

Agenda of Regular Meeting

The Board of Trustees Nederland Independent School District

A Regular Meeting of the Board of Trustees of Nederland Independent School District will be held August 25, 2020, beginning at 6:00 PM in the Boardroom, Administration Building, 220 N 17th St., Nederland, TX 77627.

1. DISTRICT VISION AND MISSION STATEMENT
2. GRADUATE PROFILE
3. CALL TO ORDER, ROLL CALL, ESTABLISHMENT OF QUORUM
4. INVOCATION AND PLEDGE TO AMERICAN AND TEXAS FLAGS
5. OPEN FORUM
6. REPORTS
 - A. Administrative Reports
 1. Superintendent's Report
 - a. IBI Update
 - b. H.B. Neild Update
 - c. Federal Grants- ESSER - (Elem/Sec Schools Emergency Relief Fund) 3
 2. Curriculum Reports
 3. Personnel and Auxiliary Reports
 - a. Maintenance and Transportation Report 4
 - b. Child Nutrition Report
 - c. Personnel Reports
 1. Personnel Absentee Report 6
 2. Personnel Report
 4. Business Reports
 - a. Tax and Financial Reports 7
 - b. Cooperative Contracts - Annual Report 18
7. CONSENT AGENDA
 - A. Minutes 19
 - B. Payment of Bills 31
 - C. Donations 37
 - D. Budget Change Request(s) 40
8. OTHER ITEMS (DISCUSSION AND/OR ACTION)
 - A. Owner Controlled Insurance Program - Higginbotham Insurance 43
 - B. Board Operating Procedures Update 44
 - C. Discussion and Public Hearing for the 2020-21 Proposed Budget and Tax Rate. Public participation will be invited. 58

D. Adoption of 2020-2021 Budget	112
E. Adoption of Tax Rate Ordinance	121
F. Prevailing Wages	123
G. Cooperative Purchases - \$50,000 +	125
H. District Appraisal Calendar	126
I. TASB Advocacy Institute Nominations	127
J. Attorney Retainer(s)	133
K. Asynchronous Letter of Intent to TEA	145
L. Consider and, if appropriate, take action to employ Dr. Stuart Kieschnick as Superintendent of Schools, Nederland ISD.	147
M. CLOSED SESSION: The Board of Trustees will meet in executive (closed) session to discuss certain matters excepted from public disclosure by the following statutory provisions: to deliberate matters pertaining to personnel matters including employee contract renewal/non-renewals, as permitted by section 551.074, Texas Government Code; to deliberate matters pertaining to discipline of a student, as permitted by section 551.082, Texas Government Code; for discussion of personally identifiable student information as permitted by section 551.0821 Texas Government Code; to deliberate matters pertaining to real property, as permitted by section 551.072, Texas Government Code; to consult with attorney, as permitted by section 551.071, Texas Government Code.	
9. ADJOURNMENT	

FEDERAL GRANTS MANAGEMENT NOTICE:
ELEMENTARY AND SECONDARY SCHOOLS
EMERGENCY RELIEF FUND (ESSER)

NISD intends to make application for the Elementary and Secondary School Emergency Relief Fund (ESSER) grant, funded through the Coronavirus Aid, Relief, and Economic Security Act (CARES).

NEDERLAND ISD MAINTENANCE DEPARTMENT
PROJECTS COMPLETED
July 2020

NEDERLAND HIGH SCHOOL

Dome and competition gym floors refinished – complete
Replaced athletic elevator telephone - complete
Musco repaired tennis court lights - complete
Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors - complete

C.O. WILSON MIDDLE SCHOOL

Omni a/c filters - complete
Boys/Girls gym floors refinished – complete
Asbestos removal in cafeteria/contractor - complete
Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors - complete

CENTRAL MIDDLE SCHOOL

Boys/Girls gym floors refinished – complete
Cafeteria floor replacement – complete
Band hall floor repair - complete
Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors – incomplete – network issues

HELENA PARK ELEMENTARY

Omni a/c filters - complete
Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors - complete

Projects Completed

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HIGHLAND PARK ELEMENTARY

Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors – incomplete – network issues

HILLCREST ELEMENTARY

Omni a/c filters – complete
Roof capping – on-going
Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors - complete

LANGHAM ELEMENTARY

Cleaned and sanitized occupied areas – on-going
Pest Management – monthly inspection/pest spraying
CO monitors - complete

ALTERNATIVE EDUCATION SCHOOL

Pest Management – monthly inspection/pest spraying
CO monitors - complete

DISTRICT-WIDE

Preventive Maintenance/contract service inspections performed at campuses during July:

Gas testing inspections
Vent hood cleaning
Fire alarm (Texas Fire/NHS)
Fire alarm (All other campuses/Southwest Building Systems)
PA system inspections
Grease traps cleaned
Backflow inspections

Routine maintenance performed at each campus and Bulldog Stadium as per needs assessment (i.e. lawn maintenance, etc.)

PERSONNEL ABSENTEE REPORT

AUGUST 25, 2020

SCHOOL	TEACHER DAYS ABSENT		ADMINISTRATIVE DAYS ABSENT		OTHER PERSONNEL HOURS ABSENT	
	JULY 20	JULY 19	JULY 20	JULY 19	JULY 20	JULY 19
HELENA PARK ELEM	0.00	0.00	0.00	0.00	0.00	0.00
HIGHLAND PARK ELEM	0.00	0.00	0.00	0.00	1.25	0.00
HILLCREST ELEM	0.00	0.00	0.00	0.00	0.00	0.00
LANGHAM ELEM	0.00	0.00	0.00	0.00	1.00	40.00
CENTRAL MIDDLE SCH	0.00	0.00	0.00	0.00	0.00	8.00
C.O. WILSON MIDDLE SCH	0.00	0.00	0.00	0.00	0.00	0.00
NEDERLAND HIGH SCH	0.00	0.00	0.50	1.00	14.00	24.00
ALTERNATIVE SCHOOL	0.00	0.00	0.00	0.00	0.00	0.00
ADMINISTRATION OFFICES	0.00	0.00	5.00	24.00	63.00	51.50
MAINT/TRANS/CUST DEPT.			1.00	4.00	575.00	588.50
CHILD NUTRITION			0.00	0.00	0.00	0.00
TOTALS	0.00	0.00	6.50	29.00	654.25	712.00

REASONS FOR ABSENCES	NUMBER DAYS ABSENT		NUMBER HOURS ABSENT	
	JULY 20	JULY 19	JULY 20	JULY 19
PERSONAL LEAVE	2.00	8.50	289.75	312.50
PERSONAL ILLNESS	4.50	8.00	257.50	340.00
ILLNESS IN FAMILY	0.00	0.00	67.00	32.50
DEATH IN FAMILY	0.00	0.00	40.00	27.00
EXCUSED ABSENCE	0.00	0.00	0.00	0.00
FAMILY EMERGENCY	0.00	0.00	0.00	0.00
INSTRUCTIONAL LEAVE	0.00	12.50	0.00	0.00
JURY DUTY/SUBPOENA	0.00	0.00	0.00	0.00
FRIENDS (FHF) DONOR	0.00	0.00	0.00	0.00
FRIENDS (FHF) RECIPIENT	0.00	0.00	0.00	0.00
FAMILY/MILITARY LEAVE	0.00	0.00	0.00	0.00
TOTALS	6.50	29.00	654.25	712.00

Nederland Independent School District
TAX REPORT
as of July 31, 2020

2019 Taxable Value	\$2,466,869,323
Tax Rate	1.33
Projected Collections	\$32,809,362
Frozen Levy Collections	<u>\$2,029,603</u>
Total Collections	\$34,838,965
Chapter 313	<u>\$638,779</u>
Total Tax Levy	\$35,477,744
Current Collections to Date	\$35,093,276
Balance to Receive	\$384,468

TAX COLLECTIONS RECAP

ACTUAL vs. BUDGET:	Monthly	Year-to-Date	Budget
<i>General Fund</i>			
Current Taxes	\$89,930.46	\$25,128,454.10	\$25,235,000
Delinquent Taxes	17,939.39	183,652.57	\$250,000
Penalty & Interest	16,544.19	175,300.15	\$200,000
<i>Interest & Sinking Fund</i>			
Current Taxes	\$33,376.24	\$9,964,821.56	\$10,020,000
Delinquent Taxes	1,663.11	17,080.20	\$20,000
Penalty & Interest	3,531.17	41,437.94	\$20,000
TOTALS	\$162,984.56	\$35,510,746.52	\$35,745,000

ACTUAL vs. PRIOR YEAR:	Year-to-Date	Prior Year	Change
Current Taxes	35,093,275.66	\$27,489,315.31	\$7,603,960.35
Perct. Of Current Collections	98.92%	98.69%	0.23%
Delinquent Taxes	200,732.77	256,379.87	-\$55,647.10
Penalty & Interest	216,738.09	235,203.92	-\$18,465.83
TOTALS	\$35,510,746.52	\$27,980,899.10	\$7,529,847.42

**Nederland Independent School District
CASH BALANCE REPORT**

as of July 31, 2020

	General Fund			
	Wells Fargo	Lonestar	Texpool	TOTAL
Beginning Balance	\$5,057,940.91	\$17,709,729.13	\$3,206,641.40	\$25,974,311.44
Interest	109.84	2,223.36	566.87	\$2,900.07
Interest Rate	0.25%	0.15%	0.20%	-
Deposits	4,052,161.67	3,770,746.19	0.00	\$7,822,907.86
Withdrawals	(4,692,977.80)	(4,000,000.00)	0.00	(\$8,692,977.80)
Ending Balance	\$4,417,234.62	\$17,482,698.68	\$3,207,208.27	\$25,107,141.57

	Interest & Sinking Lonestar	Sinking Fund Deposits QSCB** BNY Mellon	Capital Projects Proposition A/B/2 Lonestar
Beginning Balance	\$9,993,909.18	\$813,334.00	\$74,454,795.55
Interest	1,282.03	0.00	\$9,469.21
Interest Rate	0.15%	0.00%	0.15%
Deposits	\$37,240.99	\$0.00	\$0.00
Withdrawals	0.00	\$0.00	\$1,475,431.64
Ending Balance	\$10,032,432.20	\$813,334.00	\$72,988,833.12

** Qualified School Construction Bonds (QSCB)
Taxable Series 2012 - Year 1 deposit made 8/15/2018

Nederland Independent School District
APPROPRIATIONS CHANGE REPORT
as of July 31, 2020
REVENUE

FUND	APPROVED	CHANGE	REVISED
199 General Fund	\$48,776,000		
BCR 9/16/19		\$136,383	
BCR 10/21/19		\$526,796	
BCR 12/16/19		\$2,671	
BCR 1/20/20		\$369,000	
BCR 2/18/20		\$63,500	
BCR 6/15/20		\$15,000	
BCR 7/20/20		\$7,000	
			\$49,896,350
240 Child Nutrition	\$2,700,000		
BCR 9/16/19		\$90,000	
			\$2,790,000
599 Debt Service	\$10,370,000		
BCR 9/16/19		\$4,850	
			\$10,374,850
697 Bond 2019 Proposition B	\$0		
BCR 9/16/19		\$4,500,000	
BCR 10/21/19		\$35,000	
			\$4,535,000
698 Bond 2012 Proposition 2	\$0		
BCR 9/16/19		\$500	
			\$500
699 Bond 2019 Proposition A	\$0		
BCR 9/16/19		\$73,309,500	
BCR 10/21/19		\$600,000	
			\$73,909,500
TOTAL	\$61,846,000	\$79,660,200	\$141,506,200

Nederland Independent School District

REVENUE REALIZED

by Fund

as of July 31, 2020

Fund	Budgeted	Current Month	Received/Date	Over/(Under) Budget
199 General Fund	\$49,896,350.00	\$2,252,763.85	\$46,188,138.79 \$	(3,708,211.21)
240 Child Nutrition	\$2,790,000.00	\$150,339.37	\$2,081,500.79 \$	(708,499.21)
599 Debt Service	\$10,374,850.00	\$39,852.55	\$10,241,994.10 \$	(132,855.90)
697 2019 Bond Prop B	\$4,535,000.00	\$547.32	\$4,542,654.79 \$	7,654.79
698 2012 Bond Prop 2	\$500.00	\$0.00	\$0.00 \$	(500.00)
699 2019 Bond Prop A	\$73,909,500.00	\$8,921.89	\$73,683,012.87 \$	(226,487.13)
TOTAL	\$141,506,200.00	\$2,452,424.98	\$136,737,301.34 \$	(4,768,898.66)

Nederland Independent School District
SCHEDULE OF REVENUE
General Fund
as of July 31, 2020

Type of Revenue	Budgeted	Current Month	Received to Date	Over/(Under) Budget
<i>Local Sources</i>				
Local Property Taxes	\$25,685,000.00	\$124,414.04	\$25,487,406.82	(\$197,593.18)
Tuition	20,000.00	0.00	0.00	(20,000.00)
Interest	400,000.00	2,851.73	259,456.20	(140,543.80)
Rental	70,000.00	6,934.53	93,526.61	23,526.61
Donations	77,345.00	6,579.10	81,293.62	3,948.62
Insurance Recovery	0.00	0.00	0.00	0.00
Miscellaneous	15,000.00	782.28	49,104.66	34,104.66
Foreign Trade Zone	358,000.00	0.00	358,600.00	600.00
Chapter 313	1,243,000.00	0.00	1,302,296.00	59,296.00
Bus Grant	991,796.00	0.00	622,796.00	(369,000.00)
Athletics	215,000.00	0.00	207,375.20	(7,624.80)
Summer Programs	10,000.00	0.00	0.00	(10,000.00)
Transportation	60,000.00	0.00	560.60	(59,439.40)
Total Local	\$29,145,141.00	\$141,561.68	\$28,462,415.71	(\$682,725.29)
<i>State Sources</i>				
Foundation/Per Capita	\$18,400,000.00	\$2,010,797.00	\$15,551,918.00	(2,848,082.00)
TRS On Behalf	2,000,000.00	100,197.00	1,930,274.08	(69,725.92)
Total State	\$20,400,000.00	\$2,110,994.00	\$17,482,192.08	(\$2,917,807.92)
<i>Federal Sources/Non-Operating Revenue</i>				
SHARS	300,000.00	208.17	195,178.08	(104,821.92)
MAC	15,000.00	0.00	12,143.92	(2,856.08)
QSCB Federal Subsidy	0.00	0.00	0.00	0.00
Operating Transfer In	36,209.00	0.00	36,209.00	0.00
Total Federal	\$351,209.00	\$208.17	\$243,531.00	(107,678.00)
TOTAL	\$49,896,350.00	\$2,252,763.85	\$46,188,138.79	(\$3,708,211.21)

Nederland Independent School District
APPROPRIATIONS CHANGE REPORT
as of July 31, 2020
EXPENDITURES

FUND		APPROVED	CHANGE	REVISED
199	General Fund	\$48,776,000		
	BCR 9/16/19		\$405,867	
	BCR 10/21/19		\$647,882	
	BCR 12/16/19		\$5,400	
	BCR 1/20/20		\$530,000	
	BCR 2/18/20		\$63,500	
	BCR 3/23/20		\$110,000	
	BCR 5/18/20		\$126,538	
	BCR 6/15/20		\$93,000	
	BCR 7/20/20		\$536,800	
				\$51,294,987
240	Child Nutrition	\$2,700,000		
	BCR 9/16/19		\$201,537	
				\$2,901,537
599	Debt Service	\$10,234,074		
				\$10,234,074
697	Bond 2019 Proposition B	\$0		
	BCR 9/16/19		\$4,500,000	
				\$4,500,000
698	Bond 2012 Proposition 2	\$0		
	BCR 9/16/19		\$26,723	
				\$26,723
699	Bond 2019 Proposition A	0		
	BCR 9/16/19		\$73,309,500	
				\$73,309,500
TOTAL		\$61,710,074	\$80,556,747	\$142,266,821

Nederland Independent School District
EXPENDITURES TO DATE
by Fund
as of July 31, 2020

Fund	Budgeted	Current Month	Outstanding Encumbrance	Year-To-Date Expenses	Available Balance
199 General Fund	\$51,294,987.00	\$1,759,665.50	\$1,277,384.91	\$43,942,964.12	\$6,074,637.97
240 Child Nutrition	\$2,901,537.00	\$190,222.58	\$4,584.25	\$2,602,297.90	\$294,654.85
599 Debt Service	\$10,234,074.00	\$0.00	\$0.00	\$1,519,832.30	\$8,714,241.70
697 2019 Bond Prop B	\$4,500,000.00	\$103,945.36	\$1,838,529.84	\$400,521.24	\$2,260,948.92
698 2012 Bond Prop 2	\$26,723.00	\$0.00	\$0.00	\$0.00	\$26,723.00
699 2019 Bond Prop A	\$73,309,500.00	\$1,371,486.28	\$2,261,596.08	\$4,863,035.90	\$66,184,868.02
TOTAL	\$142,266,821.00	\$3,425,319.72	\$5,382,095.08	\$53,328,651.46	\$83,556,074.46

Nederland Independent School District
YEAR-TO-DATE EXPENDITURES
by Function
General Fund
as of July 31, 2020

Function	Appropriation	Year-to-Date Enc. & Exp.	Balance	% Used
11 Instructional	\$28,300,144.00	\$25,105,715.61	\$3,194,428.39	88.71%
12 Instructional Resources	\$689,734.00	\$639,318.42	\$50,415.58	92.69%
13 Staff Development	\$653,101.00	\$519,850.27	\$133,250.73	79.60%
21 Instr. Administration	\$780,594.00	\$733,897.24	\$46,696.76	94.02%
23 School Administration	\$2,473,584.00	\$2,276,853.66	\$196,730.34	92.05%
31 Guidance & Counseling	\$2,463,888.00	\$2,249,434.15	\$214,453.85	91.30%
33 Health Services	\$565,821.00	\$564,942.11	\$878.89	99.84%
34 Student Transportation	\$2,194,841.00	\$2,015,877.99	\$178,963.01	91.85%
36 Co-Cur./Extra-Cur.	\$2,015,902.00	\$1,797,140.94	\$218,761.06	89.15%
41 General Administration	\$1,436,094.00	\$1,346,695.32	\$89,398.68	93.77%
51 Plant Maint. Operations	\$7,364,031.00	\$6,018,151.71	\$1,345,879.29	81.72%
52 Security & Monitoring	\$382,200.00	\$312,255.40	\$69,944.60	81.70%
53 Data Processing	\$1,300,475.00	\$1,138,165.29	\$162,309.71	87.52%
61 Community Services	\$168,040.00	\$121,934.57	\$46,105.43	72.56%
81 Facilities Aqu & Const	\$126,538.00	\$250.00	\$126,288.00	0.20%
95 JJAEP	\$42,000.00	\$42,000.00	\$0.00	100.00%
99 Other Intergovernmental	\$338,000.00	\$337,866.35	\$133.65	99.96%
TOTAL	\$51,294,987.00	\$45,220,349.03	\$6,074,637.97	88.16%

2019 Bond Proposition A Financial Report
as of
as of July 31, 2020

Bond Proceeds	(Issued August 2019)	\$73,300,000.00	
Interest		\$695,316.92	
Fees		\$9,500.00	
Total Revenue			\$74,004,816.92

Bond Expenditures

JA	Nederland High School	\$1,565,049.29	
JB	Central Middle School	\$3,192.00	
JC	CO Wilson Middle School	\$3,192.00	
JD	Helena Park Elementary	\$346,776.21	
JE	Highland Park Elementary	\$327,834.09	
JF	Hillcrest Elementary	\$353,132.95	
JG	Langham Elementary	\$517,623.02	
J0-4	Technology	\$1,987,644.39	
J9	Safety	\$70,896.00	
	Fees	\$9,500.00	
	Total Expenditures		\$5,184,839.95
	Bond Balance 7/31/2020		\$68,819,976.97

2019 Bond Proposition B Financial Report

Bulldog Stadium

as of

as of July 31, 2020

\$4,500,000.00

Bond Proceeds	\$4,500,000.00	
Interest	<u>\$42,654.79</u>	
Total Revenue		\$4,542,654.79
 Bond Expenditures		
Architect/Engineers	\$233,185.08	
Phase I - Artificial Field Turf	\$167,336.16	
Total Expenditures		<u>\$400,521.24</u>
Bond Balance 6/30/2020		\$4,142,133.55

Nederland Independent School District
State & Federal Grants
by Fund
as of July 31, 2020

Fund	Budgeted	Current Month	Outstanding Encumbrance	Year-To-Date Expenses	Available Balance
211 Title I Part A	\$617,575	\$9,312.88	\$823.90	\$527,875.63	\$88,875.47
224 IDEA-B Formula	\$1,099,287	-\$21,675.72	\$3,609.20	\$943,660.58	\$152,017.22
225 IDEA-B Preschool	\$51,100	\$819.71	\$0.00	\$50,595.84	\$504.16
226 Discretionary	\$0	\$0.00	\$0.00	\$0.00	\$0.00
226 8C High Cost	\$76,097	\$69,925.49	\$0.00	\$69,925.49	\$6,171.51
244 Voc. - Basic Grant	\$46,183	\$0.00	\$16,643.00	\$29,091.50	\$448.50
244 G1 Carl Perkins - Reserve	\$30,000	\$0.00	\$620.00	\$5,542.47	\$23,837.53
255 Title II Part A TPTR	\$133,240	\$0.00	\$0.00	\$84,351.00	\$48,889.00
263 Title III Part A LEP	\$46,826	\$882.66	\$100.00	\$39,344.39	\$7,381.61
276 Instructional Continuity	\$18,000	\$0.00	\$0.00	\$0.00	\$18,000.00
287 Title IV Part A Subpart 1	\$42,239	\$0.00	\$0.00	\$11,554.80	\$30,684.20
288 Project Serve Hurricane H1 Recovery Grant	\$5,564	\$0.00	\$0.00	\$612.14	\$4,951.86
288 H3 Restart Hurricane Recovery	\$33,538	\$0.00	\$0.00	\$33,538.00	\$0.00
288 H4 Texas Homeless Youth	\$37,735	-\$26.95	\$0.00	\$0.00	\$37,735.00
288 H6 Restart 2019 Flooding	\$5,291	\$0.00	\$0.00	\$5,291.00	\$0.00
289 LEP Summer School	\$2,671	\$0.00	\$0.00	\$2,671.00	\$0.00
410 Instructional Materials	\$569,582	\$22,564.00	\$225,933.00	\$253,981.13	\$89,667.87
429 School Safety & Security 00 Grant	\$84,254	\$0.00	\$82,939.28	\$0.00	\$1,314.72
429 Special Ed Fiscal Support 8E Performance	\$68,700	\$56,305.10	\$0.00	\$57,680.10	\$11,019.90
17					
TOTAL	\$2,967,882	\$138,107.17	\$330,668.38	\$2,115,715.07	\$521,498.55

Nederland Independent School Cooperative Contracts 8/25/20

Section 44.0331 of the Education Code requires school districts to report to their Board of Trustees any management fees charged by purchasing cooperatives that Nederland Independent School District contracts with. They are as follows:

Cooperative	Membership Fee
Choice Partners (Harris County Dept of Ed)	None
CTPA (Central Texas Purchasing Alliance)	\$100
DIR (Dept of Information Resources)	None
Region 5 ESC (SE TX Purchasing Coop)	None
Buyboard (TASB)	None
OMNIA Partners (TCPN, US Commodities, National IPA)	None
TIPS (TX Interlocal Purchasing System)	None
HGAC (Houston Galveston Area Council)	None
PACE (Purchasing Assoc of Cooperative Entities)	None
TXMAS (Texas Comptrollers Office)	\$100
Region 19 ESC (All States Cooperative)	None

NEDERLAND INDEPENDENT SCHOOL DISTRICT

220 N. 17th Street

Nederland, TX 77627-5029

MINUTES

REGULAR MEETING: VIRTUAL PUBLIC ATTENDANCE ONLY MEETING NEDERLAND INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

DATE: July 20, 2020
TIME: 6:00 p.m.
PLACE: Administration Building

MEMBERS PRESENT: Micah Mosley, President
Nicholas L. Phillips, Vice President
Roya Scott, Secretary
Suzanne Isom, Trustee
Kay DeCuir, Trustee
Jerry Albanese, Trustee
Tonya Mitchell, Trustee

VIRTUALLY PRESENT: Mr. Blake Clements, *IBI*
Ms. Lisa Michela, *IBI*

ALSO PRESENT: Dr. Stuart Kieschnick, *Asst. Supt./Curriculum & Instruction*
Mr. Mike Laird, *Asst. Supt./Personnel & Auxiliary Services*
Ms. Melissa Wong, *Business Manager*

VISITORS PRESENT: Mr. Andy Simpson, *H.B. Neild*
Mr. Leonard Forey, *Higginbotham Insurance*
Mr. Jimmy Harrison, *Higginbotham Insurance*
Mr. Mark Hilliard, *Higginbotham Insurance*
Mr. Dusty Traylor, *RBC Capital Markets, LLC, Managing Director*
Mr. Lance Fox, *Creighton, Fox, Johnson & Mills, PLLC*
Dr. Danny Lovett, *Region 5, Executive Director*

Meeting convened at 6:00 p.m.

- 1. CALL TO ORDER, ROLL CALL, ESTABLISHMENT OF QUORUM**
- 2. INVOCATION AND PLEDGES** – Mr. Mosley gave the invocation and led the audience in honoring the pledges to the American and Texas flags and also in prayer.

3. **OPEN FORUM** –Mr. Mosley accepted and read each question submitted aloud then responded with him reviewing with the Board and responding in an email.

4. **REPORTS**

A. **Administrative Reports**

1. **Superintendents Reports and Recognition**

- a. **Bond Subcommittee Report**
- b. **IBI Update** – Mr. Blake Clements gave a virtual update on the Project Status Report moving forward and the Stadium progression. Ms. Lisa Michela gave a virtual update on the Contract Status, the Current Project Status, and the calendar of events in progression from June to the present. She also mentioned an issue and needing a traffic study to take place during school hours to determine a resolution.
- c. **H.B. Neild** – Mr. Andy Simpson gave a quick update on the current status for construction and demolition.
- d. **Owner Controlled Insurance Program Information** – Mr. Laird introduced to the Board the Higginbotham Insurance group of advisors, Mr. Leonard Forey, Mr. Jimmy Harrison, and Mr. Mark Hilliard presented an information handout pertaining to the contract with Nederland ISD.
- e. **Communities in Schools Partnership** – Dr. Kieschnick informed the board that NISD will continue the partnership with Communities in Schools. They supply multiple services for the students throughout the year such as clothes, school supplies, counseling services, tutoring, and social and emotional support. With the pandemic this year, it is essential to continue their services for the 2020-2021 school year.
- f. **Safety Committee Appointment** – Mr. Laird reported that NISD is now required to have an additional board member on the safety committee. Mr. Laird asked Mr. Mosley to appoint someone. There will be three meetings per year. Ms. Mitchell volunteered to fill the position of the additional board member.

2. **Curriculum Reports**

- a. **COVID 19 Update** – Dr. Kieschnick explained the guidelines followed based on guidance from TEA. These policies are fluid and ever changing and will be monitored while referring to the guidance of the 20-21 Public Health Planning Guide, Texas Education Agency

officials. New information will be provided as received.

- b. **Draft Reopening Plan** – Dr. Kieschnick provided the Board with a Draft copy of the Re-Entry Plan anticipated with Track One, On- Campus Learning - synchronous or Track Two, Remote Digital Learning – asynchronous. To re-open school, the Transition Team and Sub-committees took a systematic design approach to developed plans for Academics, Operations, Employee/Staff Protocols, Distance Learning, Whole Child, Special Education and Communications. These plans are subject to change daily. The first day of instruction is Monday, August 17, 2020.
- c. **Pre-K Partnership proposals and full day Pre-K** – Dr. Kieschnick reported that we did not receive any proposals or partnerships, therefore we will stay with our model with no changes for Pre-K.

3. Personnel and Auxiliary Reports

- a. **Maintenance-Transportation Report** – Mr. Laird reported to the Board the June 2020 maintenance report on projects completed at each campus.
- b. **Child Nutrition Report** – Mr. Laird reported on the Curbside Feeding for COVID-19 March 23 – May 28, 2020 of 754 meals served, detailing the Revenue, Expenses, and Profit/Loss.

c. Personnel Reports

- 1) **Personnel Absentee Report** – Mr. Laird presented the Board with the personnel absentee report at 0% due to the pandemic regulations.
- 2) **Personnel Report** – Mr. Laird read aloud the retirements, reviewed the resignations, and touched on the reassignments.

4. Business Reports

- a. **Financial Advisor Bond Counsel Update** – Ms. Wong introduced to the Board the Nederland ISD Financial Advisors, Mr. Dusty Traylor and Mr. Lance Fox. Ms. Wong reported that the business department is currently preparing a budget and tax rate for the 2020-2021 school year. In reference to the debt service tax rate, the preparation of the Bond Election in 2019, the plan was to sell half of the bond August 2019 and yet half August 2020. This ongoing progress with the Assistant Superintendents and financial advisors to get a projection on planned

spending at the end of August 2020 and August 2021. Ms. Wong introduced financial advisors, Mr. Traylor and Mr. Fox presented a handout to the board of information explaining the new plan desired. Ms. Wong presented to the board the HB 3 Legislative changes to the Budget, Tax rate and Tax Rate Elections Process for the 2020-2021 school year. She then reported on the Functions report and elaborated it is important not to exceed procreations.

b. **Tax and Financial Report** – Ms. Wong reported to the Board that the current tax collections are at 98.57% compared to last year at this time.

c. **Quarterly Investment Report** – Ms. Wong reviewed the page numbers for the quarterly reports for the Board to refer to for review.

5. CONSENT AGENDA

A. **Minutes – June 11th, June 15th, June 22nd**

B. **Payment of Bills - June**

C. **Donations - July**

D. **Budget Change Request(s) - July**

MOTION: Mr. Phillips made a motion, seconded by Ms. Mitchell, to approve the consent agenda as presented.

DISCUSSION: Ms. Wong read the July donations aloud, totaling \$10,034.10. She also explained the first budget change to the board to increase Revenue and Expenditure budgets \$7,000 for Donations for the 2019-2020 school year. The second budget change request was to increase the general fund expenditure appropriation \$529,800 for the purchase of instructional supplies district wide; for professional administrative salaries for Superintendent Retirement agreement and co-acting Superintendent Stipends.

VOTE: Yea – Albanese, DeCuir, Isom, Mitchell, Mosley, Phillips, & Scott
Nay – None (Motion carried, 7-0)

6. OTHER ITEMS (DISCUSSED AND/OR ACTION)

A. **Student Code of Conduct** – Dr. Kieschnick provided a 2020-2021 copy of the Student Code of Conduct packet for review and recommended to the Board that the 2020-2021 Nederland ISD Student Code of Conduct be adopted.

MOTION: Ms. Mitchell made the motion, seconded by Mr. Albanese to adopt the 2020-2021 Nederland ISD Student Code of Conduct.

DISCUSSION: None

VOTE: Yea – Albanese, DeCuir, Isom, Mitchell, Mosley, Phillips, & Scott
Nay – None, (Motion carried, 7-0)

B. Consider Purchases over \$50,000 – Mr. Laird suggested to the Board to consider the approval for the purchases with PowerSchool, Houghton Mifflin Harcourt, iStation, Renaissance and Edgenuity totaling over \$50,000 that will benefit the Nederland ISD Teachers and Students for the 2020-2021 school year.

MOTION: Mr. Phillips made the motion, seconded by Ms. Isom, to consider the approval for the purchases totaling over \$50,000.

DISCUSSION: None

VOTE: Yea – Albanese, DeCuir, Isom, Mitchell, Mosley, Phillips, & Scott
Nay – None, (Motion carried, 7-0)

C. IMA Adoption – Dr. Kieschnick recommended to the Board that the Learning.com program in Technology Application online Curriculum for K-8th grade be adopted and approved for the use of instructional materials in the 2020-2021 school year.

MOTION: Mr. Phillips made the motion, seconded by Ms. Scott to adopt and approve the Learning.com Instructional Materials for the 2020-2021 school year.

DISCUSSION: None

VOTE: Yea – Albanese, DeCuir, Isom, Mitchell, Mosley, Phillips, & Scott
Nay – None, (Motion carried, 7-0)

*****The Board entered into closed session at 9:32 p.m.*****

D. CLOSED SESSION: The Board of Trustees will meet in executive (closed) session to discuss certain matters excepted from public disclosure by the following statutory provisions: to deliberate matters pertaining to personnel matters including employee contract renewal/non-renewals, as permitted by section 551.074, Texas Government Code; to deliberate for discussion of personally identifiable student information as permitted by section 551.0821, Texas Government Code; to deliberate matters pertaining to real property, as permitted by section 551.072, Texas Government Code; to consult with attorney, as permitted by section 551.071, Texas Government Code.

E. Consider and take possible action regarding Applicants for Superintendent position.

F. CLOSED SESSION: Review, consider and discuss applicants for the superintendent position, pursuant to Texas Government Code §551.074.

***** The Board reconvened back in open session at 11:52 p.m.*****

MOTION: Ms. DeCuir made a motion, seconded by Ms. Mitchell to adjourn the meeting.

7. ADJOURNMENT – There was no other business and the meeting adjourned at 11:53 p.m.

_____, President

_____, Secretary

Dr. Stuart Kieschnick, Assistant Superintendent
Mr. Mike Laird, Assistant Superintendent
Ms. Jennifer M. Holyfield, Recording Secretary

NEDERLAND INDEPENDENT SCHOOL DISTRICT

220 17th Street
Nederland, Texas 77627-5029

MINUTES

SPECIAL MEETING: **VIRTUAL ONLY MEETING**
NEDERLAND INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

DATE: July 23, 2020
TIME: 5:30 p.m., Special Board Meeting - Virtual
PLACE: Boardroom, Administration Bldg., 220 N.17th Street, Nederland, TX

MEMBERS PRESENT: Micah Mosley, President
 Nicholas L. Phillips, Vice President
 Roya Scott, Secretary
 Kay DeCuir
 Suzanne Isom
 Jerry Albanese
 Tonya Mitchell

OTHERS PRESENT: Region 5 Representatives

CALL TO ORDER, ROLL CALL, ESTABLISHMENT OF QUORUM:

Meeting convened at 5:30 p.m. and a quorum was present.

INVOCATION AND PLEDGE TO AMERICAN AND TEXAS FLAGS:

OPEN SESSION: Consider and take possible action regarding Applicants for Superintendent Position.

*****The board entered into closed session at 5:31 p.m.*****

CLOSED SESSION: Conduct interviews of Applicants for Superintendent position, and consider and discuss same, pursuant to Texas Government Code §551.074.

*****The board reconvened in open session at 9:39 p.m.*****

MOTION: Mr. Phillips made the motion, seconded by Mr. Albanese to adjourn the meeting.

DISCUSSION: None

VOTE: Yay - Albanese, DeCuir, Isom, Mitchell, Mosley, Phillips, and Scott

Nay – (Motion carried - 7, 0)

ADJOURNMENT: The meeting adjourned at 9:40 p.m.

_____, President

_____, Secretary

Dr. Stuart Kieschnick, Assistant Superintendent
Mr. Mike Laird, Assistant Superintendent
Ms. Jennifer M. Holyfield, Recording Secretary

NEDERLAND INDEPENDENT SCHOOL DISTRICT
220 17th Street
Nederland, Texas 77627-5029

MINUTES

SPECIAL MEETING: **VIRTUAL ONLY MEETING**
 NEDERLAND INDEPENDENT SCHOOL DISTRICT
 BOARD OF TRUSTEES

DATE: July 27, 2020
TIME: 5:30 p.m., Special Board Meeting - Virtual
PLACE: Boardroom, Administration Bldg., 220 N.17th Street, Nederland, TX

MEMBERS PRESENT: Micah Mosley, President
 Nicholas L. Phillips, Vice President
 Roya Scott, Secretary
 Kay DeCuir
 Suzanne Isom
 Jerry Albanese
 Tonya Mitchell

OTHERS PRESENT: Region 5 Representatives

CALL TO ORDER, ROLL CALL, ESTABLISHMENT OF QUORUM:

Meeting convened at 5:30 p.m. and a quorum was present.

INVOCATION AND PLEDGE TO AMERICAN AND TEXAS FLAG

OPEN FORUM

1. OTHER ITEMS (DISCUSSION AND/OR ACTION):

- A. Student Code of Conduct** – Dr. Kieschnick recommended to the Board to adopt the change on page 6 concerning the students to comply with any health and safety rules, regulations or directives in the Student Code of Conduct.

MOTION: Mr. Phillips made the motion, seconded by Mr. Albanese to adopt the changes made on the Student Code of Conduct as presented.

DISCUSSION: None

VOTE: Yay - Mosley, Phillips, Scott, DeCuir, Isom, Albanese, Mitchell

Nay – (Motion carried – 7,0)

OPEN SESSION: Consider and take possible action regarding Applicants for Superintendent Position.

*****The Board entered into closed session at 5:43 p.m.*****

CLOSED SESSION: Conduct interviews of Applicants for Superintendent position, and consider and discuss same, pursuant to Texas Government Code §551.074.

*****The Board reconvened into open session at 10:31 p.m.*****

MOTION: Ms. DeCuir made the motion, seconded by Mr. Phillips to adjourn the meeting.

ADJOURNMENT: The meeting adjourned at 10:31 p.m.

_____, President

_____, Secretary

Dr. Stuart Kieschnick, Assistant Superintendent
Mr. Mike Laird, Assistant Superintendent
Ms. Jennifer M. Holyfield, Recording Secretary

NEDERLAND INDEPENDENT SCHOOL DISTRICT
220 17th Street
Nederland, Texas 77627-5029

MINUTES

SPECIAL MEETING: **VIRTUAL ONLY MEETING**
 NEDERLAND INDEPENDENT SCHOOL DISTRICT
 BOARD OF TRUSTEES

DATE: July 30, 2020
TIME: 5:30 p.m., Special Board Meeting - Virtual
PLACE: Boardroom, Administration Bldg., 220 N.17th Street, Nederland, TX

MEMBERS PRESENT: Micah Mosley, President
 Nicholas L. Phillips, Vice President
 Roya Scott, Secretary
 Kay DeCuir
 Suzanne Isom
 Jerry Albanese
 Tonya Mitchell

OTHERS PRESENT: Region 5 Representatives

CALL TO ORDER: Meeting convened at 5:31 p.m. and a quorum was present.

INVOCATION AND PLEDGE TO AMERICAN AND TEXAS FLAGS

OPEN FORUM:

OTHER ITEMS (DISCUSSION AND/OR ACTION)

A. 2020-2021 Amended School Calendar - Dr. Kieschnick recommended the Board to approve the 2020-21 amended school calendar.

MOTION: Ms. Mitchell made the motion, seconded by Mr. Albanese to accept the approval for the 2020-2021 Amended School Calendar.

DISCUSSION: Dr. Kieschnick along with NISD Principals decided to push back the start date of returning, back 10 days, leaving Nederland ISD to start August 31, 2020. This will help flatten curve of COVID, more time for safety features to be put in place and it will allow teachers more time for virtual training in google classroom. The 165 days of operational minutes still remain with the change of start date. It was decided to start with two choices, On-Campus Learning as well as Virtual. Upon returning to school On-Campus or Virtually, the choice is made for the entire first six weeks with no changes excepted. At this time, 32% has chosen to

start virtually. Devices will be supplied to virtual students. Dr. Kieschnick built the calendar and approved with DEIC.

VOTE: Yay - Mosley, Phillips, Scott, DeCuir, Isom, Albanese, Mitchell
Nay - (Motion carried – 7,0)

OPEN SESSION: Consider and take possible action regarding Applicants for Superintendent Position.

*****The board entered into closed session at 5:50 p.m.*****

CLOSED SESSION: Conduct interviews of Applicants for Superintendent Position, and consider and discuss same, pursuant to Texas Government Code §551.074.

*****The board reconvened in open session at 9:54 pm*****

MOTION: Mr. Phillips made the motion, seconded by Mr. Albanese to adjourn the meeting.

ADJOURNMENT: The meeting adjourned at 9:54 p.m.

_____, President

_____, Secretary

Dr. Stuart Kieschnick, Assistant Superintendent
Mr. Mike Laird, Assistant Superintendent
Ms. Jennifer M. Holyfield, Recording Secretary

NEDERLAND INDEPENDENT SCHOOL DISTRICT
DISBURSEMENT CHECK REGISTER
FOR - July

Check #	Check Date	Vendor #	Payee Name	Check Amount
149152	07/10/2020	41049	AC'CENT ENVIRONMENTAL SERVICES	\$800.00
149153	07/10/2020	10455	ALL PHASE ELECTRIC SUPPLY	\$716.50
149154	07/10/2020	12492	AMAZON	\$554.23
149155	07/10/2020	10980	AMERICAN EXPRESS	\$3,483.90
149156	07/10/2020	13677	ANDRE WIMER	\$564.24
149157	07/10/2020	13435	ANNA DOUCET	\$250.00
149158	07/10/2020	13453	AU CONCEPTS & DESIGNS	\$1,148.25
149159	07/10/2020	11940	AUDILET TRACTOR SALES INC.	\$144.55
149160	07/10/2020	40915	BEAUMONT ENTERPRISE	\$50.17
149161	07/10/2020	40608	BLICK ART MATERIALS	\$94.55
149162	07/10/2020	47450	CDW GOVERNMENT INC.	\$477.58
149163	07/10/2020	15101	CITY OF NEDERLAND - SECURITY GUARD	\$14,760.00
149164	07/10/2020	15501	COBURN'S	\$303.30
149165	07/10/2020	16470	CURETON & SON	\$12.94
149166	07/10/2020	13273	EMC CORPORATION	\$8,276.52
149167	07/10/2020	21450	ENTERGY	\$47,335.40
149168	07/10/2020	44676	EPES SOFTWARE INC.	\$1,384.00
149169	07/10/2020	20169	GEIGER INC	\$1,268.26
149170	07/10/2020	12130	GETPOMS.COM	\$587.50
149171	07/10/2020	20900	GRAINGER	\$304.90
149172	07/10/2020	11001	GREAT AMERICA LEASING CORPORATION	\$1,049.86
149173	07/10/2020	13680	HALLIE MCMAINS	\$500.00
149174	07/10/2020	22080	HERNANDEZ OFFICE SOLUTIONS	\$39.01
149175	07/10/2020	10944	HODGE PRODUCTS INC.	\$685.48
149176	07/10/2020	11933	INTERSTATE - ALL BATTERY CENTER	\$779.70
149177	07/10/2020	41450	INTERSTATE BATTERY OF BEAUMONT	\$223.90
149178	07/10/2020	28449	J.W. PEPPER	\$769.99
149179	07/10/2020	23450	JOHNSON SUPPLY	\$920.73
149180	07/10/2020	44903	KAZDON INC	\$499.10
149181	07/10/2020	11765	KING'S MICROSCOPE SERVICE	\$1,800.00
149182	07/10/2020	11733	KREATIVE KAMERA	\$575.00
149183	07/10/2020	11133	MATERA PAPER COMPANY INC	\$174.12
149184	07/10/2020	13678	MELINDA MITCHELL	\$47.15
149185	07/10/2020	13679	MORGAN LUKE	\$2,000.00
149186	07/10/2020	13460	MYBINDING.COM	\$79.35
149187	07/10/2020	12765	NAPA AUTO PARTS	\$511.75
149188	07/10/2020	49702	NATIONAL SCOREBOARD	\$720.00
149189	07/10/2020	48266	OFFICE DEPOT	\$2,202.85
149190	07/10/2020	12212	PAX SUPPLY	\$962.61
149191	07/10/2020	42947	R. C. SERVICES	\$34.06

NEDERLAND INDEPENDENT SCHOOL DISTRICT
DISBURSEMENT CHECK REGISTER
FOR - July

Check #	Check Date	Vendor #	Payee Name	Check Amount
149192	07/10/2020	41826	REALLY GOOD STUFF	\$411.02
149193	07/10/2020	10464	REGION 4 ESC	\$102.00
149194	07/10/2020	29500	REGION 5 ESC	\$250.00
149195	07/10/2020	12909	REPUBLIC SERVICES	\$5,477.37
149196	07/10/2020	50929	SCHOOL NUTRITION ASSOCIATION	\$68.50
149197	07/10/2020	46567	SCHOOL SPECIALTY, INC.	\$1,505.94
149198	07/10/2020	31200	SETZER HARDWARE, INC	\$863.15
149199	07/10/2020	31400	SHERWIN WILLIAMS CO	\$1,453.71
149200	07/10/2020	13415	SOTER TECHNOLOGIES	\$3,300.00
149201	07/10/2020	13529	SOUTHEAST TEXAS COUNSELING & ASSESS	\$1,720.00
149202	07/10/2020	32172	SOUTHWEST BUILDING SYSTEMS	\$1,777.73
149203	07/10/2020	13456	SPECTRUM ENTERPRISE	\$787.25
149204	07/10/2020	32850	SWICEGOOD MUSIC COMPANY	\$1,389.30
149205	07/10/2020	40856	TASB	\$191.95
149206	07/10/2020	50693	TEACHER DIRECT	\$822.47
149207	07/10/2020	13676	TEXAS CHRISTIAN UNIVERSITY	\$545.00
149208	07/10/2020	12240	TEXAS FIRE & COMMUNICATIONS, INC.	\$350.00
149209	07/10/2020	50299	TOWER COMMUNICATIONS INC	\$48.00
149210	07/10/2020	11800	TRAVIS BROTHERS BLDG AUTOMTN TX LLC	\$5,982.00
149211	07/10/2020	10504	TRI CITY COFFEE SERVICE COMPANY	\$97.50
149212	07/10/2020	12942	VECTOR SOLUTIONS	\$5,486.39
149213	07/10/2020	13208	VENDNOVATION LLC	\$720.00
149214	07/10/2020	10996	WALSH, GALLEGOS TREVINO RUSSO &	\$5,066.50
149215	07/10/2020	11179	WES VICE HARDWOODS & SUPPLY INC	\$41.40
149216	07/10/2020	48537	XEROX CORPORATION	\$54.66
149217	07/17/2020	10786	AED SUPERSTORE	\$216.00
149218	07/17/2020	10455	ALL PHASE ELECTRIC SUPPLY	\$25.00
149219	07/17/2020	12492	AMAZON	\$351.14
149220	07/17/2020	13435	ANNA DOUCET	\$125.00
149221	07/17/2020	12209	AQUA ONE	\$4,400.00
149222	07/17/2020	45056	AT&T	\$748.26
149223	07/17/2020	12914	ATT MOBILITY	\$245.44
149224	07/17/2020	13682	CHANCE O BRIEN	\$500.00
149225	07/17/2020	15101	CITY OF NEDERLAND - SECURITY GUARD	\$1,230.00
149226	07/17/2020	21450	ENTERGY	\$4,799.95
149227	07/17/2020	11001	GREAT AMERICA LEASING CORPORATION	\$350.42
149228	07/17/2020	11473	H. B. NEILD & SONS, INC.	\$91,792.16
149229	07/17/2020	22080	HERNANDEZ OFFICE SOLUTIONS	\$169.10
149230	07/17/2020	51010	HOME DEPOT PRO INSTITUTIONAL	\$3,851.37
149231	07/17/2020	13684	KRISTA MAYER	\$44.85

NEDERLAND INDEPENDENT SCHOOL DISTRICT
DISBURSEMENT CHECK REGISTER
FOR - July

Check #	Check Date	Vendor #	Payee Name	Check Amount
149232	07/17/2020	12800	M & R FLEET SERVICES	\$543.15
149233	07/17/2020	49354	MACKIN EDUCATIONAL RESOURCES	\$2,697.41
149234	07/17/2020	48486	MASTERY EDUCATION	\$3,916.08
149235	07/17/2020	11133	MATERA PAPER COMPANY INC	\$669.32
149236	07/17/2020	42044	NECHES ENGINEERS	\$4,000.00
149237	07/17/2020	48266	OFFICE DEPOT	\$403.64
149238	07/17/2020	11066	OMNI FILTRATION	\$3,768.50
149239	07/17/2020	13586	RANGER ENVIRONMENTAL SERVICES	\$4,622.80
149240	07/17/2020	41826	REALLY GOOD STUFF	\$586.71
149241	07/17/2020	13683	ROUND ROCK INDEPENDENT SCHOOL DIST	\$200.00
149242	07/17/2020	50749	SANITARY SUPPLY COMPANY INC.	\$5,989.37
149243	07/17/2020	30550	SCHOOL HEALTH CORPORATION	\$56.07
149244	07/17/2020	46567	SCHOOL SPECIALTY, INC.	\$1,053.37
149245	07/17/2020	44930	SECURITY PEST MANAGEMENT	\$3,450.00
149246	07/17/2020	12220	SILSBEE FORD	\$35,746.50
149247	07/17/2020	48154	SOUTHEAST TEXAS STARTER	\$60.07
149248	07/17/2020	13685	TARYN HOPPER	\$1,500.00
149249	07/17/2020	10168	TEXAS EDUCATION AGENCY	\$1,248.22
149250	07/17/2020	13306	TEXAS-IBI GROUP, INC	\$947,827.48
149251	07/17/2020	11102	THOMAS A/C SUPPLY, INC	\$1,232.78
149252	07/17/2020	13444	TOTAL SPECIAL EDUCATION SOLUTIONS	\$6,000.00
149253	07/17/2020	41256	VISUAL TECHNIQUES INC.	\$35,786.00
149254	07/17/2020	34922	WARREN EQUIPMENT COMPANY	\$205.09
149255	07/17/2020	23224	WASTEWATER TRANSPORT SERVICES, LLC	\$2,000.00
149256	07/17/2020	48537	XEROX CORPORATION	\$229.47
149257	07/24/2020	10355	ALAMO GLASS	\$1,550.40
149258	07/24/2020	12492	AMAZON	\$1,211.01
149259	07/24/2020	10325	APPLE, INC.	\$392,800.00
149260	07/24/2020	45882	BONIN ROOFING CO.	\$8,414.00
149262	07/24/2020	10958	CITIBANK	\$5,666.35
149263	07/24/2020	50238	COKER'S DOORS AND MOLDING INC.	\$575.00
149264	07/24/2020	13273	EMC CORPORATION	\$41,264.40
149265	07/24/2020	21450	ENTERGY	\$9,086.94
149266	07/24/2020	46753	FEDERAL EXPRESS	\$34.90
149267	07/24/2020	12738	GONZALEZ SOLUTIONS FOR BUSINESS	\$123.24
149268	07/24/2020	20900	GRAINGER	\$227.05
149269	07/24/2020	11001	GREAT AMERICA LEASING CORPORATION	\$110.00
149270	07/24/2020	22080	HERNANDEZ OFFICE SOLUTIONS	\$1,727.00
149271	07/24/2020	51010	HOME DEPOT PRO INSTITUTIONAL	\$182.00
149272	07/24/2020	10899	INFINITY CONNECTIONS	\$824.40

NEDERLAND INDEPENDENT SCHOOL DISTRICT
DISBURSEMENT CHECK REGISTER
FOR - July

Check #	Check Date	Vendor #	Payee Name	Check Amount
149273	07/24/2020	10941	ISTATION	\$64,196.00
149274	07/24/2020	12680	LAMAR INSTITUTE OF TECHNOLOGY	\$700.00
149275	07/24/2020	48771	LITTLETON GROUP, THE	\$1,195.00
149276	07/24/2020	49136	MONROE SYSTEMS FOR BUSINESS	\$192.00
149277	07/24/2020	48266	OFFICE DEPOT	\$942.29
149278	07/24/2020	28610	PHILPOTT MOTORS INC.	\$44.53
149279	07/24/2020	42947	R. C. SERVICES	\$159.86
149280	07/24/2020	29500	REGION 5 ESC	\$65.00
149281	07/24/2020	44520	RIVERSIDE INSIGHTS	\$4,505.00
149282	07/24/2020	50749	SANITARY SUPPLY COMPANY INC.	\$2,407.29
149283	07/24/2020	46567	SCHOOL SPECIALTY, INC.	\$72.81
149284	07/24/2020	13663	SCIENCE ENGINEERING, LTD	\$1,726.00
149285	07/24/2020	48154	SOUTHEAST TEXAS STARTER	\$319.35
149286	07/24/2020	40856	TASB	\$191.95
149287	07/24/2020	10479	TCEA	\$3,549.00
149288	07/24/2020	11487	TEACHER SYNERGY LLC	\$95.48
149289	07/24/2020	49158	TEPSA	\$344.00
149290	07/24/2020	12240	TEXAS FIRE & COMMUNICATIONS, INC.	\$70.00
149291	07/24/2020	32150	TEXAS GAS SERVICE	\$1,382.18
149292	07/24/2020	11102	THOMAS A/C SUPPLY, INC	\$1,994.55
149293	07/24/2020	13178	TONIC VISION DESIGN, INC.	\$825.00
149294	07/24/2020	10504	TRI CITY COFFEE SERVICE COMPANY	\$59.25
149295	07/24/2020	11179	WES VICE HARDWOODS & SUPPLY INC	\$52.02
149296	07/24/2020	41560	WHOLESALE ELECTRIC SUPPLY COMPANY	\$590.00
149297	07/31/2020	10076	ALLIED SYSTEMS & SOLUTIONS, INC	\$4,934.50
149298	07/31/2020	12492	AMAZON	\$859.80
149299	07/31/2020	13435	ANNA DOUCET	\$250.00
149300	07/31/2020	45056	AT&T	\$2,016.74
149301	07/31/2020	11940	AUDILET TRACTOR SALES INC.	\$730.00
149302	07/31/2020	45882	BONIN ROOFING CO.	\$8,414.00
149303	07/31/2020	12205	BSN SPORTS	\$2,334.57
149304	07/31/2020	47450	CDW GOVERNMENT INC.	\$9,795.01
149305	07/31/2020	41759	COASTAL WELDING SUPPLY	\$20.88
149306	07/31/2020	13166	CUMMINS SALES & SERV ARLINGTON WH	\$770.00
149307	07/31/2020	13118	CUTTIN CORNERS	\$405.00
149308	07/31/2020	12996	CYBERSOFT PRIMEROEDGE	\$11,785.00
149309	07/31/2020	13168	EDUCATION GALAXY, LLC	\$28,600.00
149310	07/31/2020	11039	EMPOWERING WRITERS LLC	\$260.00
149311	07/31/2020	21450	ENTERGY	\$19,083.23
149312	07/31/2020	12021	FRED MILLER STORES - OUTDOOR EQUIP	\$53.85

NEDERLAND INDEPENDENT SCHOOL DISTRICT
DISBURSEMENT CHECK REGISTER
FOR - July

Check #	Check Date	Vendor #	Payee Name	Check Amount
149313	07/31/2020	20900	GRAINGER	\$355.00
149314	07/31/2020	11001	GREAT AMERICA LEASING CORPORATION	\$1,981.77
149315	07/31/2020	22080	HERNANDEZ OFFICE SOLUTIONS	\$2,699.55
149316	07/31/2020	10944	HODGE PRODUCTS INC.	\$168.00
149317	07/31/2020	51010	HOME DEPOT PRO INSTITUTIONAL	\$1,183.60
149318	07/31/2020	41450	INTERSTATE BATTERY OF BEAUMONT	\$249.85
149319	07/31/2020	12293	J.R. PARSLEY COMPANY, INC.	\$7,890.00
149320	07/31/2020	28449	J.W. PEPPER	\$242.73
149321	07/31/2020	23250	JEFFERSON CO WATER DISTRICT #10	\$269.56
149322	07/31/2020	23350	JIFFY TROPHIES	\$17.00
149323	07/31/2020	13688	JOURNEYED.COM	\$53,562.14
149324	07/31/2020	13695	LINDA MCGEE	\$18.90
149325	07/31/2020	41873	LONGHORN BUS SALES	\$36.64
149326	07/31/2020	48077	LOWE'S HOME CENTER INC.	\$981.89
149327	07/31/2020	49354	MACKIN EDUCATIONAL RESOURCES	\$1,228.42
149328	07/31/2020	11133	MATERA PAPER COMPANY INC	\$1,207.68
149329	07/31/2020	12568	MITCHELL A SIMMONS	\$80.00
149330	07/31/2020	49840	MUNRO'S UNIFORM SERVICES	\$74.83
149331	07/31/2020	11782	OCCUPATIONAL MEDICAL CARE	\$465.00
149332	07/31/2020	48266	OFFICE DEPOT	\$69.99
149333	07/31/2020	12212	PAX SUPPLY	\$8,712.50
149334	07/31/2020	42876	POWERSCHOOL GROUP LLC	\$3,926.48
149335	07/31/2020	42947	R. C. SERVICES	\$134.77
149336	07/31/2020	10189	REBECCA MOSLEY	\$2,333.80
149337	07/31/2020	13565	ROBIN WISHKOSKI, M.ED., BCBA	\$1,000.00
149338	07/31/2020	51641	ROSS RIDGE SAND COMPANY LP	\$414.00
149339	07/31/2020	50749	SANITARY SUPPLY COMPANY INC.	\$916.50
149340	07/31/2020	46567	SCHOOL SPECIALTY, INC.	\$47.92
149341	07/31/2020	10825	SEBCO BOOKS	\$601.49
149342	07/31/2020	13655	SEESAW LEARNING INC	\$8,960.88
149343	07/31/2020	13102	SOUTEX SURVEYORS & ENGINEERS	\$5,500.00
149344	07/31/2020	32172	SOUTHWEST BUILDING SYSTEMS	\$77.90
149345	07/31/2020	10479	TCEA	\$4,394.00
149346	07/31/2020	11487	TEACHER SYNERGY LLC	\$294.24
149347	07/31/2020	12521	TEXAS SCHOOL PUBLIC RELATIONS ASSOC	\$175.00
149348	07/31/2020	34280	TRI CON INC	\$3,122.98
149349	07/31/2020	13694	TROY SEDTAL	\$38.75
149350	07/31/2020	40219	VERIZON WIRELESS	\$2,722.56
149351	07/31/2020	35006	WELDON WILLIAMS & LICK	\$2,585.39
149352	07/31/2020	11179	WES VICE HARDWOODS & SUPPLY INC	\$70.80

NEDERLAND INDEPENDENT SCHOOL DISTRICT
DISBURSEMENT CHECK REGISTER
FOR - July

Check #	Check Date	Vendor #	Payee Name	Check Amount
149353	07/31/2020	13105	XENITH, LLC	\$11,136.00
149354	07/31/2020	48537	XEROX CORPORATION	\$88.63
Total of Checks -->				\$2,078,068.98

NEDERLAND INDEPENDENT SCHOOL DISTRICT
August Donations

DONATION MADE BY	DONATION MADE TO	DESCRIPTION	AMOUNT
Mid County Noon Optimist	District Wide	Student Backpacks	\$500.00
Rebecca Jones	CMS Special Ed	Canon Printer (Item)	\$45.00
Nederland Bulldog Soccer Goals	NHS	Boys' & Girls' Soccer Programs (\$250.00 each)	\$500.00
Mairela Ruiz	Hillcrest	Epson ET2750 Printer (Item)	\$299.00
100 Days of Giveaways Donations (See Attached)			\$3,035.00
Grand Total			\$4,379.00

**Nederland Independent School District
100 Days of Giveaways Donations**

Organization	Item	Dollar Amount
FivePoint Credit Union	Gift basket	\$50
Child Nutrition	Market Basket	\$10
Helena Park Elementary	Schooner gift card	\$30
Student Services	Magic Carwash	\$25
Student Services	Magic Carwash	\$25
HEB	HEB Gift card	\$10
HEB	HEB Gift card	\$10
Curriculum	Lowe's Gift card	\$10
Golden Triangle Emergency Center	Visa gift card	\$25
Golden Triangle Emergency Center	Amazon gift card	\$25
COW Builders club	Basket	\$100
Munro's	Yeti Rambler	\$40
Munro's	Yeti Rambler w/ handle	\$25
Munro's	Costa sunglasses	\$250
CO Wilson	Yeti Bulldog cup	\$30
The Beautique - Helena Park	Gift Card	\$50
Helena Park Elementary	Starbuck gift card	\$25
Hillcrest Elementary	Rao's gift card	\$10
Bell Toups Family - Hillcrest	Candle	\$20
CMS Science 7th and 8th grade	Amazon gift card	\$30
Dean Foust	Homefree tickets/cd	\$50
MCT Credit Union	Visa gift card	\$50
Tech Department	Mardi gras	\$25
Helena Park Elementary	Vitality	\$100
Student Services	Magic Carwash	\$25
HEB	HEB Gift card	\$10
Texas Roadhouse	Roadhouse gift basket	\$20
CMS 5th grade	Outback gift card	\$50
Tech Department	Umbrella	\$25
Helena Park Elementary	NuSkin basket	\$125
NHS	Vday Basket	\$150
Whataburger	Gift Basket	\$100
Raising Cane's	Cooler, gift cards	\$20
Hernandez Office Supply	Texas Roadhouse gift card	\$25
Munro's	Yeti Rambler	\$40
Fred Millers - Helena Park	Bubble bath/body lotion	\$50
CMS Office	Pappadeaux gift card	\$50
Baptist Hospitals of Southeast Texas	HEB Gift card	\$25
Child Nutrition	Burger King gift card	\$10
Student Services	Magic Carwash	\$25
Munro's	Yeti Rambler bottle	\$50
CMS Fine Arts Dept.	Target gift card	\$75
Baptist Hospitals of Southeast Texas	HEB Gift card	\$25
Child Nutrition	Burger King gift card	\$10
Child Nutrition	Sonic	\$10

Child Nutrition	Market Basket	\$10
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Curriculum	Olive Garden	\$25
Student Services	Magic Carwash	\$25
Student Services	Magic Carwash	\$25
Student Services	Magic Carwash	\$25
Student Services	Magic Carwash	\$25
Student Services	Magic Carwash	\$25
HEB	HEB Gift card	\$10
HEB	HEB Gift card	\$10
Highland Park Elementary	HEB Gift card	\$10
Highland Park Elementary	HEB Gift card	\$10
Langham Elementary	Logan's gift card	\$25
Texas Roadhouse	Roadhouse Gift card	\$10
Texas Roadhouse	Roadhouse Gift card	\$10
Texas Roadhouse	Roadhouse Gift card	\$10
Texas Roadhouse	Roadhouse Gift card	\$10
Golden Triangle Emergency Center	Amazon gift card	\$25
Golden Triangle Emergency Center	Visa gift card	\$25
Jason's Deli	Jason's Deli gift card	\$25
Langham Elementary	Outback gift card	\$25
COW Student Council	Birdhouse	\$25
Munro's	Yeti Dog bowl	\$50
Munro's	Yeti Rambler w/ handle	\$25
Munro's	Yeti Rambler silver	\$40
Munro's	Yeti Rambler silver	\$40
Munro's	Yeti Rambler bottle	\$50
Munro's	Costa sunglasses	\$250
Curriculum	Headlights	\$10
Curriculum	Headlights	\$10
Curriculum	Headlights	\$10
Curriculum	Bulldog popsocket	\$10
CO Wilson	Yeti Bulldog cup	\$30
Hillcrest Elementary	Jason's Deli gift card	\$10
Hillcrest Elementary	Jason's Deli gift card	\$10
CMS 6th grade	Firehouse subs	\$25
CMS Math department	Visa gift card	\$25
CMS Social studies department	Brick Oven gift card	\$20
MCT Credit Union	Visa gift card	\$25
CMS Athletics	Subway gift card	\$35
		\$3,035

**Nederland Independent School District
BUDGET CHANGE REQUEST
8/25/2020**

ACCOUNT NUMBER	DESCRIPTION	CURRENT BUDGET	INCR./ (DECR.)	NEW BUDGET
199 REVENUE				
Local				
199 5739	Tuition and Fees	\$20,000	-\$20,000	\$0
199 5742	Interest Earned	\$400,000	-\$100,000	\$300,000
199 5743	Rental of Facilities	\$70,000	\$27,000	\$97,000
199 5749	Miscellaneous	\$2,607,796	-\$260,000	\$2,347,796
199 5753	Summer Swim	\$10,000	-\$10,000	\$0
			-\$363,000	
State				
199 581X	State Aid	\$18,400,000	-\$443,000	\$17,957,000
Federal				
199 5931	SHARS	\$300,000	-\$100,000	\$200,000
	TOTAL REVENUE		-\$906,000	
199 EXPENDITURES				
Instructional				
199 11 6119	Professional Salary	\$20,871,343	-\$443,000	\$20,428,343
Instructional Resources				
199 12 6144	TRS on Behalf Payments	\$60,000	-\$30,000	\$30,000
Staff Development				
199 13 6144	TRS on Behalf Payments	\$25,000	-\$10,000	\$15,000
199 13 6411	Travel/Subsistence	\$151,805	-\$50,000	\$101,805
			-\$60,000	
Instructional Administration				
199 21 6121	Overtime Support Personnel	\$1,000	\$10,000	\$11,000
199 21 6125	Part-Time/Temp Support	\$0	\$20,000	\$20,000
199 21 6144	TRS on Behalf Payments	\$30,000	\$10,000	\$40,000
			\$40,000	
School Administration				
199 23 6119	Professional Salary	\$1,423,445	\$15,000	\$1,438,445
199 23 6121	Overtime Support Personnel	\$14,000	\$7,000	\$21,000
199 23 6125	Part-Time/Temp Support	\$57,000	\$33,000	\$90,000
199 23 6129	Support Salary	\$511,913	\$25,000	\$536,913
199 23 6142	Health & Life Insurance	\$109,500	\$26,000	\$135,500
199 23 6239	Region 5 Services	\$7,500	\$4,000	\$11,500
			\$110,000	
Guidance & Counseling				
199 31 6117	Part-Time/Temp Professional	\$5,000	\$10,000	\$15,000
199 31 6118	Extra Duty/Increment	\$0	\$6,000	\$6,000
199 31 6144	TRS on Behalf Payments	\$81,000	\$30,000	\$111,000
			\$46,000	

Health Services				
199 33 6398	Thermal Imaging Kits	\$13,400	\$50,000	\$63,400
Student Transportation				
199 34 6122	Substitutes	\$30,000	-\$10,000	\$20,000
199 34 6311	Gasoline	\$86,000	-\$30,000	\$56,000
199 34 6631	Vehicles > \$5,000	\$1,318,750	-\$534,000	\$784,750
General Administration				
199 41 6118	Extra Duty/Increment	\$2,800	\$26,000	\$28,800
199 41 6125	Part-Time/Temp Support	\$0	\$66,000	\$66,000
199 41 6144	TRS on Behalf Payments	\$60,000	-\$10,000	\$50,000
199 41 6211	Legal Services	\$32,000	\$30,000	\$62,000
199 41 6299	Misc Contracted Services	\$50,008	-\$20,000	\$30,008
199 41 6399	General Supply	\$47,000	\$22,000	\$69,000
Maintenance/Operations				
199 51 6117	Part-Time/Temp Professional	\$40,000	-\$34,000	\$6,000
199 51 6122	Substitutes	\$90,000	-\$15,000	\$75,000
199 51 6125	Part-Time/Temp Support	\$105,000	-\$45,000	\$60,000
199 51 6129	Support Salary	\$2,096,266	-\$75,000	\$2,021,266
199 51 6144	TRS on Behalf Payments	\$172,000	\$10,000	\$182,000
199 51 6251	Water & Sanitation	\$120,000	-\$20,000	\$100,000
199 51 6269	Rentals of Equipment	\$5,000	\$60,000	\$65,000
199 51 6639	Tech Equipment > \$5,000	\$190,702	\$37,000	\$227,702
Security & Monitoring				
199 52 6299	Security	\$305,500	\$40,000	\$345,500
Data Processing Services				
199 53 6125	Part-Time/Temp Support	\$0	\$11,000	\$11,000
199 53 6397	Technology	\$78,950	\$26,000	\$104,950
Community Services				
199 61 6125	Part-Time/Temp Support	\$14,000	-\$14,000	\$0
TOTAL EXPENDITURES			-\$766,000	

REASON FOR REQUEST: Final Revenue and Expenditure Budget Amendment for General Fund for the 2019-2020 school year.

Toni Hebert
ORIGINATOR / DATE

8/25/2020

Melissa J Wong
BUSINESS MANAGER / DATE

8/25/2020

-
BOARD APPROVAL DATE

8/25/2020

Mike G. Laird
ASST SUPERINTENDENT / DATE

8/25/2020

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020

Date of Board Meeting

Initiated By

Michael G. Laird

Recommended By

**OWNER CONTROLLED INSURANCE PROGRAM
HIGGINBOTHAM INSURANCE
(DISCUSSION AND/OR ACTION)**

Discuss and consider approval of the Owner Controlled Insurance Program as presented by Higginbotham Insurance Company.

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020
Date of Board Meeting

Initiated By

Dr. Stuart Kieschnick
Recommended By

**Approve Board Operating Procedures for 2020 - 2021
(DISCUSSION AND/OR ACTION)**

Approve Board Operating Procedures for the 2020 - 2021 school year.

NEDERLAND INDEPENDENT SCHOOL DISTRICT

BOARD OPERATING PROCEDURES



I. DEVELOPING BOARD MEETING AGENDA

A. Who can place items on agenda?

1. In consultation with the board president, the superintendent prepare the agenda for all board meetings.
2. Any board member may request a subject for inclusion on the agenda through the board president as according to Policy BE (Local).
3. In accordance with the Texas Open Meetings laws, no board member can place an item on the agenda less than 72 hours in advance of the meeting, except in an emergency, as per Texas Government Code.

B. Use of Consent Agenda (The consent agenda consists of items which are considered by the Board to be routine and are enacted under one motion, unless a member of the board requests that an item be removed from the consent agenda and considered separately.)

Listed below are typical examples of items that may be included on the consent agenda. This does not limit the consent agenda to these specific examples.

1. Minutes of regular and special board meetings
2. Financial information
3. Requests for use of facilities
4. Budget change requests
5. Gifts, donations, and requests
6. Routine personnel items

C. *Director Reports shall be provided quarterly in Board Book. Reporting shall be limited to three minutes and open for questions and answers.*

II. MEMBER CONDUCT DURING BOARD MEETINGS - Any time four or more board members are gathered, it is considered a meeting (only if school district business is discussed)

- A. All board members are expected to model the Board Member Ethics as described in Board Policy, BBF (Local).
- B. If, during a meeting, a board member violates Robert's Rules of Order, the following order, disciplinary procedures will be enforced.
 - 1. President or any member will ask for a recess, and the president and vice president will talk privately with the offending board member.
 - 2. If the offending board member continues to be in violation, a public warning will be issued in open session by the president.
 - 3. If the offending board member continues to be in violation, any member of the board may call for public censure and removal from that meeting, requiring a 2/3 vote according to Robert's Rules of Order for disruption of a public meeting.

C. Voting

- 1. All members, including the president, will vote on all action items.
- 2. A member will not abstain from voting except by legal right which must be stated by the trustee who wishes to abstain at that time.
- 3. On a tie vote, a motion requiring a majority vote for adoption is defeated.

D. Public participation shall only be permitted during the designated Public Comment time.

- 1. At all meetings, the Board shall allot time to hear persons who desire to make comments to the Board regarding items on the posted meeting agenda and may allow comments on non-agenda items if time permits. Persons who wish to participate in this portion of the meeting shall sign up with the presiding officer or designee before the meeting begins and shall indicate the topic about which they wish to speak.

The presiding officer shall determine the total allotment of time for public comment and time for individual comment at each meeting, based on the number of individuals signed up to speak at the start of the meeting. Unless otherwise permitted by the presiding officer, the standard time allotted for public comment shall be 30 minutes.

2. Unless otherwise permitted by the presiding officer, no individual presentation shall exceed three minutes.
3. Delegations of more than five persons shall be encouraged to appoint one person to present their views.
4. Speakers shall be discouraged from using the names of individual students or employees in their comments.

E. Board response to citizens addressing the board.

1. Public participation at a board meeting - Policy BED {Local}

- a) The board may ask clarifying questions, but shall not deliberate or decide any matter that is not posted with the agenda for the meeting. The board president may ask the superintendent to investigate the matter and report back to the board at a later time.
 - b. The board president or superintendent may recite specific facts or existing policy in response to public comment.
 - c. The board shall not tolerate any disruption of meetings by members of the audience. If, after one warning, a person continues to disrupt a meeting, the presiding officer may request assistance from law enforcement to have the person removed from the meeting.
2. When a member or members of the public are disruptive they will receive a verbal warning from the presiding officer.
 3. When a member or members of the public continue with a second infraction, the presiding officer will ask the superintendent to call law enforcement the escort the person or persons off the premises, and he/she may not return during that meeting.

F. Agenda item discussion by board members

1. Each member will have the opportunity to discuss an item at least once before the item may be tabled or postponed.
 2. Presiding officer or any board member by point of order will limit discussion to the pros and cons of the item under discussion.
 3. The board president will manage time for discussion of an item.
 4. When a member or members of the public are disruptive they will receive a verbal warning from the presiding officer.
 5. When a member or members of the public continue with a second infraction, the presiding officer will ask the superintendent to call law enforcement the escort the person or persons off the premises, and he/she may not return during that meeting.

4. When a member or members of the public are disruptive they will receive a verbal warning from the presiding officer.
5. When a member or members of the public continue with a second infraction, the presiding officer will ask the superintendent to call law enforcement to escort the person or persons off the premises, and he/she may not return during that meeting.

G. Agenda item discussion by board members

1. Each member will have the opportunity to discuss an item at least once before the item may be tabled or postponed.
 2. Presiding officer or any board member by point of order will limit discussion to the pros and cons of the item under discussion.
 3. The board president will manage time for discussion of an item.

III. CITIZEN REQUEST/COMPLAINT TO INDIVIDUAL BOARD MEMBER

A. The board member should hear the citizen problem for full understanding of persons involved, date, and place.

1. Repeat problem back verbatim to citizen.
2. Advise citizen of chain of command.
3. Remind citizen of due process, noting that the board members must remain impartial in case the situation goes before the board.

B. Board member will make the superintendent aware of the complaint as soon as possible, if warranted.

C. The superintendent will respond to citizen in a timely fashion, if appropriate.

IV. EMPLOYEE REQUEST/COMPLAINT TO INDIVIDUAL BOARD MEMBER

A. The board member will hear the employee's problem for full understanding of persons involved, date, and place.

1. Repeat problem back verbatim to employee.
2. Advise employee of chain of command.
3. Remind employee of the due process procedure and remain impartial

B. Board member will make the superintendent aware of the complaint as soon as possible, if warranted.

C. The employee will be contacted by the superintendent within a timely fashion, if appropriate, unless the employee requests no contact from the superintendent.

V. INFORMATION OR REPORT REQUESTED BY A BOARD MEMBER BETWEEN MEETINGS

- A. A board member may request existing information or reports through the superintendent. The superintendent will gather the information or report and disseminate it in a timely manner to the entire board. Board members are encouraged to advise the superintendent of questions or concerns regarding agenda item(s) before the board meeting.
- B. Information requested from an attorney must be requested through the board president or the superintendent.

VI. VENDOR REQUEST/CONCERN TO INDIVIDUAL BOARD MEMBER

- A. Board members should refer vendor contacts to the superintendent or his/her designee.
- B. No board member shall promise a vendor any type of business with the district. They shall refer prospective vendors to the administration.

VII. BOARD MEMBER VISITS TO SCHOOL CAMPUS

- A. All board members are encouraged and expected to attend special events on campuses to represent the board in support of activities.
- B. Board members are not to go into teachers' classrooms or campuses outside of scheduled activities/events.
- C. Board members are not to evaluate a teacher's performance informally or formally.
- D. Board members are not to discuss a personnel matter with the employee informally or formally, except to refer them to the appropriate administrator.

VIII. COMMUNICATIONS

- A. Superintendent will communicate with all board members via weekly packets during the school year.
- B. Superintendent will meet with board president as needed to discuss issues of the district.
- C. Superintendent will communicate information in a timely fashion to all board members.
- D. Requests to the superintendent from the board president will be distributed to all board members.
- E. Board will keep the superintendent informed via voicemail, telephone, email, and fax.

- F. Board will communicate with community through public hearings, regular board meetings, local publications, and the district website.
- G. Individual board members cannot speak in an official capacity outside boardroom.
- H. The Nederland ISD Board of Trustees encourages input; however, anon or letters will not receive board attention, discussion, or response, and result in directives to the administration.
- I. The board, individually and collectively, shall not discuss an employee' employment, assignment, reassignment, salary and benefits, evaluation terms and conditions of employment with any employee other than the superintendent and designees, unless the superintendent is notified in agrees to such discussion.

IX. EVALUATION OF THE SUPERINTENDENT

- A. The superintendent will be evaluated in January each year or at a time usually agreeable to the board and the superintendent.
- B. The superintendent's performance review will be based on annual priorities and goals established and approved by the board, with consideration of the Texas Academic Performance Report (TAPR) report.
- C. The superintendent's evaluation instrument will be reviewed each year prior to the scheduled evaluation.

X. SELECTION OF BOARD OFFICERS

- A. Election of Officers: At the first regular or special meeting after each regular all and certification of newly elected trustees, the members of the Board organize by electing the following officers by *open nominations*:
 - 1. A president, who shall have been a member of the Board for at least one year prior to the election;
 - 2. A vice president;
 - 3. A secretary.

XI. ROLE AND AUTHORITY OF BOARD MEMBER AND/OR BOARD OFFICERS (Set down by State statute)

- A. No board member or officer has authority outside the board meeting.
- B. No board member can direct employees in regard to performance of duties.
- C. Board President:
 - 1. Shall preside at all board meetings;

2. Shall appoint committees;
 3. Shall call special meetings; and
 4. Shall sign all legal documents required by law.
- D. Board vice president shall act in capacity of president in absence of president.
- E. Board secretary shall:
1. *Ensure that an accurate record is kept of the proceedings of each Board meeting.*
 2. *Ensure that notices of Board meetings are posted and sent as required by law.*
 3. *In the absence of the President and Vice President, call the meeting to order and act as presiding officer.*
 4. *Sign or countersign documents as directed by action of the Board.*
- F. In the case of NISD being declared a federal or state disaster area, the board is permitted, by law, to meet with less than a quorum present. If the president, vice president, and secretary are all unable to attend, then the order of succession to determine the chair shall be established by *order of Board tenure from greatest to least* of the board members present.

XII. ROLE OF BOARD IN CLOSED (EXECUTIVE) SESSION

- A. Agenda posting for closed (executive) session. The posted agenda will list the topics to be discussed in closed (executive) session, as identified later in these guidelines.
- B. Entering closed (executive) session. The board may enter into closed (executive) session after the following requirements have been met:
1. The board has first convened in open meeting for which notice has been given.
 2. The presiding officer has publicly announced in open meeting that a closed (executive) session will be held.
 3. The presiding officer has identified the section or sections of Chapter 551, Texas Government Code, which authorize the holding of such closed or executive session.
 4. The presiding officer has publicly announced that no final action, decision, or vote will be taken by the board while in executive session.
- C. Closed (Executive) Session. Policy BEC (Legal). Closed (executive) sessions are authorized for the following purposes:
1. Attorney Consultation 551.071
 2. Real Property 551.072
 3. Prospective Gifts 551.073

4. Personnel Matters 551.074
 5. Student Issues 551.082
 6. Employee-Employee Complaints 551.082
 7. Security Devices 551.076
 8. Assessment Instruments Educ. Code 39.03(a)
 9. Economic Development 551.087
 10. Homeland Security 418.175-418.182
 11. Student Information 551.0821
 12. Medical or Psychiatric Records 551.0785
 13. Any other provision under the Texas Open Meetings Act.
- D. The board shall reconvene the open meeting after a closed (executive) session, prior to adjourning the meeting. (§551.102)
- E. Confidentiality. In accordance with the requirements of NISD Board Policy BEC, and 551.146, Texas Gov't Code, no board member may reveal to any other person the statements or comments made by another board member or other authorized in attendance at closed (executive) session of the Board of Trustees.
- F. Closed meetings may not be recorded by an individual trustee against the wishes of a majority of the board.

XIII. MEDIA INQUIRIES TO THE BOARD

- A. Media inquiries should be directed to the board president or the superintendent.
- B. The board president shall be the official spokesperson for the board to the media/press on issues of media attention.
- C. Individual board members should always remember that they have no capacity to represent the district outside of a regular board meeting. Therefore, they should always make it clear when speaking to the media that any opinion they express does not represent the position or opinion of the NISD Board of Trustees.
- D. When asked about any item that the board has taken action on, individual board members may certainly state their personal opinion in regard to the issue as it was presented prior to the vote. However, as a member of the Team of Eight they should also state their resolve to support the will of the board and do everything in their power to assure the successful implementation of the issue for the well-being of the district and its students.

- XIV. TELEPHONE CALLS/LETTERS: The Board of Trustees encourages input; however, anonymous calls, letters, or emails will not receive board attention, discussion, or response, and will not result in directives to the administration.

XV. RESPONSE TO LETTERS: The Board of Trustees encourages input. A signed letter or email will be forwarded to the superintendent. The superintendent will respond and send a copy to the full board.

XVI. REVIEWING BOARD OPERATING PROCEDURES: Standard Board Operating Procedures will be reviewed and/or updated at the regular June board meeting, or upon individual board member request.

A. Board members will review Conflict of Interest Policy BBFA (Legal) each year and sign as required BBFA (Exhibit).

XVII. ELECTRONIC COMMUNICATION AND DATA MANAGEMENT

NISD will provide training in proper use of the electronic Board Book and will provide all board members with copies of the district's acceptable use guidelines. All training in the use of the district's system will emphasize the ethical and safe use of this resource.

A. Use of Email

- 1. Each board member will have access to the NISD network only through the board member's account.**
- 2. Email transmissions or other use of the electronic communications system by school board members shall not be considered confidential and may be intercepted by designated district staff as part of regular monitoring of network activity.**
- 3. Personal Use**
 - a) The A board member's NISD-issued email account is to be used mainly for identified educational purposes, but some limited personal use is permitted.
 - b) Personal work should not be installed on the hard drive of the computers as it is subject to the Public Information Act.
- 4. Public Information Act**
 - a) A Board member is considered a "temporary custodian" with regard to any public information the member creates or receives in their official capacity and which the member has not provided to the District for maintenance. A Board member in possession of public information shall (1) forward or transfer the public information to the Superintendent for preservation; or (2) preserve the public information in its original form in a back-up or archive and on the privately owned device for the time required by the District's Records Retention Schedule. A Board member does not have a personal or property right to public information he/she created or received while acting in an official capacity. Tex.Gov't Code §§552.003-004, 552.203, 552.233(a).

b) The District must make reasonable efforts to obtain public information from a Board member if there is reason to believe that the Board member is in possession of public information which is responsive to a request for information that has been submitted to the District. A Board member shall surrender the information to the District not later than the 10th day after the District requests the information from the Board member. Failure to surrender the information shall constitute a violation of the Public Information Act. Tex.Gov't Code §552.233(b)(c).

c) Files of personal information, including programs, no matter of what medium they are stored or transmitted, may be subject to the Texas Public Information Act if stored on the Nederland SD computer or if related to District business.

5. No one should look at, copy, alter, or destroy anyone else's personal files without explicit permission (unless authorized or required to do so by law or regulation).

6. No one should connect to a host on the network without advance permission in some form. People and organizations link computers to the network for numerous different reasons, and many consider unwelcome connects to be attempts to invade their privacy or compromise their security.

7. Inappropriate Uses

a) Prohibited language includes obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful language.

b) Personal attacks, including prejudicial or discriminatory attacks, are prohibited.

c) Harassment of any other person is prohibited. Harassment is persistently acting in a manner that distresses or annoys another person. If you are asked to stop sending messages to another person, the messages must stop.

d) It is prohibited to knowingly or recklessly post false or defamatory information about a person or an organization.

e) Users must not post any information that could cause damage in any way or cause any danger or disruption.

8. Responsible Use of Resources

a) Board members are responsible for verifying the integrity and completeness of information that you compile or use. Do not depend on information or communications to be correct when they appear contrary to your expectations; verify it with the person who you believe organized the message or data.

b) Board members may not run or otherwise configure software or hardware to intentionally allow access by unauthorized users.

- c) Special access to information or other special computing privileges are to be used in performance of official duties only. Information that you obtain through special privileges is to be treated as private.
- d) Board members are prohibited from attempting to circumvent or subvert any system's security measures. This section does not prohibit use of security tools by system administration personnel.
- e) Board members are prohibited from using, inspecting, copying and storing copyrighted computer programs and other material, in violation of copyright.
- f) Board members should not install or copy software on district resources except as permitted by NISD. Software is subject to licensing and all license provisions.

9. Board Protocols for Graduation and GOLD Pass

- a) Current serving Board Members may present diplomas to family members and requests from community members as approved by administration.
- b) Previous serving Board members may present diplomas to family members.
- c) Immediate Past President will be noted in the graduation program and be seated on stage with current Board Members.
- d) Current and past School Board Members shall receive a "GOLD" pass to all athletic and UIL functions upon request.

The above board operating procedures do not supersede adopted board policy. In the event of a conflict, board policy controls.

MEMBERS OF THE BOARD OF TRUSTEES
2019-2020

Micah Mosley, President (2018-2021)

Nicholas L. Phillips, Vice President (2010-2022)

Roya Scott, Secretary (2018-2021)

Kay DeCuir, Board Member (2011-2020)

Suzanne Isom, Board Member (2001-2022)

Jerry Albanese, Board Member (2017-2022)

Tonya Mitchell, Board Member (2018-2021)

SUPERINTENDENT
Superintendent of Schools

NEDERLAND INDEPENDENT SCHOOL DISTRICT
220 N. 171B Street
Nederland, Texas 77627
409-724-2391

www.nederland.k12.tx.us

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020
Date of Board Meeting

Melissa J. Wong
Initiated By

Michael G. Laird
Recommended By

**Consider 2020-2021 Budget and Tax Rate
DISCUSSION AND/OR ACTION**

The purpose of this meeting is to discuss the school district's 2020 - 2021 budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.

Nederland Independent School District

2020-2021
Proposed Budget



**Nederland Independent School District
2020-2021**

BOARD OF TRUSTEES

Micah Mosley
Board President

Nicholas Phillips
Board Vice President

Roya Scott
Board Secretary

Jerry Albanese
Trustee

Kay DeCuir
Trustee

Suzanne Isom
Trustee

Tonya Mitchell
Trustee

ADMINISTRATION

Superintendent of Schools

Dr. Stuart B. Kieschnick
*Asst. Superintendent for
Curriculum and Instructional
Services*

Michael G. Laird
*Asst. Superintendent for
Personnel and Auxiliary
Services*

Melissa J. Wong
Business Manager

Dr. Steven Beagle
Principal, Nederland High School

Jared Walker
Director, Alternative Campus

Natalie Gomez
Principal, Central Middle School

Tina Oliver
Principal, C.O. Wilson Middle School

Charlotte Junot
Principal, Helena Park Elementary

Charlee L. Yeaman
Principal, Highland Park Elementary

Dr. Kevin Morrison
Principal, Hillcrest Elementary

Toby Latiolais
Principal, Langham Elementary

NEDERLAND ISD

IMAGINE • INNOVATE • INSPIRE

2020 - 2021

A Message from the Superintendent

The Nederland Independent School District has a long-standing tradition of excellence in a number of areas. We have worked diligently over the last 30+ years to create a healthy fund balance in order to support our operations through whatever the conditions may be. Due to the current conditions, this budget was particularly difficult in a number of ways. Our administrative team has worked diligently to prepare a budget that we feel best serves the students of our community.

We have provided for you a few important details to note for the 2020-2021 budget being presented.

The District's property values were certified July 22, 2020. Net taxable Maintenance & Operations (M&O) property values increased approximately 10.45%. Property values increased in Category A/B Residential \$71 million, Category F Commercial \$128.6 million, and Category L Tangible Personal \$89.8 million. Under the proposed budget the M&O tax rate will decrease from \$.97/\$100 value to \$.9152/\$100 value. Based on increased property values with the proposed tax rate, tax collections increased approximately \$1,080,000.

In addition, the District's Chapter 313 agreement with Sunoco Logistics Partners L.P. generated a supplemental payment of \$601,000 and the District's Chapter 313 agreement with Orbit Gulf Coast NGL Exports, LLC generated a supplemental payment of \$510,910. The District is currently in year seven of the agreement with Sunoco, and in year three in the agreement with Orbit Gulf Coast NGL Exports, LLC.

The Budget Proposal continues with the District's fiscally conservative practices while at the same time providing the following:

- Six (6) Instructional Interventionists for student support and remediation
- General salary increase for employees
- An increase in operating budget of \$165,300 to support the district goals, early education allotment and property insurance.

This proposal presents a deficit M&O budget for 2020-2021 for the Board of Trustees' consideration. The Interest and Sinking (I&S) proposed tax rate will remain the same rate at \$0.36/\$100 value to meet the Debt Service payments in 2020-2021. The District will also budget to pay off old debt in the amount of \$5,150,000 for the 2012 Bond.

The District operates a self-supporting child nutrition program within the guidelines of the United States Department of Agriculture (USDA), Texas Department of Agriculture (TDA), and the Texas Education Agency (TEA). The annual budget supports updates and renovation to the District's child nutrition facilities.

Nederland Independent School District

2020-2021

General Fund
Revenue



Nederland Independent School District
2020 Property Values Update

<u>2019-2020</u>		<u>Freeze Adjusted M&O Net Taxable</u>	<u>% Change</u>
Current	11/19/2019	\$2,475,401,119	
 <u>2020-2021</u>			
	4/30/2020	\$2,482,415,697	0.2834%
	5/27/2020	\$2,683,129,413	8.3917%
	6/11/2020	\$2,672,238,853	7.9518%
	7/2/2020	\$2,758,068,436	11.4191%
	7/9/2020	\$2,738,516,948	10.6292%
Certified	7/22/2020	\$2,734,091,491	10.4504%
M&O Net Taxable		\$3,035,564,177	
I&S Net Taxable		\$3,210,413,777	

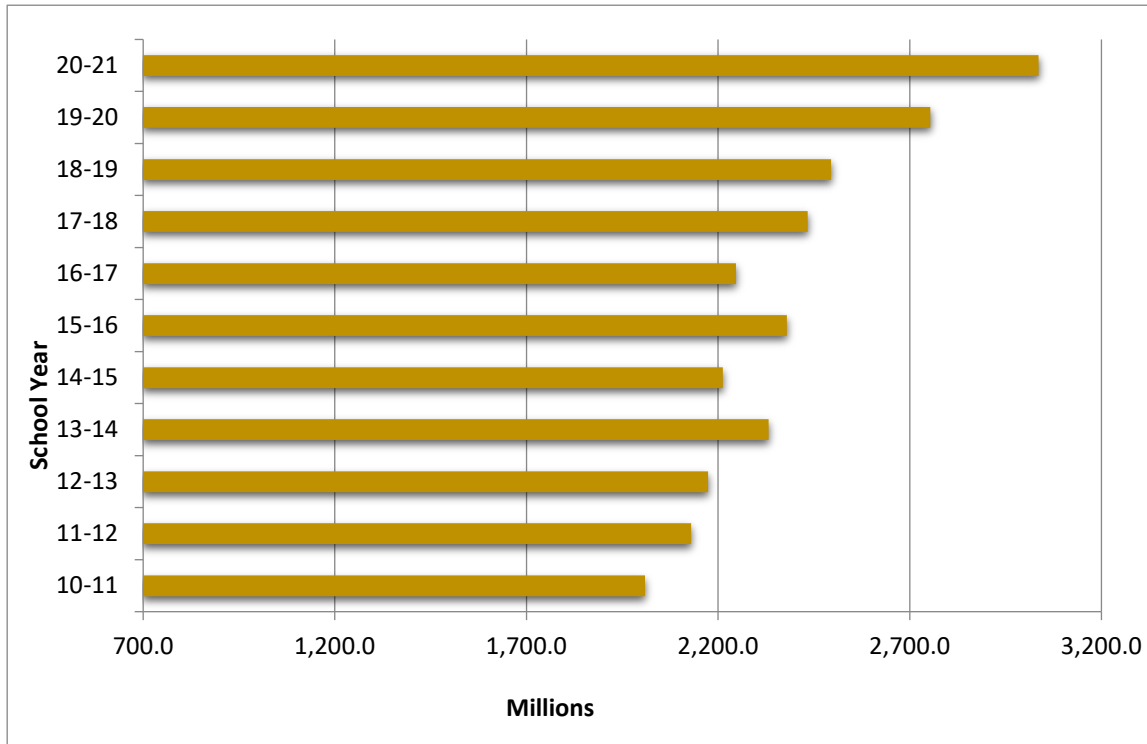
Nederland Independent School District
Appraisal Values

	<u>2019-2020</u>	<u>2020-2021</u>	<u>Increase/Decrease</u>
Market Value (Before Exemptions)	\$3,607,679,297	\$3,734,455,988	\$126,776,691

SUMMARY OF CHANGES

A Residential (single family, mobile homes)	\$1,132,299,672	\$1,203,419,938	\$71,120,266
B Residential (Apartments, Duplexes)	129,157,950	\$129,111,621	(\$46,329)
C Lots (Vacant platted, Commercial)	20,076,031	\$19,077,012	(\$999,019)
D Acreage (Pasture, Ranch, Timber, Marsh)	203,830	\$283,386	\$79,556
E Acreage (Farm, Ranch, Mobile Homes)	9,807,343	\$9,948,041	\$140,698
F Commercial (Motels, Hotels, Stores, Office Bldg)	862,680,288	\$991,320,902	\$128,640,614
G Reserves (Oil, Gas, Minerals)	357,409	\$368,273	\$10,864
J Utilities (Gas, Electric, Railroad, Pipeline)	112,943,700	\$102,766,522	(\$10,177,178)
L Tangible Personal (Inventories, Business Personal Prop)	457,863,725	\$547,675,668	\$89,811,943
M Tangible Personal (Travel Trailers, Miscellaneous)	4,388,924	\$5,004,911	\$615,987
O Real Property Inventory	5,184,190	\$4,857,965	(\$326,225)
S Special Inventory	\$20,511,180	\$21,729,938	\$1,218,758
X Exempt Property	\$0	\$0	\$0
<hr/>			
Total Taxable Value	\$2,755,474,242	\$3,035,564,177	\$280,089,935

Nederland Independent School District Net Taxable Appraisal Values 2010-2011 through 2020-2021



Year	Net Taxable Appraisal Value (In Millions)	% Increase
10-11	2,009.4	4.59%
11-12	2,129.4	5.97%
12-13	2,173.9	2.09%
13-14	2,331.9	7.27%
14-15	2,212.4	-5.12%
15-16	2,379.1	7.53%
16-17	2,246.5	-5.57%
17-18	2,433.5	8.32%
18-19	2,494.8	2.52%
19-20	2,753.2	10.36%
20-21	3,035.5	10.25%

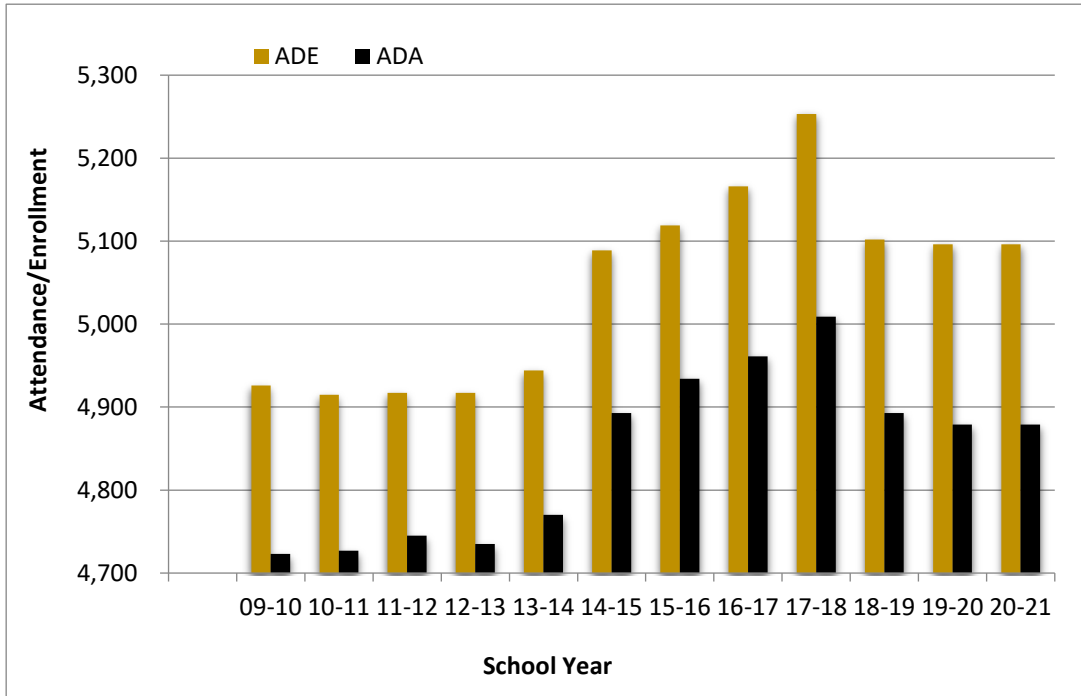
Nederland Independent School District

Average Daily Enrollment (ADE)

Vs.

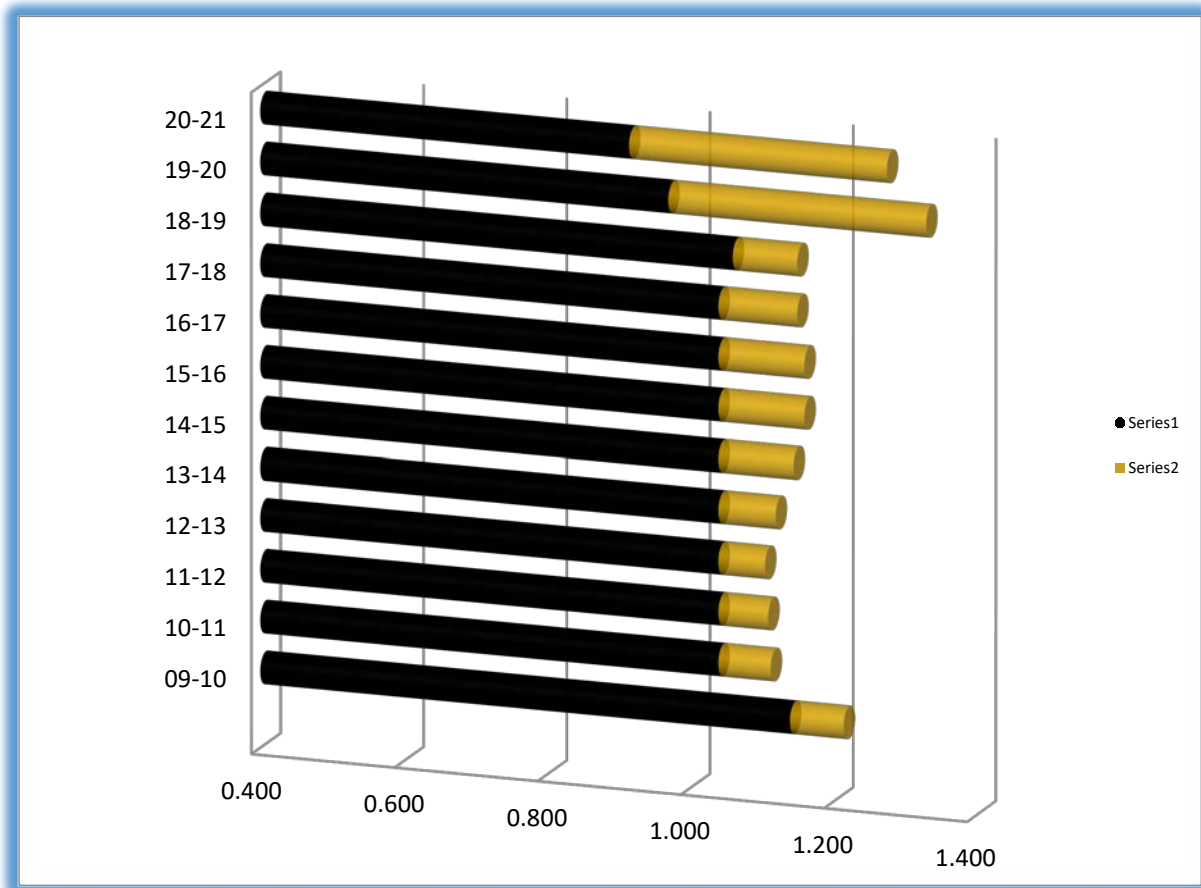
Average Daily Attendance (ADA)

2009-2010 thru 2020-2021



	<u>ADE</u>	<u>ADA</u>	
09-10	4,926	4,723	
10-11	4,915	4,727	
11-12	4,917	4,745	
12-13	4,917	4,735	
13-14	4,944	4,770	
14-15	5,089	4,893	
15-16	5,119	4,934	
16-17	5,166	4,961	Hurricane Harvey
17-18	5,253	5,009	
18-19	5,102	4,893	
19-20	5,096	4,879	Imelda/COVID-19
20-21	5,096	4,879	

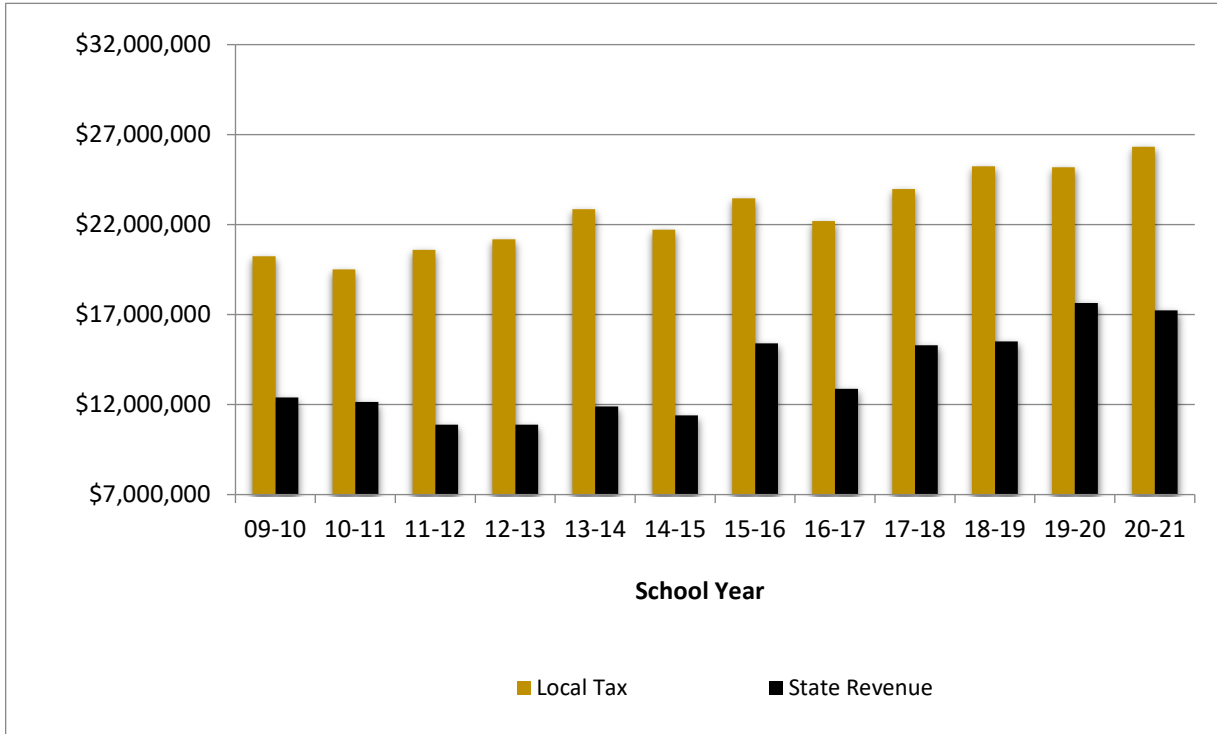
Nederland Independent School District Tax Rate History 2009-2010 thru 2020-2021



<u>Year</u>	<u>M & O</u>	<u>I & S</u>	<u>Combined Rate</u>
09-10	1.14	0.075	1.215
10-11	1.04	0.073	1.113
11-12	1.04	0.0695	1.11
12-13	1.04	0.065	1.105
13-14	1.04	0.08	1.12
14-15	1.04	0.105	1.145
15-16	1.04	0.12	1.16
16-17	1.04	0.12	1.16
17-18	1.04	0.11	1.15
18-19	1.06	0.09	1.15
19-20	0.97	0.36	1.33
20-21	0.9152	0.36	1.2752

NOTE: Rates per \$100 Value

**Nederland Independent School District
Local Tax vs State Revenue
2009-2010 thru 2020-2021**



	<u>Local Tax</u>	<u>State Revenue</u>
09-10	20,233,000	12,400,000
10-11	19,508,000	12,140,000
11-12	20,600,000	10,885,000
12-13	21,190,000	10,884,000
13-14	22,850,000	11,900,000
14-15	21,715,000	11,400,000
15-16	23,460,000	15,400,000
16-17	22,193,000	12,875,000
17-18	23,975,000	15,300,000
18-19	25,240,000	15,500,000
19-20	25,180,000	17,650,000
20-21	26,315,000	17,235,000

Nederland Independent School District Revenue

GENERAL FUND	2019-2020 Adopted Budget	2020-2021 Proposed	Change
Local			
Taxes - Current	\$25,235,000	\$26,315,000	\$1,080,000
Taxes - Prior Years	250,000	250,000	\$0
Taxes - P & I	200,000	200,000	\$0
Tuition	20,000	20,000	\$0
Interest	400,000	300,000	(\$100,000)
Rent	70,000	70,000	\$0
Athletics	175,000	175,000	\$0
Tournaments	25,000	25,000	\$0
Miscellaneous	15,000	15,000	\$0
Chapter 313	1,243,000	1,112,000	(\$131,000)
Foreign Trade Zone	358,000	319,000	(\$39,000)
Summer Programs	10,000	10,000	\$0
Other	60,000	60,000	\$0
State			
State Aid	\$18,400,000	\$17,235,000	(\$1,165,000)
TRS on Behalf	2,000,000	2,000,000	\$0
Federal			
Medicaid (SHARS/MAC)	\$315,000	\$215,000	(\$100,000)
QSCB Subsidy	0	260,000	\$260,000
TOTAL	\$48,776,000	\$48,581,000	(\$195,000)

Proposed 8/25/2020

Nederland Independent School District

2020-2021

General Fund
Expenditures



SUMMARY OF PROPOSED TASB COMPENSATION PLAN UPDATE 2020-2021

SALARY SCHEDULES:

Teacher (Exempt)

The recommended teacher salary schedule for 2020-2021 is based on a salary schedule step increase with an additional \$500 per step. Under the proposed schedule, a beginning teacher's salary will be \$49,000 (up from \$48,500 in 2019-2020). This salary is \$15,340 above the state minimum salary.

The maximum salary for a teacher on a 187-day contract, with a master's degree, on career ladder level 3, and 31+ years of experience will be \$76,350. This salary is \$22,310 above the state minimum salary schedule.

Teacher salary increases will vary depending on level of experience and advanced degree, ranging from \$1,000 to a maximum of \$5,500 for employees who move to step 34 for the first time. A teacher will not receive less than \$1,000 over their 2020-2021 salary based on this proposal.

The cost for the proposed increase is approximately \$499,545.

Administrative/Professional (Exempt)

It is recommended that administrative/professional personnel receive a general pay increase of 3.0% from the midpoint of the individual pay grade. The cost for the proposed increase is approximately \$162,816.

CP Instructional Support (Non-Exempt)

It is recommended that personnel classified as instructional support receive a general pay increase of 3.0% from the midpoint of the individual pay grade. The cost for the proposed increase is approximately \$54,168.

CP Administrative Support (Non-Exempt)

It is recommended that personnel classified as administrative support receive a general pay increase of 3.0% from the midpoint of the individual pay grade. The cost for the proposed increase is approximately \$39,435.

Auxiliary (Non-Exempt)

It is recommended that personnel classified as auxiliary receive a general pay increase of 3.0% from the midpoint of the individual pay grade. The cost for the proposed increase is approximately \$173,325.

STAFFING CHANGES:

The following positions have been added to the District schools:

Position

1. Teacher/ Interventionist
2. Life Skills
3. Computer Technician
4. Special Education Counselor (LPC)
5. Special Education BEST Aide

Campus

- All Elementary and Middle Schools
- Central Middle School
- District Wide
- District Wide
- Highland Park Elementary

RELATED ISSUES:

1. TRS Active Care Health Insurance

Rates and benefits for all TRS Active Care Plans will change for 2020-2021. With the change from Aetna to Blue Cross/ Blue Shield, employees will have enhanced health care choices.

2020-2021 SCHOOL YEAR

Monthly Cost	Active Care Primary	Employee Cost	ActiveCare HD	Employee Cost	ActiveCare Primary+	Employee Cost	ActiveCare 2	Employee Cost
Employee Only	\$386	\$0	\$397	\$0	\$514	\$114	\$937	\$537
Employee & Children	\$695	\$295	\$715	\$315	\$834	\$434	\$1,393	\$993
Employee & Spouse	\$1,089	\$689	\$1,120	\$720	\$1,264	\$864	\$2,222	\$1,822
Employee & Family	\$1,301	\$901	\$1,338	\$938	\$1,588	\$1,188	\$2,627	\$2,227
	ActiveCare Primary		ActiveCare HD		ActiveCare Primary+		ActiveCare 2	
Plan Summary	Lower premium Copays for doctor visits Statewide network PCP referral to see specialist No out-of-network coverage		Similar to current 1-HD Lower premium Nationwide network without-of-network coverage No requirement for PCP's or referrals Must meet deductible before plan pays for non- preventative care		Lower deductible than HD and primary plans Copays for many services and drugs Statewide network PCP referrals required to see specialist No out-of-network coverage		Closed to new enrollees Current enrollees can choose to stay in plan Lower deductible Copays for many drugs and services Nationwide network with out-of-network coverage	

2020-21 District contribution: \$400.00/ month

2019-2020 SCHOOL YEAR

MONTHLY COST	ActiveCare 1HD	EMPLOYEE COST	ActiveCare Select	EMPLOYEE COST	ActiveCare 2	EMPLOYEE COST
Employee Only	\$378	\$0	\$556	\$156	\$852	\$452
Employee & Children	\$722	\$322	\$902	\$502	\$1,267	\$867
Employee & Spouse	\$1,066	\$666	\$1,367	\$967	\$2,020	\$1,620
Employee & Family	\$1,415	\$1,015	\$1,718	\$1,318	\$2,389	\$1,989

2019-20 District contribution: \$400.00/ month

2. Voluntary Dental, Vision, and Life Insurance

There are no changes to either the Superior Vision program, the Hartford Life Insurance program, or Cigna dental program.

3. Teacher Retirement System

The TRS retirement contribution rate for employees will remain at 7.7%. The District rate will increase this year from 1.5% to 1.6%. The state contribution rate will remain at 7.5%.

NEDERLAND I.S.D.
TEACHER SALARY SCHEDULE
2020-2021

EXP	STATE MINIMUM	BACHELORS	MASTERS
0	33,660	49,000	50,000
1	34,390	50,075	51,075
2	35,100	51,150	52,150
3	35,830	51,650	52,650
4	37,350	52,150	53,150
5	38,880	52,850	53,850
6	40,410	53,350	54,350
7	41,830	53,850	54,850
8	43,170	54,350	55,350
9	44,440	54,850	55,850
10	45,630	55,850	56,850
11	46,770	56,350	57,350
12	47,850	56,850	57,850
13	48,850	57,350	58,350
14	49,810	57,850	58,850
15	50,710	58,350	59,350
16	51,570	58,850	59,850
17	52,370	59,350	60,350
18	53,140	59,850	60,850
19	53,860	60,350	61,350
20	54,540	61,350	62,350
21		61,850	62,850
22		62,850	63,850
23		63,350	64,350
24		64,350	65,350
25		65,350	66,350
26		65,850	66,850
27		66,850	67,850
28		67,350	68,350
29		68,350	69,350
30		68,850	69,850
31		69,350	70,350
32		69,850	70,850
33		70,850	71,850
34		75,850	76,850

Predictions of future salaries are not possible from this ~~75~~ ⁷⁵. These are annual salaries based on full-time, contract arrangements for 187-day assignments. Salary levels meet or exceed state minimum salary. Proposed 8/25/2020

**NEDERLAND I.S.D.
TEACHER SALARY SCHEDULE
2020-2021**

EXP	STATE MINIMUM	BACHELOR	BACHELORS CLL 2	BACHELORS CLL 3	MASTERS MASTERS	MASTERS CLL 2	MASTERS CLL 3
0	33,660	49,000			50,000		
1	34,390	50,075			51,075		
2	35,100	51,150			52,150		
3	35,830	51,650			52,650		
4	37,350	52,150			53,150		
5	38,880	52,850			53,850		
6	40,410	53,350			54,350		
7	41,830	53,850			54,850		
8	43,170	54,350			55,350		
9	44,440	54,850			55,850		
10	45,630	55,850			56,850		
11	46,770	56,350			57,350		
12	47,850	56,850			57,850		
13	48,850	57,350			58,350		
14	49,810	57,850			58,850		
15	50,710	58,350			59,350		
16	51,570	58,850			59,850		
17	52,370	59,350			60,350		
18	53,140	59,850			60,850		
19	53,860	60,350			61,350		
20	54,540	61,350			62,350		
21		61,850			62,850		
22		62,850			63,850		
23		63,350			64,350		
24		64,350			65,350		
25		65,350			66,350		
26		65,850			66,850		
27		66,850			67,850		
28		67,350			68,350		
29		68,350			69,350		
30		68,850			69,850		
31		69,350	69,850	70,850	70,350	70,850	71,850
32		69,850	70,850	74,850	70,850	71,850	75,850
33		70,850	74,850	74,850	71,850	75,850	75,850
34		75,850	75,850	75,850	76,850	76,850	76,850

Predictions of future salaries are not possible from this chart. These are annual salaries based on full-time contract arrangements for 187-day assignments. Salary levels meet or exceed state minimum salary levels. This schedule is for illustrative purposes only.

Proposed: 08/25/2020

NEDERLAND ISD PAY STRUCTURES

Administrative/Professional Pay Ranges

2020-2021

Pay Grade 1

Duty Days	Minimum \$252.30	Midpoint \$315.38	Maximum \$378.45
187	47,180	58,976	70,770
200	50,460	63,076	75,690
207	52,226	65,284	78,339
217	54,749	68,437	82,124
236	59,543	74,430	89,314
250	63,075	78,845	94,613
Asst Dir, Maintenance (250)		Supervisor, Transportation (250)	
Specialist, Instructional Technology (217)		504 Facilitator, Sec. (200)	
Athletic Trainer, Asst (187)		ARD Facilitator, Elem (200)	
Athletic Trainer (187)		ARD Facilitator, MS (200)	
Nurse, RN (187)		ARD Facilitator, HS (200)	

Pay Grade 2

Duty Days	Minimum \$269.89	Midpoint \$331.14	Maximum \$392.40
197	53,168	65,235	77,303
198	53,438	65,566	77,695
207	55,867	68,546	81,227
210	56,677	69,539	82,404
211	56,947	69,871	82,796
217	58,566	71,857	85,151
236	63,694	78,149	92,606
Counselor, Elem (197)		Physical Therapist (211)	
Counselor, MS (210)		Manager, Student Data (236)	
Counselor, HS (210)		Asst Principal, Elem (207)	
Licensed Professional Counselor (217)		Dyslexia Specialist (197)	
Occupational Therapist (197)		Diagnostician (207)	

Pay Grade 3

Duty Days	Minimum \$288.77	Midpoint \$354.33	Maximum \$419.89
198	57,176	70,157	83,138
217	62,663	76,890	91,116
226	65,262	80,079	94,895
236	68,150	83,622	99,094
Asst Principal, HS (217)		Coordinator, Middle School Curriculum (226)	
Asst Principal, MS (217)		Coordinator, High School Curriculum (226)	
Coordinator, State/Federal Programs (226)		Network Administrator (236)	
Coordinator, Partners Ed/Comm (226)		Coordinator, Computer Services(236)	
Coordinator, Elementary Curriculum (226)			

Pay Grade 4

Duty Days	Minimum \$313.62	Midpoint \$375.60	Maximum \$437.58
217	68,056	81,505	94,955
220	68,996	82,632	96,268
226	70,878	84,886	98,893
236	74,014	88,642	103,269
Dir, Instructional Technology (236)		Dir, Career & Technology Ed (217)	
Dir, Child Nutrition (226)		Dir, Maintenance & Transportation (236)	
Dir, Student Services (236)		Dir, Secondary Music Education (220)	
Dir, Alternative Education (217)			

Pay Grade 5

Duty Days	Minimum \$335.58	Midpoint \$401.80	Maximum \$468.02
217	72,821	87,191	101,560
236	79,197	94,825	110,453
Business Manager (236)		Principal, ELEM (217)	

Pay Grade 6

Duty Days	Minimum \$362.09	Midpoint \$426.00	Maximum \$489.90
217	78,574	92,442	106,308
236	85,453	100,536	115,616
Dir, Athletics/Head FB Coach (236)		Principal, MS (217)	

Pay Grade 7

Duty Days	Minimum \$383.82	Midpoint \$451.55	Maximum \$519.28
226	86,743	102,050	117,357
Principal, HS (226)			

Pay Grade 8

Duty Days	Minimum \$406.85	Midpoint \$478.65	Maximum \$601.44
236	96,017	112,961	141,940
Asst Supt, Curriculum & Instruction (236)		Asst Supt, Personnel & Auxiliary Services (236)	

NEDERLAND ISD PAY STRUCTURES

CP Instructional Support Pay Ranges 2020-2021

Pay Grade 1

Duty Hourly	Minimum	Midpoint	Maximum
187	\$11.64	\$14.30	\$16.95
	17,413	21,393	25,357
Aide, Kindergarten (187)		Aide, Content Mastery (187)	
Aide, Library (187)		Aide, SpEd - PPCD (187)	
Aide, Nurse (187)		Aide, SpEd- Resource (187)	
Aide, Instructional/ Clerk (187)		Aide, SpEd PEP (187)	
Aide, Pre-Kindergarten (187)		Aide, SpEd- Inclusion (187)	

Pay Grade 2

Duty Hourly	Minimum	Midpoint	Maximum
187	\$12.74	\$15.44	\$18.15
	19,059	23,098	27,152
Aide - BEST (187)		Aide/Library-Distance Learning Lab (187)	
Aide, Bilingual- ESL (187)		Aide, SpEd. Life Skills (187)	
Aide, Computer Lab (187)			

Pay Grade 3

Duty Hourly	Minimum	Midpoint	Maximum
187	\$14.26	\$17.29	\$20.32
	21,333	25,866	30,399
Aide, SpEd - District Wide (187)		Aide, SpEd - Visually Impaired (187)	

Pay Grade 4

Duty Hourly	Minimum	Midpoint	Maximum
187	\$16.55	\$20.07	\$23.58
	24,759	30,025	35,276
School Nurse-LVN			

Pay Grade 5

Duty Hourly	Minimum	Midpoint	Maximum
(For future use)	\$19.85	\$24.07	\$28.29

NEDERLAND ISD PAY STRUCTURES

CP Administrative Support Pay Ranges

2020-2021

Pay Grade 1

Duty Hourly	Minimum	Midpoint	Maximum
	\$11.32	\$13.54	\$15.77
187	16,935	20,256	23,592
Clerk, Campus (187)			

Pay Grade 2

Duty Hourly	Minimum	Midpoint	Maximum
	\$12.66	\$15.16	\$17.66
187	18,939	22,679	26,419
193	19,547	23,407	27,267
217	21,978	26,318	30,658
200	20,256	24,256	28,256
240	24,307	29,107	33,907
Clerk, Attendance HS (210)		Clerk/Aide, Attendance (200)	
Clerk, Attendance MS (193)		Clerk/Receptionist, Central Office (240)	
Clerk,Aide, Alt Campus (187)		Clerk/Aide, ARD Facilitator (200)	

Pay Grade 3

Duty Hourly	Minimum	Midpoint	Maximum
	\$14.68	\$17.59	\$20.49
187	21,961	26,315	30,653
193	22,666	27,159	31,637
217	25,484	30,536	35,571
200	23,488	28,144	32,784
210	24,662	29,551	34,423
220	25,837	30,958	36,062
Clerk/ Bookkeeper, HS (217)		Clerk, Counselor-MS(193)	
Clerk, Voc Ed (187)		Clerk/HS Asst. Prin (217)	
Clerk, Counselor-HS (220)		Clerk/Aide, SpEd Medicaid (200)	
Clerk, Counselor-HS (200)		Clerk/Aide, SpEd Secondary (200)	

Pay Grade 4

Duty Hourly	Minimum	Midpoint	Maximum
	\$16.45	\$19.70	\$22.95
207	27,241	32,623	38,005
217	28,557	34,199	39,841
220	28,952	34,672	40,392
240	31,584	37,824	44,064
Clerk, Accounts Payable (240)		Secretary - Principal HS (240)	
Clerk, Computer Services (240)		Secretary - Principal MS (217)	
Clerk, Records (240)		Secretary - Principal ELEM (217)	
Clerk, Athletics Dept (220)		Secretary - Principal ALT (207)	

Pay Grade 5

Duty Hourly	Minimum	Midpoint	Maximum
	\$18.41	\$22.05	\$25.69
240	35,347	42,336	49,325
Bookkeeper, Accounting (240)		Secretary, Dir Child Nutrition (240)	
Purchasing Agent (240)		Secretary, Business Mgr (240)	
Specialist, Payroll (240)		Specialist, Personnel (240)	
Secretary, Dir Maint & Trans (240)		Specialist, Special Ed (240)	

Pay Grade 6

Duty Hourly	Minimum	Midpoint	Maximum
240	\$20.99	\$24.70	\$28.41
	40,301	47,424	54,547
Secretary, Asst Supt Curriculum & Inst (240)			
Secretary, Asst Supt Personnel & Aux (240)			

Pay Grade 7

Duty Hourly	Minimum	Midpoint	Maximum
240	\$24.35	\$28.64	\$32.93
	46,752	54,989	63,226
Secretary, Superintendent (240)			

NEDERLAND ISD PAY STRUCTURES

Auxiliary Pay Ranges 2020-2021

Pay Grade 1

Duty Hourly	Minimum	Midpoint	Maximum
	\$11.34	\$13.46	\$15.58
180	16,330	19,382	22,435
Bus Rider (180)			

Pay Grade 2

Duty Hourly	Minimum	Midpoint	Maximum
	\$11.84	\$14.53	\$17.22
185	17,523	21,504	25,486
187	17,713	21,737	25,761
250	23,680	29,060	34,440
Custodian 1 (187) Custodian, Athletics- MS (250)			
Custodian II (250) Monitor, Security (187)			
Child Nutrition Worker (185)			

Pay Grade 3

Duty Hourly	Minimum	Midpoint	Maximum
	\$13.59	\$16.27	\$18.96
250	27,180	32,540	37,920
Custodian, Athletic HS (250) Groundskeeper (250)			

Pay Grade 4

Duty Hourly	Minimum	Midpoint	Maximum
	\$15.89	\$19.03	\$22.18
181	23,009	27,555	32,117
250	31,780	38,060	44,360
Bus Driver (181) General Maintenance Worker (250)			

Pay Grade 5

Duty Hourly	Minimum	Midpoint	Maximum
	\$16.85	\$20.17	\$23.50
185	24,938	29,852	34,780
250	33,700	40,340	47,000
Custodian, Lead (250) Child Nutrition Mgr (185)			

Pay Grade 6

Duty Hourly	Minimum	Midpoint	Maximum
	\$17.86	\$21.38	\$24.90
185	26,433	31,642	36,852
250	35,720	42,760	49,800
Craftsman I (250) Warehouse Worker (250)			
Child Nutrition Mgr II (185) Craftsman I/Mechanic (250)			
Groundskeeper, Lead (250)			

Pay Grade 7

Duty Hourly	Minimum	Midpoint	Maximum
250	\$20.53	\$24.59	\$28.65
	41,060	49,180	57,300
Carpenter (250) Electrician (250) HVAC (250) Painter (250)		Plumber (250) Transportation Mechanic (250) Supervisor, Custodial Svcs (250) Locksmith (250)	

Pay Grade 8

Duty Hourly	Minimum	Midpoint	Maximum
250	\$21.76	\$26.07	\$30.38
	43,520	52,140	60,760
Supervisor, Warehouse (250) Supervisor, Grounds (250)		Computer Technician (250)	

Pay Grade 9

Duty Hourly	Minimum	Midpoint	Maximum
250	\$25.66	\$30.74	\$35.82
	51,320	61,480	71,640
Asst. Network Manager			

SUBSTITUTE AND EXTRA DUTY PAY RATES

2020-2021

1. Teacher with Bachelor/Masters Degree and/or Certification (over 10 consecutive days in the same assignment)	90.00 Day 95.00 Day
2. Teacher with High School diploma and/or some college hours (over 10 consecutive days in the same assignment)	75.00 Day 80.00 Day
3. Certified Substitute Teacher- Long Term (semester or longer)	150.00 Day
4. Certified Substitute Teacher- Mid Term (six weeks or longer)	125.00 Day
5. Paraprofessional Substitute (over 10 consecutive days in the same assignment)	75.00 Day 80.00 Day
6. Custodial/ Bus Riders	12.00 Hour
7. Bus Driver/ Maintenance	15.00 Hour
8. Bus Trip Pay (Substitutes)	15.00 Hour
9. Food Service Employee	12.00 Hour
10. Summer School and Extra Duty- Professional	30.00 Hour
11. Summer Recreation, Summer Swim, Summer Maintenance- Professional	27.50 Hour
12. Summer School and Extra Duty- Paraprofessional	20.00 Hour
13. Summer School and Extra Duty- Auxiliary	20.00 Hour
14. Summer Food Service- Managers Employees	25.00 Hour 20.00 Hour
15. Student Employees- Regular Pay Summer Swim	10.00 Hour 14.00 Hour- Starting
16. In-Home Trainer/ Community Instruction (Professional)	30.00 Hour
17. In-Home Trainer/Community Instruction (Paraprofessional)	20.00 Hour
18. Homebound Teacher	30.00 Hour
19. Parent Liaison	30.00 Hour
19. Counselor/ Diagnostician	40.00 Hour
20. Speech Therapist	50.00 Hour
21. Security Officer	25.00 Hour

**INCREMENTS
2020-2021**

<u>NEDERLAND HIGH SCHOOL</u>	<u>NUMBER IN POSITION</u>	<u>INCREMENT</u>	<u>DAYS</u>
Westernaires	1	3,100	+17
Assistant Westernaires	1	2,000	
Cheerleader Sponsor	1	2,100	+15
Assistant Cheerleader Sponsor	2	2,000	
Choral Director	1	3,500	
Assistant Choral Director	1	1,600	
Assistant Band Director	2	3,700	+20
Student Government	1	1,600	+ 5
Asst. Student Government	1	1,100	
Twirling Sponsor	1	1,600	
Future Teachers of America	1	900	
National Honor Society	1	900	
TNT Sponsor	1	900	
Academic Decathlon Director	1	1,600	
Academic Decathlon Coach	1	1,100	
Academic Challenge Coach	1	1,600	
PAC Technical Director	1	1,600	
Drama	1	2,100	
Assistant Drama	1	1,100	
Yearbook/Journalism	1	3,600	
Extra Period Class	1	4,100	
Instructional Chairperson	5	1,100	
Interact/ Rotary	1	1,100	
U.I.L. Literary	18	900	
U.I.L. & Non-UIL Competitive Activities	5	1,100	
U.I.L. Chairperson	1	2,000	
Vocational Increment - I	1	2,300	
Science Instructional Chairperson	1	1,900	
Vocational and Science Department Hazardous Material Control	2	900	
Vocational Agriculture	1	2,300	+25
Vocational Marketing Educational Coop	1	-	+15
Vocational Office Technology Coop	1	-	+15
Vocational - Gas Cylinder Inventory	1	1,100	
Vocational Compressor Maintenance	1	900	
Vocational Commercial Food Production Coop	1	-	+15
Vocational Salvage and Recycling	1	900	
 <u>C. O. WILSON MIDDLE SCHOOL</u>			
Cheerleader Sponsor	1	900	+4
Student Council	1	900	
Band Director	1	3,700	+20
Assistant Band Director	1	3,200	+20
Choral Director	1	1,500	
Instructional Chairperson	7	1,000	
Vocational Woodworking	1	1,200	
Future Teachers of America	1	700	
U.I.L. Literary and Academic	6	800	
U.I.L. Campus Chairperson	1	800	
U.I.L. District Coordinator (when needed)	1	1,000	
Intramurals	2	600	
Yearbook	1	600	
National Jr. Honor Society	1	500	
U.I.L. & Non-U.I.L. Competitive Activities	4	900	
Drama	1	700	

Proposed 8/25/2020

**INCREMENTS
2020-2021**

<u>CENTRAL MIDDLE SCHOOL</u>	<u>NUMBER IN POSITION</u>	<u>INCREMENT</u>	<u>DAYS</u>
Cheerleader Sponsor	1	\$ 900	+4
Student Council	1	900	
Band Director	1	3,700	+20
Assistant Band Director	1	3,200	+20
Choral Director	1	1,500	
Instructional Chairperson	7	1,000	
Vocational Woodworking	1	1,200	
Future Teachers of America	1	700	
U.I.L. Literary and Academic	6	800	
U.I.L. Campus Chairperson	1	800	
U.I.L. District Coordinator (when needed)	1	1,000	
Intramurals	2	600	
Yearbook	1	600	
National Jr. Honor Society	1	500	
U.I.L. & Non-U.I.L. Competitive Activities	4	900	
Drama	1	700	
 <u>ELEMENTARY SCHOOLS</u>			
Instructional Chairperson	20	900	
Intramurals	8	600	
 <u>DISTRICT WIDE</u>			
Health Services Coordinator	1	2,000	
Certified Food Service Employee	-	150	
Licensed Speech Therapist	5	4,100	
Summer Swim	1	2,600	
Certified Pool Operator	2	1,300	
Visually Impaired	1	4,100	
Academic Coach	4	1,000	
Licensed Professional Counselor	1	4,100	
Bilingual Certified	7	1,000	

**ATHLETIC INCREMENTS
2020-2021**

<u>ASSIGNMENT</u>	<u>NUMBER IN POSITION</u>	<u>INCREMENT</u>	<u>DAYS</u>
<u>FOOTBALL</u>			
1st Assistant/Coordinator	1	\$ 4,100	+20
Coordinator	1	3,600	+20
Varsity and J.V. Assistant	8	3,100	+15
Off-Season Coordinator	1	2,400	
College Assistance Coordinator	1	2,400	
Head Freshman/8th Grade	3	2,600	+15
Freshman Assistant	5	2,100	+15
8th Grade Assistant	6	1,900	+15
7 th Grade Assistant	8	1,100	
Video Coordinator	1	2,100	
<u>HIGH SCHOOL SPORTS (OTHER THAN FOOTBALL)</u>			
Head Coach-Varsity Sport			
Basketball	2	4,200	
Baseball	1	4,200	
Softball	1	4,200	
Soccer	2	4,200	
Volleyball	1	4,200	+10
Track	2	4,200	
Swimming	1	4,200	
Golf	2	4,200	
Tennis (Fall & Spring)	2	4,200	
Cross Country	1	4,200	+5
Powerlifting	1	4,200	
Head Coach-Freshman	2	1,600	
Head Coach-Freshman Volleyball	1	1,600	+10
Assistant Coach-Varsity Sport	20	2,100	
Assistant Coach-Varsity Volleyball	2	2,100	+10
<u>MIDDLE SCHOOL SPORTS (OTHER THAN FOOTBALL)</u>			
Head Coach	15	1,600	
Head Coach - 8th Grade Volleyball	2	1,600	+10
Assistant Coach	10	1,100	
<u>ADDITIONAL CATEGORIES</u>			
Head Trainer	1	5,100	+20
Assistant Trainer	1	4,600	+15

Proposed 8/25/2020

**EMPLOYEE BENEFITS
2020-2021**

	Administrator	Teacher	Aides/Clerical	Custodian	Child Nutrition	Bus Driver	Maintenance
Family/Medical Leave	YES	YES	YES	YES	YES	YES	YES
Vacation	<u>Days</u> 193-233 No 234+ Yes/ 2-4 Wks	NO	<u>Days</u> 187-233 NO 234+ YES/ 2-4 WKS	<u>Days</u> 187 NO 250 YES/ 2-5 WKS	NO	NO	<u>Days</u> 250 YES/ 2-5 WKS
Disability Leave	YES	YES	YES	YES	YES	YES	YES
Jury Duty	YES	YES	YES	YES	YES	YES	YES
Subpoena	YES	YES	YES	YES	YES	YES	YES
Excused Absence (With Pay) Cost of Sub	YES	YES	YES	YES	YES	YES	YES
Excused Absence (Without Pay)	YES	YES	YES	YES	YES	YES	YES
Family Emergency	YES	YES	YES	YES	YES	YES	YES
Death in Family	3 FREE 2 AT L.S.L.	3 FREE 2 AT L.S.L.	3 FREE 2 AT L.S.L.	3 FREE 2 AT L.S.L.	3 FREE 2 AT L.S.L.	3 FREE 2 AT L.S.L.	3 FREE 2 AT L.S.L.
Illness (Personal and Immediate Family)	YES	YES	YES	YES	YES	YES	YES
State Personal Leave	5	5	5	5	5	5	5
Local Sick Leave	<u>Days</u> 197 5 198-215 6 216-233 7 234+ 8	<u>Days*</u> 197 5 198-215 6 216-233 7 234+ 8	<u>Days*</u> 197 5 198-215 6 216-233 7 234+ 8	<u>Days*</u> 187 5 250 8	5*	5*	8*

* Maximum Number of Local Accrued Personal Illness Days – 120

**NEDERLAND INDEPENDENT SCHOOL DISTRICT
PERSONNEL**

	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21
ADMINISTRATORS	51	51	51	51	61	61	61	59	60	60	65	67	69	69	75	75	75
TEACHER	339	350	354	357	348	343	336	332	334	342	343	354	361	364	377	378	385
PARAS	103	102	105	105	105	104	101	96	96	96	95	94	94	97	100	100	101
MAINTENANCE	27	28	27	28	25	25	24	25	24	24	22	23	23	23	24	24	26
TRANSPORTATION	20	19	21	18	18	18	17	16	16	17	18	19	19	19	19	20	20
CUSTODIANS	53	52	49	51	51	48	44	43	43	43	43	43	43	43	43	43	43
CHILD NUTRITION	51	50	51	50	50	49	48	48	48	48	48	48	48	48	46	45	43
ENROLLMENT	5,162	5,201	4,997	4,092	5,074	5,036	5,015	5,076	5,032	5,018	5,158	5,176	5,261	5,275	5,112	5,171	

TOTAL COUNT

	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21
TOTAL PERSONNEL	644	652	658	660	658	648	629	619	621	628	634	648	657	663	684	685	693
TOTAL ENROLLMENT	5,162	5,201	4,997	5,092	5,074	5,036	5,015	5,076	5,032	5,018	5,158	5,176	5,261	5,275	5,112	5,171	

*Count Includes Open Positions

Added Positions

Special Education BEST Aide- Highland Park
 Computer Technician
 (6) Teacher/ Interventionist- All Elementary and Middle Schools
 Life Skills Teacher- Central Middle School
 Special Education Counselor (LPC) - Added 12-18-19

Deleted Positions

(2) 3 hour Child Nutrition (combined hours)

Proposed 8/25/2020

**Nederland Independent School District
PROPOSED PAYROLL EXPENDITURES**

	2019 - 2020 Adopted Budget	2020 - 2021 Proposed Budget	Increase/ (Decrease)
PROFESSIONAL			
Salaries (6119)	\$26,956,000	\$27,688,300	\$732,300
Increments/Extra Duty(6118)	685,000	700,000	15,000
Substitutes(6112)	400,000	400,000	0
Part-time/Temp.(6117)	400,000	400,000	0
SUPPORT			
Salaries(6129)	4,927,700	5,210,000	282,300
Overtime(6121)	250,000	250,000	0
Substitute (6122)	165,000	165,000	0
Part-time/Temp.(6125)	400,000	400,000	0
EMPLOYEE ALLOWANCES			
	11,700	11,700	0
BENEFITS			
FICA (6141)	467,000	480,000	13,000
Health Insurance/Life (6142)	2,000,000	2,100,000	100,000
Workers Comp.(6143)	100,000	100,000	0
TRS On-Behalf(6144)	2,000,000	2,000,000	0
Unemployment(6145)	10,300	10,300	0
TRS (6146)	1,230,000	1,300,000	70,000
Sick Leave(6149)	2,000	2,000	0
	\$40,004,700	\$41,217,300	\$1,212,600

Nederland Independent School District
SCHOOLS/DEPARTMENT/OTHER OPERATING BUDGETS

GENERAL FUND	2019-2020 Adopted Budget	2020 - 2021 Proposed	Change
Instruction			
Nederland High School	465,000	465,000	\$0
Performing Arts Center	19,000	19,000	\$0
Career and Technology	150,000	150,000	\$0
Alternative Education Campus	33,800	33,800	\$0
Jefferson County Youth Academy	42,000	42,000	\$0
Central Middle School	166,000	166,000	\$0
C.O. Wilson Middle School	186,000	186,000	\$0
Helena Park Elementary	136,000	161,000	\$25,000
Highland Park Elementary	110,000	135,000	\$25,000
Hillcrest Elementary	120,000	145,000	\$25,000
Langham Elementary	95,000	120,000	\$25,000
Student Services	230,900	279,600	\$48,700
Instruction/Curriculum	493,200	458,000	(\$35,200)
Technology	451,000	451,000	\$0
Extra Curricular			
Athletics	508,000	513,000	\$5,000
Band	189,000	189,000	\$0
Post District Competition	65,000	65,000	\$0
Tournaments	30,000	30,000	\$0
Instructional Support			
Curriculum	40,700	40,700	\$0
Administrative Support			
Central Office	287,000	262,300	(\$24,700)
Computer Services	286,900	286,900	\$0
JCAD	260,000	300,000	\$40,000
Support Services			
Security	317,000	317,000	\$0
Maintenance	562,800	525,300	(\$37,500)
Transportation	189,000	148,000	(\$41,000)
Summer Programs			
Summer School	2,500	2,500	\$0
Community Programs	10,500	10,500	\$0
Miscellaneous			
Drug Testing	10,000	10,000	\$0
Annual Projects	535,000	535,000	\$0
Preventive Maintenance	300,000	300,000	\$0
Property Insurance	930,000	1,040,000	\$110,000
Utilities	1,550,000	1,550,000	\$0
	\$8,771,300	\$8,936,600	\$165,300

**2020-2021
Capital Outlay**

Account Number/Description	SCHOOL	TOTAL
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Nederland High School

199 11 6397 11 001 111000	Technology	
Calculators (pack of 10) x 4 @ \$1,425		\$5,700
199 11 6397 44 001 111000	Technology	
Adobe Software for Journalism		\$1,375
199 11 6397 47 001 124000	Technology	
Nearpod		\$3,000
Edgenuity		\$20,000
		<u>\$20,000</u>
	Total	\$30,075

Performing Arts Center

199 11 6398 61 001 111000	Other Operating Supply	
LED Stage Lighting		\$14,700
		<u>\$14,700</u>
	Total	\$14,700

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Career and Technology

199 11 6397 70 001 122000	Technology		
12 Laptops			\$9,600
30 Winbooks, 1 Cart			\$8,950
10 Laptops / Student Certifications			\$8,000
199 11 6398 73 001 122000	Other Operating Supply		
Engine Hoist			<u>\$2,000</u>
		Total	\$28,550

Central Middle School

199 11 6397 00 041 111000	Technology		
Computer/Scanner for Library			<u>\$550</u>
		Total	\$550

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Highland Park Elementary

199 23 6397 00 102 199000 Technology

Administrator Laptop @ \$800

Winbook @ \$250

\$1,050

Total \$1,050

Hillcrest Elementary

199 31 6397 00 103 199000 Technology

Laptop

\$750

199 51 6398 00 103 199000 Other Operating Supply

Vacuum Cleaner

\$830

Total \$1,580

NEDERLAND INDEPENDENT SCHOOL DISTRICT

District Wide

199 33 6398 00 801 199000 Other Operating Supply

Automated External Defibrillation Unit (AED) Trauma Kits	<u>\$13,400</u>
Total	\$13,400

Student Services

199 11 6397 80 801 123000 Technology

14 Symbol Stix Licenses	\$1,100
Easy Sped Tracker License	\$2,000
4 Teachtown PEP Licenses	\$3,196
7 Teachtown Transition Licenses	\$693
Vizzle	\$24,700
29 Student iPads w/Covers	\$11,522
Wireless Mouse	\$20
4 Laptops @ \$800	\$3,200
2 Student Computer w/Touchscreen Monitor @ \$1000	\$2,000
5 Student Winbooks @ \$250	\$1,250
Color Printer	\$500
3 Robust Color Printers @ \$580	<u>\$1,740</u>
Total	\$51,921

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Athletics

199 36 6397 90 001 191000 Technology

Online Editing Software/AD Package (All Sports)	\$6,600
IPad w/3 yr Warranty for Softball	\$400
3 Laptops @ \$800	\$2,400
Online Athletic Physical Software	\$800
Volleyball Software	\$100
Football Software	\$150
	<hr/> <hr/>
	\$10,450

Band

199 11 6398 A1 001 111000 Other Operating Supply

2 French Horns @ \$4,120	
4 Trombones @ \$1,285	
2 Baritone Lacquer @ \$1,775	\$16,930

199 11 6398 A1 041 111000 Other Operating Supply

1 Tuba w/Case @ \$5,960	
1 3/4 Tuba w/Case \$3,160	
2 Base Clarinets w/Case \$1,800	\$12,720

199 11 6398 A1 042 111000 Other Operating Supply

1 Bari Sax @ \$4,840	
1 Lacquer Euphonium @ \$2,100	
1 32" Timpani w/Gauges @ \$3,500	
1 Tuba w/Case @ \$3,160	\$13,600

NEDERLAND INDEPENDENT SCHOOL DISTRICT

199 36 6398 A1 801 199000 Other Operating Supply

Band Uniforms

\$15,000

Total \$58,250

Maintenance

199 51 6639 F0 951 199000 Tech Equip > \$5,000

Lawn Mower 48' Toro

\$7,800

Total \$7,800

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Child Nutrition

240 35 6397 00 835 199000 Technology

Software Menu Planning & Production

Digital Menu/Vending Machine Licenses \$16,000

240 35 6398 00 835 199000 Other Operating Supply

Menu Design and Printing 3,000

Printing Applications and Parent Notices 2,000

Total 21,000

GRAND TOTAL \$239,326

2020-2021 Technology Accounts

199-53-**-69-801-1-99-000**

ACCOUNT	Budget
6299 - Network Prof Services	\$85,300.00
6249 -Contract/Network Maintenance & Support	\$96,000.00
6397 - Capital Outlay (Hardware, Network Updates)	\$65,000.00
6649 - Spec Projects (Licensing)	\$125,000.00
6411 - Technician Travel	\$500.00
6399 - General Office Supplies	\$1,000.00
6398 - Repair/Replace	\$25,000.00
	\$397,800.00

199-13-**-69-801-1-11-000**

Travel & Subsistence	Budget
6411 - (Travel/Professional Development)	\$7,000.00
6499 - (Professional Development Supplies)	\$500.00
6495 - (Membership Dues)	\$200.00
6299 - Safe Schools Online PD Training	\$5,500.00
	\$13,200.00

199-11-6397-69-801-1-11-000

Misc Campus Capital Outlay	\$40,000
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Budget Total	\$451,000
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2020-2021 Anticipated Technology Bills

VENDOR	SERVICE	TOTAL	ACCOUNT
AT&T	Internet Service	\$24,000	199-53-6299
VERO	Wide Area Network Service	\$45,000	199-53-6299
CyberSchool	Web Hosting Service	\$5,300	199-53-6299
Keep it Safe	Offsite Backup Service	\$6,000	199-53-6299
Misc	NISD Cable Jobs	5000	199-53-6299
Micro Integ.	OpenOptions DNAFusion Support	\$5,000	199-53-6249
Micro Integ.	MileStone Support	\$10,000	199-53-6249
Mosyle	Mosyle Systems Manager	\$22,000	199-53-6249
CDWG	Watchguard Appliance/Support	\$10,300	199-53-6249
Dell	Server Warranty Support	\$10,000	199-53-6249
Gov	VLA VMWare, Thin App	\$9,000	199-53-6249
Gaggle	Postini -Email Archive Support	\$6,700	199-53-6249
Gaggle	Safety Manangement	\$21,000	199-53-6249
DLT	Password Self Service Support	\$2,000	199-53-6249
Eurosoft	PC Check	\$300	199-53-6397
SHI	Ghost Network Utility	\$900	199-53-6397
Faronics	DeepFreeze Network Utility	\$2,000	199-53-6397
Faronics	Insight Desktop Utility	\$1,500	199-53-6397
SolarWinds	Patch Management Utility	\$5,000	199-53-6397
SolarWinds	Kiwi Syslog Svr Utility	\$200	199-53-6397
SolarWinds	Network Monitor	\$4,000	199-53-6397
SolarWinds	Dameware Utility	\$1,000	199-53-6397
Splashtop	Mirroring 360 Instruc. License	\$3,000	199-53-6397
Region V	Content Filter	\$5,000	199-53-6397
	Shop Inventory/Printer Repair	\$19,100	199-53-6397
	Cap Outlay	\$23,000	199-53-6397
RiseVision	Digital Signage	2000.00	199-53-6649
Virtual or SHI	Allot Bandwidth Management	\$15,000	199-53-6649
SHI	Microsoft Software EES License	\$31,000	199-53-6649
Discovery IT	VO Network License	\$20,000	199-53-6649
Gov	Meraki AP License	\$33,000	199-53-6649
ASI	McAfee Endpoint License	\$24,000	199-53-6649
	Campus Repair/Replace Fund	\$25,000	199-53-6398
SafeSchools	SafeSchools Training	\$5,500	199-13-6299
	Tech Mileage	\$500	199-53-6411
	Misc Office Supplies	\$1,000	199-53-6399
	Travel/PD	\$7,000	199-13-6411
	Supplies	\$500	199-13-6499
	Membership Dues	\$200	199-13-6495
MISC	CAMPUS CAP OUTLAY	40000	199-11-6397

\$451,000

2020-2021 Technology Budget

Helena		Highland		Hillcrest	
Item	Cost	Item	Cost	Item	Cost
Network Prof. Services	\$9,300	Network Prof. Services	\$9,300	Network Prof. Services	\$9,300
Network Support	\$10,400	Network Support	\$10,400	Network Support	\$10,400
Network/Computer Maint	\$10,700	Network/Computer Maint	\$10,700	Network/Computer Maint	\$10,700
License/Software	\$8,200	License/Software	\$8,200	License/Software	\$8,200
Repair/Maint	\$3,125	Repair/Maint	\$3,125	Repair/Maint	\$3,125
Instruct Replacement	\$4,000	Instruct Replacement	\$4,000	Instruct Replacement	\$4,000
Subtotal	\$45,725	Subtotal	\$45,725	Subtotal	\$45,725
Langham		Central		COW	
Item	Cost	Item	Cost	Item	Cost
Network Prof. Services	\$9,300	Network Prof. Services	\$9,300	Network Prof. Services	\$9,300
Network Support	\$10,400	Network Support	\$10,400	Network Support	\$10,400
Network/Computer Maint	\$10,700	Network/Computer Maint	\$10,700	Network/Computer Maint	\$10,700
License/Software	\$8,200	License/Software	\$8,200	License/Software	\$8,200
Repair/Maint	\$3,125	Repair/Maint	\$3,125	Repair/Maint	\$3,125
Instruct Replacement	\$4,000	Instruct Replacement	\$6,000	Instruct Replacement	\$6,000
Subtotal	\$45,725	Subtotal	\$47,725	Subtotal	\$47,725
NHS		AES		Admin/District	
Item	Cost	Item	Cost	Item	Cost
Network Prof. Services	\$9,300	Network Prof. Services	\$9,300	Network Prof. Services	\$10,900
Network Support	\$10,400	Network Support	\$10,400	Network Support	\$12,800
Network/Computer Maint	\$10,700	Network/Computer Maint	\$10,700	Network/Computer Maint	\$10,700
License/Software	\$8,200	License/Software	\$8,200	License/Software	\$14,600
Repair/Maint	\$3,125	Repair/Maint	\$3,125	Network Maint	\$15,000
Instruct Replacement	\$10,000	Instruct Replacement	\$2,000	Subtotal	\$64,000
Subtotal	\$51,725	Subtotal	\$43,725		
Travel/Misc	\$7,700				
SafeSchools Training	\$5,500				

Nederland Independent School District

PREVENTIVE MAINTENANCE

2020-2021

INSPECTIONS AND REPAIRS

Back Flow Preventors	\$5,000
NHS (1), PAC (2) ,CTE Auto Shop (2)	
Backboard Inspections & Repairs (Secondary Gyms)	15,000
Bleacher Repairs	30,000
Bleacher and Light Pole Inspections: All schools including (Bulldog Stadium, Baseball, Softball, Prather, Tennis, Swimming Pool, All Indoor) - Completed Year Two	20,000
Boiler Inspections (All Campuses)	2,000
Elevator Inspections (CMS, Langham, NHS Athletics, PAC)	5,000
Facility Assessment - Year Four (CMS)	0
Fire Alarm Inspections (NHS)	2,500
Fire Extinguishers (All NISD Buildings)	6,000
Fire Sprinklers (PAC)	2,000
Fire Supression System in Kitchens	2,000
Gas Line Inspections (All Campuses) - Every two years - Due 2022	9,000
Grease Trap Inspections (All Campuses)	3,000
HVAC Filter Changes (All Campuses)	44,000
Locker Maintenance/Repairs (Secondary Schools)	5,000
Maintenance Agreements on Fire Alarm Monitoring, Fire Alarm Inspections, Intercom and Paging Systems, Public Address Systems, Clock Inspections & Repairs	20,000
Orchestra Lift (PAC)	6,000
PAC Inspections and Repairs to all Overhead Lighting, Rigging and Aerial Electrical over Stage including Curtains, Fly Rails, Valance Curtains and Drapes	2,500
Playground Mulch (All Elementary Campuses)	12,000
Pool Inspections and Repairs	5,000
Refinish Wood Floors NHS (2), CMS (2), COW (2)	15,000
Roofing Inspections & Repairs (All Campuses)	70,000
Scoreboard Inspections & Repairs	10,000
NHS (5), CMS (1), COW (1), Bulldog Stadium	
Vent Hood Inspections & Cleaning (All Campuses)	3,000
Water Treatment Program (NHS)(On-going)	6,000

TOTAL INSPECTIONS AND REPAIRS **\$300,000**

TO BE DETERMINED **\$0**

TOTAL PREVENTIVE MAINTENANCE **\$300,000**

Revised 7/29/20

**Nederland Independent School District
ANNUAL PROJECTS**

2020 - 2021

PROJECTS TO BE DETERMINED

TOTAL ANNUAL PROJECTS

\$535,000

Proposed 8/25/2020

Nederland Independent School District

**General Fund
Expenditures by Object**

EXPENDITURES	2019 - 2020	2020 - 2021	Change
	Adopted Budget	Proposed Budget	
Salaries & Benefits	\$40,004,700	\$41,217,300	\$1,212,600
Professional & Contracted Svcs.	4,539,040	4,578,490	39,450
Supplies & Materials	2,234,775	2,341,455	106,680
Other Operating Costs	1,760,085	1,883,855	123,770
Capital Outlay	237,400	132,800	(104,600)
TOTAL EXPENDITURES	\$48,776,000	\$50,153,900	\$1,377,900

Nederland Independent School District

2020-2021

Summaries of
Funds



Nederland Independent School District

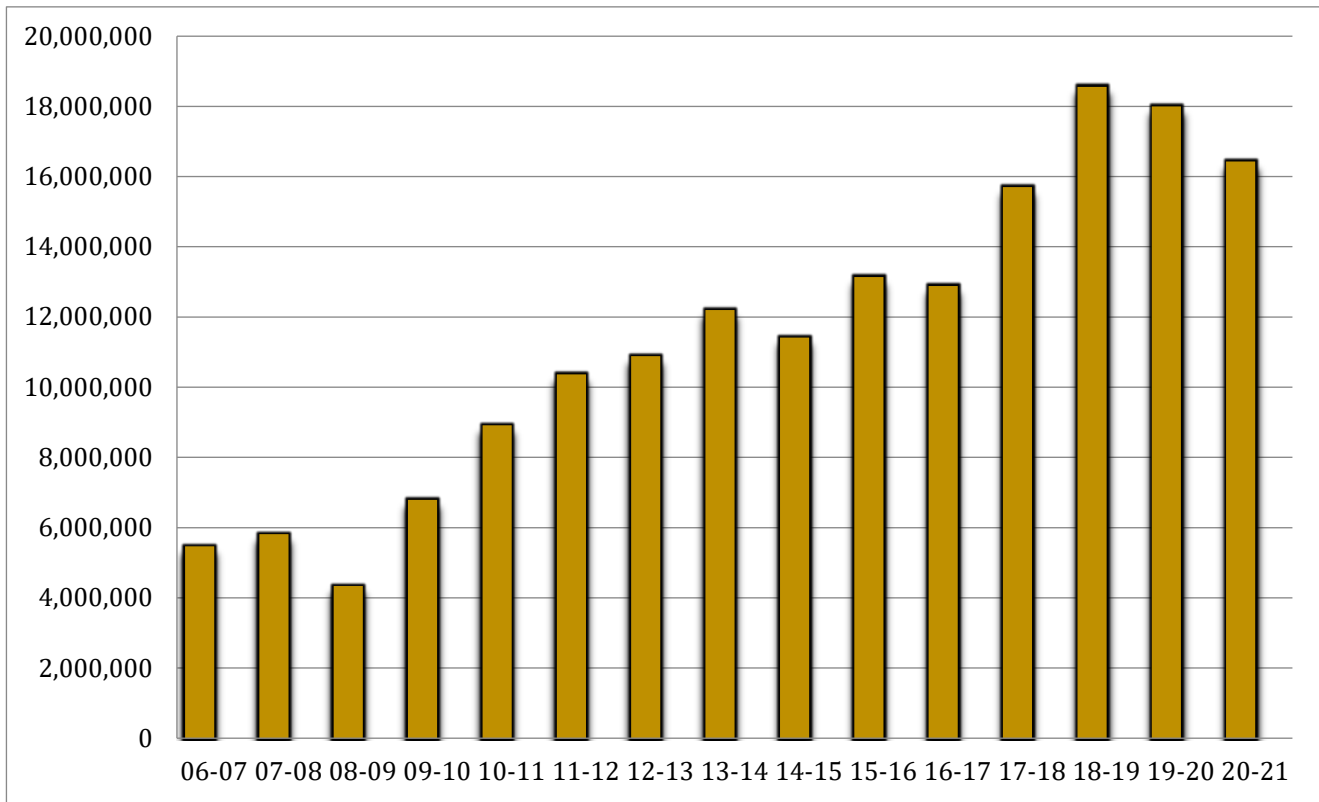
**SUMMARY
GENERAL FUND**

	2019 - 2020 Adopted Budget	2020- 2021 Proposed	Increase (Decrease)
Revenues			
Local	\$28,061,000	\$29,131,000	\$1,070,000
State	20,400,000	19,235,000	(\$1,165,000)
Federal/Non Revenue	315,000	215,000	(\$100,000)
Total Revenues	\$48,776,000	\$48,581,000	(\$195,000)
Expenditures			
Salaries	\$40,004,700	\$41,217,300	\$1,212,600
Operating Expenditures	8,771,300	8,936,600	\$165,300
Total Expenditures	\$48,776,000	\$50,153,900	\$1,377,900
Excess (Deficiency) of Revenue over Expenditures		(\$1,572,900)	
Fund Balance - September 1		\$18,000,000	
Fund Balance - August 31		\$16,427,100	

Nederland Independent School District Adopted Budgets

<u>Year</u>	<u>Amount</u>
04-05	(\$401,000)
05-06	(\$658,000)
06-07	(\$2,224,000)
07-08	(\$1,545,000)
08-09	(\$1,873,800)
09-10	\$509,950
10-11	(\$527,450)
11-12	\$0
12-13	(\$684,600)
13-14	\$0
14-15	(\$1,964,200)
15-16	\$0
16-17	(\$1,595,400)
17-18	\$19,700
18-19	\$0
19-20	\$0

Nederland Independent School District Fund Balance



Year Amount

06-07	5,468,922
07-08	5,817,922
08-09	4,335,533
09-10	6,788,828
10-11	8,915,417
11-12	10,367,732
12-13	10,886,537
13-14	12,200,165
14-15	11,410,073
15-16	13,139,837
16-17	12,881,327
17-18	15,701,917
18-19	18,559,304
19-20	18,000,000
20-21	16,427,100

**Nederland Independent School District
CHILD NUTRITION SUMMARY
2020-2021**

	2019-2020 Projection	2020-2021 Proposed	Increase (Decrease)
REVENUES			
Local	\$752,500	\$915,000	\$162,500
State	12,300	13,000	\$700
Federal/Non Revenue	1,350,700	1,640,000	\$289,300
Total Revenues	\$2,115,500	\$2,568,000	\$452,500
EXPENDITURES			
Salaries	\$1,315,000	\$1,270,000	(\$45,000)
Operating Expenditures	1,402,000	1,298,000	(\$104,000)
Total Expenditures	\$2,717,000	\$2,568,000	(\$149,000)
Excess (Deficiency) of Revenue over Expenditures	(\$601,500)	\$0	
Fund Balance - September 1	\$811,525	\$210,025	
Fund Balance - August 31	\$210,025	\$210,025	

Budgeted Expenditures = \$2,568,000 /12 months = \$214,000
 \$214,000 x 3 months = \$642,000

Future Projects:

- CMS Freezer/Cooler Combo Walk-In Replacement - \$150,000
- COW Freezer/Cooler Combo Walk-In Replacement - \$150,000
- COW Serving Area and Nutrition Promoting Serving Space - \$70,000
- COW Tables and Chairs - \$50,000

Nederland Independent School District

SUMMARY
INTEREST AND SINKING
2020 - 2021

	2019-2020 Projection	2020-2021 Proposed	Increase (Decrease)
REVENUES			
Property Taxes- Current	\$9,975,000	\$10,980,000	\$1,005,000
Property Taxes - Prior Years	18,000	15,000	(3,000)
Penalties and Interest	43,000	25,000	(18,000)
Interest Earnings	52,000	40,000	(12,000)
IRS Tax Exempt (QSCB)	261,700	0	(261,700)
Existing Debt Allotment	31,300	28,000	(3,300)
Total Revenues	\$10,381,000	\$11,088,000	\$707,000
EXPENDITURES			
Bond Issue 2013 & 2014	0	5,150,000	5,150,000
Bond Issue P1	684,827	684,827	0
Bond Issue P2	494,576	498,276	3,700
Bond Issue P3	356,350	357,550	1,200
Bond Issue P4	368,013	368,513	500
Bond Issue 2019	8,324,308	4,023,300	(4,301,008)
Fees	6,000	5,534	(466)
Total Expenditures	\$10,234,074	\$11,088,000	\$853,926
Excess (Deficiency) of Revenue over Expenditures	\$146,926	\$0	
Fund Balance - September 1	\$1,567,668	\$1,714,594	
Fund Balance - August 31	\$1,714,594	\$1,714,594	
QSCB Sinking Fund	\$406,667	\$406,667	
Fund Balance Less QSCB	\$1,307,927	\$1,307,927	
Tax Rate per \$100/value	\$0.36	\$0.36	

Proposed 8/25/2020

Nederland Independent School District

Revenue by Fund

	2019- 2020	2019-2020	Increase
REVENUE	Adopted Budget	Proposed Budget	(Decrease)
General Fund	\$48,776,000	\$48,581,000	(195,000)
Child Nutrition	2,700,000	2,568,000	(132,000)
Interest and Sinking	10,370,000	11,080,000	710,000
TOTAL REVENUE	\$61,846,000	\$62,229,000	\$383,000

Expenditures by Fund

	2019-2020	2020-2021	Increase
EXPENDITURES	Adopted Budget	Proposed Budget	(Decrease)
General Fund	\$48,776,000	\$50,153,900	\$1,377,900
Child Nutrition	2,700,000	2,568,000	(132,000)
Interest and Sinking	10,267,429	11,080,000	812,571
TOTAL EXPENDITURES	\$61,743,429	\$63,801,900	\$2,058,471

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020
Date of Board Meeting

Melissa J. Wong
Initiated By

Michael G. Laird
Recommended By

**Consider Adoption of 2020-2021 Budget
(DISCUSSION AND/OR ACTION)**

It is recommended that the Board consider the adoption of the 2020-2021 budget as presented on the following pages.

Nederland Independent School District
2020-2021 Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Instruction: 11					
Payroll costs	6100	27,191,880	0	0	27,191,880
Prof/Contract Svcs.	6200	372,540	0	0	372,540
Supplies/Materials	6300	1,080,735	0	0	1,080,735
Other Operating Costs	6400	76,525	0	0	76,525
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Instruction		28,721,680	0	0	28,721,680
Instructional Resources: 12					
Payroll costs	6100	629,006	0	0	629,006
Prof/Contract Svcs.	6200	14,090	0	0	14,090
Supplies/Materials	6300	76,490	0	0	76,490
Other Operating Costs	6400	485	0	0	485
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Instr. Resources		720,071	0	0	720,071
Curr/Instr. Staff Dvlmt. 13					
Payroll costs	6100	433,733	0	0	433,733
Prof/Contract Svcs.	6200	54,000	0	0	54,000
Supplies/Materials	6300	2,700	0	0	2,700
Other Operating Costs	6400	180,170	0	0	180,170
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Curr/Instr. Staff Dvlmt.		670,603	0	0	670,603

Nederland Independent School District
Proposed Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Instructional Ldrshp: 21					
Payroll costs	6100	745,493	0	0	745,493
Prof/Contract Svcs.	6200	47,000	0	0	47,000
Supplies/Materials	6300	11,300	0	0	11,300
Other Operating Costs	6400	19,000	0	0	19,000
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Instructional Ldrshp.		822,793	0	0	822,793
School Leadership: 23					
Payroll costs	6100	2,490,280	0	0	2,490,280
Prof/Contract Svcs.	6200	16,680	0	0	16,680
Supplies/Materials	6300	22,260	0	0	22,260
Other Operating Costs	6400	52,225	0	0	52,225
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total School Leadership		2,581,445	0	0	2,581,445
Guidance/Counseling: 31					
Payroll costs	6100	2,396,259	0	0	2,396,259
Prof/Contract Svcs.	6200	73,130	0	0	73,130
Supplies/Materials	6300	81,850	0	0	81,850
Other Operating Costs	6400	14,740	0	0	14,740
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Guidance/Counseling		2,565,979	0	0	2,565,979

Nederland Independent School District
Proposed Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Health Services: 33					
Payroll costs	6100	533,029	0	0	533,029
Prof/Contract Svcs.	6200	6,800	0	0	6,800
Supplies/Materials	6300	26,200	0	0	26,200
Other Operating Costs	6400	5,825	0	0	5,825
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Health Services		571,854	0	0	571,854
Student Transportation: 34					
Payroll costs	6100	727,955	0	0	727,955
Prof/Contract Svcs.	6200	22,200	0	0	22,200
Supplies/Materials	6300	123,200	0	0	123,200
Other Operating Costs	6400	32,600	0	0	32,600
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Student Transportation		905,955	0	0	905,955
Child Nutrition: 35					
Payroll costs	6100	0	1,270,000	0	1,270,000
Prof/Contract Svcs.	6200	0	9,800	0	9,800
Supplies/Materials	6300	0	1,281,000	0	1,281,000
Other Operating Costs	6400	0	7,200	0	7,200
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Child Nutrition		0	2,568,000	0	2,568,000

Nederland Independent School District
Proposed Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Co/Extracurricular Activities: 36					
Payroll costs	6100	1,073,966	0	0	1,073,966
Prof/Contract Svcs.	6200	133,100	0	0	133,100
Supplies/Materials	6300	282,730	0	0	282,730
Other Operating Costs	6400	470,870	0	0	470,870
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Co/Extracurricular:		1,960,666	0	0	1,960,666
General Administration: 41					
Payroll costs	6100	1,010,128	0	0	1,010,128
Prof/Contract Svcs.	6200	135,650	0	0	135,650
Supplies/Materials	6300	47,000	0	0	47,000
Other Operating Costs	6400	79,650	0	0	79,650
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total General Administration		1,272,428	0	0	1,272,428
Plant Maintenance: 51					
Payroll costs	6100	3,154,539	0	0	3,154,539
Prof/Contract Svcs.	6200	2,577,300	0	0	2,577,300
Supplies/Materials	6300	481,830	0	0	481,830
Other Operating Costs	6400	934,700	0	0	934,700
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	7,800	0	0	7,800
Total Plant Maintenance		7,156,169	0	0	7,156,169

Nederland Independent School District
Proposed Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Security/Monitoring: 52					
Payroll costs	6100	44,172	0	0	44,172
Prof/Contract Svcs.	6200	319,500	0	0	319,500
Supplies/Materials	6300	5,000	0	0	5,000
Other Operating Costs	6400	1,000	0	0	1,000
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Security/Monitoring		369,672	0	0	369,672
Data Processing: 53					
Payroll costs	6100	643,864	0	0	643,864
Prof/Contract Svcs.	6200	458,200	0	0	458,200
Supplies/Materials	6300	96,000	0	0	96,000
Other Operating Costs	6400	5,500	0	0	5,500
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	125,000	0	0	125,000
Total Data Processing		1,328,564	0	0	1,328,564
Community Services: 61					
Payroll costs	6100	142,996	0	0	142,996
Prof/Contract Svcs.	6200	7,800	0	0	7,800
Supplies/Materials	6300	4,160	0	0	4,160
Other Operating Costs	6400	9,065	0	0	9,065
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Community Services		164,021	0	0	164,021

Nederland Independent School District
Proposed Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Debt Service: 71					
Payroll costs	6100	0	0	0	0
Prof/Contract Svcs.	6200	0	0	0	0
Supplies/Materials	6300	0	0	0	0
Other Operating Costs	6400	0	0	0	0
Debt Service	6500	0	0	11,088,000	11,088,000
Capital Outlay >\$5,000	6600	0	0	0	0
Total Debt Service		0	0	11,088,000	11,088,000
Facilities Acquisition/Construction: 81					
Payroll costs	6100	0	0	0	0
Prof/Contract Svcs.	6200	0	0	0	0
Supplies/Materials	6300	0	0	0	0
Other Operating Costs	6400	0	0	0	0
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Facilities/Acq/Constructio		0	0	0	0
Juvenile Alt. Ed. Payments: 95					
Payroll costs	6100	0	0	0	0
Prof/Contract Svcs.	6200	42,000	0	0	42,000
Supplies/Materials	6300	0	0	0	0
Other Operating Costs	6400	0	0	0	0
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Juvenile Alt. Ed. Pmts.		42,000	0	0	42,000

Nederland Independent School District
Proposed Budget by Function

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Intergovernmental Charges: 99					
Payroll costs	6100	0	0	0	0
Prof/Contract Svcs.	6200	300,000	0	0	300,000
Supplies/Materials	6300	0	0	0	0
Other Operating Costs	6400	0	0	0	0
Debt Service	6500	0	0	0	0
Capital Outlay >\$5,000	6600	0	0	0	0
Total Intergovernmental chgs.		300,000	0	0	300,000
TOTAL FUND		50,153,900	2,568,000	11,088,000	63,809,900

Proposed Budget by Object

Category	Object Code	General Fund	Child Nutrition Fund	Debt Fund	Total All Funds
Fund Balance-Sept. 1		\$18,000,000	\$210,025	\$1,714,594	19,924,619
Estimated Revenues:					
Local Sources	5700	28,871,000	915,000	11,060,000	40,846,000
State Sources	5800	19,235,000	13,000	28,000	19,276,000
Federal Sources	5900	475,000	1,640,000	0	2,115,000
Total Revenues		\$48,581,000	\$2,568,000	\$11,088,000	\$62,237,000
Estimated Expenditures:					
Payroll costs	6100	41,217,300	1,270,000	0	42,487,300
Prof/Contract Svcs.	6200	4,579,990	9,800	0	4,589,790
Supplies/Materials	6300	2,341,455	1,281,000	0	3,622,455
Other Operating Costs	6400	1,882,355	7,200	0	1,889,555
Debt Service	6500	0	0	11,088,000	11,088,000
Capital Outlay >\$5,000	6600	132,800	0	0	132,800
Total Expenditures		\$50,153,900	\$2,568,000	\$11,088,000	\$63,809,900
Excess/(Deficiency) of					
Revenues over Expenditures		(1,572,900)	0	0	(1,572,900)
Transfer Bond 2012 QSCB to BNY Mellon				(406,667)	(406,667)
Fund Balance-August 31		\$16,427,100	\$210,025	\$1,307,927	\$17,945,052

NEDERLAND INDEPENDENT SCHOOL DISTRICT
Board of Trustees

August 25, 2020

Date of Board Meeting

Melissa J. Wong

Initiated By

Michael G. Laird

Recommended By

**Consider Adoption Of
2020 - 2021 Tax Rate Ordinance**

DISCUSSION AND/OR ACTION

It is recommended that the Board adopt the ordinance for a Maintenance and Operations tax rate of \$0.9152 and an Interest and Sinking tax rate of \$.36 for a combined tax rate of \$1.2752 for the 2020 – 2021 school year.

AN ORDINANCE

PROVIDING FOR THE LEVYING, ASSESSING, AND COLLECTION OF AN AD VALOREM TAX FOR THE YEAR 2020 FOR THE MAINTENANCE OF THE PUBLIC FREE SCHOOLS IN THE NEDERLAND INDEPENDENT SCHOOL DISTRICT, AND TO PROVIDE A SINKING FUND TO MEET THE PAYMENT OF ALL BONDED INDEBTEDNESS OF THE DISTRICT AND THE PAYMENT OF ACCRUING INTEREST THEREON

BE IT ORDAINED BY THE BOARD OF TRUSTEES OF THE NEDERLAND INDEPENDENT SCHOOL DISTRICT OF JEFFERSON COUNTY:

1

That there shall be and is hereby levied and shall be assessed and collected for the year 2020 for the maintenance of the public free schools in said district; an ad valorem tax of \$.9152 on each \$100 valuation of property located within the Nederland Independent School District made taxable by law, which said tax when collected, shall be used for the maintenance of the public free schools in said school district for the school year 2020-2021

2

That there shall be and hereby levied and shall be assessed and collected for the year 2020 an ad valorem tax at the rates hereinafter specified on each \$100 valuation of property in said district, made taxable by law for the purpose of paying the interest and providing a sinking fund for the payment of the principal as it matures on the following issues on bonded debt of said Nederland Independent School District, respectively:

Bond Issues 2012, 2013, 2014, 2015, & 2019 Series- a tax rate of \$0.36 (per \$100 valuation)

3

Total ad valorem tax for 2020:	Maintenance/Operation	\$0.9152
	Interest & Sinking	\$0.36
	Total	\$1.2752

4

That said tax when collected shall be used exclusively for the purpose herein set forth.

ADOPTED AND APPROVED THIS 25 TH DAY OF AUGUST, 2020

President, Board of Trustees
Nederland Independent School District

ATTEST:

Secretary, Board of Trustees
Nederland Independent School District

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020
Date of Board Meeting

Melissa J. Wong
Initiated By

Michael G. Laird
Recommended By

**CONSIDER PREVAILING WAGES
DISCUSSION AND/OR ACTION ITEM**

It is recommended that the Board of Trustees approve the attached prevailing wage rates as determined by the U. S. Department of Labor in accordance with the Davis-Bacon Act. Texas Government Code 2258.022 requires that a public body determine prevailing rate of per diem wages as a sum certain and specify the wage rates in the call for bids and in the contract itself. The determination of the wage rate is final.

Trade	Rates	Fringes
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Asbestos worker/Heat & Frost		
Insulator (Ducts, Pipe, and Mechanical System Insulation)	\$24.28	\$14.16
Boilermaker	\$28.00	\$22.35
Bricklayer	\$23.03	\$9.53
Electrician	\$28.95	\$12.71
Power Equipment Operator	\$34.85	\$9.85
Ironwork, Ornamental	\$24.42	\$7.12
Ironworker, Structural	\$31.85	\$12.14
Plumber	\$30.67	\$10.93
Pipefitter	\$28.35	\$11.41
Sheet Metal Worker (excludes HVAC Duct Installer)	\$27.09	\$14.03
Carpenter	\$17.98	\$3.72
Cement Mason/Concrete Finisher	\$13.44	\$0.00
Form Worker	\$13.02	\$0.00
Ironworker, Reinforcing	\$12.95	\$0.00
Laborer: Common or General	\$12.04	\$0.00
Laborer: Mason Tender - Brick	\$12.90	\$0.00
Laborer: Mason Tender - Cement/Concrete	\$10.50	\$0.00
Laborer: Pipelayer	\$13.47	\$0.00
Laborer: Roof Tearoff	\$11.28	\$0.00
Laborer: Landscape and Irrigation	\$11.04	\$0.36
Operator: Backhoe/Excavator/Trackhoe	\$18.65	\$0.00
Operator: Bobcat/Skid Steer/Skid Loader	\$13.93	\$0.00
Operator: Bulldozer	\$18.88	\$0.00
Operator: Drill	\$16.22	\$0.34
Operator: Forklift	\$17.69	\$0.00
Operator: Grader/Blade	\$13.37	\$0.00
Operator: Loader	\$13.55	\$0.94
Operator: Mechanic	\$17.52	\$3.33
Operator: Paver (Asphalt, Aggregate, and Concrete)	\$16.03	\$0.00
Operator: Roller	\$16.00	\$0.00
Painter (Brush, Roller, and Spray)	\$16.75	\$4.51
Roofer	\$15.40	\$0.00
Sheet Metal Worker (HVAD Duct Installation Only)	\$26.89	\$10.38
Tile Finisher	\$12.00	\$0.00
Tile Setter	\$16.17	\$0.00
Truck Driver: Dump Truck	\$12.39	\$1.18
Truck Driver: Flatbed Truck	\$19.65	\$8.57
Truck Driver: Semi - Trailer	\$12.50	\$0.00
Truck Driver: Water Truck	\$12.00	\$4.11

Welders - Receive rate prescribed for craft performing operation to which welding is incidental.

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020
Date of Board Meeting

Melissa J. Wong
Initiated By

Michael G. Laird
Recommended By

CONSIDER PURCHASES OVER \$50,000
DISCUSSION AND/OR ACTION ITEM

Consider approval of the following items 2020-2021 School year

Nederland Independent School District			
Professional Plastics Inc.	Student Desk Shields	Emergency Resolution March 2020	\$93,800
Journey Ed	FEEVR Thermal Imaging Kits	Emergency Resolution March 2020	\$53,562.14
TOTAL			\$147,362.14

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020

Date of Board Meeting

Initiated By

Dr. Stuart Kieschnick

Recommended By

**Consider Approval of District Appraisal Calendar
(DISCUSSION AND/OR ACTION)**

APPRAISAL CALENDAR 2020-2021

1. It is requested that all required days of instruction beginning October 1, 2020 through May 1, 2021 be approved for formal appraisal of teacher performance with the following exclusions:

Refer to District Test Calendar - Primary STAAR Administration Days

October 30	-	Day prior to Holiday (District)
November 6	-	Homecoming
November 20	-	Day prior to Thanksgiving Holidays (District)
December 18	-	Day prior to Christmas Holidays (District)
January 15	-	Day prior to Holiday (District)
February 12	-	Day prior to Holiday (District)
March 12	-	Day prior to Spring Break (District)
March 31	-	Day prior to Easter Holidays (District)

2. End of Year Conference Schedule – March 22, 2021 - May 7, 2021

If approved, these periods of time will be designated as the official District Appraisal Calendar

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020

Date of Board Meeting

Initiated By

Dr. Stuart Kieschnick

Recommended By

**TASB Advocacy Institute Nomination(s)
(DISCUSSION AND/OR ACTION)**

Consider nomination of NISD School Board Member and alternate to participate in the 2021 TASB National School Boards Association Advocacy Institute in Washington, DC.

Every year, the National School Boards Association (NSBA) hosts the Advocacy Institute. The goal of the Advocacy Institute stipend program is to have a school board representative from each of the 36 Texas Congressional districts attend the conference January 24-26, 2021. This is the only national legislative event exclusively for school trustees. Attendees receive briefings on federal issues and their impact on local school districts, and meet with US senators and members of Congress to discuss the issues. The conference is open to all current school board trustees and administrators, and there are breakout sessions and seminars that are eligible for continuing education credits.

Local school boards may nominate a trustee and alternate to represent their districts. The conference is open to all current school board trustees and administrators; however, the stipend is only for the selected nominee or the Board's alternate. The stipend covers the cost of the conference registration and is reimbursed directly to the stipend winner's school district. Recipients pay for accommodations and transportation to and from Washington, DC in December of 2021.

TASB buildings are temporarily closed. Staff members are working remotely and are available by email or phone.



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TASB Advocacy
Agenda

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- NSBA Advocacy Institute
- Grassroots Meetings
- LAC Meeting
- Post-Legislative Conference
- TASA/TASB Legislative Conference

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School Board
Advocacy Network

NSBA Advocacy Institute

As a school board member, part of your responsibility is to be an advocate for your district and students at both the state and national levels. The Advocacy Institute is your chance to share an important message with Congress and the White House: Support our public school students!

What is it?

Every year, the National School Boards Association (NSBA) hosts the Advocacy Institute. This is the only national legislative event exclusively for school trustees. Attendees receive briefings on federal issues, learn about the impact pending federal legislation and regulations may have on their local school districts, and meet with US senators and members of Congress to discuss issues. The conference is open to all current school board trustees and administrators, and there are breakout sessions and seminars that are eligible for continuing education credits.

The 2021 event is set for January 24–26. At this time, NSBA is planning on an in-person event; however, they will continue to monitor the pandemic.

Join Texas trustees at the Advocacy Institute

TASB's goal is to have a representative from each of the 36 Texas congressional districts at the conference.

Local school boards may nominate a trustee and alternate to represent their districts. TASB provides a stipend to cover the cost of the conference registration. The stipend is paid directly to the school district. Recipients pay for accommodations and transportation to and from Washington, DC.

Nominate a trustee for a stipend

- Nomination forms must be submitted on or before **Friday, September 18, 2020**.
- Selected recipients will be notified in **October 2020**.

[Complete the Nomination Form](#)

Nomination process

Each TASB member school board may nominate a trustee and an alternate for the stipend and must submit the official stipend application to TASB staff.

Note: The conference is open to all current school board trustees and administrators; however, the stipend is only for the selected nominee or the board's alternate.

Who should we nominate?

You should nominate a trustee who is not only interested in advancing their advocacy skills but also has experience at building relationships with political leaders at the local and state level.

How does the board nominate a trustee?

1. Your school board must agree to participate in the Advocacy Institute.
2. Your board must nominate a trustee and an alternate to represent your district.
3. Your selected trustee and alternate each complete the nomination form.

How is a trustee selected to receive the stipend?

Nominations are first reviewed by a selection subcommittee made up of members of the TASB Legislative Committee. The subcommittee considers a nominee's participation in any of the following:

- Leadership TASB
- TASB Delegate Assembly
- TASB Grassroots Meetings
- TASB Legislative Advisory Council
- TASB Board of Directors
- The board of any TASB-affiliated entity

Registration, attendance, and travel

After a trustee is selected to receive the stipend, there are some things your district and the trustee must do.

- The trustee has to register for the conference and make hotel and flight reservations. TASB is **not** responsible for the registration and travel.
- The stipend recipient's school district must pay the Advocacy Institute registration fee to NSBA, and TASB will reimburse the school district for that fee only.
- The trustee should make an appointment with his or her member of Congress. TASB Governmental Relations may assist in finding contact information for federal legislators. It has been our experience that a phone call directly from the trustee receives priority over one from the Association.

If you have any questions about the Institute, email Ruben Longoria at ruben.longoria@tasb.org or call 800.580.4885.

TASB and Member Highlights

[Membership Benefits](#)
[Advocacy Agenda](#)
[TASB Board of Directors](#)
[Key Contacts](#)
[TASB Careers](#)

About Schools and School Boards

[Fundamental Role of Texas Public Schools](#)
[About School Boards](#)

News and Media

[TASB News Releases](#)
[Events Calendar](#)
[Texas Lone Star For Media Contacts](#)

Related Entities

[TASB Risk Management Fund](#)
[TASB Energy Cooperative](#)
[First Public BuyBoard](#)
[TASA | TASB Convention Area School Board Associations](#)



PO Box 400, Austin, Texas 78767-0400
 512.467.0222

[PRIVACY POLICY](#) | [TERMS AND CONDITIONS](#)

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TASB buildings are temporarily closed. Staff members are working remotely and are available by email or phone.



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Events

NSBA Advocacy Institute

Grassroots Meetings

LAC Meeting

Post-Legislative Conference

TASA/TASB Legislative Conference

NSBA Advocacy Institute Stipend Nomination Form

Nominations will be considered from current TASB members and selections will be made to have at least one trustee from each of Texas's 36 congressional districts present at the Advocacy Institute. If more than one trustee applies from a congressional district, the selection shall be made based on the merits of the criteria set forth below. Nominees with a history of school district advocacy will be given priority in the selection process. The stipend will be provided as a reimbursement to the member school district for the cost of conference registration.

Please know that this information will not be shared with anyone outside of TASB.

Nomination forms must be submitted on or before **Friday, September 18, 2020**.

*Denotes a required field.

Contact Information

*Nominating school district

*Member of Congress representing the school district

*First name

*Last name

*Home street address

Please provide a home mailing address rather than a school district address.

*City

*State

*ZIP

*Email

Please provide an accurate and current email address. We use this as the primary form of communication.

*Mobile phone

*Alternate phone number

Advocacy Institute Stipend Application Criteria

*Have you previously attended the Advocacy Institute?

Yes No

*Have you participated in Leadership TASB?

Yes No

130

*Have you served or are you currently serving on the Legislative Advisory Council (LAC)?

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Yes No

***Have you served or are you currently serving on the TASB Board of Directors?**

Yes No

***Have you or are you currently serving on a TASB affiliated entity board (TASB Energy Cooperative, The Local Government Purchasing Cooperative, Lone Star Investment Pool, etc.)?**

Yes No

***Have you participated in TASB Grassroots Meetings?**

Yes No

***Have you ever served as a delegate to the TASB Delegate Assembly?**

Yes No

Additional Application Criteria

***How many terms have you served on your local school board?**

***Are your terms 3 or 4 years?**

3 years 4 years

***What is the total student population in your district?**

***How many school campuses are in the district?**

***Advocacy and leadership are an important part of being a trustee. As a local leader for public schools, you must be able to effectively communicate the goals of your school district to taxpayers, parents, state legislators, and members of Congress. Please provide some examples of any leadership roles with your school board and advocacy-related activities within your community or with state legislators and members of Congress.**

Limit 1,000 characters



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NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020
Date of Board Meeting

Initiated By

Dr. Stuart Kieschnick
Recommended By

**Retain NISD Law Firm(s)
(DISCUSSION AND/OR ACTION)**

Consider and take possible action to retain the following law firm(s)

- Walsh Gallegos Trevino Russo and Kyle, P.C.
- Region 5 ESC Legal Cooperative



WALSH GALLEGOS
TREVINO RUSSO & KYLE P.C.

August 7, 2020

Dr. Stuart Kieschnick
Assistant Superintendent of Curriculum
Nederland ISD
220 North 17th Street
Nederland, Texas 77627

RE: Renewal of Membership in Walsh Gallegos' Retainer Program

Dear Dr. Kieschnick:

It is our privilege to serve Nederland Independent School District through the Walsh Gallegos Retainer Program. The District's membership is up for renewal on September 1, 2020, and so enclosed you will find our Legal Services Retainer Agreement. If the District chooses to continue its membership, please sign and return the agreement. The invoice for the renewal will be sent on or around 9/1/2020 with your regular monthly statement so there is no need to send a check with the signed agreement. This program includes the following valuable benefits for just \$1,000.00 per year:

- No-charge telephone consultation on day-to-day general and special education matters with attorneys in any of our offices,
- Reduced rates for legal work,
- Reduced fees for inservices,
- Reduced rates for practical Walsh Gallegos products such as the web-based Student Code of Conduct, The Legal Guide to DAEP & Expulsion and the Extracurricular Code of Conduct,
- A free subscription to our bi-monthly general education newsletter "*Time Out with Walsh Gallegos,*"
- A free subscription to our monthly special education newsletter "*This Just In,*" and
- Email updates about the latest developments in education law.

Centennial Towers, 505 E. Huntland Dr., Suite 600, Austin, Texas 78752 | MAIL: P.O. Box 2156, Austin, Texas 78768
T: 512.454.6864 | F: 512.467.9318 | www.WalshGallegos.com

More information about these services and other advantages of the retainer program are included in the attached description. Also enclosed is information about our EFT/ACH payment program that provides a convenient, efficient, secure, and less costly method of payment than paper checks.

It is an honor to be of service to Nederland Independent School District. Many districts have adopted the Texas Association of School Boards' policy BDD (local) which requires approval of the agreement by the Board of Trustees; check your policy to see who is authorized to approve and sign the Agreement. Additionally, please note that in accordance with the requirements of HB 1295 we have filed Form 1295 with the Texas Ethics Commission and are enclosing a certification of filing of Form 1295 for your records.

We look forward to receiving your signed contract. In the meantime, please remember that you can call any of our offices and speak with the attorney of your choice to get the guidance you need, when you need it. I am pleased to be your shareholder contact regarding the retainer program. Should you have any questions about the Retainer Agreement or wish to reach me directly, please contact me at (800) 252-3405.

Sincerely,

A handwritten signature in black ink, appearing to read 'HT', with a long horizontal flourish extending to the right.

Haley Turner

HT/glo
Enclosures

cc: Mr. Micah Mosley, Board President
Ms. Deidre Powell, Director of Student Services



WALSH GALLEGOS
TREVINO RUSSO & KYLE P.C.

**LEGAL SERVICES RETAINER AGREEMENT
FOR NEDERLAND INDEPENDENT SCHOOL DISTRICT**

The Nederland Independent School District (hereinafter "District"), acting by and through the authorized Trustee or Employee whose signature appears below, hereby retains the law firm of Walsh Gallegos Treviño Russo & Kyle P.C. (hereinafter "Law Firm"), to provide the services to the District set forth below.

1. Telephone Consultation: The Law Firm shall provide telephone consultation at no charge to the District's Board President, Superintendent, Special Education Director, or designee pertaining to questions arising out of the general operation of the District. The District shall have access to a statewide toll-free telephone number for calls to the Law Firm.
2. Additional Legal Work: The District shall be entitled to reduced hourly rates for additional legal work over and above general telephone consultation. Examples of such additional legal work are research, opinion letters, and legal advice or representation in adversarial matters. Expenses incurred by the Law Firm in providing such additional legal work shall be charged.
3. Publications: The Law Firm shall provide at no charge the monthly publication This Just In, dealing with special education law issues, and the bi-monthly general school law publication Time Out with Walsh Gallegos, both published by the Law Firm.
4. E-mail Updates: The Law Firm shall send periodic e-mail updates to designated District personnel and trustees relating to developments in school law. The content and publication schedule of such updates shall be determined solely by the Law Firm.
5. Retainer Term and Cost: There shall be a fee of \$1,000.00 for this Retainer Agreement due upon execution and annually thereafter on the anniversary of the execution date below. This Retainer Agreement shall remain in effect until notice of cancellation is received.
6. Compliance with HB 89: The Law Firm does not boycott Israel and will not boycott Israel during the term of this contract.

7. Scope of Attorney-Client Relationship: This Retainer Agreement establishes a limited attorney-client relationship only between the Law Firm and the District. The relationship exists only as to the consultations and additional legal work that are initiated by the District and accepted by the Law Firm pursuant to this Agreement. The Retainer Agreement does not impose any duty upon the Law Firm to provide advice or work to the District regarding legal matters absent a request by the District's Board President, Superintendent, Special Education Director, or designee for such advice or work on a matter. The Law Firm and the District acknowledge and represent that this Agreement does not establish an attorney-client relationship between the Law Firm and any individual Trustees or Employees of the District. If a lawsuit or other adversarial matter is brought against the District and/or any Trustee or Employee of the District, the Law Firm may require the execution of one or more separate Letters of Engagement prior to undertaking an attorney-client relationship in the matter.

NEDERLAND INDEPENDENT SCHOOL DISTRICT

By: Dr. Stuart K. J.
(Signature)

Dr. Stuart Kieschnick
(Print Name)

Superintendent
(Title)

8-10-2020
(Date)

WALSH GALLEGOS TREVIÑO RUSSO & KYLE P.C.

By: 
Joe A. De Los Santos
Managing Shareholder

8/1/2020
(Date)



WALSH GALLEGOS
TREVINO RUSSO & KYLE P.C.

Program for EFT/ACH Payments

Walsh Gallegos Trevino Russo & Kyle P.C. is working to improve our services to you and assist you in saving time and money. To that end, we now offer our clients the option to pay their invoices electronically by either Electronic Funds Transfer (EFT) or Automated Clearing House (ACH) payment--instead of the traditional paper, check-by-mail method.

An EFT/ACH payment authorizes the client's bank to move funds from its bank account to the bank account of the authorized merchant (Walsh, Gallegos). This movement of funds is done between banks electronically—thus the term Electronic Funds Transfer (EFT) or Automated Clearing House (ACH). This electronic movement of funds between banks is more convenient, efficient, secure, and far less costly than the handling of paper checks.

If your district is interested in participating in our EFT/ACH payment program, please e-mail a request to WA-EFT@wabsa.com or call Lisa González at (800) 252-3405 to receive our bank account information for EFT/ACH payments.

We are excited to be able to extend this opportunity to our clients. Please feel free to contact us if you have any questions.



WALSH GALLEGOS
TREVINO RUSSO & KYLE P.C.

**FEE SCHEDULE AS OF JULY 16, 2019
LEGAL SERVICES RETAINER AGREEMENT**

For Retainer Program Clients

Annual retainer fee is \$1,000 billed each year on the anniversary of the client joining the program.

Telephone consultation with school officials in this program regarding general routine legal matters is free of charge. The firm has toll-free telephone numbers that are made available to these clients.

An hourly rate of \$230/hour for associates licensed less than one year, \$240/hour for associates licensed one to two years, \$295/hour for associates licensed over two years, or \$315/hour for shareholders is charged for time spent on research, opinion letters, office visits, board meetings, and other work of a general nature.

For matters requiring more in-depth work, such as document review, negotiation of a contract, grievance, nonrenewal, review of constructions documents, litigation, administrative appeals, and the like, all time, including telephone calls, is charged at the current hourly retainer rates shown above, plus expenses. A new file is set up so that the billings show legal fees attributable to that particular matter.

For Non-retainer Program Clients

An hourly rate of \$230/hour for associates licensed less than one year, \$240/hour for associates licensed one to two years, \$315/hour for associates licensed over two years, or \$335/hour for shareholders is charged for time spent on any work, including all telephone calls, office visits, litigation, research, opinion letters, hearings, and the like.

The above rates are subject to change at any time.



BENEFITS OF THE RETAINER PROGRAM

1. **FREE TELEPHONE CONSULTATION:** The law firm provides telephone consultation at no charge to the District's Board President, Superintendent, Special Education Director or any designee pertaining to questions arising out of the general operation of the District. Last year, our member clients received an average of 12 free hours of telephone consultation. That is a \$3,060 value in telephone calls alone!

As a retainer client, the District has exclusive access to the statewide toll-free telephone numbers for calls to the law firm. Before making decisions with legal consequences, use our exclusive toll-free number to reach any Walsh Gallegos attorney:

- Austin (800) 252-3405
- San Antonio (800) 232-9169
- Irving (800) 231-4207
- Houston (888) 565-6864
- Rio Grande Valley (866) 770-6864
- Amarillo (800) 622-6864
- Albuquerque (800) 771-6864

2. **REDUCED RATES FOR ADDITIONAL LEGAL WORK:** The District receives reduced hourly rates for additional works that goes beyond the initial general telephone consultations, such as analyzing documents, writing opinion letters, attending school board meetings, or follow up phone consultations. Though the hourly rates are reduced for retainer clients, any actual expenses (copy costs or mileage, for example) incurred by the law firm in providing such additional work are charged.
3. **FREE SUBSCRIPTIONS TO FIRM PUBLICATIONS:** Membership in the Walsh Gallegos Retainer Program also entitles the District to receive free subscriptions to both of the firm's newsletters:
 - (1) the informative bi-monthly newsletter "*Time Out with Walsh Gallegos*" that provides timely reminders and practical suggestions about general education law issues arising throughout the school year, and
 - (2) the monthly publication "*This Just In*" which addresses legal issues specific to the special needs of students with disabilities
4. **E-MAIL UPDATES:** As another benefit of the Retainer Program, Walsh Gallegos sends periodic e-mail updates to you (and to any other District personnel or trustees you designate) to help

keep the District abreast of the latest developments in school law. These updates, averaging more than one per month, address a broad range of timely topics and are designed to keep you informed and better prepared in your work for the District. Examples of the topics of our updates include:

- New Rules for Public Comment
- New Legislation Regarding PIA Requests and Retention of Information
- Thinking of alternatives to TRS-ActiveCare for your District's employees?
- Planning Ahead for FEMA
- Potential Forms of COVID-19 Related District Funding
- Best Practices on Addressing and Preventing Cyberbullying in a Time of COVID-19 Closures
- Staying Current With FERPA As Virtual Instruction Expands
- Final Title IX Sexual Harassment Regulations Released
- Graduation Ceremonies During the Pandemic
- The Digital Millennium Copyright Act, Copyright Infringement, & Your School District
- Time Flies! Has Your District Completed the Required Cybersecurity Training Yet?

Don't let your District personnel miss our next update!

5. **REDUCED RATES ON ALL WALSH GALLEGOS INSERVICES:** Our Retainer Program members also receive reduced rates on all inservices presented at the District. Our up-to-date training programs are presented by attorneys with firsthand experience and knowledge about the current legal issues confronting Texas school districts. Our retainer clients also receive priority scheduling for inservice training.
6. **REDUCED RATES ON ALL WALSH GALLEGOS PRODUCTS:** To assist clients in their day-to-day operations, we have developed several practical products to save you time and head off potential problems during the school year. These products are easy to navigate, written in plain language, and are full of useful suggestions. As a member of the Retainer Program, clients receive reduced rates on these helpful tools, including:
 - Interactive Student Code of Conduct
 - Discipline Guide for DAEP & Expulsion
 - Administrator's Anti-Bullying Toolkit
 - Sexual Harassment Investigation Guide
 - Operating Guidelines for Cameras in Special Education Settings
7. **ONE FREE ON-DEMAND WEBINAR:** Our retainer clients are also eligible for one free On-Demand webinar of the District's choice, to be selected from our published webinar schedule. Our On-Demand webinars provide excellent training for school administrators without having to leave the district.

CERTIFICATE OF INTERESTED PARTIES

FORM 1295

1 of 1

Complete Nos. 1 - 4 and 6 if there are interested parties.
Complete Nos. 1, 2, 3, 5, and 6 if there are no interested parties.

OFFICE USE ONLY CERTIFICATION OF FILING

Certificate Number:
2020-648898

Date Filed:
07/25/2020

Date Acknowledged:

1 Name of business entity filing form, and the city, state and country of the business entity's place of business.

Walsh Gallegos Trevino Russo & Kyle P.C.
Austin, TX United States

2 Name of governmental entity or state agency that is a party to the contract for which the form is being filed.

Nederland Independent School District

3 Provide the identification number used by the governmental entity or state agency to track or identify the contract, and provide a description of the services, goods, or other property to be provided under the contract.

19730
Legal Services Retainer Agreement

4	Name of Interested Party	City, State, Country (place of business)	Nature of interest (check applicable)	
			Controlling	Intermediary
	Walsh, Jim	Austin, TX United States	X	
	Gallegos, Elena	Austin, TX United States	X	
	Trevino, Oscar	Austin, TX United States	X	
	Kyle, Paige	Austin, TX United States	X	

5 Check only if there is NO Interested Party.


6 UNSWORN DECLARATION

My name is Diana Stangl, and my date of birth is 9/29/1957.

My address is 2603 Tip Cove, Austin, TX, 78704, USA.
(street) (city) (state) (zip code) (country)

I declare under penalty of perjury that the foregoing is true and correct.

Executed in Travis County, State of Texas, on the 27th day of July, 20 20.
(month) (year)

 Diana Stangl - Firm Administrator
Signature of authorized agent of contracting business entity
(Declarant)



WALSH GALLEGOS
TREVINO RUSSO & KYLE P.C.

NE DERLAND ISO E-MAIL UPDATE FORM

The Walsh Gallegos E-mail Update program is designed to keep our clients informed of the latest developments in school law. These updates address a broad range of topics related to legal issues confronting school districts. In addition, e-mail update recipients will also be notified of upcoming audio/video conferences and specialty publications produced by Walsh Gallegos.

Below is the list of personnel and/or Board of Trustees that are currently in our system. Please review carefully and make any necessary changes or additions. Also note that there may be some names without an e-mail address or position. Please provide a current e-mail address, indicate whether the individual should remain one of our e-mail update recipients, and provide the named position of the individual. If you are having difficulty receiving our e-mail updates, please ask your technology department to add mypinpointe.com to the list of accepted domains.

<u>Name</u>	<u>Title</u>	<u>E-mail</u>
Dr. Stuart Kieschnick	Superintendent	skieschnick@nederlandisd.org
Mr. Micah Mosley	Board President	mmosley@nederlandisd.org
Ms. Deidre	Director of Student Services	dpowell@nederlandisd.org
Ms. Melissa Wong	Business Manager	mwong@nederlandisd.org
Mr. Mike Laird	Assistant Superintendent	mlaird@nederlandisd.org

Attach additional sheets if necessary. Please return this form to Client Services. If you have any questions or need additional information, please contact Client Services at (800) 252-3405.

VIA FAX
(512) 467-9318

VIA MAIL
Client Services
Walsh Gallegos
P.O. Box 2156
Austin, TX 78768

VIA E-MAIL
info@wabsa.com

Region 5 Education Service Center Region 5 ESC Legal Cooperative 2020-2021

SERVICE ABSTRACT

Region 5 ESC Legal Cooperative

Region 5 ESC in cooperation with Karczewski/Bradshaw L.L.P. is offering a legal cooperative with the following benefits for member districts:

- Unlimited administrator attendance at two Region 5 ESC legal training sessions per year
- Two hours of telephone consultation at no additional cost
- Discounted hourly rates for legal work beyond the first two hours of phone consultation (Partners \$225/Associate \$195/Paralegal \$85)
- Monthly publication "KB Law Bulletin" with timely, legal updates

Cost of membership: \$300

ESC Contact: Marianne Kondo, 409-951-1839, mkondo@esc5.net

Contract Options

09/01/2020 - 08/31/2021

Join Region 5 ESC Legal Cooperative

Option Total: \$300.00

Nederland ISD desires to participate in Region 5 Education Service Center's Contract.

Name of Contact Person: S Kieschnick, Phone Number

Stuart Kieschnick
Signature of Asst. Superintendent

08/04/2020
Date

Dr. Danny Lovett
Signature of Executive Director

08/04/2020
Date

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020

Date of Board Meeting

Initiated By

Dr. Stuart Kieschnick

Recommended By

**Authorize the Superintendent to submit Asynchronous Letter of Interest to TEA
(DISCUSSION AND/OR ACTION)**

It is recommended that the board authorize the Superintendent to submit the Asynchronous Letter of Interest to TEA.

Completing this survey acts as a letter of intent to submit an Asynchronous Instruction Plan to TEA for review and approval. The submission of this LOI grants the LEA contingent approval to provide and be funded for asynchronous instruction through the end of the grace period (the end of the 3rd six-weeks reporting period). LOIs should be submitted prior to the first day of asynchronous instruction.

Please select your region and LEA from the list below.

ESC Region	ESC 05 - Beaumont	▼
LEA Name and Number	NEDERLAND ISD, (123905)	▼

Please enter your LEA Superintendent's email address.

Your Information

Name	Stuart B Kieschnick
Role	
E-mail Address	skieschnick@nederlandisd.org

By selecting "Yes," I attest that I have been authorized to submit this survey on behalf of my LEA.

Yes

Do you intend to develop and submit an asynchronous instruction plan?

Yes

No - Submit my response and exit the survey.

NEDERLAND INDEPENDENT SCHOOL DISTRICT

Board of Trustees

August 25, 2020

Date of Board Meeting

Initiated By

Recommended By

Nederland ISD Superintendent

(DISCUSSION AND/OR ACTION)

Discuss and consider approval of employment of Dr. Stuart Kieschnick
as Superintendent of Nederland Independent School District