e) of the Texas Property Tax Code, I am supplying you with the estimate of taxable value of your jurisdiction. Please note that this estimate is based on the January 1 assessment date and historic protest trends.

2021 Certified Freeze Adjusted Taxable	\$10,837,147,914
2022 Preliminary Freeze Adjusted Taxable	\$14,278,933,755
Estimate of value loss due to protests	(\$571,157,350)
<b>2022 Estimate of Freeze Adjusted Taxable</b>	<b>\$13,707,776,405</b>
Estimate of taxable value of new value	\$246,690,751
Estimate of value loss due to Increase HS	\$214,673,428

Sincerely,

Marya Crigler  
Chief Appraiser  
mcrigler@tcadcentral.org  
(512) 834-9317 ext 337

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 5, 2022

<b>Agenda Item:</b>	Consider Approval of Amendments to the 2022-2023 Budget Assumptions and Parameter	
<b>Purpose (this meeting):</b>	<input type="checkbox"/> Discussion Item/Report Only	<input checked="" type="checkbox"/> Action Requested
<b>Action Requested (future meeting):</b>	Thursday, May 5, 2022	
<b>Administrator Responsible:</b>	Elaine Cogburn	
<b>Attachments:</b>	2022-2023 Proposed Amended Budget Assumptions Presentation 2022-2023 Proposed Amended Budget Assumptions	

---

## **Background Information:**

On January 13, 2022, the Board approved the budget assumptions to be used as a starting point in building the 2022-2023 budget. A projected 2022-2023 budget has been prepared using those assumptions and reflected a total deficit of \$35.7 million. Since January several conversations have taken place discussing the options for reducing the deficit. On March 24, 2022, the original assumptions were amended.

The 2022-2023 budget has been developed under the amended assumptions. Under the amended assumptions, the budget deficit meets the 4% budget deficit parameter, however the Board has requested additional options for giving employees a salary increase above the original 2% assumption. In order to accomplish this goal, several assumptions would need to be amended.

The current assumptions are presented for amendment in order to accommodate a higher pay increase for district employees. HR has presented a revised compensation plan to provide a 5% pay increase to teachers, nurses, counselors and 4% for all other employees. This proposed plan increases the expenditure budget by \$7,615,000. To avoid cuts and prepare a budget within the adopted 4% budget deficit parameter, funding for all major maintenance and the purchase of portable buildings would need to be moved to the remaining 2017 bond funds and at least 9 additional pennies would be needed on the M&O tax rate.

Amending the assumptions to include additional pennies on the tax rate allows the administration to assume additional revenues in preparing the final budget. The actual tax rate, and any additional pennies, will be determined following receipt of certified property values in July and certification of the MCR by TEA by August 5, 2022.

## **Administrative Recommendation:**

The administration recommends that the Board of Trustees amend the 2022-2023 Budget Assumptions to be used in developing the General Fund budget for 2022-2023 covering all estimated revenues and proposed expenditures.

## **Sample Motion:**

I move that the Board of Trustees amend the 2022-2023 Budget Assumptions in preparing the 2022-2023 General Fund Budget as presented.



# 2022 – 2023<sup>85</sup> Budget Update

May 5, 2022



# Recap of Budget Milestones

- **December 2021**: introduced budget assumptions & parameter = projected \$35.7 million deficit for 22-23 which grows to \$61 million by 24-25
- **January 2022**: Board approved assumptions & 4% deficit parameter
- **March 2022**: Board amended assumptions reducing **\$1 million from MM**, authorizing revenue estimates to **include 5 pennies** on M&O, administration identified **\$3.5 million in reductions**, value growth projected at 29%
- **April 2022**: Presentation of compensation plan - **2% for ALL employees with additional 1% for TCN and \$15/hour minimum**
- **April 2022**: Board request for more options for larger salary increases and area districts announce pay increases
- **April 2022**: Certified preliminary values at **30%** net taxable increase

# February Budget Estimates-Fund Balance Impact

Projections - February 2022 2022 - 2023		Projections - February 2022 2023 - 2024		Projections - February 2022 2024 - 2025	
*Beginning Fund Balance	\$ 181,018,977	Beginning Fund Balance	\$ 145,270,120	Beginning Fund Balance	\$ 95,696,895 <sup>87</sup>
Projected Deficit	<u>(35,748,857)</u>	Projected Deficit	<u>(49,573,225)</u>	Projected Deficit	<u>(60,955,209)</u>
Ending Fund Balance	\$ 145,270,120	Ending Fund Balance	\$ 95,696,895	Ending Fund Balance	\$ 34,741,686
3 Mo. Fund Balance Requirement	103,417,686	3 Mo. Fund Balance Requirement	109,221,023	3 Mo. Fund Balance Requirement	114,360,836
Excess/Short Fund Balance	<u>\$ 41,852,434</u>	Excess/Short Fund Balance	<u>\$ (13,524,128)</u>	Excess/Short Fund Balance	<u>\$ (79,619,150)</u>

**Board Policy CE Local:**

*“If the assigned and unassigned fund balances fall below **three months of the total annual operating expenditures**, the **Superintendent shall prepare a plan for Board approval** to meet the required unassigned and assigned minimum fund balance requirement.”*

# Board Request:

Don't cut costs forward  
facing to classroom.



Can we do more  
than 2% pay raises?



4% All Employees		
ATB	Group	Amount
4.0%	Teachers	\$7,900,000
4.0%	RN's	\$108,000
4.0%	Counselors	\$246,000
4.0%	Administrator/Professional	\$1,734,000
4.0%	Information Technology	\$251,000
4.0%	Auxiliary/Transportation	\$759,000
4.0%	Office Paraprofessional	\$1,082,000
<b>ATB Subtotal</b>		<b>\$12,080,000</b>
	Substitute Rates	\$1,026,000
4%	\$15/hr. Min floor	\$3,270,000
	Stipends and Adjustments	\$56,000
<b>Grand Total</b>		<b>\$16,432,000</b>

5% TNC/3% All Others		
ATB	Group	Amount
5.0%	Teachers	\$9,953,000
5.0%	RN's	\$134,000
5.0%	Counselors	\$308,000
5.0%	Administrator/Professional	\$301,000
5.0%	Information Technology	\$89,000
5.0%	Auxiliary/Transportation	\$9,000
5.0%	Office Paraprofessional	\$1,000
<b>ATB Subtotal</b>		<b>\$11,794,000</b>
	Substitute Rates	\$1,026,000
5%	\$15/hr. Min floor	\$3,574,000
	Stipends and Adjustments	\$56,000
<b>Grand Total</b>		<b>\$17,921,000</b>

5% TNC/4% All Others		
ATB	Group	Amount
5.0%	Teachers	\$9,952,000
5.0%	RN's	\$134,000
5.0%	Counselors	\$308,000
4.0%	Administrator/Professional	\$1,734,000
4.0%	Information Technology	\$251,000
4.0%	Auxiliary/Transportation	\$759,000
4.0%	Office Paraprofessional	\$1,082,000
<b>ATB Subtotal</b>		<b>\$14,220,000</b>
	Substitute Rates	\$1,026,000
4.0%	\$15/hr. Min floor	\$3,459,000
	Stipends and Adjustments	\$216,000
<b>Grand Total</b>		<b>\$18,921,000</b>

6% TNC/4% All Others		
ATB	Group	Amount
6.0%	Teachers	\$11,564,000
6.0%	RN's	\$162,000
6.0%	Counselors	\$371,000
6.0%	Administrator/Professional	\$1,734,000
6.0%	Information Technology	\$251,000
6.0%	Auxiliary/Transportation	\$759,000
6.0%	Office Paraprofessional	\$1,000
<b>ATB Subtotal</b>		<b>\$15,881,000</b>
	Substitute Rates	\$1,026,000
6.0%	\$15/hr. Min floor	\$3,270,000
	Stipends and Adjustments	\$56,000
<b>Grand Total</b>		<b>\$20,275,000</b>

**Current Budget Estimate**      **\$ 11,306,000**

---

**Increase to Overall Budget**      **\$ 5,126,000**

**Current Budget Estimate**      **\$ 11,306,000**

---

**Increase to Overall Budget**      **\$ 6,615,000**

**Current Budget Estimate**      **\$ 11,306,000**

---

**Increase to Overall Budget**      **\$ 7,615,000**

**Current Budget Estimate**      **\$ 11,306,000**

---

**Increase to Overall Budget**      **\$ 8,969,000**

NOT recommended  
because of disparity  
created between 5% and  
3% in pay scales

Possible IF amend  
assumptions

NOT recommended  
because of disparity  
created between 6% and  
4% in pay scales AND cost  
of proposal

# How do we get to 5%/4% Model?

- **Amend Adopted Assumptions**

- Requires at LEAST 9 pennies in VATRE
- Requires moving funding for Major Maintenance (and portables) to Bond funds
  - Permanent transfer of funding
  - Up to \$14 million through 2025
  - Use 2017 bond savings until new bonds authorized including all maintenance
  - Maximizes use of I&S pennies (no recapture)

- **Timing of payment of raises**

- Still recommend 2% for all, starting July 1 with additional 3%/2% distributed AFTER successful VATRE
  - One-time payment in December to “catch up” on extra percentages
  - Increase in pay for remaining checks through end of contract
  - ALL payments TRS eligible

90



# Budget Estimates w/5%/4% Option-5 cent VATRE

Projections w/5 Cent VATRE AND 5/4% Compensation Plan 2022 - 2023		Projections w/5 Cent VATRE AND 5/4% Compensation Plan 2023 - 2024		Projections w/5 Cent VATRE AND 5/4% Compensation Plan 2024 - 2025	
Total Revenues	\$ 403,738,805	Total Revenues	\$ 443,707,302	Total Revenues	\$ 476,972,526
Recapture	(25,675,821)	Recapture	(55,297,512)	Recapture	(77,461,718) 91
Expenditures/Transfers/ESSER	(410,923,964)	Expenditures/Transfers/ESSER	(433,581,101)	Expenditures/Transfers/ESSER	(452,107,126)
<b>Projected Deficit</b>	<b>\$ (32,860,980)</b>	<b>Projected Deficit</b>	<b>\$ (45,171,311)</b>	<b>Projected Deficit</b>	<b>\$ (52,596,318)</b>
<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>	<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>	<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>
<b>Projected Deficit</b>	<b>\$ (40,475,980)</b>	<b>Projected Deficit</b>	<b>\$ (52,786,311)</b>	<b>Projected Deficit</b>	<b>\$ (60,211,318)</b>
<b>5 CENT VATRE *net of recapture</b>	<b>\$ 20,281,870</b>	<b>5 CENT VATRE</b>	<b>\$ 20,949,912</b>	<b>5 CENT VATRE</b>	<b>\$ 21,499,882</b>
<b>Adjusted Projected Deficit</b>	<b>\$ (20,194,110)</b>	<b>Adjusted Projected Deficit</b>	<b>\$ (31,836,399)</b>	<b>Adjusted Projected Deficit</b>	<b>\$ (38,711,436)</b>
<b>4% Budget Deficit Parameter</b>	<b>\$ 15,933,794</b>	<b>4% Budget Deficit Parameter</b>	<b>\$ 16,374,388</b>	<b>4% Budget Deficit Parameter</b>	<b>\$ 16,840,428</b>
<b>Cuts Needed</b>	<b>\$ (4,260,316)</b>	<b>Cuts Needed</b>	<b>\$ (15,462,011)</b>	<b>Cuts Needed</b>	<b>\$ (21,871,008)</b>
<b>*Total Recapture</b>	<b>\$ 29,009,978</b>	<b>Total Recapture</b>	<b>\$ 59,671,988</b>	<b>Total Recapture</b>	<b>\$ 82,626,963</b>

# Fund Balance under 5 cent VATRE

Projections w/5 Cent VATRE AND 5/4% Compensation Plan 2022 - 2023		Projections w/5 Cent VATRE AND 5/4% Compensation Plan 2023 - 2024		Projections w/5 Cent VATRE AND 5/4% Compensation Plan 2024 - 2025	
*Beginning Fund Balance	\$ 181,018,977	Beginning Fund Balance	\$ 160,824,867	Beginning Fund Balance	\$ 128,988,468
Projected Deficit	<u>(20,194,110)</u>	Projected Deficit	<u>(31,836,399)</u>	Projected Deficit	<u>(38,711,436)</u>
Ending Fund Balance	\$ 160,824,867	Ending Fund Balance	\$ 128,988,468	Ending Fund Balance	\$ 90,277,032
3 Mo. Fund Balance Requirement	104,634,491	3 Mo. Fund Balance Requiren	110,298,775	3 Mo. Fund Balance Requiren	114,930,281
Excess/Short Fund Balance	<u>\$ 56,190,376</u>	Excess/Short Fund Balance	<u>\$ 18,689,693</u>	Excess/Short Fund Balance	<u>\$ (24,653,249)</u>

92

# Budget Estimates w/5%/4% Option-9 cent VATRE

Projections w/9 Cent VATRE, MM AND 5/4% Compensation Plan 2022 - 2023		Projections w/9 Cent VATRE, MM AND 5/4% Compensation Plan 2023 - 2024		Projections w/9 Cent VATRE, MM AND 5/4% Compensation Plan 2024 - 2025	
Total Revenues	\$ 403,738,805	Total Revenues	\$ 443,707,302	Total Revenues	\$ 476,972,526
Recapture	(25,675,821)	Recapture	(55,297,512)	Recapture	(77,461,718)
Expenditures/Transfers/ESSER	(410,923,964)	Expenditures/Transfers/ESSER	(433,581,101)	Expenditures/Transfers/ESSER	(452,107,126)
<b>Projected Deficit</b>	<b>\$ (32,860,980)</b>	<b>Projected Deficit</b>	<b>\$ (45,171,311)</b>	<b>Projected Deficit</b>	<b>\$ (52,596,318)</b>
<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>	<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>	<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>
<b>Projected Deficit</b>	<b>\$ (40,475,980)</b>	<b>Projected Deficit</b>	<b>\$ (52,786,311)</b>	<b>Projected Deficit</b>	<b>\$ (60,211,318)</b>
<b>9 CENT VATRE *net of Recapture</b>	<b>\$ 30,288,025</b>	<b>9 CENT VATRE *net of Recapture</b>	<b>\$ 31,309,473</b>	<b>9 CENT VATRE *net of Recapture</b>	<b>\$ 32,135,148</b>
<b>Move MM to Bond Savings</b>	<b>\$ 5,000,000</b>	<b>Move MM to Bond Savings</b>	<b>\$ 5,000,000</b>	<b>Move MM to Bond Savings</b>	<b>\$ 5,000,000</b>
<b>Adjusted Projected Deficit</b>	<b>\$ (5,187,955)</b>	<b>Adjusted Projected Deficit</b>	<b>\$ (16,476,838)</b>	<b>Adjusted Projected Deficit</b>	<b>\$ (23,076,170)</b>
<b>4% Budget Deficit Parameter</b>	<b>\$ 16,334,040</b>	<b>4% Budget Deficit Parameter</b>	<b>\$ 16,788,771</b>	<b>4% Budget Deficit Parameter</b>	<b>\$ 17,265,838</b>
<b>Cuts Needed</b>	<b>\$ -</b>	<b>Cuts Needed</b>	<b>\$ -</b>	<b>Cuts Needed</b>	<b>\$ (5,810,332)</b>
<b>*Total Recapture</b>	<b>\$ 36,210,203</b>	<b>Total Recapture</b>	<b>\$ 68,965,051</b>	<b>Total Recapture</b>	<b>\$ 93,540,256</b>

# Fund Balance under 9 cent VATRE

Projections w/9 Cent VATRE, MM AND 5/4% Compensation Plan 2022 - 2023		Projections w/9 Cent VATRE, MM AND 5/4% Compensation Plan 2023 - 2024		Projections w/9 Cent VATRE, MM AND 5/4% Compensation Plan 94 2024 - 2025	
<i>*Beginning Fund Balance</i>	\$ 181,018,977	Beginning Fund Balance	\$ 175,831,022	Beginning Fund Balance	\$ 159,354,184
Projected Deficit	<u>(5,187,955)</u>	Projected Deficit	<u>(16,476,838)</u>	Projected Deficit	<u>(23,076,170)</u>
<b>Ending Fund Balance</b>	<b>\$ 175,831,022</b>	<b>Ending Fund Balance</b>	<b>\$ 159,354,184</b>	<b>Ending Fund Balance</b>	<b>\$ 136,278,014</b>
3 Mo. Fund Balance Requirement	103,384,491	3 Mo. Fund Balance Requirement	109,048,775	3 Mo. Fund Balance Requirement	113,680,281
<b>Excess/Short Fund Balance</b>	<b><u>\$ 72,446,531</u></b>	<b>Excess/Short Fund Balance</b>	<b><u>\$ 50,305,409</u></b>	<b>Excess/Short Fund Balance</b>	<b><u>\$ 22,597,733</u></b>



# Recommendations

- Approve amended assumptions
- Adopt compensation plan May 19 with following provisions
  - 2% pay increase for ALL employees starting July 1, 2022
  - Move minimum hourly rate to \$15/hour starting July 1, 2022
  - Contingent language providing total increases of **5%/4%**:
    - **TNC** will receive an additional 3% pay increase CONTINGENT upon successful November 8, 2022, VATRE
    - **Other** employees receive an additional 2% pay increase CONTINGENT upon successful November 8, 2022, VATRE
    - Additional pay increases paid as follows:
      - “Catch-up” one-time payment paid in December 2022 for additional percentages from July 1
      - Salaries adjusted to reflect additional percentages paid out monthly for remainder of year

95



# Recommendations

- Adopt budget June 23, 2022
- Revenue budget reflects revenues based on a 9 cent VATRE
  - Actual tax rate adopted by August 22, 2022, but Board would need to commit to at least 9 pennies on M&O rate to support additional pay increases
- Payroll budget adopted on 5%/4% pay increases for all with \$15/hr. minimum
- This meets 4% budget parameter
- Gives 6 cents of tax rate reduction to community
- If VATRE fails, amend budget to reduce total revenues

# 2022 – 2023 Budget Proposed for Adoption

Projections w/9 Cent VATRE, MM  
AND 5/4% Compensation Plan  
2022 - 2023

Total Revenues	\$ 403,738,805
Recapture	(25,675,821)
Expenditures/Transfers/ESSER	(410,923,964)
<b>Projected Deficit</b>	<b><u>\$ (32,860,980)</u></b>
<b>5%/4% Pay Increase</b>	<b>(7,615,000)</b>
<b>Projected Deficit</b>	<b><u>\$ (40,475,980)</u></b>
9 CENT VATRE <i>*net of Recapture</i>	\$ 30,288,025
Move MM to Bond Savings	\$ 5,000,000
<b>Adjusted Projected Deficit</b>	<b><u>\$ (5,187,955)</u></b>
4% Budget Deficit Parameter	\$ 16,334,040
<b>Cuts Needed</b>	<b>\$ -</b>

97

Payroll Budget would include  
Comp Plan with contingent  
5%/4% pay increases

Revenue Budget would  
include 9 cent VATRE yield

NO funds for MM would be  
included

# 2022 – 2023 Amended Budget if VATRE Fails

2022 -2023 Compensation Increase <b>BEFORE</b> VATRE VATRE Fails	
Adopted Deficit	\$ (5,187,955)
VATRE Revenues LOST	\$ (30,288,025)
Reduce Payroll Budget	-
<b>Amended Deficit November 2022</b>	<b>\$ (35,475,980)</b>
4% Budget Deficit Parameter	\$ 16,334,040
<b>Cuts Needed</b>	<b>\$ (19,141,940)</b>

2022 -2023 Compensation Increase <b>AFTER</b> VATRE VATRE Fails	
Adopted Deficit	\$ (5,187,955)
VATRE Revenues LOST	\$ (30,288,025)
Reduce Payroll Budget for Contingent 3%/2%	7,615,000
<b>Amended Deficit November 2022</b>	<b>\$ (27,860,980)</b>
4% Budget Deficit Parameter	\$ 16,334,040
<b>Cuts Needed</b>	<b>\$ (11,526,940)</b>

98



# Discussion

May 5, 2022



**LEANDER INDEPENDENT SCHOOL DISTRICT  
2022-2023 BUDGET PREPARATION  
ASSUMPTIONS and PARAMETER  
REVISED MAY 5, 2022**

DATA ELEMENT	ASSUMPTION	MODERATE GROWTH	
		22-23 PASA for Staffing <b>4.56%</b>	22-23 PASA for Funding <b>4.56%</b>
<b>Student Enrollment:</b>	PASA Moderate Growth Projection (less Pre-k)	42,710.00	42,710.00
	Pre-k projection (funding based on 1/2 day)	1,010.00	505.00
	Student enrollment projection for staffing/revenue estimates	<u>43,720.00</u>	<u>43,215.00</u>
<b>Budget Parameter:</b>			<b>4.00%</b>
<b>Avg Daily Attendance Rate:</b>	Based on historical trend		95%
<b>Local Property Values:</b>	<b>April certified estimate property value growth</b>		<b>30%</b>
<b>State Property Values:</b>	Estimated 2022 State Property Value (as a percentage of local values)		99.5%
<b>Property Tax Collection Rate:</b>	Projected rate of collection on tax levy		99%
<b>Staff Pay Increase:</b>	Pay increases to all staff		2%
<b>Additional Pay Increase Contingent on VATRE:</b>	<b>Additional 3% to Teachers/Counselors/Nurses</b>		<b>3%</b>
	<b>Additional 2% to All Other Staff</b>		<b>2%</b>
<b>Campus Allocations:</b>	Maintain weighted per student allocations		
<b>Positions tied to student enrollment projections:</b>			
	Staffing formulas; K-12	\$	4,400,000
	Staffing formulas; Pre-k	\$	275,000
	New positions for special education	\$	1,100,000
<b>New School Allocations:</b>	Balance of start up costs for EL 29 opening 22-23	\$	1,200,000
	Start up salaries for EL 30 and EL 31 (will not open in 23-24)	\$	-
<b>Other Staffing Increases:</b>	Adjustments due to pay study	\$	5,000,000
	New position requests (outside of formula)	\$	500,000
	Cost to open Early College HS (personnel & non-personnel)	\$	1,000,000
<b>Employee Benefits:</b>	Increase contribution towards insurance premiums	\$	1,000,000
<b>Major Maintenance:</b>	<b>Funded at level increments based on approved MM Plan</b>	\$	<b>(4,000,000)</b>
<b>Portables:</b>	<b>Portables to house students at campuses over capacity</b>	\$	<b>(1,000,000)</b>
<b>Budgeting Practices:</b>	Budget payroll at 98%	\$	(4,500,000)
	<b>Identified Reductions (no impact to classroom)</b>	\$	<b>(3,500,000)</b>
	ESSER funds - Potential General Fund Relief	\$	(4,600,000)
<b>Tax Rate:</b>	M&O rate ESTIMATE with additional compression under HB3	\$	0.8220
	Existing Golden pennies		0.0500
	Additional Golden pennies (3¢)		-
	Add Copper pennies (6¢)		-
	I & S rate		0.4650
	<i>Actual/Projected Tax Rate</i>	\$	1.3370
		\$	1.27460

# Leander ISD Board Meeting Agenda Item Information

Regular Meeting Date: May 5, 2022

**Agenda Item:** 2022-23 Total Compensation Recommendation  
**Purpose:**  Action Requested This Month  Discussion Item/Report  
**Administrator Responsible:** Karie Lynn McSpadden  
**Attachments:** 2022-23 Total Compensation Presentation  
 2022-23 Across the Board Pay Increase Summary (2%) Atch1  
 2022-23 Across the Board Pay Increase Summary (Teacher 5%, All Staff 4%) Atch2  
 2022-23 Compensation Plan Atch3

## Background Information:

### COMPENSATION

Each year, we review our compensation program to ensure that we are staying competitive in the market so we can recruit and retain the best employees. We do a comprehensive review of all LISD’s compensation plan components and make recommendations to the Board for an across-the-board pay increase, in addition to other compensation changes to ensure our competitiveness. As a reminder, LISD conducts in-depth salary scale reviews on a rotating basis. This year we reviewed market data for all scales and are recommending additional modifications to the scales and some stipend adjustments. However, considering market movement towards a minimum hourly rate floor of \$15hr., an increase to substitute rates and to place the district’s pay scales in the best market position, an additional \$5,316,000 would be needed to make further adjustments.

All employees would see the 2% across the board salary increase in their first 2022-2023 paycheck.

Scale	Employees	2% Total Cost	Additional Teacher 3% Teachers/2% All Others Total Cost
Teacher	3,347	\$3,909,000	\$6,044,000
Registered Nurse	45	\$54,000	\$80,000
Counselor	103	\$123,000	\$185,000
Administrative/Professional	535	\$867,000	\$867,000
Information Technology	83	\$126,000	\$125,000
Office/Paraprofessional	1,008	\$541,000	\$181,000
Auxiliary/Transportation	734	\$379,000	\$124,000
<b>TOTAL</b>	<b>5,855</b>	<b>\$5,998,000</b>	<b>\$7,606,000</b>
Admin./Prof. Scales and Stipend review		\$216,000	
Substitute Rate Increase		\$1,026,000	
Establish Minimum Hourly Rate Floor		\$4,074,000	
<b>GRAND TOTAL</b>		<b>\$11,315,000</b>	<b>\$7,606,000</b>
<b>TOTAL 5%/4% AND OTHER REVIEW ITEMS</b>		<b>\$18,921,000</b>	

### ADDITIONAL 3% TEACHER MIDPOINT BASE PAY INCREASE AND ALL OTHER STAFF 2% MIDPOINT INCREASE AUTHORIZATION OPTIONS

Only possible if:

- 1) Board approves a 2022 tax rate with at least 9 more pennies
- 2) Voters ratify the 2022 tax rate in an election to be held November 8, 2022

Teachers, nurses, counselors would receive an additional 3% of midpoint to be paid in a delayed lump sum payment in December based on the number of days worked through the date set by payroll and then salaries will be increased by the remaining amount for the 2022-23 school year. All other eligible staff would receive an additional 2% of midpoint increase to be paid in a delayed lump sum payment in December based on the number of days

worked through the date set by payroll and salaries will then be increased by the remaining amount if the first two criteria above are met.

### **EMPLOYEE ELIGIBILITY FOR 3% MIDPOINT TEACHER BASE PAY INCREASE AND 2% OF MIDPOINT ALL OTHER ELIGIBLE STAFF**

The Chief Financial Officer, in collaboration with Human Resources, will recommend one of the following options based on the timing of the payment authorization.

If any mid-year midpoint base salary increase is authorized by the Board of Trustees; all eligible employees who are employed by the district in a regular part or full-time position (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive this a delayed lump sum payment in December based on the number of days worked through the date set by payroll and then salaries will be increased by the remaining amount for the 2022-23 school year. Employees who received a market adjustment, in addition to the across the board increase, that exceeds the across the board increase, may not be eligible for the additional payment in December due to this amount already being included in the market adjustment that will be paid beginning with their first check of the new year. The mid-year base pay increase is eligible for TRS creditable service.

If the VATRE passes, and an employee terminated LISD prior to the VATRE passing or prior to the delayed lump sum payment, they will receive their delayed lump sum payment after the VATRE passes, at a time administratively feasible for payroll to process.

### **ONE-TIME LUMP SUM RETENTION PAYMENT AUTHORIZATION**

In addition to the options listed above and the compensation laid out within the district's compensation plan for 2022-2023, the Superintendent may recommend, and the Board may approve, a one-time lump sum payment (amount of which to be determined at time of approval) for employees (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

**Employee Eligibility** - Employee is employed by the district in a regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment. The one-time lump sum payment is not eligible for TRS creditable service.

### **BENEFITS**

Healthcare trend continues to increase annually; it is anticipated to increase by 4.5% for 2022. Other factors affecting the district's costs are increased claims activity due to pent up demand as well as a higher incidence of chronic conditions likely due to pauses in preventive care during COVID-19.

In 2021, the district's funding level per employee remained flat and employee premiums decreased slightly, while overall plan costs increased significantly. If the funding is not increased in 2022 and beyond, the district will move towards a deficit position in total plan costs to employer/employee funding quickly, establishing the need to draw from fund balance to offset this deficit.

Due to these factors, we are recommending moving forward as planned with an increase in the district's employer contribution on 7/1/2022 from \$350 per month to \$360 per month – along with a 2% increase in employee premiums effective 1/1/2023.

**Administrative Recommendation:**

For discussion only to consider Board action at a later date.

**Sample Motion:**

N/A



# **Total Compensation Review**

## **For 2022-23 Changes**

\*This presentation is related to the Superintendent Evaluation Part III: District Management  
Section B. Human Resources Management.

# What Are Local ISDs Considering?

ISD	2022-23 Teacher Increase Projections	2022-23 Administrator Increase Projections	2022-23 Staff Increase Projections	Min Floor of Pay
Austin	2%+\$1,000	Up to 3.7%	Up to 3.7%	\$16/hr.
Eanes	2%	2%	2%	Unknown
Georgetown	3%	3%	3%	\$14/hr.*
Lake Travis	7%	4%	7%	\$15/hr.
Pflugerville	3%	3%	3%	\$15/hr.
Round Rock	5%	2%	3%	\$15/hr.

\* Some scales may remain below \$15 and \$14



# **Across-the-Board Increase**

106

# 2022-23 Teacher Local Comparisons – LISD 2%

LOCAL MARKET	Assumed 22-23 Increase	Student Enrollment	No. of Teachers	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD*	2.0%	73,777	5,122	\$51,983	\$53,390	\$54,613	\$55,113	\$56,305	\$58,236
Eanes ISD	2.0%	8,009	653	\$51,218	\$51,718	\$53,068	\$55,868	\$58,418	\$56,260
Georgetown ISD	3.0%	12,483	961	\$51,702	\$53,202	\$55,200	\$57,730	\$60,255	\$56,687
Lake Travis ISD**	7.0%	11,376	675	\$53,000	\$58,630	\$60,252	\$63,302	\$66,352	\$59,604
Pflugerville ISD	3.0%	25,433	1,959	\$52,800	\$54,440	\$56,740	\$59,240	\$61,740	\$58,429
Round Rock ISD	5.0%	50,453	3,569	\$53,000	\$54,800	\$57,575	\$59,925	\$61,943	\$59,147
<b>Median</b>	<b>3.0%</b>	<b>18,958</b>	<b>1,460</b>	<b>\$52,391</b>	<b>\$53,915</b>	<b>\$55,970</b>	<b>\$58,485</b>	<b>\$60,997</b>	<b>\$58,332</b>
<b>Leander ISD</b>	<b>2.0%</b>	<b>41,676</b>	<b>2,966</b>	<b>\$51,805</b>	<b>\$53,181</b>	<b>\$55,467</b>	<b>\$57,902</b>	<b>\$60,147</b>	<b>\$56,896</b>
Comparison to Median				98.9%	98.6%	99.1%	99.0%	98.6%	98%
Dollar Diff from Median				(\$586)	(\$734)	(\$503)	(\$583)	(\$850)	(\$1,436)

107

Reported salary amounts are for 10-month teachers with bachelor's degree.

\*AISD announced an additional \$1,000 applied to current teachers but not to hiring scale

\*\* Lake Travis published scale for 22-23. Reported as 7% increase, however scale differs slightly with average increase of \$5,110

**Estimated scales based on local district assumptions at time of presentation**

# 2022-23 Teacher Local Comparisons – LISD 4%

LOCAL MARKET	Assumed 22-23 Increase	Student Enrollment	No. of Teachers	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD*	2.0%	73,777	5,122	\$51,983	\$53,390	\$54,613	\$55,113	\$56,305	\$58,236
Eanes ISD	2.0%	8,009	653	\$51,218	\$51,718	\$53,068	\$55,868	\$58,418	\$56,260
Georgetown ISD	3.0%	12,483	961	\$51,702	\$53,202	\$55,200	\$57,730	\$60,255	\$56,687
Lake Travis ISD**	7.0%	11,376	675	\$53,000	\$58,630	\$60,252	\$63,302	\$66,352	\$59,604
Pflugerville ISD	3.0%	25,433	1,959	\$52,800	\$54,440	\$56,740	\$59,240	\$61,740	\$58,429
Round Rock ISD	5.0%	50,453	3,569	\$53,000	\$54,800	\$57,575	\$59,925	\$61,943	\$59,147
<b>Median</b>	<b>3.0%</b>	<b>18,958</b>	<b>1,460</b>	<b>\$52,391</b>	<b>\$53,915</b>	<b>\$55,970</b>	<b>\$58,485</b>	<b>\$60,997</b>	<b>\$58,332</b>
<b>Leander ISD</b>	<b>4.0%</b>	<b>41,676</b>	<b>2,966</b>	<b>\$52,948</b>	<b>\$54,324</b>	<b>\$56,610</b>	<b>\$59,045</b>	<b>\$61,290</b>	<b>\$58,039</b>
Comparison to Median				101.1%	100.8%	101.1%	101.0%	100.5%	99%
Dollar Diff from Median				\$557	\$410	\$640	\$560	\$293	(\$293)

08

Reported salary amounts are for 10-month teachers with bachelor's degree.

\*AISD announced an additional \$1,000 applied to current teachers but not to hiring scale

\*\* Lake Travis published scale for 22-23. Reported as 7% increase, however scale differs slightly with average increase of \$5,110

Estimated scales based on local district assumptions at time of presentation

# 2022-23 Teacher Local Comparisons – LISD 5%

LOCAL MARKET	Assumed 22-23 Increase	Student Enrollment	No. of Teachers	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD*	2.0%	73,777	5,122	\$51,983	\$53,390	\$54,613	\$55,113	\$56,305	\$58,236
Eanes ISD	2.0%	8,009	653	\$51,218	\$51,718	\$53,068	\$55,868	\$58,418	\$56,260
Georgetown ISD	3.0%	12,483	961	\$51,702	\$53,202	\$55,200	\$57,730	\$60,255	\$56,687
Lake Travis ISD**	7.0%	11,376	675	\$53,000	\$58,630	\$60,252	\$63,302	\$66,352	\$59,604
Pflugerville ISD	3.0%	25,433	1,959	\$52,800	\$54,440	\$56,740	\$59,240	\$61,740	\$58,429
Round Rock ISD	5.0%	50,453	3,569	\$53,000	\$54,800	\$57,575	\$59,925	\$61,943	\$59,147
<b>Median</b>	<b>3.0%</b>	<b>18,958</b>	<b>1,460</b>	<b>\$52,391</b>	<b>\$53,915</b>	<b>\$55,970</b>	<b>\$58,485</b>	<b>\$60,997</b>	<b>\$58,332</b>
<b>Leander ISD</b>	<b>5.0%</b>	<b>41,676</b>	<b>2,966</b>	<b>\$53,520</b>	<b>\$54,896</b>	<b>\$57,182</b>	<b>\$59,617</b>	<b>\$61,862</b>	<b>\$58,611</b>
Comparison to Median				102.2%	101.8%	102.2%	101.9%	101.4%	100%
Dollar Diff from Median				\$1,129	\$981	\$1,212	\$1,132	\$865	\$279

09

Reported salary amounts are for 10-month teachers with bachelor's degree.

\*AISD announced an additional \$1,000 applied to current teachers but not to hiring scale

\*\* Lake Travis published scale for 22-23. Reported as 7% increase, however scale differs slightly with average increase of \$5,110

Estimated scales based on local district assumptions at time of presentation

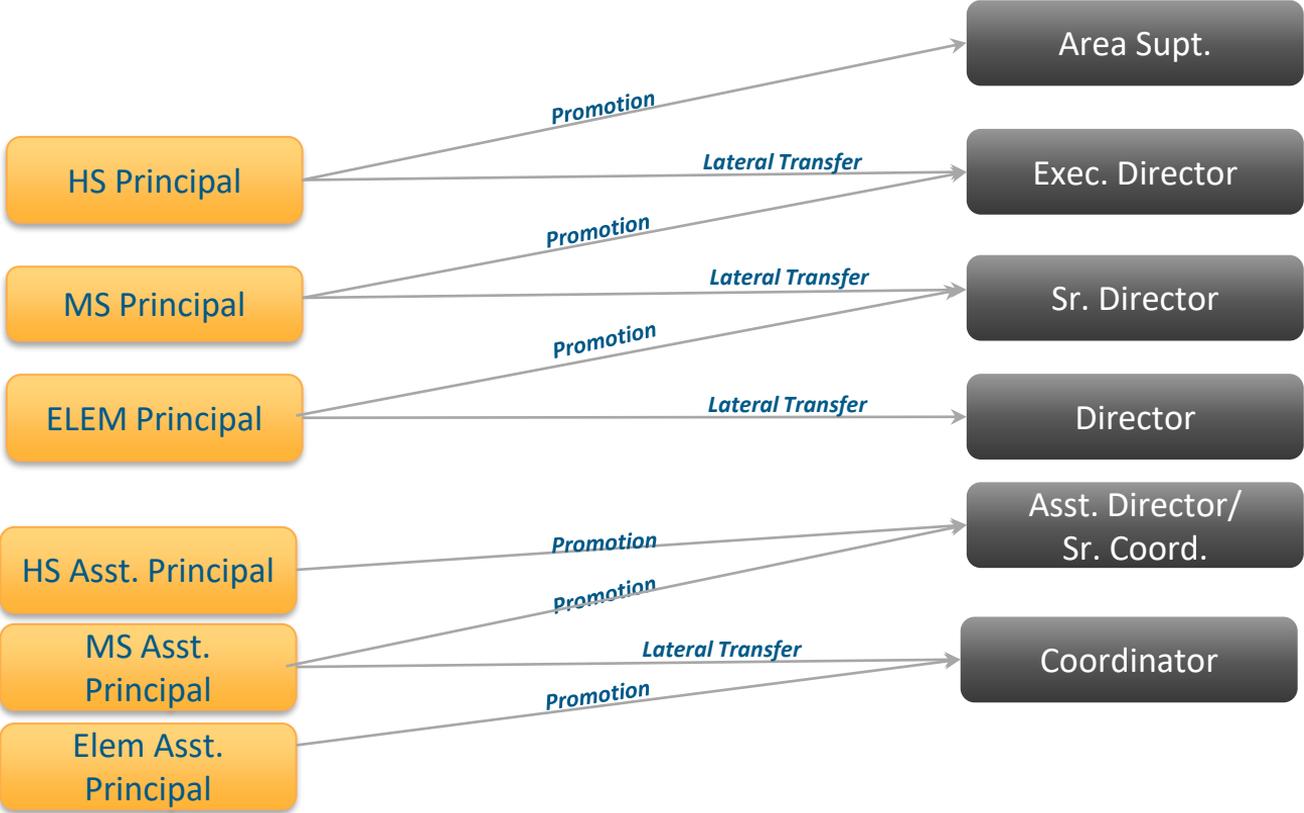
# 3% Additional Salary Increase for Teachers

## 2% Additional Salary Increase for All Staff

- Only possible if:
  - 1) Board approves a 2022 tax rate with at least 9 more pennies
  - 2) Voters ratify the 2022 tax rate in an election to be held November 8, 2022
- All employees would see the 2% across the board salary increase in their first 2022-2023 paycheck
- All eligible employees would receive an additional delayed lump sum payment in December and salaries will be increased by the remaining amount for the 2022-23 school year IF the first two criteria above are met

110

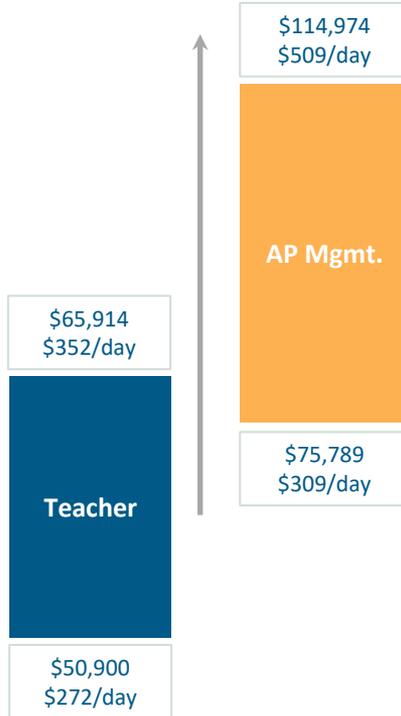
# Relationship of Campus/District Administrators



Campus Administration to District Administration Mobility Paths

# Room for Mobility into Administrative Role?

**Current Guideline:**  
 Teacher Daily Rate within 3% of beginning Admin Prof range.  
 Currently, year 17 on teacher's scale to beginning Specialist.



A/P Management Title
Executive Director
Senior Director
Director
Assistant Director/Senior Coordinator
Coordinator
Specialist

# **Additional Recommendations**

- **Increase to Minimum Rate**
- **Substitute Pay**
- **Stipends/Adjustments**

# Path to a \$15/hr. Floor of Pay for Regular Employees

Scale	Market Ratio after Across The Board	\$15 min/floor and only minimal movement of other grades.	<b>Recommended</b> \$15 min/floor and adjusts the midpoint progression and grade ranges	Moves all grades to \$15 min/floor and adjusts the scale to maintain current midpoint progression and grade ranges
Auxiliary	98%	\$1,485,000	<b>\$1,843,000</b>	\$2,467,000
Paraprofessional	100%	\$349,000	<b>\$1,834,000</b>	\$2,519,000
Transportation	98%	\$313,000	<b>\$397,000</b>	3,564,000
<b>Total Cost After 2% ATB:*</b>		\$2,147,000	<b>\$4,074,000</b>	\$8,550,000

**All employees receive the across the board increase prior to adjustments.**

- 99% of proposed increases to the Auxiliary Scale are applied to grades 1-4 employees (CNS, Custodial, and Grounds) 114
- 90% of proposed increases to the Office Paraprofessional Scale (\$1.6M) are applied to grades 1-3 occupied mostly by Instructional Assistants (IA, IA-SPED, Sr. SPED)
- 95% of increases to the Transportation Scale are applied to Grade 1-4 Bus Monitors, Lead Crossing Guards, Bus Operators

\* Cost totaling \$1.4M in CNS employee increases federally funded and not represented in the table above.

# Examples of Minimum Floor Changes

Job	Scale MKT Ratio Before	Scale MKT Ratio After	Avg. Hourly Rate Before	Avg. Hourly Rate After	% Inc to Grade	# EE's Impacted in Grade	Sum of Increases to EE's in Grade
<b>Auxiliary</b>							
Day Custodian/Grade 1	78%	100%	\$12.98	\$16.93	30.5%	267	\$798K 115
CNS Assist./Grade 1	78%	100%	\$12.55	\$16.32			
<b>Office Paraprofessionals</b>							
Pre-K IA/Grade 1	92%	104%	\$14.27	\$16.42	15%	147	\$483K
Sped IA/Grade 2	98%	105%	\$16.25	\$17.88	10%	543	\$1.3M
<b>Transportation</b>							
Bus Monitor/Grade 2	87%	100%	\$13.61	\$16.42	21%	46	\$151K
Bus Operator/Grade 4	93%	97%	\$20.26	\$21.38	5.5%	200	\$196K

# End of Year Retention Payment

Scheduled retention stipend payment of \$1,000 for the following employees

- CNS Assistant, CNS Asst. Team Lead, CNS Team Leads, Day Custodian, Night Custodian, Floater Custodian, Lead Custodian and Floor Technicians 116
  - Employed after 11-4-21
  - Continued employment through the end of the duty calendar (minimum 30 days)
- The stipend will be paid in one lump sum on the employee's last pay cycle of the 21-22 fiscal year.

# Compensation Increases Summary

Scale	2% All Total Cost with Benefits	5% Teacher, Counselor, RN 4% Other Total Cost with Benefits
Teacher/Librarian	\$3,909,000	\$9,952,000
Registered Nurse	\$54,000	\$134,000
Counselor	\$123,000	\$308,000
Administrator/Professional	\$867,000	\$1,734,000
Information Technology	\$126,000	\$251,000
Office & Paraprofessional	\$541,000	\$1,082,000
Auxiliary/Transportation	\$379,000	\$759,000
<b>TOTAL ACROSS-THE-BOARD INCREASE COST</b>	<b>\$5,998,000</b>	<b>\$14,219,000</b>
<b>ADJUST TO MIN WAGE \$15</b>	<b>\$4,074,000</b>	<b>\$3,459,000</b>
<b>ADJUSTMENTS TO ADMIN/PROF/SCALE AND STIPENDS</b>	<b>\$216,000</b>	<b>\$216,000</b>
<b>ADDITIONAL TO ADJUST SUB PAY</b>	<b>\$1,026,000</b>	<b>\$1,026,000</b>
<b>GRAND TOTAL</b>	<b>\$11,314,000</b>	<b>\$18,920,000</b>

117

# Compensation and Benefit Recommendations

## RECOMMENDATIONS:

- 2% of midpoint across the board base salary increase to all regular employees (\$5,998,000)
- Adjustments to Licensed Professional Scale (\$160,000)
- Stipend Adjustments (\$56,000)
- Establish \$15/hr. minimum floor of pay for all regular employees (\$4,074,000)
- Adjustments to Substitute Pay Rates to Market (\$1,026,000)
- 2% increase to employee medical premiums and employer contribution increase from \$350-\$360 per month

118

## ADDITIONAL TEACHER BASE PAY INCREASE AUTHORIZATION OPTIONS

- 3% Additional Midpoint Salary Increase for Teachers, 2% Additional Midpoint Salary Increase All Other Scales
  - 1) Board approves a 2022 tax rate with at least 9 more pennies
  - 2) Voters ratify the 2022 tax rate in an election to be held November 8, 2022

# Questions

119

Employee 2% Across-the-Board Pay Increase and Other Recommendations

Employee Group	Recommendations	Budgeted Positions	2021-22 Budget	2022-23 Budget	Cost Increase	Total Cost with Benefits
Teachers	0 Years Experience Teacher starting salary - \$51,850					
	Bachelors degreed Teacher - 2% midpoint \$1,143 base salary increase	2,357	\$130,372,000	\$133,008,000	\$2,636,000	\$2,756,000
	Masters degreed Teacher - 2% midpoint \$1,143 base salary increase (scale remains \$1,000 above Bachelors)	975	\$56,383,000	\$57,468,000	\$1,085,000	\$1,134,000
	Doctorate degreed Teacher - 2% midpoint \$1,143 base salary increase (scale remains \$2,000 above Bachelors)	15	\$848,000	\$865,000	\$17,000	\$18,000
	<b>Subtotal</b>	<b>3,347</b>	<b>\$187,603,000</b>	<b>\$191,341,000</b>	<b>\$3,739,000</b>	<b>\$3,909,000</b>
Registered Nurses	\$3,000 more than Teacher scale	45	\$2,715,000	\$2,766,000	\$51,000	\$54,000
Counselors	\$5,000 more than Teacher scale	103	\$7,038,000	\$7,156,000	\$118,000	\$123,000
Administrative / Professional	2% of midpoint base salary increase	535	\$41,618,000	\$42,447,000	\$829,000	\$867,000
Information Technology	2% of midpoint base salary increase	83	\$6,263,000	\$6,384,000	\$120,000	\$126,000
Office / Paraprofessional	2% of midpoint base salary increase	1,008	\$26,988,000	\$27,506,000	\$517,000	\$541,000
Auxiliary* and Transportation	2% of midpoint base salary increase	734	\$20,786,000	\$21,149,000	\$363,000	\$379,000
<b>TOTAL ACROSS-THE-BOARD ESTIMATED COST</b>		<b>5,855</b>	<b>\$293,011,000</b>	<b>\$298,748,000</b>	<b>\$5,737,000</b>	<b>\$5,998,000</b>
Pay Scale Review	Review of all Regular Employee Pay Scales					\$160,000
Increase to Sub Rate	Increasing all Substitute Rates					\$1,026,000
Minimum Pay Floor**	Establishing \$15/hr floor for Regular Employee Pay Scales					\$4,074,000
Stipend Review	Review of annualized stipend rates					\$56,000
<b>TOTAL OTHER REVIEW ITEMS ESTIMATED COST</b>						<b>\$5,316,000</b>
<b>GRAND TOTAL COST</b>						<b>\$11,314,000</b>

\* NOTE: This does not include CNS employees

\*\* Does not include temporary or seasonal rates

**Teacher/RN/Counselor 5%, All Others Groups 4% Across-the-Board Pay Increase and Other Recommendations**

Employee Group	Recommendations	Budgeted Positions	2021-22 Budget	2022-23 Budget	Cost Increase	Total Cost with Benefits
Teachers	0 Years Experience Teacher starting salary - \$53,520					
	Bachelors degreed Teacher - 4% midpoint \$2,858 base salary increase	2,357	\$130,372,000	\$137,095,000	\$6,723,000	\$7,029,000
	Masters degreed Teacher - 4% midpoint \$2,858 base salary increase (scale remains \$1,000 above Bachelors)	975	\$56,383,000	\$59,135,000	\$2,752,000	\$2,877,000
	Doctorate degreed Teacher - 4% midpoint \$2,858 base salary increase (scale remains \$2,000 above Bachelors)	15	\$848,000	\$891,000	\$43,000	\$45,000
	<b>Subtotal</b>	<b>3,347</b>	<b>\$187,603,000</b>	<b>\$197,121,000</b>	<b>\$9,519,000</b>	<b>\$9,952,000</b>
Registered Nurses	\$3,000 more than Teacher scale	45	\$2,715,000	\$2,843,000	\$129,000	\$134,000
Counselors	\$5,000 more than Teacher scale	103	\$7,038,000	\$7,333,000	\$294,000	\$308,000
Administrative / Professional	4% of midpoint base salary increase	535	\$41,618,000	\$43,276,000	\$1,658,000	\$1,734,000
Information Technology	4% of midpoint base salary increase	83	\$6,263,000	\$6,504,000	\$240,000	\$251,000
Office / Paraprofessional	4% of midpoint base salary increase	1,008	\$26,988,000	\$28,023,000	\$1,035,000	\$1,082,000
Auxiliary* and Transportation	4% of midpoint base salary increase	734	\$20,786,000	\$21,512,000	\$726,000	\$759,000
<b>TOTAL ACROSS-THE-BOARD ESTIMATED COST</b>		<b>5,855</b>	<b>\$293,011,000</b>	<b>\$306,612,000</b>	<b>\$13,600,000</b>	<b>\$14,219,000</b>
Pay Scale Review	Review of all Regular Employee Pay Scales					\$160,000
Increase to Sub Rate	Increasing Substitute Rates					\$1,026,000
Minimum Pay Floor**	Establishing \$15/hr floor for Regular Employee Pay Scales					\$3,459,000
Stipend Review	Review of annualized stipend rates					\$56,000
<b>TOTAL OTHER REVIEW ITEMS ESTIMATED COST</b>						<b>\$4,701,000</b>
<b>GRAND TOTAL COST</b>						<b>\$18,920,000</b>

\* NOTE: This does not include CNS employees

\*\* Does not include temporary or seasonal rates



2022-  
23

# COMPENSATION PLAN

**For Board Approval**

## TABLE OF CONTENTS

<b>COMPENSATION PLAN DETAILS</b>	<b>3</b>
2022-23 TEACHER/LIBRARIAN HIRING SALARY SCALE – 2% MIDPOINT	6
2022-23 RN SALARY SCALE – 2% MIDPOINT	7
2022-23 COUNSELOR SALARY SCALE – 2% MIDPOINT	8
2022-23 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 2% MIDPOINT	9
2022-23 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 2% MIDPOINT	10
2022-23 OPERATIONAL SERVICES SALARY SCALE – 2% MIDPOINT	11
2022-23 SPED LICENSED PROFESSIONAL SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS	12
2022-23 INFORMATION TECHNOLOGY SALARY SCALE – 2% MIDPOINT	13
2022-23 OFFICE/PARAPROFESSIONAL SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS	14
2022-23 AUXILIARY SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS	15
2022-23 TRANSPORTATION SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS	16
2022-23 SUBSTITUTE PAY	17
2022-23 SEASONAL PART-TIME EMPLOYEE PAY	18
2022-23 TEMPORARY EMPLOYEE PAY	19
2022-23 ANNUALIZED STIPENDS	21
2022-23 GENERAL EXTRA-DUTY PAY RATES	27
2022-23 ATHLETIC EXTRA-DUTY PAY RATES	32
2022-23 TEACHER/LIBRARIAN HIRING SALARY SCALE - 5% MIDPOINT	36
2022-23 RN SALARY SCALE - 5% MIDPOINT	37
2022-23 COUNSELOR SALARY SCALE - 5% MIDPOINT	38
2022-23 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 4% MIDPOINT	40
2022-23 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 4% MIDPOINT	41
2022-23 OPERATIONAL SERVICES SALARY SCALE – 4% MIDPOINT	42
2022-23 SPED LICENSED PROFESSIONAL SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS	43
2022-23 INFORMATION TECHNOLOGY SALARY SCALE – 4% MIDPOINT	44
2022-23 OFFICE/PARAPROFESSIONAL SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS	45
2022-23 AUXILIARY SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS	46
2022-23 TRANSPORTATION SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS	47

# COMPENSATION PLAN DETAILS

LISD recommends the enclosed 2022-23 compensation plan. Once approved, the Board grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy.

## INCENTIVE PLAN

For any funds received by Leander ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher and the remaining 10% will be used for costs associated with the payment to the teacher. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable.

Leander ISD will also reimburse teachers up to \$1,900 for initial National Board Certification, up to \$1,250 for renewal, and up to \$450 for maintenance of certification, if the certification or renewal was achieved following the passage of House Bill 3 in 2019. The district will apply for reimbursement for these fees in accordance with TEA guidelines.

## BASE PAY INCREASE

The attached salary scales titled *2% Midpoint Scale Adjustments* reflect the Board approved 2% of midpoint increase and additional adjustments to the Auxiliary, Transportation and Office/Paraprofessional scales for the establishment of a \$15/hr. minimum regular rate of pay effective July 2022.

The attached salary scales titled *5% Midpoint (Additional 3%) Teacher/RN/Counselor* scales and *4% Midpoint (Additional 2%)* for all other scales reflect the new salary scales if an additional base pay increase is authorized based on the parameters set below and will be effective at that time based on the CFO's certification.

## ADDITIONAL 3% MIDPOINT TEACHER BASE PAY INCREASE AND ALL OTHER STAFF 2% MIDPOINT INCREASE AUTHORIZATION OPTIONS

Only possible if:

- 1) Board approves a 2022 tax rate with at least 9 more pennies
- 2) Voters ratify the 2022 tax rate in an election to be held November 8, 2022

Teachers, nurses, counselors would receive an additional 3% of midpoint to be paid in a delayed lump sum payment in December based on the number of days worked through the date set by payroll and then salaries will be increased by the remaining amount for the 2022-23 school year. All other eligible staff would receive an additional 2% of midpoint increase to be paid in a delayed lump sum payment in December based on the number of days worked through the date set by payroll and salaries will then be increased by the remaining amount IF the first two criteria above are met.

## EMPLOYEE ELIGIBILITY FOR 3% OF MIDPOINT TEACHER BASE PAY INCREASE AND 2% OF MIDPOINT ALL OTHER ELIGIBLE STAFF

The Chief Financial Officer, in collaboration with Human Resources, will recommend one of the following options based on the timing of the payment authorization.

If any mid-year midpoint base salary increase is authorized by the Board of Trustees; all eligible employees who are employed by the district in a regular part or full-time position (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive this a delayed lump sum payment in December based on the number of days worked through the date set by payroll and then salaries will be increased by the remaining amount for the 2022-23 school year. Employees who received a market adjustment, in addition to the across the board increase, that exceeds the across the board increase may not be eligible for the additional payment in December due to this amount already being included in the market adjustment. The mid-year base pay increase is eligible for TRS creditable service.

### **ONE-TIME LUMP SUM PAYMENT AUTHORIZATION**

In addition to the options listed above and the compensation laid out within the district's compensation plan for 2022-2023, the Superintendent may recommend, and the Board may approve, a one-time lump sum payment (amount of which to be determined at time of approval) for employees based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

### **EMPLOYEE ELIGIBILITY**

Employee is employed by the district in a regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for TRS creditable service.

# COMPENSATION PLAN

2% MIDPOINT/SCALE ADJUSTMENTS

2022-23 TEACHER/LIBRARIAN HIRING SALARY SCALE – 2% MIDPOINT

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$51,805	\$52,805	\$53,805
1	\$52,043	\$53,043	\$54,043
2	\$52,281	\$53,281	\$54,281
3	\$52,281	\$53,281	\$54,281
4	\$52,731	\$53,731	\$54,731
5	\$53,181	\$54,181	\$55,181
6	\$53,632	\$54,632	\$55,632
7	\$54,082	\$55,082	\$56,082
8	\$54,532	\$55,532	\$56,532
9	\$54,982	\$55,982	\$56,982
10	\$55,467	\$56,467	\$57,467
11	\$55,927	\$56,927	\$57,927
12	\$56,427	\$57,427	\$58,427
13	\$56,927	\$57,927	\$58,927
14	\$57,502	\$58,502	\$59,502
15	\$57,902	\$58,902	\$59,902
16	\$58,302	\$59,302	\$60,302
17	\$58,702	\$59,702	\$60,702
18	\$59,187	\$60,187	\$61,187
19	\$59,712	\$60,712	\$61,712
20	\$60,147	\$61,147	\$62,147
21	\$60,574	\$61,574	\$62,574
22	\$60,974	\$61,974	\$62,974
23	\$61,374	\$62,374	\$63,374
24	\$61,774	\$62,774	\$63,774
25	\$62,174	\$63,174	\$64,174
26	\$62,769	\$63,769	\$64,769
27	\$63,577	\$64,577	\$65,577
28	\$64,387	\$65,387	\$66,387
29	\$65,357	\$66,357	\$67,357
30	\$66,257	\$67,257	\$68,257

2022-23 RN SALARY SCALE – 2% MIDPOINT

YEARS EXPERIENCE	SALARY
0	\$54,805
1	\$55,043
2	\$55,281
3	\$55,281
4	\$55,731
5	\$56,181
6	\$56,632
7	\$57,082
8	\$57,532
9	\$57,982
10	\$58,467
11	\$58,927
12	\$59,427
13	\$59,927
14	\$60,502
15	\$60,902
16	\$61,302
17	\$61,702
18	\$62,187
19	\$62,712
20	\$63,147
21	\$63,574
22	\$63,974
23	\$64,374
24	\$64,774
25	\$65,174
26	\$65,769
27	\$66,577
28	\$67,387
29	\$68,357
30	\$69,257

2022-23 COUNSELOR SALARY SCALE – 2% MIDPOINT

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$59,235	\$62,880	\$65,311	\$62,880	\$65,311
1	\$59,483	\$63,144	\$65,584	\$63,144	\$65,584
2	\$59,732	\$63,407	\$65,858	\$63,407	\$65,858
3	\$59,732	\$63,407	\$65,858	\$63,407	\$65,858
4	\$60,201	\$63,906	\$66,375	\$63,906	\$66,375
5	\$60,670	\$64,404	\$66,893	\$64,404	\$66,893
6	\$61,140	\$64,902	\$67,411	\$64,902	\$67,411
7	\$61,609	\$65,401	\$67,928	\$65,401	\$67,928
8	\$62,079	\$65,899	\$68,446	\$65,899	\$68,446
9	\$62,548	\$66,397	\$68,963	\$66,397	\$68,963
10	\$63,054	\$66,934	\$69,521	\$66,934	\$69,521
11	\$63,534	\$67,443	\$70,050	\$67,443	\$70,050
12	\$64,055	\$67,997	\$70,625	\$67,997	\$70,625
13	\$64,576	\$68,550	\$71,199	\$68,550	\$71,199
14	\$65,176	\$69,187	\$71,861	\$69,187	\$71,861
15	\$65,593	\$69,629	\$72,320	\$69,629	\$72,320
16	\$66,010	\$70,072	\$72,780	\$70,072	\$72,780
17	\$66,427	\$70,515	\$73,240	\$70,515	\$73,240
18	\$66,933	\$71,052	\$73,798	\$71,052	\$73,798
19	\$67,480	\$71,633	\$74,401	\$71,633	\$74,401
20	\$67,934	\$72,115	\$74,902	\$72,115	\$74,902
21	\$68,379	\$72,587	\$75,393	\$72,587	\$75,393
22	\$68,796	\$73,030	\$75,852	\$73,030	\$75,852
23	\$69,214	\$73,473	\$76,312	\$73,473	\$76,312
24	\$69,631	\$73,916	\$76,772	\$73,916	\$76,772
25	\$70,048	\$74,358	\$77,232	\$74,358	\$77,232
26	\$70,668	\$75,017	\$77,916	\$75,017	\$77,916
27	\$71,511	\$75,911	\$78,845	\$75,911	\$78,845
28	\$72,355	\$76,808	\$79,776	\$76,808	\$79,776
29	\$73,367	\$77,882	\$80,892	\$77,882	\$80,892
30	\$74,305	\$78,878	\$81,926	\$78,878	\$81,926

2022-23 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 2%  
MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$283.76	\$309.19	\$334.62
CA2	\$303.01	\$330.17	\$357.34
CA3	\$323.71	\$352.69	\$381.68
CA4	\$339.62	\$370.05	\$400.48
CA5	\$373.69	\$407.16	\$440.63
CA6	\$416.39	\$453.71	\$491.03
CA7	\$454.22	\$494.96	\$535.69
CA8	\$515.22	\$561.41	\$607.61

2022-23 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 2%  
MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$250.56	\$273.02	\$295.48
DA2	\$271.75	\$296.10	\$320.46
DA3	\$312.89	\$340.92	\$368.95
DA4	\$339.62	\$370.05	\$400.48
DA5	\$373.69	\$407.16	\$440.63
DA6	\$416.39	\$453.71	\$491.03
DA7	\$454.22	\$494.96	\$535.69
DA8	\$515.22	\$561.41	\$607.61

2022-23 OPERATIONAL SERVICES SALARY SCALE – 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$239.01	\$260.43	\$281.86
OS2	\$287.26	\$315.58	\$341.32
OS3	\$373.69	\$407.16	\$440.63
OS4	\$416.39	\$453.71	\$491.03

2022-23 SPED LICENSED PROFESSIONAL SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$286.15	\$328.25	\$370.38

2022-23 INFORMATION TECHNOLOGY SALARY SCALE – 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
I1	\$214.44	\$233.62	\$252.80
I2	\$299.07	\$325.72	\$352.37
I3	\$312.89	\$340.92	\$368.95
I4	\$339.62	\$370.05	\$400.48
I5	\$373.69	\$407.16	\$440.63
I6	\$416.39	\$453.71	\$491.03
I7	\$454.22	\$494.96	\$535.69
I8	\$515.22	\$561.41	\$607.61

2022-23 OFFICE/PARAPROFESSIONAL SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$15.60	\$16.99	\$18.38
PP2	\$16.69	\$18.18	\$19.66
PP3	\$18.03	\$19.63	\$21.24
PP4	\$19.83	\$21.59	\$23.36
PP5	\$21.95	\$23.91	\$25.86
PP6	\$24.59	\$26.77	\$28.96
PP7	\$27.54	\$29.99	\$32.44
PP8	\$30.84	\$33.59	\$36.33

2022-23 AUXILIARY SALARY SCALE – 2% MIDPOINT/SCALE ADJUSTMENTS

<b>Salary Grade</b>	<b>Minimum Rate</b>	<b>Midpoint Rate</b>	<b>Maximum Rate</b>
<i>ZZ1</i>	\$15.00	\$16.49	\$17.97
<i>ZZ2</i>	\$15.75	\$17.31	\$18.87
<i>ZZ3</i>	\$16.54	\$18.18	\$19.81
<i>ZZ4</i>	\$17.37	\$19.09	\$20.81
<i>ZZ5</i>	\$18.42	\$20.24	\$22.06
<i>ZZ5A</i>	\$19.53	\$21.46	\$23.39
<i>ZZ6</i>	\$20.70	\$22.75	\$24.79
<i>ZZ7</i>	\$23.19	\$25.48	\$27.77
<i>ZZ8</i>	\$25.87	\$28.43	\$30.99
<i>ZZ9</i>	\$28.46	\$31.27	\$34.09

2022-23 TRANSPORTATION SALARY SCALE – 2% MIDPOINT/SCALE  
ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
BB1	\$15.00	\$16.46	\$17.93
BB2	\$15.50	\$17.01	\$18.52
BB3	\$16.00	\$17.56	\$19.12
BB4	\$20.00	\$21.95	\$23.90
BB5	\$20.98	\$23.03	\$25.07
BB6	\$22.03	\$24.18	\$26.32
BB7	\$23.90	\$26.26	\$28.61
BB8	\$28.61	\$31.43	\$34.25

2022-23 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Early-release day or leave earlier than schedule	Teacher Planning/Training Day
Non-Certified	\$115	\$135	\$60	\$86.25
Certified	\$120	\$175		\$90.00

Special Education Assignment Supplement (This SPED supplement is only on short-term assignments not long-term assignments of 11 days or more)	
Substitute Teacher for SPED assignment	\$10/day
Substitute Instructional Assistant for SPED assignment	\$5/day

Assignment	Assignment Lasting 10 days or less	11+ day assignment	Early-release day or leave earlier than schedule	Planning/Training Day
Registered Nurse Substitute	\$170	\$200	\$85	\$127.50

2022-23 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2022-23 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$10.00
SMC Refurbishing Tech	\$10.00
Summer Feeding Program Assistant	\$12.75
Summer Feeding Program Supervisor	\$20.50
Floater Bus Monitor	\$12.75
Floater Bus Driver	\$18.14
Floater Custodian	\$12.75
Floater Crossing Guard	\$10.00

Assignment	Years of Experience	2022-23 Hourly Rate
Crossing Guard	0	\$10.00
	1	\$10.25
	2	\$10.50
	3	\$10.75
	4	\$11.00
	5+	\$11.25

2022-23 TEMPORARY EMPLOYEE PAY

Temp Assignment	2022-23 Hourly Rate
<b>GENERAL TEMPS</b>	
Administrative Assistant	\$15.00
Clerical Support	\$12.50
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$8.50
Lunchroom Monitor	\$9.25
Manual Trades	\$8.50
Materials Management Summer Assistant	\$10.00
Registrar (ELEM)	\$15.26
Registrar (MS)	\$19.14
Registrar (HS)	\$21.44
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
<b>TEACHING &amp; LEARNING TEMPS</b>	
Academic Assistant (12+ college hours)	\$12.00
Academic Assistant (48+ college hours)	\$15.00
Academic Assistant (certified teacher)	\$20.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Services	\$40.00
Assistive Technology Facilitator Assistant	\$10.00
Behavioral Services	\$35.00
Diagnostician/LSSP Services	\$40.00
Bilingual Diagnostician/LSSP Services	\$70.00
Campus Support Staff - Summer Prof. Learning	\$10.00
Chart Maker	\$7.25
Childcare Provider	\$10.00
College Coach	\$25.00
Counselor	\$35.00
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$13.20
Instructional Assistant (Special Programs)	\$14.78

<b>Temp Assignment</b>	<b>2022-23 Hourly Rate</b>
LSSP Services	\$40.00
Orientation & Mobility Services	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Services	\$40.00
SLP Services	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$30.00
Work-based Learning Advisor	\$40.00
<b>STUDENT WORKER TEMPS</b>	
Student Worker	\$7.50
IT Summer Tech	\$10.00
PAC Student Worker	\$10.00
Video Scoreboard Operator	\$10.00
<b>FINE ARTS TEMPS</b>	
Accompanist	\$25 - \$60 per rehearsal/recording session
	\$100 per performance
Choreographer	\$250-\$500 per routine
Clinician	\$75 - \$500 session - Choir
	\$150 - \$300 session - Theatre
	\$300 - \$750 session - Band
Masterclass Teacher	\$50 per hour

2022-23 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
<b>DISTRICTWIDE STIPENDS</b>		
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0
<b>HIGH SCHOOL ACADEMIC STIPENDS</b>		
HS ASSOCIATE PRINCIPAL	\$1,000	6
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS INSTRUCTIONAL COACH	\$0	15
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0
<b>HIGH SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
HS AGRICULTURE ADVISOR	\$6,000	17
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$2,500	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS ROBOTICS ADVISOR	\$1,250	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,000	0
<b>HIGH SCHOOL ATHLETIC STIPENDS</b>		
<b>FOOTBALL</b>		
HS FOOTBALL - DEFENSIVE COORD.	\$5,500	15
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,500	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - HEAD COACH FRESHMAN	\$2,500	15
HS FOOTBALL - JV/FRESHMAN COACH	\$2,500	15
<b>BOYS BASKETBALL</b>		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
<b>BASEBALL</b>		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
<b>BOYS SOCCER</b>		
<b>HS SOCCER - BOYS HEAD COACH</b>	<b>\$5,000</b>	<b>10</b>
HS SOCCER - BOYS ASST. COACH	\$2,000	5
<b>BOYS TRACK</b>		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
<b>CROSS COUNTRY</b>		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
<b>GOLF</b>		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
<b>WRESTLING</b>		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
<b>COORDINATOR</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>VOLLEYBALL</b>		
HS VOLLEYBALL - VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
<b>GIRLS BASKETBALL</b>		

Stipend Title	Stipend	Extra Days
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10
<b>SOFTBALL</b>		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
<b>GIRLS SOCCER</b>		
<b>HS SOCCER - GIRLS HEAD COACH</b>	<b>\$5,000</b>	<b>10</b>
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
<b>GIRLS TRACK</b>		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
<b>SWIMMING</b>		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
<b>TENNIS</b>		
<b>HS TENNIS - HEAD COACH</b>	<b>\$5,000</b>	<b>7</b>
HS TENNIS - ASST. COACH	\$2,000	3
<b>TRAINER</b>		
HS ATHLETIC TRAINER	\$6,600	28
<b>ATHLETIC EXTRA-DUTY STIPENDS</b>		
HS ATHLETIC ACADEMIC COORD.	\$2,000	0
HS ATHLETIC FACILITIES COORD.	\$2,000	0
HS ATHLETIC TRAVEL COORD.	\$2,000	0
HS ATHLETIC VIDEO COORD.	\$2,000	0
HS POWER LIFTING	\$2,000	0
HS ATHLETICS PURCHASING COORD.	\$2,000	0
HS ATHLETICS RANK 1 COORD.	\$2,000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0
<b>HIGH SCHOOL PERFORMING ARTS STIPENDS</b>		
HS BAND DIRECTOR	\$8,000	39
HS BAND ASSISTANT DIRECTOR	\$4,500	20
HS DANCE DIRECTOR	\$3,000	15
<b>HS DANCE ASSISTANT DIRECTOR</b>	<b>\$2,500</b>	<b>7</b>
HS CHEER DIRECTOR	\$3,000	15

Stipend Title	Stipend	Extra Days
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$2,500	5
<b>HS THEATRE TECHNICAL DIRECTOR</b>	<b>\$2,000</b>	<b>2</b>
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0
<b>MIDDLE SCHOOL ACADEMIC STIPENDS</b>		
MS INSTRUCTIONAL COACH	\$0	15
MS DEPARTMENT HEAD	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0
MS SATURDAY CLOCK	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
<b>MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0
<b>MIDDLE SCHOOL ATHLETIC STIPENDS</b>		
<b>COORDINATOR</b>		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
<b>FOOTBALL</b>		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
<b>BOYS BASKETBALL</b>		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
<b>BOYS SOCCER</b>		
MS SOCCER - BOYS COACH	\$1,500	0
<b>CROSS COUNTRY</b>		

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
<b>COORDINATOR</b>		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
<b>VOLLEYBALL</b>		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
<b>GIRLS BASKETBALL</b>		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
<b>GIRLS SOCCER</b>		
MS SOCCER - GIRLS COACH	\$1,500	0
<b>TRACK</b>		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
<b>ATHLETIC EXTRA-DUTY</b>		
MS ATHLETIC LAUNDRY	\$1,500	0
<b>MIDDLE SCHOOL PERFORMING ARTS STIPENDS</b>		
MS BAND DIRECTOR	\$3,500	33
MS BAND ASSISTANT DIRECTOR	\$2,500	15
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,000	5
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0
<b>ELEMENTARY ACADEMIC STIPENDS</b>		
ELEM INSTRUCTIONAL COACH	\$0	15
<b>ENGLISH LANGUAGE LEARNER STIPENDS</b>		
ELL BILINGUAL INST COACH	\$7,000	15
ELL BILINGUAL LSSP/DIAG	\$7,000	0
ELL BILINGUAL READING COACH	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL SRP/DYSLEXIA	\$7,000	0
ELL BILINGUAL TCHR	\$7,000	0
ELL BILINGUAL TCHR PART-TIME	\$7,000	0

<b>Stipend Title</b>	<b>Stipend</b>	<b>Extra Days</b>
ELL BILINGUAL LIBRARIAN	\$7,000	0
<b>SPECIAL EDUCATION STIPENDS</b>		
SPED AUTISM	\$2,000	0
SPED ELE TEACHER LEADERS	\$500	0
SPED SELF CONTAINED CLASSROOM	\$2,000	0
SPED TASC	\$1,000	0
SPED VISION	\$2,700	0
SPED LEAD DIAG	\$2,000	0
SPED LEAD LSSP	\$2,000	0
SPED SLP	\$2,000	0
SPED LEAD OT/PT	\$2,000	0
SPED LEAD ADAPTIVE PE	\$2,000	0
SPED LEAD VISION	\$2,000	0
SPED LEAD 18+ SERVICES	\$2,000	0

2022-23 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
<b>CTE</b>	
COOL Week for Teacher Externship	\$500
Skills USA Sponsor (includes Automotive, Building Trades, Drafting, Electrical Trades, Electronics, Cosmetology and Criminal Justice)	\$1,500/\$2,000 if go to Nationals
CTE DECA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE FCCLA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE HOSA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE BEST Robotics Sponsor	\$600
FIRST Tech Challenge (FTC) Coach	\$2,000
FIRST Robotics Competition (FRC) Coach	\$3,000
CTE HS Program of Study Leads	\$500
<b>FACILITIES RENTAL</b>	
Facility Rental Field/Building Manager	\$20
Facility Rental Press Box Technician	\$20
Facility Rental Lead	\$25
Facility Rental PAC Manager	Employees overtime rate
Facility Rental PAC Staff	\$15
Facility Rental PAC Student	\$10
Facility Rental Custodian	Hrly OT rate
<b>SPED/SPECIAL PROGRAMS</b>	
ARD Meetings	\$30
ARD Meetings – Licensed Sped Professional	Regular Pay Rate
In Home Parent Training – IA	\$35
In Home Parent Training – Teacher	\$45
In Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Childcare - Special Needs	\$15
Childcare - General	\$10
Homebound	\$30
Ropes Facilitator	\$20
Ropes Course Maintenance	\$8.50
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
<b>SUMMER CAMPS/PROGRAMS</b>	

<b>Job Title</b>	<b>Pay Rate</b>
Certified Teachers, Summer Camp	\$30
Student Workers, Summer Camp	\$7.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$30
Summer Camps, Building Manager	\$20
<b>CURRICULUM DEVELOPMENT</b>	
Assessment Proofreading	\$15
Curriculum Development	\$30
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$30
IT Curriculum Specialists	Employee's Daily Rate
<b>PROFESSIONAL DEVELOPMENT</b>	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$100
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$30
Training - Presenting - Full-day	\$250
Training - Assisting - Full-day	\$100
Training - Attending - Teacher/Professional Staff - Full-day	\$85
Training - Attending - Teacher/Professional Staff - Half-day	\$42.50
Training - Attending - IA	Hrly OT rate
<b>SUMMER SCHOOL</b>	
Administrative Assistant, Summer School	\$15
Asst. Principal, Elementary SSI Camp	\$2,000/\$1,200
Asst. Principal, EOC Review Sessions/Afternoon Credit Recovery	\$1,600
Asst. Principal, Secondary Summer School	\$3,000
Counselor, Summer Post-Graduation Assistance	\$35
Counselor, Summer School	\$35
Librarian, Summer School	\$30
LVN, ELEM Summer School	\$20
LVN, ESY Elementary	\$20
LVN, Pre-K/ESL	\$20
LVN, Rising STAAR 5th	\$20
Nurse, Pre-K Registration	\$20 - LVN \$43.50 - RN

<b>Job Title</b>	<b>Pay Rate</b>
Nurse, Summer Immunizations	\$20 - LVN \$43.50 - RN
Principal, 8th Grade STAAR Academy	\$2,200
Principal, Elementary SSI Camp	\$2,300/\$1,500
Principal, Secondary Summer School	\$3,500
Registered Nurse, Summer School	\$32.50
Registrar, Summer School	\$20
SPED Instructional Assistant/Job Coach, Summer	\$15
SSI Test Coordinator - ELEM Summer School	\$1,250
SSI Test Coordinator - MS Summer School	\$1,250
Substitute Teacher, Summer School	\$30
Teacher, Summer School	\$30
Credit Recovery Lab Manager	\$20
<b>EXTENDED SCHOOL YEAR</b>	
Director, Extended School Year	\$3,500
Instructional Assistant, Extended School Year	\$15
Job Coach, Extended School Year	\$15
LVN, ESY Elementary	\$20
Teacher, Extended School Year	\$30
Pre-K/K Extended School Year & Dual Language Teacher	\$30
Specialists, Extended School Year (e.g., SLP, Occupational Therapists, Physical Therapists, Orientation & Mobility Specialists)	\$65
Coordinators, Extended School Year	Employee's Daily Rate
<b>HIGH SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$30
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
HS Athletic/Academic Coach Driving	\$25
<i>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</i>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
<b>MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)</b>	

<b>Job Title</b>	<b>Pay Rate</b>
General tutoring (Certified Teacher)	\$30
MS Team/Grade Level Leader	\$500
<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
Learning Festival Coordinator	\$650
Archery Advisor	\$500
Art Club Advisor	\$500
C-Squared/No Place for Hate/Peer Mediation Advisor	\$500
Journalism Club Advisor	\$500
Math Club Advisor	\$500
Pep Squad Advisor	\$500
FIRST Robotics Advisor	\$500
School-Community Relations Coordinator	\$500
Science Fair Advisor	\$500
Student Ambassador Program Advisor	\$500
AVID/SIM Site Coordinator	\$500
After School Intervention & Enrichment Lead	\$500
MS Destination Imagination Coordinator	\$400
NJHS Assistant Sponsor	\$350
Student Council Assistant	\$350
Green Club (Environmental)	\$300
Learning Festival/Competition (Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
<b>ELEMENTARY SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$30
<b>ELEM TEAM LEADS</b>	
PreK Team Lead	\$250
Kindergarten Team Lead	\$250
First Grade Team Lead	\$250
Second Grade Team Lead	\$250
Third Grade Team Lead	\$250
Fourth Grade Team Lead	\$250
Fifth Grade Team Lead	\$250
Specials/Special Program Team Lead	\$250
<i>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</i>	
Elem Destination Imagination Advisor	\$400
Elem Yearbook Advisor	\$300
Additional Specials/Special Program Team Lead	\$250

<b>Job Title</b>	<b>Pay Rate</b>
Student Leadership Advisor	\$150
Math Pentathlon Advisor	\$150
C-Squared Club Advisor	\$150
Robotics Club Advisor	\$400
Teacher Providing Principal Approved Training	\$250
	\$100
<b>PROCTORING/TESTING</b>	
Exam for Acceleration Administration	\$100
PACE Screener	\$75
Proficiency Exam Graders	\$25
AP/TSI Proctor	\$15
Quest Exam Administration	\$100
EOC Proctor/Test Administrator (4 hour test or less)	\$75
EOC Proctor/Test Administrator (5 hour test or less)	\$90
EOC Proctor/Test Administrator (for extended time students when student is allowed more time than designated hours above)	\$120
TAKS Proctor	\$75
<b>FINE ARTS ASSIGNMENTS</b>	
Band Tech	\$15
Choreographer	\$250 - \$500 per routine
Clinician	\$75 - \$500 per session - Choir
	\$150 - \$300 per session - Theatre
	\$300 - \$750 per session - Band
Masterclass Teacher	\$30
<b>TRANSPORTATION</b>	
Transportation Shop	\$11.00
<b>NEW SCHOOL OPENING</b>	
New School Logistics and Materials Technician	\$12.00

2022-23 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football Stadium Supervisor					\$250	Game	\$250	Game
Football Stadium Manager			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager					\$150	Game	\$150	Game
Football Ticket Manager					\$100	Game	\$100	Game
Football Announcer					\$100	Game	\$100	Game
Football Press Box Manager					\$75	Game	\$75	Game
Camera Operator			\$75	Game	\$75	Game	\$75	Game
Switchboard Operator			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor					\$60	Game	\$60	Game
Football Parking Lot Seller							\$75	Game
Football Ticket Taker			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)					\$100	Game	\$100	Game
Football Elevator Monitor					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor					\$50	Game	\$50	Game

Job Title	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football Parking Attendants					\$50	Game	\$50	Game
Football Scoreboard Keeper					\$50	Game	\$50	Game
Stadium Custodian			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Stadium Maintenance Worker			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Job Title			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor							\$75	Game
Basketball Game Ticket Seller			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Custodian			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Baseball/Softball Field Supervisor					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game

Job Title	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Custodian	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Groundskeeper	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Volleyball Gym Supervisor							\$75	Game
Volleyball Game Ticket Seller			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clock Keeper					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker							\$35	Game
Custodian			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Soccer Stadium Manager			\$75	Game			\$75	Game
Soccer Announcer			\$50	Game			\$50	Game
Soccer Ticket Seller	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor			\$40	Game			\$50	Game
Soccer Clock Operator			\$50	Game			\$50	Game
Custodian			Hrly OT rate	Hour			Hrly OT rate	Hour
Groundskeeper			Hrly OT rate	Hour			Hrly OT rate	Hour

# COMPENSATION PLAN

ADDITIONAL 3% MIDPOINT (TOTAL 5%)

TEACHERS/RN/COUNSELORS

2022-23 TEACHER/LIBRARIAN HIRING SALARY SCALE - 5% MIDPOINT

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$53,520	\$54,520	\$55,520
1	\$53,758	\$54,758	\$55,758
2	\$53,996	\$54,996	\$55,996
3	\$53,996	\$54,996	\$55,996
4	\$54,446	\$55,446	\$56,446
5	\$54,896	\$55,896	\$56,896
6	\$55,346	\$56,346	\$57,346
7	\$55,797	\$56,797	\$57,797
8	\$56,247	\$57,247	\$58,247
9	\$56,697	\$57,697	\$58,697
10	\$57,182	\$58,182	\$59,182
11	\$57,642	\$58,642	\$59,642
12	\$58,142	\$59,142	\$60,142
13	\$58,642	\$59,642	\$60,642
14	\$59,217	\$60,217	\$61,217
15	\$59,617	\$60,617	\$61,617
16	\$60,017	\$61,017	\$62,017
17	\$60,417	\$61,417	\$62,417
18	\$60,902	\$61,902	\$62,902
19	\$61,427	\$62,427	\$63,427
20	\$61,862	\$62,862	\$63,862
21	\$62,289	\$63,289	\$64,289
22	\$62,689	\$63,689	\$64,689
23	\$63,089	\$64,089	\$65,089
24	\$63,489	\$64,489	\$65,489
25	\$63,889	\$64,889	\$65,889
26	\$64,484	\$65,484	\$66,484
27	\$65,292	\$66,292	\$67,292
28	\$66,102	\$67,102	\$68,102
29	\$67,072	\$68,072	\$69,072
30	\$67,972	\$68,972	\$69,972

2022-23 RN SALARY SCALE - 5% MIDPOINT

YEARS EXPERIENCE	SALARY
0	\$56,520
1	\$56,758
2	\$56,996
3	\$56,996
4	\$57,446
5	\$57,896
6	\$58,346
7	\$58,797
8	\$59,247
9	\$59,697
10	\$60,182
11	\$60,642
12	\$61,142
13	\$61,642
14	\$62,217
15	\$62,617
16	\$63,017
17	\$63,417
18	\$63,902
19	\$64,427
20	\$64,862
21	\$65,289
22	\$65,689
23	\$66,089
24	\$66,489
25	\$66,889
26	\$67,484
27	\$68,292
28	\$69,102
29	\$70,072
30	\$70,972

2022-23 COUNSELOR SALARY SCALE - 5% MIDPOINT

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$61,023	\$64,779	\$67,282	\$64,779	\$67,282
1	\$61,272	\$65,042	\$67,556	\$65,042	\$67,556
2	\$61,520	\$65,306	\$67,830	\$65,306	\$67,830
3	\$61,520	\$65,306	\$67,830	\$65,306	\$67,830
4	\$61,989	\$65,804	\$68,347	\$65,804	\$68,347
5	\$62,459	\$66,302	\$68,865	\$66,302	\$68,865
6	\$62,928	\$66,801	\$69,382	\$66,801	\$69,382
7	\$63,398	\$67,299	\$69,900	\$67,299	\$69,900
8	\$63,867	\$67,797	\$70,417	\$67,797	\$70,417
9	\$64,336	\$68,296	\$70,935	\$68,296	\$70,935
10	\$64,842	\$68,832	\$71,493	\$68,832	\$71,493
11	\$65,322	\$69,342	\$72,021	\$69,342	\$72,021
12	\$65,843	\$69,895	\$72,596	\$69,895	\$72,596
13	\$66,365	\$70,449	\$73,171	\$70,449	\$73,171
14	\$66,964	\$71,085	\$73,832	\$71,085	\$73,832
15	\$67,381	\$71,528	\$74,292	\$71,528	\$74,292
16	\$67,798	\$71,971	\$74,752	\$71,971	\$74,752
17	\$68,216	\$72,413	\$75,212	\$72,413	\$75,212
18	\$68,721	\$72,950	\$75,770	\$72,950	\$75,770
19	\$69,269	\$73,531	\$76,373	\$73,531	\$76,373
20	\$69,722	\$74,013	\$76,873	\$74,013	\$76,873
21	\$70,168	\$74,486	\$77,364	\$74,486	\$77,364
22	\$70,585	\$74,928	\$77,824	\$74,928	\$77,824
23	\$71,002	\$75,371	\$78,284	\$75,371	\$78,284
24	\$71,419	\$75,814	\$78,744	\$75,814	\$78,744
25	\$71,836	\$76,257	\$79,204	\$76,257	\$79,204
26	\$72,457	\$76,915	\$79,888	\$76,915	\$79,888
27	\$73,299	\$77,810	\$80,817	\$77,810	\$80,817
28	\$74,144	\$78,706	\$81,748	\$78,706	\$81,748
29	\$75,155	\$79,780	\$82,863	\$79,780	\$82,863
30	\$76,094	\$80,776	\$83,898	\$80,776	\$83,898

# COMPENSATION PLAN

ADDITIONAL 2% MIDPOINT (TOTAL 4%)  
MIDPOINT/SCALE ADJUSTMENTS

2022-23 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 4%  
MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$289.87	\$315.30	\$340.73
CA2	\$309.54	\$336.70	\$363.86
CA3	\$330.68	\$359.67	\$388.65
CA4	\$346.94	\$377.36	\$407.79
CA5	\$381.74	\$415.21	\$448.68
CA6	\$425.36	\$462.68	\$500.00
CA7	\$464.00	\$504.74	\$545.48
CA8	\$526.31	\$572.51	\$618.71

2022-23 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE – 4%  
MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$255.96	\$278.42	\$300.88
DA2	\$277.60	\$301.95	\$326.31
DA3	\$319.63	\$347.66	\$375.69
DA4	\$346.94	\$377.36	\$407.79
DA5	\$381.74	\$415.21	\$448.68
DA6	\$425.36	\$462.68	\$500.00
DA7	\$464.00	\$504.74	\$545.48
DA8	\$526.31	\$572.51	\$618.71

2022-23 OPERATIONAL SERVICES SALARY SCALE – 4% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$244.16	\$265.58	\$287.01
OS2	\$293.50	\$321.82	\$347.56
OS3	\$381.74	\$415.21	\$448.68
OS4	\$425.36	\$462.68	\$500.00

2022-23 SPED LICENSED PROFESSIONAL SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$287.76	\$329.86	\$371.99

2022-23 INFORMATION TECHNOLOGY SALARY SCALE – 4% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
I1	\$219.05	\$238.23	\$257.41
I2	\$305.51	\$332.16	\$358.81
I3	\$319.63	\$347.66	\$375.69
I4	\$346.94	\$377.36	\$407.79
I5	\$381.74	\$415.21	\$448.68
I6	\$425.36	\$462.68	\$500.00
I7	\$464.00	\$504.74	\$545.48
I8	\$526.32	\$572.51	\$618.71

2022-23 OFFICE/PARAPROFESSIONAL SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$15.60	\$16.99	\$18.38
PP2	\$16.69	\$18.18	\$19.66
PP3	\$18.03	\$19.63	\$21.24
PP4	\$19.83	\$21.59	\$23.36
PP5	\$21.95	\$23.91	\$25.86
PP6	\$24.85	\$27.01	\$29.17
PP7	\$27.83	\$30.25	\$32.67
PP8	\$31.17	\$33.88	\$36.59

2022-23 AUXILIARY SALARY SCALE – 4% MIDPOINT/SCALE ADJUSTMENTS

<b>Salary Grade</b>	<b>Minimum Rate</b>	<b>Midpoint Rate</b>	<b>Maximum Rate</b>
<i>ZZ1</i>	\$15.00	\$16.49	\$17.97
<i>ZZ2</i>	\$15.75	\$17.31	\$18.87
<i>ZZ3</i>	\$16.54	\$18.18	\$19.81
<i>ZZ4</i>	\$17.37	\$19.08	\$20.81
<i>ZZ5</i>	\$18.83	\$20.65	\$22.47
<i>ZZ5A</i>	\$19.95	\$21.88	\$23.81
<i>ZZ6</i>	\$21.16	\$23.20	\$25.25
<i>ZZ7</i>	\$23.69	\$25.98	\$28.28
<i>ZZ8</i>	\$26.44	\$29.00	\$31.55
<i>ZZ9</i>	\$29.09	\$31.90	\$34.71

2022-23 TRANSPORTATION SALARY SCALE – 4% MIDPOINT/SCALE  
ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
BB1	\$15.00	\$16.46	\$17.93
BB2	\$15.50	\$17.01	\$18.52
BB3	\$16.00	\$17.56	\$19.12
BB4	\$20.00	\$21.95	\$23.90
BB5	\$20.98	\$23.03	\$25.07
BB6	\$22.19	\$24.33	\$26.48
BB7	\$24.41	\$26.76	\$29.12
BB8	\$29.09	\$31.90	\$34.71