



# Agenda of Regular Meeting

## February 28, 2022

### 6:00 PM Closed Session / 7:00 PM Open Session

A Regular Meeting of the Board of Trustees of Georgetown ISD is February 28, 2022, beginning at 6:00 PM in the GISD Hammerlun Center for Leadership & Learning Building at 507 E University Avenue. Immediately after opening, the Board of Trustees will convene in Closed Session and will return to Open Session following the completion of Closed Session. The Board will not reconvene in Open Session before 7:00 p.m.

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

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

Prior to consideration of agenda subjects, the Board will hear public comments from any member of the public who has complied with District procedures for signing up to speak.

- I. Determination of Quorum, Call to Order, and Pledges of Allegiance
- II. Closed Session (authorized by TX Gov't Code Section 551.071, 551.074, 551.082, 551.0821)
  - A. Personnel: Consider Appointment, Employment, Evaluation, or Duties of Professional Employees
  - B. Discussion of the Purchase, Exchange, Lease, or Value of Real Property
- III. Recognitions
  - Melinda Brasher
    - A. Jack Frost Citizen Recipients 3
    - B. Coach Rhonda Farney 5
    - C. GHS Swim - 2022 State 5A Swim Meet 6
    - D. GHS State Wrestlers 7
- IV. Presentations
  - A. 2020-2021 GISD Annual Report 8
    - Wes Vanicek
  - B. Mid-Year Board Goal Update: Literacy & Numeracy 10
    - Wes Vanicek
  - C. Middle of Year Update 11
    - Wes Vanicek

V. Information Items	
VI. Superintendent's Report	12
A. District Updates	
B. Events & Activities	
VII. Hearing of Citizens Who Desire to Come Before the Board	
VIII. Consent Items	
A. Financial Reports	29
B. Budget Amendment No. 7	30
C. Minutes of Previous Board Meetings	32
D. McCoy Elementary HVAC Controls Replacement Project	39
E. Future Ready Learning Center Construction Material Testing Services	41
F. Future Ready Learning Center Building Commissioning Services	43
G. Adoption of a Prevailing Wage Scale for Construction Projects	45
IX. Action Items	
A. Consideration and Possible Action on Appointment, Employment, Evaluation, or Duties of Professional Employees Lisa Napper	47
B. Consideration and Possible Action on Resolution for Bad Weather Days Lisa Napper	48
X. Closed Session (authorized by TX Gov't Code Section 551.071, 551.129, 551.074)	
A. Personnel: Consider Appointment, Employment, Evaluation, or Duties of Professional Employees	
B. Discussion of the Purchase, Exchange, Lease, or Value of Real Property	
XI. Adjourn	



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/23/2022 8:19:24

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Recognition**

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**Name of Person Responsible:**

Amy Beran

**Department or Campus:**

GHS

**Title of Agenda Item:**

Jack Frost Citizen of the Month

**Background Information:**

Monthly award honoring Seniors who have made an impact on GHS and our community

**Attachments:**

<https://drive.google.com/open?id=1hnyeS5zAnOc0Vt4f2rxqcpbKi6Quc3OP>

**Superintendent's Recommendations:**

NA



## BOARD AGENDA ITEM

**Board Meeting Date:** 2/28/2022

**Submitted Date:** 2/25/2022 10:49:27

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Recognition**

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**Name of Person Responsible:**

Maria Arellano

**Department or Campus:**

EVHS

**Title of Agenda Item:**

Jack Frost citizenship award

**Background Information:**

monthly award

**Attachments:**

<https://drive.google.com/open?id=1PE-ca5IFJ5v5OYRijHizuP05n4iARKVp>,  
[https://drive.google.com/open?id=1RvmgQdqviVJ\\_SGhgPlpfABYF-XVLhyBW](https://drive.google.com/open?id=1RvmgQdqviVJ_SGhgPlpfABYF-XVLhyBW)

**Superintendent's Recommendations:**

yes



## BOARD AGENDA ITEM

**Board Meeting Date:** 2/28/2022

**Submitted Date:** 2/21/2022 13:13:37

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Recognition**

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**Name of Person Responsible:**

Jason Dean

**Department or Campus:**

Athletics

**Title of Agenda Item:**

Coach Rhonda Farney- Recognition

**Background Information:**

please see attached

**Attachments:**

<https://drive.google.com/open?id=1MBiAPJOXMhrX5MC5CH18z2JS8Zo6yHY7>

**Superintendent's Recommendations:**

N/A



## BOARD AGENDA ITEM

**Board Meeting Date: 2/28/2022**

**Submitted Date:** 2/21/2022 16:11:00

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Recognition**

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**Name of Person Responsible:**

Jason Dean

**Department or Campus:**

Athletics

**Title of Agenda Item:**

GHS Swim- 2022 State 5A Swim Meet

**Background Information:**

please see attached

**Attachments:**

<https://drive.google.com/open?id=162fHfd2IGHjnugskEo6-yZiZNSv3VziJ>

**Superintendent's Recommendations:**

N/A



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/23/2022 10:58:29

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Recognition**

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**Name of Person Responsible:**

Jason Dean

**Department or Campus:**

Athletics

**Title of Agenda Item:**

GHS State Wrestlers

**Background Information:**

please see attached

**Attachments:**

[https://drive.google.com/open?id=1jul-i1QJNO9\\_kQcAcOi6saMMXAxJkSxZ](https://drive.google.com/open?id=1jul-i1QJNO9_kQcAcOi6saMMXAxJkSxZ)

**Superintendent's Recommendations:**

N/A



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/25/2022 10:14:25

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Presentation**

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**Name of Person Responsible:**

Wes Vanicek

**Department or Campus:**

Assessment & Feedback

**Title of Agenda Item:**

2020-2021 GISD Annual Report

**Background Information:**

Per Texas Education Code, GISD has compiled the GISD Annual Report for 2020-2021 following the release of the final TAPR in January 2022. The Annual Report is a comprehensive document that includes State PEIMS reportable data related to academics, attendance, staffing, discipline, finance and post secondary information. At Monday's Board Meeting we will provide an overview of the Annual Report for the Board of Trustees and have a public meeting for the Annual Report on March 2nd at 6pm.

This event has been publicized in the local newspaper. Following the public meeting on March 2nd the Annual Report will be made available through various outlets.

**Attachments:**



## BOARD AGENDA ITEM

### **Superintendent's Recommendations:**

Information Only



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/25/2022 15:54:59

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Presentation**

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**Name of Person Responsible:**

Wes Vanicek

**Department or Campus:**

Assessment & Feedback

**Title of Agenda Item:**

Mid Year Board Goal Update: Literacy & Numeracy

**Background Information:**

This update is a mid year look at the Board Goal for Literacy & Numeracy.

**Attachments:**

**Superintendent's Recommendations:**

Presentation Only



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/25/2022 15:56:38

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Presentation**

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**Name of Person Responsible:**

Wes Vanicek

**Department or Campus:**

Assessment & Feedback

**Title of Agenda Item:**

Middle of Year Update

**Background Information:**

Middle of year update in academics including but not limited to MAP assessment and mClass assessment data.

**Attachments:**

**Superintendent's Recommendations:**

Presentation only

# SUPERINTENDENT REPORT



**Vision:** Home of the most inspired students, served by the most empowered leaders.

**Mission:** Inspiring and empowering every learner to lead, grow, and serve.

WE BELIEVE PUBLIC EDUCATION IS THE FOUNDATION OF OUR COMMUNITY.

OUR ACTIONS SHOULD BE STUDENT-CENTERED. [relationships]

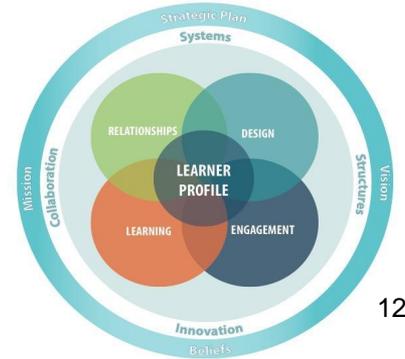
IT IS OUR RESPONSIBILITY TO PREPARE STUDENTS FOR THEIR FUTURE. [innovation]

DEVELOPING LEADERS IS VITAL TO OUR SUCCESS. [system + structure]

INSTRUCTION SHOULD BE DESIGNED BASED ON THE NEEDS OF THE LEARNERS. [learning]

COMMUNITY ENGAGEMENT ENHANCES EDUCATIONAL EXPERIENCES. [collaboration + engagement]

## STRATEGIC FRAMEWORK



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# 2021-2022 BOARD GOALS

[Adopted December 2020 & January 2021]

- **Early Literacy & Numeracy**
  - *Includes House Bill 3 Literacy & Numeracy Targets*
- **College, Career & Military Readiness**
  - *Includes House Bill 3 CCMR Targets*
- **Learner Profile**
- **Community-Based Accountability System**
- **Social Emotional Learning**

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# 2021-2022 BOARD GOALS

www.georgetownisd.org/boardgoals

Georgetown ISD Board Goals Tracker										
Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 1	All students will receive targeted feedback, set goals, and track progress on Learner Profile growth by August 2025.	—	—	In Progress	In Progress	In Progress	In Progress	Complete	
	PH 1.1	See evidence of rubric, goal setting/progress monitoring systems, processes established for sharing progress with parents.	—	—	—	In Progress	In Progress	In Progress	Complete	
	PH 1.2	Competencies and continua (rubric) aligned to Learner Profile artifacts exist for all grades, (PH 1, PH 2)	—	5/14	6/14	8/14	14/14			

Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 2	Implementation of the phase-in plan toward the development of SEL competencies for all GISD students.	—	In Progress	In Progress	In Progress	In Progress	In Progress	Complete	
	PH 2.1	Establish SEL as the foundational element of the Multi-tiered system of support (MTSS).	—	In Progress	Complete	Complete	Complete	Complete		
	PH 2.2	Implementation of SEL practices through the integration of SEL competencies (Learner Profile traits) for campuses who want through the onboarding process last year including follow-up support. - The campus has participated in the full SEL academy. - The campus has established an SEL committee (if of campuses complete/low campuses) - The campus has an 85% completion rate for the Student Engagement Survey (if of campuses complete/low campuses) - The campus has created SEL student goals and an implementation plan across three grades (if of campuses complete/low campuses)	—	In Progress	In Progress	In Progress	Complete			
	PH 2.3	Professional learning dedicated to the adult learner for new pilot campuses. (if of campuses complete/low campuses)	—	5/19	10/19	16/19	19/19			

Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 3	All GISD graduates will meet CCMR by 2025.	(71%)	(77%) 85%*	60%*	67%	60%			
	PH 3.1	Increase the percent of graduates scoring a 3 or higher on an AP exam.	26%	22%	21%	27%	28%			
	PH 3.2	Increase the number of students who earn college credit by successfully completing dual credit courses and/or Challenge courses.	12%	13%	16%	20%	23%			
	PH 3.3	Increase the number of students that earn an Industry Based Certification.	3%	2%	9%	11%	13%			
	PH 3.4	Increase the number of graduates who meet the threshold for CCMR through TSA Reading and Math standards. -TSA Reading Language Arts Complete	47%	43%	46%	54%	67%			
		-TSA Math Complete	62%	64%	81%	83%	80%			
			50%	48%	49%	50%	62%			

Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 4	All 3rd grade students will demonstrate grade level literacy (phonics, phonological awareness, vocabulary, fluency, oral & reading comprehension, writing) by the end of 3rd grade by August 2025. (Grade level numeracy determined by multiple measures including but not limited to NWEA MAP, STAAR, DPA, & Standards Based Teacher Assessments)	—	—	70%	75%	85%	95%	100%	
	HE3	The percentage of 3rd grade students meeting or mastering grade level standards on STAAR Grade 3 Reading will increase from 37% to 51% by August 2025.	37%	No State Assessment Data	36%	42%	45%	48%	51%	
	PH 4.1	Grade 2 students at or above grade level benchmark on mClass Amplify Assessments at EOY.	—	No Data	40%	44%	48%	52%	56%	
	PH 4.2	Grade 2 students meeting or exceeding MAP individual growth projection (BOY to EOY).	53%	No Data	38%	42%	46%	50%	54%	

Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 4	All 3rd grade students will demonstrate grade level numeracy (number sense, patterns & relationships, problem solving) by the end of 3rd grade by August 2025. (Grade level numeracy determined by multiple measures including but not limited to NWEA MAP, STAAR, & Standards Based Teacher Assessments)	—	—	64%	70%	82%	92%	100%	
	HE3	The percentage of 3rd grade students meeting or mastering grade level standards on STAAR Grade 3 Math will increase from 35% to 51% by August 2025.	35%	No State Assessment Data	25%	41%	44%	47%	51%	
	PH 4.3	Grade 2 students meeting or exceeding grade level norms on NWEA MAP EOY.	—	No Data	52%	56%	60%	64%	68%	
	PH 4.4	Grade 2 students meeting or exceeding MAP individual growth projection (BOY to EOY).	68%	No Data	53%	57%	61%	66%	69%	

Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 5	Develop and implement the pilot community-based accountability system.	N/A	N/A	30%	50%	75%	90%	100%	
	PH 5.1	CBAS 7 Pillars built out with Key Questions and Evidence for each of the pilot schools.	—	—	2/7	7/7				
	PH 5.2	Cohort 2 campuses onboarded to build out CBAS Pillars	—	—	2/7	2/7	7/7			

Georgetown ISD Board Goals Tracker										
Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 4	All 3rd grade students will demonstrate grade level literacy (phonics, phonological awareness, vocabulary, fluency, oral & reading comprehension, writing) by the end of 3rd grade by August 2025. (Grade level numeracy determined by multiple measures including but not limited to NWEA MAP, STAAR, DPA, & Standards Based Teacher Assessments)	—	—	70%	75%	85%	95%	100%	
	HE3	The percentage of 3rd grade students meeting or mastering grade level standards on STAAR Grade 3 Reading will increase from 37% to 51% by August 2025.	37%	No State Assessment Data	36%	42%	45%	48%	51%	
	PH 4.1	Grade 2 students at or above grade level benchmark on mClass Amplify Assessments at EOY.	—	No Data	40%	44%	48%	52%	56%	
	PH 4.2	Grade 2 students meeting or exceeding MAP individual growth projection (BOY to EOY).	53%	No Data	38%	42%	46%	50%	54%	
	Goal 4	All 3rd grade students will demonstrate grade level numeracy (number sense, patterns & relationships, problem solving) by the end of 3rd grade by August 2025. (Grade level numeracy determined by multiple measures including but not limited to NWEA MAP, STAAR, & Standards Based Teacher Assessments)	—	—	64%	70%	82%	92%	100%	
	HE3	The percentage of 3rd grade students meeting or mastering grade level standards on STAAR Grade 3 Math will increase from 35% to 51% by August 2025.	35%	No State Assessment Data	25%	41%	44%	47%	51%	
	PH 4.3	Grade 2 students meeting or exceeding grade level norms on NWEA MAP EOY.	—	No Data	52%	56%	60%	64%	68%	
	PH 4.4	Grade 2 students meeting or exceeding MAP individual growth projection (BOY to EOY).	68%	No Data	53%	57%	61%	66%	69%	

Learner Profile	Goal	2021-2025	2021-2025					Actual		
			Baseline		Progress Target					
			18-19	19-20	20-21	21-22	22-23		23-24	24-25
	Goal 5	Develop and implement the pilot community-based accountability system.	N/A	N/A	30%	50%	75%	90%	100%	
	PH 5.1	CBAS 7 Pillars built out with Key Questions and Evidence for each of the pilot schools.	—	—	2/7	7/7				
	PH 5.2	Cohort 2 campuses onboarded to build out CBAS Pillars	—	—	2/7	2/7	7/7			

Due to fluctuations in student enrollment and participation in certain testing sessions, data points may vary.  
 \*\*TEA calculations for CCMR measures were changed. Coherent Sequence for CTE and Military Readiness removed from calculations.

GISD													
Early Literacy Board Outcome Goal (DRAFT)													
The percentage of 3rd grade students meeting or mastering grade level standards on STAAR Grade 3 Reading will increase from 37% to 51% by August 2025.													
Yearly Target Goals													
2019 Baseline	2020	2021 (Actual)	2022	2023	2024	2025 Target							
37%	COVID	39% (94%)	45%	48%	48%	51%							
Closing the Gaps Student Groups Yearly Targets													
	Asian American	Hispanic	White	Black	Latino	Special Ed	ELL	Low Socio-Economic	Gifted	English Learners	Non-Caucasian	Other	
2019 Baseline	34%	23%	53%	*	57%	—	43%	20%	20%	12%	18%	36%	35%
2020 (COVID)	38%	28%	53%	*	58%	—	46%	23%	17%	42%	19%	25%	
2021 (Actual)	41%	31%	52%	*	64%	—	48%	23%	17%	41%	11%	17%	21%
2022	44%	34%	55%	*	59%	—	50%	12%	42%	47%	44%	32%	30%
2023	49%	42%	56%	*	61%	—	54%	40%	48%	51%	50%	40%	38%
2024	56%	52%	60%	*	62%	—	58%	50%	51%	57%	50%	50%	45%
2025	63%	63%	63%	*	63%	—	63%	63%	63%	63%	63%	63%	63%
2025 Target	52%	57%	60%	*	74%	—	56%	19%	13%	30%	29%	46%	42%

GISD													
Early Numeracy Board Outcome Goal (DRAFT)													
The percentage of 3rd grade students meeting or mastering grade level standards on STAAR Grade 3 Math will increase from 35% to 51% by August 2025.													
Yearly Target Goals													
2019 Baseline	2020	2021 (Actual)	2022	2023	2024	2025 Target							
35%	COVID	38% (95%)	41%	44%	47%	51%							
Closing the Gaps Student Groups Yearly Targets													
	Asian American	Hispanic	White	Black	Latino	Special Ed	ELL	Low Socio-Economic	Gifted	English Learners	Non-Caucasian	Other	
2019 Baseline	9%	22%	49%	*	57%	—	57%	26%	17%	27%	17%	30%	30%
2020 (COVID)	12%	16%	49%	*	58%	—	58%	31%	13%	40%	22%	22%	
2021 (Actual)	18%	16%	49%	*	59%	—	59%	37%	16%	40%	12%	25%	
2022	20%	34%	54%	*	59%	—	59%	37%	16%	40%	12%	25%	
2023	29%	41%	57%	*	61%	—	61%	44%	45%	50%	47%	37%	37%
2024	43%	51%	62%	*	62%	—	62%	51%	51%	51%	54%	48%	48%
2025	63%	63%	63%	*	63%	—	63%	63%	63%	63%	63%	63%	63%
2025 Target	31%	40%	59%	*	82%	—	54%	23%	36%	44%	40%	47%	45%

CCMR Board Outcome Goal (DRAFT)						
The percentage of graduates that meet the criteria for CCMR will increase from 71% to 100% by August 2025.						
Yearly Target Goals						
2019 Baseline	2020	2021 (Actual)	2022	2023	2024	2025 Target
71%	75% (77%)	80% (**84%)	84%	89%	94%	100%

Closing the Gaps Student Groups Yearly Targets for 5-Year Goal												
	Asian American	Hispanic	White	Black	Latino	Special Ed	ELL	Low Socio-Economic	Gifted	English Learners	Non-Caucasian	Other
2019 Baseline	43%	66%	75%	*	71%	—	75%	58%	58%	71%		
2020	49%	71%	79%	80%	75%	—	79%	64%	64%	75%		
2021	57%	76%	83%	84%	80%	—	83%	76%	76%	80%		
2022	66%	81%	87%	87%	84%	—	87%	76%	76%	84%		
2023	75%	85%	91%	91%	89%	—	91%	81%	81%	89%		
2024	87%	93%	95%	96%	94%	—	95%	91%	91%	94%		
2025 Target	100%	100%	100%	100%	100%	—	100%	100%	100%	100%		



# TODAY'S BOARD WORKSHOP

- Board Goals Update: Literacy & Numeracy
- District Mid-Year Update
- Minutes for the Snow Days
- Budget Workshop #2

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*Watch a recording of today's Board Workshop at  
[www.georgetownisd.org/board](http://www.georgetownisd.org/board)*



# Connected Through Our Schools

# A Student's Strong Sense of Belonging Is Connected to Additional Positive Outcomes for Schools

● Less strong sense of belonging   ● Strong sense of belonging

Preference to keep child enrolled in their current public school, given other options



A/B rating for teachers

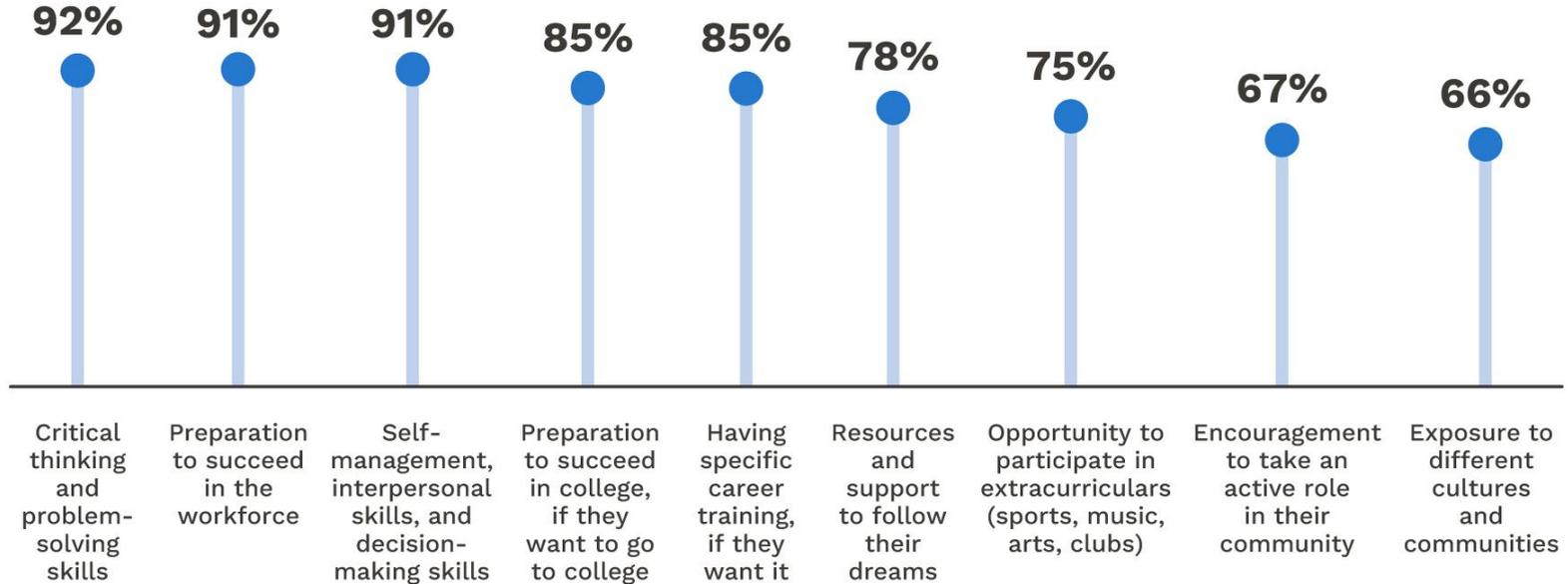


A/B rating for local public schools



## Texans Value Opportunities Beyond the Basics

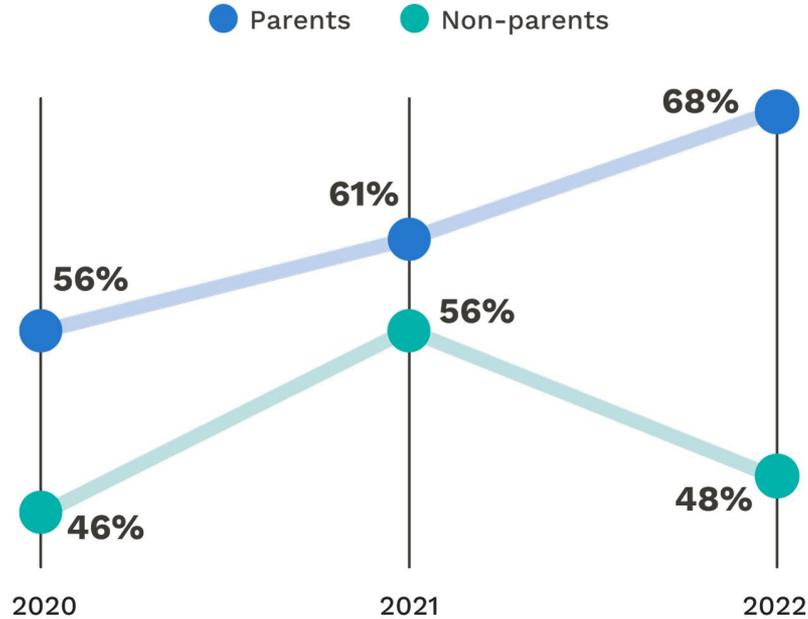
% Texans who rate opportunities for students as essential or highly desirable



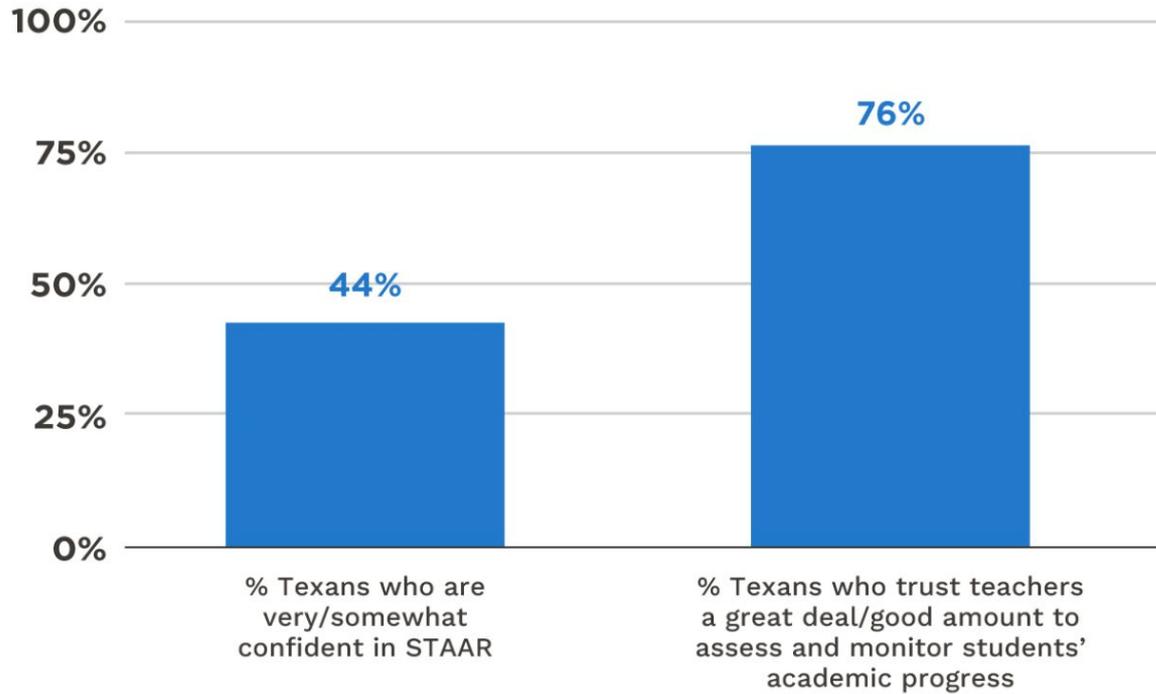
18

## Gap Between Parent and Non-Parent Perceptions of School Quality Widens

% public school parents and % non-parents who give A or B grades for local public schools



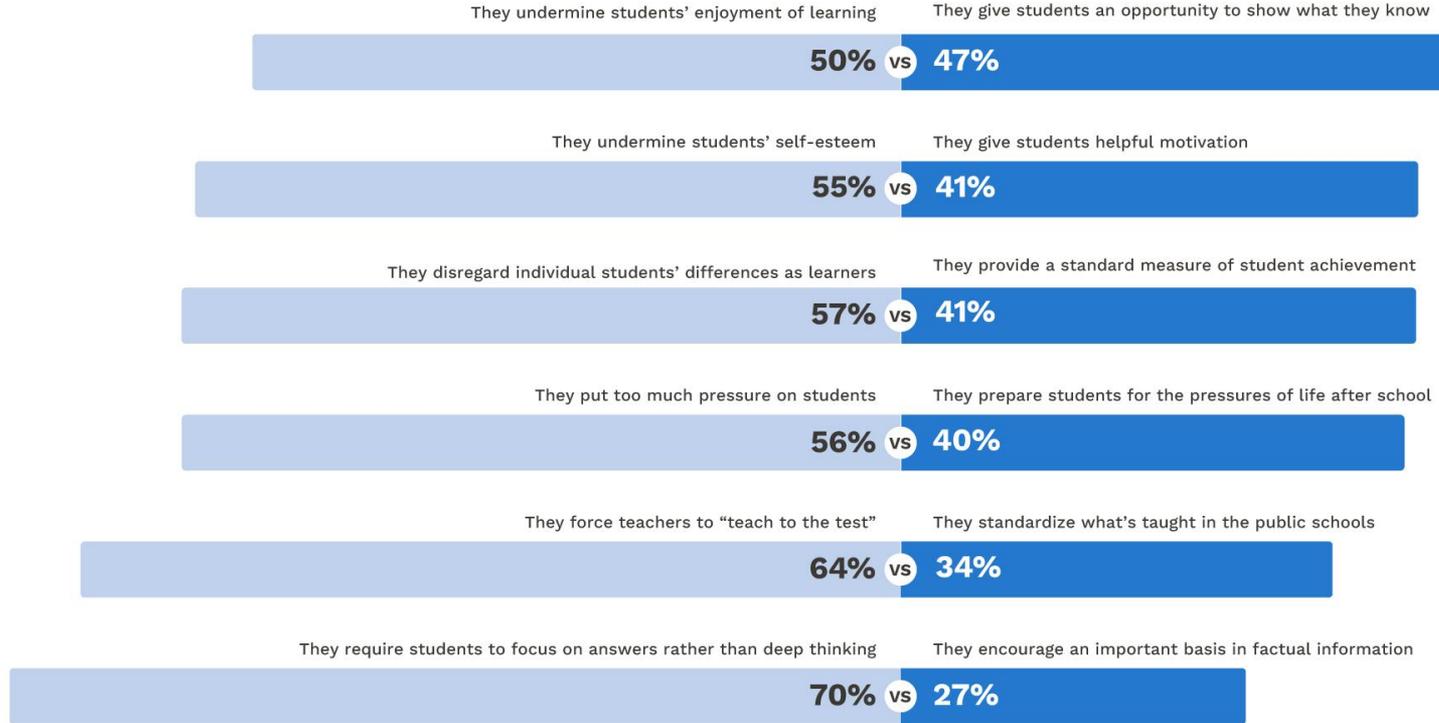
## Texans Trust Teachers More than STAAR



## Texans Identify More With Negative Perceptions of the STAAR Test

% Texans who think one option better describes the STAAR test

● Negative ● Positive



# The Essential Eight

## #5 The pandemic is still looming, yet parents report negative *and* positive takeaways.

- For the second year in a row, the pandemic ranks as the biggest problem facing Texas public schools.
- Parents report mixed impacts of the pandemic across an array of areas including students' educational progress, relationships with other students, and emotional health and well-being.
- Parents report positive impacts in their child's technology skills, a parent's knowledge of their child's educational progress, and parents' communication with teachers.

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# The Essential Eight

## #8 Texans support schools as community connectors and contributors.

Nearly three-fourths (74%) of Texas parents believe the following:

- It is essential or highly desirable that public schools expose students to different cultures and communities.
- It is essential or highly desirable that public schools connect people from different backgrounds and cultures.
- The quality of the local schools was a major factor or factor in deciding where to live.

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Visit the full report at  
[https://charlesbuttnfdn.org/  
2022txedpoll/](https://charlesbuttnfdn.org/2022txedpoll/)



# TEACHER OF THE MONTH

JANUARY

## Elementary

Lisa Schovajsa - McCoy MS  
Samantha Walton - Ford ES  
Kaylea Kohlhoff - Wolf Ranch ES  
Aileen Orlandi - Puri ES  
Keahi Brown - Village ES  
Andrea Pacheco - Williams ES  
Stephanie Tank - Mitchell ES  
Karen Eden - Cooper ES  
Mallory Dumas - Carver ES

## Secondary

Courtney Jenkins - Wagner MS  
Maria Mesa - Tippit MS  
Gina Richarte - Forbes MS  
Kristina Leach - Benold MS  
Jackie Kaiser S.T.E.P.  
Abby Ray - Richarte HS  
Emily Rosenbaum - East View HS  
Sarah Kuczek - Georgetown HS

25



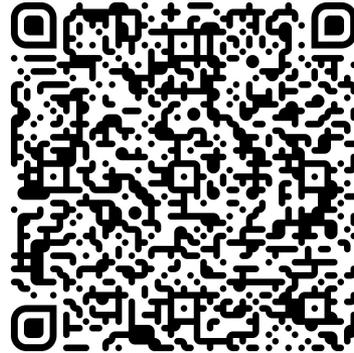
**2022**

**STATE OF THE DISTRICT**

**MARCH 9TH**

**10 AM - 2 PM  
HAMMERLUN CENTER  
507 E. UNIVERSITY AVENUE  
GEORGETOWN, TX**

**LEAD GROW SERVE • LEAD GROW SERVE**



# Important Events & Dates

March 2 - TAPR Public Meeting

March 9 - State of the District

March 11 - Early Release for students

March 14-18 - Spring Break

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GEORGETOWN ISD



## BOARD AGENDA ITEM

**Board Meeting Date:** 2/28/2022

**Submitted Date:** 2/23/2022 15:47:03

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Consent Agenda**

---

**Name of Person Responsible:**

Scott Tipton, CFO

**Department or Campus:**

Business Services

**Title of Agenda Item:**

Financial Reports

**Background Information:**

Reports showing activity and balances through January 31, 2022 for tax collections and General Fund, Food Service Fund and Debt Service Fund budgets.

**Attachments:**

<https://drive.google.com/open?id=1dW38GpOMRLCrJpUsfu9TsXdcD8NDIOJt>

**Superintendent's Recommendations:**

Approval of the Financial Reports



## BOARD AGENDA ITEM

**Board Meeting Date:** 2/28/2022

**Submitted Date:** 2/23/2022 15:54:30

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Consent Agenda**

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**Name of Person Responsible:**

Scott Tipton, CFO

**Department or Campus:**

Business Services

**Title of Agenda Item:**

Budget Amendment No. 7

**Background Information:**

General Fund

The Budget Revision reflects an increase in revenues due to proceeds from Williamson County Cares Act funding and insurance recovery. Also included is an increase to expenditure budgets for the additional incentive pay approved for full and part time employees; maintenance & repair; and energy conservation incentives given to campuses.

The budget amendment for the General Fund is shown by functional category and detailed on the attached summary page. The detailed transfers were requested by District staff to account for increases or decreases to expenditure categories as indicated.

The current budget column reflects the adopted budget; the increase/(decrease) column



## BOARD AGENDA ITEM

total reflects all of the increases or decreases to revenue/expenditure categories; and the amended budget column reflects the budget revision. Thus, ending unaudited fund balance is expected to be \$27.05 million by June 30, 2022.

### **Attachments:**

[https://drive.google.com/open?id=1IXbJ-3wVI-x-fvNWErHWC81pz-m-D\\_Ey](https://drive.google.com/open?id=1IXbJ-3wVI-x-fvNWErHWC81pz-m-D_Ey)

### **Superintendent's Recommendations:**

Approval of budget amendment No. 7 for 2021-22.

January 18, 2022  
Georgetown, TX

The **Board Workshop** called to order at 4:02 p.m. with Scott Stribling, Andy Webb, Stephen Benold, Melanie Dunham, Elizabeth McFarland, Stephanie Blanck, Jan Mauldin, and Superintendent Dr. Fred Brent present.

Staff attendees: Lindsay Harris, Michelle Mainz, Terri Conrad, Lisa Napper, Melinda Brasher, Wes Vanicek, Courtney Acosta, Scott Tipton, Lannon Heflin, Roy Martinez, Tray Mitchell, Kirby Campbell

Visitors: Orin Moore, Cody Hirt, Jimmy, Barbara Wilson

GISD staff presented updates on COVID, budget information in regards to auxiliary staff and a budget calendar, and a DRAFT of the 2022-2023 Board of Trustees Performance Goals.

Board President Elizabeth McFarland and TASB Representative Erin Moore facilitated the 2022-2023 Board goals discussion.

The workshop adjourned at 5:35 p.m.

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Melanie Dunham

The Regular January meeting of the GISD Board of Trustees called to order at 6:09 p.m. by Elizabeth McFarland presiding, with Stephen Benold, Andy Webb, Scott Stribling, Stephanie Blanck, Melanie Dunham, Jen Mauldin, and Superintendent Dr. Fred Brent present.

Under the authority of the Texas Government Code chapters 551.071, 551.072, 551.074, 551.129, 551.0802, and 551.0821, the Board went into closed session at 6:10 p.m. to discuss personnel, real property, and legal. The Board came into open session at 7:00 p.m.

Visitors: Kirby Campbell, Jimmy C. Jones, Barbara Wilson, Natalie Welch, Amy Beran, Sue Harrison, Heather Stoner, Michelle Mainz, Shelley Stribling, Tray Mitchell, Nikki Prosser, April Seaback, Doug Seaback, Tara Stewart, Rachel Gallardo, Danielle Holloway, Meredith Gandy, Hollee Braun, Joann Tamez, Oscar Tamez, Greg Vidal, Cody Hirts, Sam Brainard, Keith Brainard, Jen Kearney, Justin Del Bosque

### Recognitions

GHS Jack Frost Citizens of the month: Anna Stribling & Anna Kate Seaback  
EVHS Jack Frost Citizens of the month: Robert Kemp & Vanessa Pedroza

Bob Templeton presented a 2021 Third Quarter Demographics report.

Superintendent's Report: COVID protocols and testing, Teachers of the month, Parent U, School Board appreciation month, EVHS nomination for Community Connector, important events and dates.

EVHS student Sam Brainard addressed the Board regarding the general male population and locked restrooms at EVHS.

Andy Webb made the motion, seconded by Scott Stribling, to approve all Consent Items as presented. Unanimously approved.

Melanie Dunham made the motion, seconded by Jen Mauldin, to approve recommendations from Assistant Superintendent of Human Resources, Lisa Napper regarding the selection of District teachers and administrators. Unanimously approved.

### CAMPUS SUPPORT

POSITION: Tippit Middle School – Assistant Principal  
APPLICANT: Brooke Klickman  
ADDRESS: Leander, Texas  
EDUCATION: Master's degree – Lamar University  
EXPERIENCE: 6 years – Georgetown ISD

POSITION: Annie Purl Elementary School - Counselor  
APPLICANT: Haven McMaster  
ADDRESS: Port Aransas, Texas  
EDUCATION: Master's degree – University of Texas at San Antonio  
EXPERIENCE: 27 years – Palm Beach County ISD (Georgetown ISD 2011-2012)

### TEACHERS

POSITION: Annie Purl Elementary School – 5<sup>th</sup> Grade Teacher  
APPLICANT: Teresa Brown  
ADDRESS: Georgetown, Texas  
EDUCATION: Bachelor's degree – Northeastern Illinois University

EXPERIENCE: 18 years – Killeen ISD (Georgetown ISD – Substitute)

POSITION: Carver Elementary School – 3<sup>rd</sup> Grade Teacher

APPLICANT: Peyton Martin

ADDRESS: Taylor, Texas

EDUCATION: Master’s degree – Tarleton State University

EXPERIENCE: 0 - years – Tarleton State University

POSITION: Mitchell Elementary School – 3<sup>rd</sup> Grade Teacher

APPLICANT: Laura Juarez

ADDRESS: Georgetown, Texas

EDUCATION: Bachelor’s degree – Texas State University

EXPERIENCE: 8 years – Meridian World Charter School

POSITION: Mitchell Elementary School – Art Teacher

APPLICANT: Erin Serrano

ADDRESS: Austin, Texas

EDUCATION: Bachelor’s degree – Texas State University

EXPERIENCE: 0 years – Austin ISD – Student Teacher

Scott Stribling made the motion, seconded by Stephen Benold, to approve TASB Policy Update 118 as presented. Unanimously approved.

Stephanie Blanck made the motion, seconded by Jen Mauldin, to approve a Resolution that officially gives designees the ability to accept contract resignations for the District. It is recommended that the Superintendent, Assistant Superintendent, Strategist, CFO, Executive Director, Director, and Principal positions be designated to accept all contract and non-contract resignations as listed in the Resolution. Unanimously approved.

RESOLUTION OF THE  
BOARD OF TRUSTEES OF THE  
GEORGETOWN INDEPENDENT SCHOOL DISTRICT

WHEREAS, Texas Education Code 21.105(b), .160(b), and .210(b) provide that a contracted employee may resign effective before the end of the school year, with the consent of the Board or the Board's designee; WHEREAS, Texas Education Code 21.105(a), .160(a), and .210(a) provide that a contracted employee may relinquish a teaching position and leave the District at the end of a school year without penalty by filing with the Board or the Board's designee a written resignation not later than the 45th day before the first day of instruction of the following year;

WHEREAS, DFE(Local) currently authorizes the GISD Superintendent or designee to accept, upon receipt, a contracted employee's resignation effective at the end of the school year or submitted after the last day of the school year and before the penalty-free resignation date, and authorizes the GISD Superintendent or other person designated by the Board to accept a contracted employee's resignation submitted or effective at any other time, and requires either the acceptance of the resignation or the submission to the Board to pursue sanctions; and

WHEREAS, in to the delegation of authority in DFE(Local), the Board seeks to also delegate authority to personnel in the following positions to accept a contract employee's written resignation, effective before the end of the school year, effective at the end of the school year, or submitted after the last day of the school year and before the penalty-free resignation period:

1. Principal
2. Director
3. Executive Director
4. Chief Financial Officer
5. Chief Strategist

6. Assistant Superintendent;

NOW, THEREFORE, BE IT RESOLVED that in addition to the delegation of authority to the Superintendent Of designee in DFE(Local), the Board of Trustees of GISD also delegates to Principals, Directors, Executive Directors, Chief Financial Officers, Chief Strategists, and Assistant Superintendents the authority to accept a contract employee's written resignation effective before the end of the school or at the end of the school year or submitted after the last day of the school year and before the penalty-free resignation period; and

BE IT FURTHER RESOLVED that GISD employees other than the Superintendent, the Assistant Superintendent for Human Recourses, and the Director of Human Resources, authorized to accept resignations pursuant to this resolution shall only accept resignations of contract employees within their supervisory/reporting structure.

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Georgetown Independent School District during a scheduled Board Meeting on January 18, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 7 Nays: 0 Abstentions: 0

To certify which, witness my hand this 18 day of January 2022.



Elizabeth McFarland, President, Board of Trustees

Melanie Dunham made the motion, seconded by Jen Mauldin, to approve a Resolution for compensation changes as presented. Unanimously approved.

RESOLUTION OF THE  
BOARD OF TRUSTEES OF THE  
GEORGETOWN INDEPENDENT SCHOOL DISTRICT

WHEREAS, the Georgetown Independent School District (GISD) Board of Trustees recognizes that in order to retain competent and experienced persons to serve as employees of this District, it is necessary and appropriate to ensure the District pays a competitive salary that adequately compensates those who provide dedicated service to the district in auxiliary support roles;

WHEREAS, the Board of Trustees finds that the District is experiencing difficulty recruiting and retaining hourly employees in the Custodial Services and Nutrition Services departments, as well as bus drivers, bus monitors, groundskeepers, and parking lot security personnel.

WHEREAS, the Board of Trustees finds that increasing the hourly rate at which employees in these positions are compensated, starting with the pay period beginning January 24, 2022, will aid in employee recruitment and retention in those departments and positions, and promote high job satisfaction and productivity;

WHEREAS, the Board of Trustees further finds that increasing the hourly rate for each eligible position by one (1) dollar per hour would not impair the district's other financial obligations or create a financial hardship for the District; and

WHEREAS, the Board of Trustees resolves that this prospective pay increase for future services tendered by employees in these positions furthers the public purposes of the District and is therefore not a gift of public funds;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the GISD hereby that the hourly rate for each eligible position, listed below, shall be increased by one (1) dollar per hour.

BE IT FURTHER RESOLVED that the eligible positions are as follows:

- 1 . Custodian

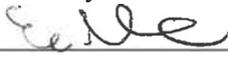
2. Custodian Substitute
3. Custodian Lead
4. Custodian Supervisor
5. Crossing Guard
6. Cook/Cashier
7. Cook/Cashier Substitute
8. Cashier Lead
9. Cafeteria Manager
10. Groundskeeper
11. Bus Driver
12. Bus Driver Substitute
13. Bus Monitor
14. Parking Lot Security

FINALLY, the Superintendent by the adoption of this resolution, is required to take all necessary steps to ensure implementation of this pay raise beginning with the pay period starting January 24, 2022.

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Georgetown Independent School District during a scheduled Board Meeting on January 18, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 7 Nays: 0 Abstentions: 0

To certify which, witness my hand this 18th day of January 2022.

  
 \_\_\_\_\_  
 Elizabeth McFarland, President, Board of Trustee

Stephen Benold made the motion, seconded by Andy Webb, on approval of a Resolution for a one-time lump sum payment to employees as presented. Unanimously approved.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE  
 GEORGETOWN INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Georgetown Independent School District (GISD) Board of Trustees recognizes that in order to retain competent and experienced persons to serve as employees of this District, it is necessary and appropriate to recognize and reward the dedication and commitment of its employees;

WHEREAS, due to the surge in COVID-19 cases due to the Omicron variant, GISD has experienced an unprecedented rate of employee absences due to the need to quarantine or isolate, and GISD employees have been and will continue to be asked to cover classes and/or other duties for absent co-workers at a significantly higher rate than in prior years;

WHEREAS, the Board of Trustees finds that, if employees resign due to the additional duties they are being asked to perform, the burden will be even greater on the employees who remain;

WHEREAS, the GISD compensation plan authorizes a one-time lump sum compensation payment at an amount set by the Board to all employees who meet certain criteria;

WHEREAS, the Board of Trustees finds that issuance of the one-time lump sum compensation payment would promote retention of employees who will continue to be asked to serve in a manner above and beyond their normal scope of duties; and

WHEREAS, the Board of Trustees further finds that issuance of a one-time lump sum compensation payment of \$250/\$125 would not impair the district's other financial obligations or create a financial hardship for the District; and

WHEREAS, the Board of Trustees further finds that this one-time lump sum compensation payment furthers the public purposes of GISD and is therefore not a gift of public funds;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the GISD hereby declares that each eligible full-time GISD employee shall receive a one-time lump sum compensation payment of \$250 or \$125, as a separate paycheck, assuming employees meet the parameters and requirements listed below.

BE IT FURTHER RESOLVED that employees of GISD will receive this one-time lump sum payment if they meet all the following parameters:

1. An employee must be actively employed as of January 18, the date of authorization.
2. Employees who are on FMLA, temporary disability leave or USERRA (military leave) as of the lump sum compensation payment, are eligible for the payment.
3. An employee who is employed as greater than a 0.5 FTE will receive a payment of \$250. An employee who is employed as a 0.5 FTE or less will receive a payment of \$125. Any employee who is employed as greater than 0.5 FTE will receive the full \$250. An employee's payment will be based on his or her FTE status as of the date of authorization of the one-time lump sum compensation payment.
4. Employees who are temporary (i.e. substitutes, homegrowns, student workers, and extra help) as of the date of authorization are not eligible for the payment.
5. Employees who are in the employment position of Superintendent, Assistant Superintendent, Chief Financial Officer, or Strategist as of the date of authorization, are not eligible for the payment.
6. Employees who have been terminated, proposed for termination, Of for whom the Board has made a finding that good cause exists to terminate; have been non-renewed Of proposed for non-renewal; or are under investigation for alleged wrongdoing and the investigation remains pending as of the date of the one-time lump sum compensation payment, are not eligible for the payment; provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated, they will be to the payment.
7. The one-time lump sum compensation payment is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.
8. Employees have no property right in the continuation of any such one-time lump sum compensation payment in future years.

FINALLY, the Superintendent has also committed to, and is by the adoption of this resolution required to take all necessary steps to make sure that payment of the one-time lump sum compensation payment be done in accordance with this resolution approved by the Board.

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Georgetown Independent School District during a scheduled Board Meeting on January 18, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 7 Nays: 0 Abstentions: 0

To certify which, witness my hand this 18 day of January 2022.

  
\_\_\_\_\_  
Elizabeth McFarland, President, Board of Trustees

Scott Stribling made the motion, seconded by Melanie Dunham, on approval of a Resolution to opt out of TRS Active Care as presented. Unanimously approved.

RESOLUTION OF THE  
BOARD OF TRUSTEES OF THE  
GEORGETOWN INDEPENDENT SCHOOL DISTRICT

WHEREAS, the Georgetown ISD Board of Trustees approved a District of Innovation Plan, in February of 2017, which amended to include an option to seek alternative health coverage plans, in addition to the Texas School Employees Uniform Group Health Coverage Program (TRS Active Care), in December 2020;

WHEREAS, on April 19, 2021, the Board passed a resolution to approve a memorandum of understanding with Universal Benefits Consortium/Region 12 to offer a health coverage plan as an alternative to TRS Active Care;

WHEREAS, approximately 65% of Georgetown ISD employees chose the alternate plan for the 2021-22 school year;

WHEREAS, during 87th Legislative Session, the Texas legislature passed Senate Bill 1444 (SB 1444) removing the requirement to participate in TRS Active Care, and prohibiting Texas school districts that participate in TRS Active Care from offering health insurance coverage through an alternative health coverage program;

WHEREAS, SB 1444 authorizes current TRS Active Care employers who wish to offer health insurance coverage through an alternative health coverage program to exit TRS Active Care by notifying TRS of the employer's intent to exit TRS Active Care on or before December 31 of the year prior to the plan year they intend to exit;

WHEREAS, SB 1444 requires a TRS Active Care employer who exits TRS Active Care to remain out of the program for five (5) years before they may elect to rejoin;

WHEREAS, Georgetown ISD notified TRS of its intent to exit TRS Active Care on December 20, 2021;

WHEREAS, TRS has stated that to exit TRS Active Care, the district must submit proof of support from the entity's governing body through a board resolution or meeting minutes; and

WHEREAS, the Board of Trustees of Georgetown ISD has determined it is in GISD's and employees' best interest to exist TRS Care effective September 1, 2022.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the GISD, TRS entity number 0650, approves discontinuing participation in TRS Active Care effective September 1, 2022.

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Georgetown Independent School District during a scheduled Board Meeting on January 18, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 7                      Nays: 0   Abstentions: 0

To certify which, witness my hand this 18 day of January 2022.

Elizabeth McFarland, President, Board of Trustees

Scott Stribling made the motion, seconded by Stephen Benold, to approve the GISD Local District of Innovation plan as presented. Unanimously approved.

Melanie Dunham made the motion, seconded by Andy Webb, to approve the 2022-2023 Board of Trustee Goals as presented. Approved 4-3, with Stephen Benold, Stephanie Blanck, and Jen Mauldin opposed.

Melanie Dunham made the motion, seconded by Scott Stribling, on approval of the Order calling for a School Board of Trustee Election for Places 1, 2, and 3 on May 7, 2022. Unanimously approved.

Andy Webb made the motion, seconded by Melanie Dunham, to adjourn at 8:20 p.m. Unanimously approved.

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Melanie Dunham



## BOARD AGENDA ITEM

**Board Meeting Date:**2/22/2022

**Submitted Date:** 2/17/2022 16:00:50

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Consent Agenda**

---

**Name of Person Responsible:**

Jimmy Jones

**Department or Campus:**

Construction and Development

**Title of Agenda Item:**

Consideration and Possible action for McCoy Elementary HVAC Controls Replacement Project

**Background Information:**

This project is part of the 2021 Bond program.

This project will upgrade the air-conditioning controls at McCoy ES resulting in a better controlled system and reduced energy consumption. Automated Logic is the recommended contractor utilizing the Buy Board as the delivery method for this project. The cost of this work is : \$72,450.00

**Attachments:**



## BOARD AGENDA ITEM

### **Superintendent's Recommendations:**

Staff recommend approval of this cost as presented utilizing Automated Logic as the awarded contractor for the McCoy Elementary HVAC Controls Replacement Project.



## BOARD AGENDA ITEM

**Board Meeting Date:**2/22/2022

**Submitted Date:** 2/17/2022 16:09:35

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Consent Agenda**

---

**Name of Person Responsible:**

Jimmy Jones

**Department or Campus:**

Construction and Development

**Title of Agenda Item:**

Consideration and Possible action for Future Ready Learning Center Construction material Testing Services

**Background Information:**

This Project is part of the 2021 Bond program.

Holt Engineering will provide professional services for the required construction material testing for this project. Tests include: soils compaction tests, concrete reinforcing steel, concrete placement, structural steel welds, etc.

Holt Engineering provided the geotechnical soil analysis and reporting early in the design phase of this project. This firm will provide the best value to GISD for this service since they have the historical knowledge of this project from the design phase and will provide consistency through the construction phase of this project.

The cost of this work is: \$169,965.66



## BOARD AGENDA ITEM

### **Attachments:**

### **Superintendent's Recommendations:**

Staff recommend approval of this cost as presented utilizing Holt Engineering for Future Ready Learning Center Construction material Testing Services



## BOARD AGENDA ITEM

**Board Meeting Date:**2/22/2022

**Submitted Date:** 2/17/2022 16:17:09

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Consent Agenda**

---

**Name of Person Responsible:**

Jimmy Jones

**Department or Campus:**

Construction and Development

**Title of Agenda Item:**

Consideration and Possible action for Future Ready Learning Center Building  
Commissioning Services

**Background Information:**

This Project is part of the 2021 Bond program.  
Estes McClure Associates (EMA) will provide professional services for the required building commissioning for this project. EMA has extensive experience with project commissioning services and will provide the best value for GISD through the construction phase of this project. This firm has previously worked successfully for GISD commissioning construction projects.

The cost of this work is: \$92,475.00

**Attachments:**



## BOARD AGENDA ITEM

### **Superintendent's Recommendations:**

Staff recommend approval of this cost as presented utilizing Estes McClure Associates for Future Ready Learning Center Building Commissioning Services.



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/25/2022 13:25:12

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Consent Agenda**

---

**Name of Person Responsible:**

Jimmy Jones

**Department or Campus:**

Construction and Development

**Title of Agenda Item:**

Consider and Act on the Adoption of a Prevailing Wage Scale for Construction Projects

**Background Information:**

As from time to time it is appropriate to update the districts prevailing wage scale for construction projects to ensure wage scale figures are updated and relevant to the projects being considered.

This item is proposing and recommending Georgetown ISD adopt a new wage scale based on the Leander ISD wage scale. In accordance with Texas Government Code 2258.022, the references for this wage scale are the Texas Workforce Commission Austin - Round Rock MSA, Capital Area WDA, and Rural Capital WDA.

**Attachments:**

<https://drive.google.com/open?id=1me045F2aHV0gAVJLomTABPAi8KaCpIly>



## BOARD AGENDA ITEM

### **Superintendent's Recommendations:**

Staff recommends approval of the Adoption of a Prevailing Wage Scale for Construction Projects.



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/23/2022 14:19:27

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Action Needed**

---

**Name of Person Responsible:**

Lisa Napper

**Department or Campus:**

Human Resources

**Title of Agenda Item:**

Consideration and Possible Action regarding Appointment, Employment, Evaluation, or Duties of Professional Employees

**Background Information:**

This recommendation includes professional hires since the January 18, 2022 board meeting. Professional hires will be presented in closed session.

**Attachments:**

**Superintendent's Recommendations:**

Approve the recommendation for professional hires as presented.



## BOARD AGENDA ITEM

**Board Meeting Date:**2/28/2022

**Submitted Date:** 2/23/2022 14:04:49

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Action Needed**

---

**Name of Person Responsible:**

Lisa Napper

**Department or Campus:**

Human Resources

**Title of Agenda Item:**

Consideration and Possible Action on Resolution for Bad Weather Days

**Background Information:**

On Thursday and Friday, February 3-4, 2022, GISD was closed due to bad weather. Per Policy DEA (Local), adopting a resolution will allow all employees to be paid for these closures, serving the public purpose of maintaining morale and retention of employees, providing equity between employees who did not work and employees who provide emergency-related services during closure, and recognizing the services of essential staff.

**Attachments:**



## BOARD AGENDA ITEM

### **Superintendent's Recommendations:**

Approve the resolution as presented to provide pay for District staff on February 3, 2022 and February 4, 2022.