

Agenda of Regular Meeting

The Board of Trustees Seguin ISD

A Regular Meeting of the Board of Trustees of Seguin ISD will be held September 22, 2020, beginning at 6:30 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. Call to Order

- A. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
- B. Pledges to the United States Flag and Texas Flag. Moment of silence.
- C. Superintendent Announcements

2. Recognition/Campus Presentations

- A. Student/Staff/Board/Community Recognition

3. Audience with the Board

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(Local):

- A. those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.

4. Reports/Information Items:

- A. No Place For Hate Campus Designations
- B. Matters for Consideration When Evaluating Alternatives to TRS-ActiveCare
- C. Bond 2019 Project Update

5. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

- A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.
- B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).
- C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.

6. **Reconvene to Open Meeting**, the Board will take appropriate action on items, if necessary, as discussed in Closed Session
 - A. Possible action on professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of a public employee(s).
7. **Consent Agenda Items - Consider and Possible Approval as Applicable**

Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote as applicable.

 - A. Approval of Board Minutes of Regular Meeting - August 25, 2020
 - B. Approval of Tax Collection Reports for August 2020
 - C. Approval of Proposed Budget Amendments & Financial Statements for August 2020
 - D. Approval of District-Wide Vehicle Maintenance Parts and Services (RFP #:21-01)
 - E. Approval of District-Wide HVAC Systems Maintenance, Equipment, Parts, and Services (RFP #:21-02)
 - F. Approval of District-Wide Plumbing Systems Maintenance, Equipment, Parts, And Services (RFP #: 21-03)
 - G. Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, And Services (RFP #: 21-04)
 - H. Approval of District-Wide Special Education Services (RFP #: 21-05)
 - I. Approval of Authorized Representatives for First Commercial Bank, N.A., Lone Star Investment Pool, TexPool, LOGIC, and Texas Class - MBIA
 - J. First Reading for Consideration or Approval of Local District Update (LDU) - EIC and FM
 - K. Approval to Purchase Rigor and Relevance Staff Development Sessions and Coaching Days for the 2020-2021 School Year
 - L. Consideration for Payment of \$277,000.00 to Tangram Rehabilitation Network, Inc. for Contract of Services Provided by ResCare Premier at Texas Hill Country School
 - M. Consideration of Approval of Certified Appraisers for 2020-2021
 - N. Information Regarding an Interlocal Agreement with Communities in Schools for Integrated Student Support Services
 - O. Information Regarding the Purchase of Milk Products for Seguin ISD from Borden Dairy Co. Through the Texas 20 Purchasing Cooperative
 - P. Information Regarding the Purchase of Paper Products for Seguin ISD from Gulf Coast Paper Company Through the Texas 20 Purchasing Cooperative
 - Q. Information Regarding the Purchase of Staple Food Products for Seguin ISD from Labatt Food Service Through the Texas 20 Purchasing Cooperative
 - R. Information Regarding the Purchase of Bread Products for Seguin ISD from Flowers Baking Co. Through the Texas 20 Purchasing Cooperative
 - S. Information Regarding the Purchase of iPads for the Special Education Department from Apple Through the DIR Purchasing Cooperative

- T. Information Regarding the Purchase of Frontline for Seguin ISD from Frontline Education Through the Allied States Purchasing Cooperative
- U. Information Regarding the Purchase of District Wireless Access Points for Seguin ISD from Computer Solutions Through the DIR Purchasing Cooperative
- V. Information Regarding the Purchase of Digital Curriculum for Seguin ISD from APEX Learning Inc. Through the GoodBuy Purchasing Cooperative
- W. Information Regarding the Purchase of Educational Software for Seguin ISD from iStation Through the 2013 Purchasing Cooperative
- X. Information Regarding the Purchase of Chromebooks for Seguin ISD from CDWG Through the Pace Purchasing Cooperative
- Y. Public Information Act Requests Aug.-Sept. 2020

8. Action Items

- A. CONSIDERATION AND APPROVAL OF AN ORDER BY THE BOARD OF TRUSTEES OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT AUTHORIZING THE ISSUANCE OF "SEGUIN INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX REFUNDING BONDS, TAXABLE SERIES 2020"; LEVYING A CONTINUING DIRECT ANNUAL AD VALOREM TAX FOR THE PAYMENT OF THE BONDS; DELEGATING THE AUTHORITY TO CERTAIN MEMBERS OF THE BOARD OF TRUSTEES AND DISTRICT STAFF TO EXECUTE CERTAIN DOCUMENTS RELATING TO THE SALE OF THE BONDS; AND OTHER MATTERS INCIDENT AND RELATED THERETO
- B. 2020-2021 Compensation Handbook Recommendation
- C. Personnel Action Professional Employees

9. Board Comments and Request

10. Adjourn

RECOGNITION ITEM: Student/Staff/Board/Community Recognition

RECOMMENDATION: That the Board of Trustees recognizes positive student- and staff-based accomplishments, as well as those of community partners and trustees, during a board meeting setting in order to be apprised of the many successes that contribute to a nurturing, academic environment in Seguin ISD schools.

- **Superintendent’s Award**
The purpose of the Superintendent’s Award is to recognize those Seguin ISD employees who go above and beyond to cultivate, inspire and empower in support of students and colleagues. Dr. Gutierrez with the recipient of announce this month’s Superintendent’s Award.

RATIONALE: The purpose of this presentation is to recognize the performance and effort put forth daily by Seguin ISD students, trustees, staff, campus administrators and community partners.

REFERENCE and COMPLIANCE: BJA (LOCAL) 1. h. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.


BJA (LOCAL) 2. m. Encourage, oversee, and participate in staff recognition and support activities.

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

RESOURCE PERSONNEL: Dr. Matthew Gutierrez, Superintendent
Sean Hoffmann, Executive Director of Communications

Submitted by:  Date Submitted: 09/22/20
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

INFORMATION ITEM:

No Place For Hate Campus Designations

RECOMMENDATION:

That the Board of Trustees be informed about the district-wide No Place For Hate initiative and present campus banners signifying the designations earned by all campuses for the 2019-20 school year.

RATIONALE:

In support of Matador Challenge, SISD’s character education and bully prevention program, all campuses (Pre-K through 12th grade) applied for and were designated No Place For Hate schools by the Anti-Defamation League. The campuses, led by the counselors, committed to creating a student led coalition, signing the Resolution of Respect, and hosting at least three anti-bias and diversity related activities throughout the year. This is the fifth year all campuses district-wide have earned the designation.

REFERENCE and COMPLIANCE:

FFEA (Legal) Student Assistance Programs/Counseling Comprehensive Guidance Program; AE (LOCAL) Educational Philosophy

PAPERWORK IMPACT:

Minimal

BUDGET IMPACT INFORMATION:

None

EXHIBITS:

No Place For Hate Banners

RESOURCE PERSONNEL:

Kirsten Legore, Deputy Chief Operations Officer

Submitted by:

(Signature) 

Date Submitted: 09/22/20

(Name) Dr. Matthew Gutierrez, Superintendent

(Address) 1221 E. Kingsbury St., Seguin, TX 78155

(Telephone) (830) 401-8614

INFORMATION ITEM:

Matters for Consideration When Evaluating Alternatives to TRS-ActiveCare

RECOMMENDATION:

Provide the Board of Trustees with information regarding matters that should be considered when evaluating the option to offer alternatives to TRS-ActiveCare health insurance.

RATIONALE:

There are a number of legal and financial matters to be considered if a participating TRS-ActiveCare school district intends to offer an alternative group health care plan. Some key points are as follows:

1. The Texas Education Code requires districts to participate in TRS-ActiveCare by subjecting districts to Chapter 1579 of the Texas Insurance Code.
2. The Texas Education Code prohibits offering comparable group health care to employees through a self-funded plan once a district has elected to enter TRS-ActiveCare.
3. District of Innovation plans allow school districts to be exempt from many provisions of the Texas Education Code.
4. A district cannot use a DOI plan to seek an exemption from a provision in the Texas Insurance Code. Therefore, districts may not use a DOI plan to seek an exemption from the provisions in the insurance code and thus are not allowed to opt out of TRS-ActiveCare.
5. However, because Chapter 1579 of the Texas Insurance Code does not explicitly indicate that a district is prohibited from offering an alternative health care plan, a District could use a DOI plan to seek an exemption from Texas Education Code Section 22.004, which is where the prohibition is located.

Practical implications of current TRS-ActiveCare districts offering alternative health insurance plans include the following:

1. Increased cost for adding health insurance/benefits staff.
2. Lack of claims data from TRS to support initial year rate calculation. This will likely result in significantly higher monthly premiums in the second year.
3. Health care consulting fees.
4. Increased staff time and support for a health insurance committee.
5. High cost of fully-insured plan or added cost of stop-loss coverage for self-funded plan.

REFERENCE and COMPLIANCE:

CRD (LEGAL) Insurance and Annuities Management-Health and Life Insurance

BUDGET IMPACT / INFORMATION:

General Operating Fund

EXHIBITS:

None

RESOURCE PERSONNEL:

Anthony Hillberg, CPA, Chief Financial Officer

Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 09/22/20

Dr. Matthew Gutierrez, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830) 401-8614

INFORMATION ITEM:

Bond 2019 Project Update

RECOMMENDATION:

That the Board of Trustees receives an update on 2019 Bond projects.

RATIONALE:

To provide the board with regular updates and progress reports on Bond 2019 related projects.

REFERENCE and COMPLIANCE:

CV (LOCAL) Facilities Construction

PAPERWORK IMPACT:

None

BUDGET IMPACT INFORMATION:

None

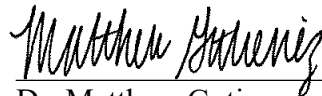
EXHIBITS:

Bond Update Presentation

RESOURCE PERSONNEL:

Bill Lewis, Chief of Operations and Associate Superintendent
Tony Hillberg, Chief Financial Officer
James Pizana, Director of Maintenance and Operations

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

pfluger

planning · architecture · interior design

pbGroup LLC

architecture · interior design · design build

Seguin ISD 2019 Bond Update

Board of Trustees Meeting
September 22, 2020



Projects



Projects



SEGUIN INDEPENDENT SCHOOL DISTRICT

MATADOR STADIUM

TICKETS

Matador Stadium

DESIGN

100%

complete

JAN 2019 – MAY 2019

BID &
PRECONSTRUCTION

100%

complete

JUNE 2019 – AUG 2019

CONSTRUCTION

96%

complete
(Aug 2020)

SEPT 2019 – SEPT 2020*

Recent Activity:

- Track & Field turned over for District Use



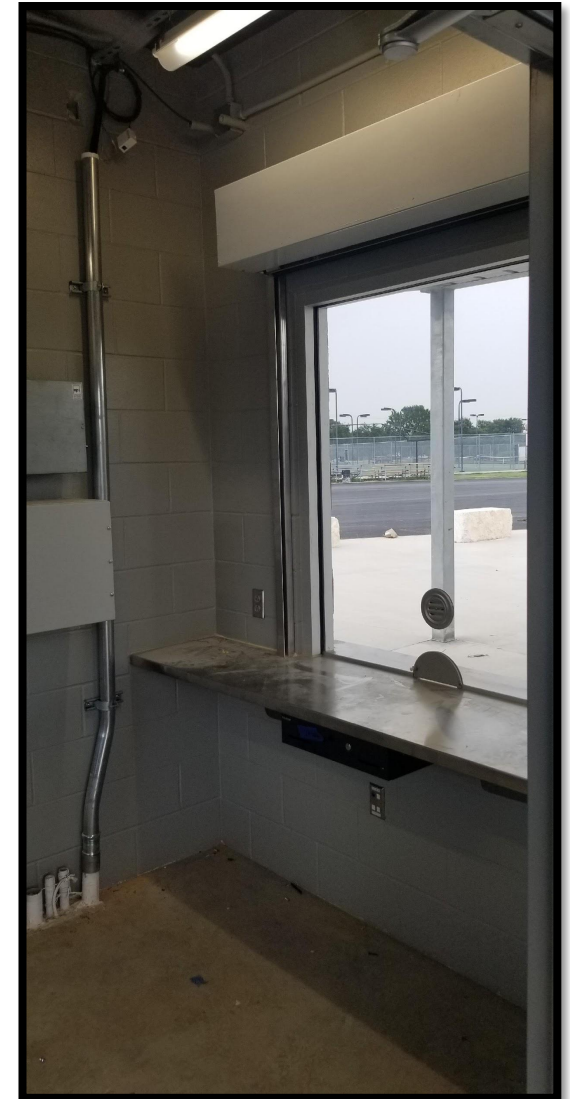
Recent Activity:

- Home Side Bleachers – Substantially Complete



Recent Activity:

- Ticket Booths – Substantially Complete



Recent Activity:

- Restrooms – Substantially Complete



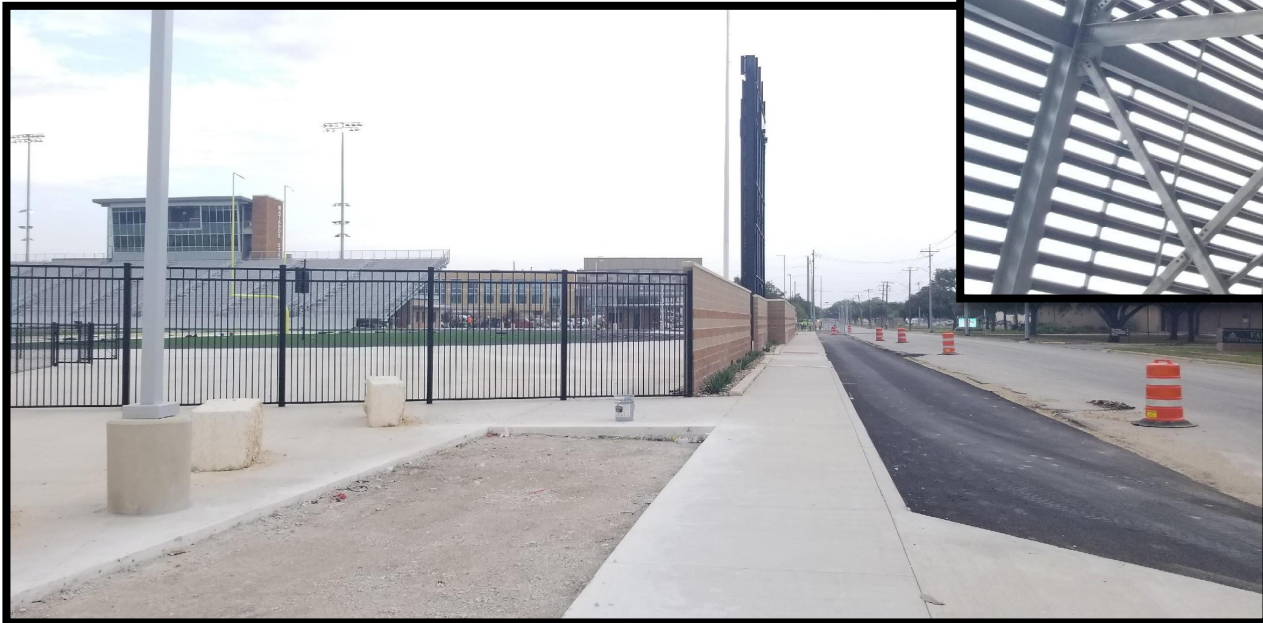
Recent Activity:

- Concession Stands – Substantially Complete



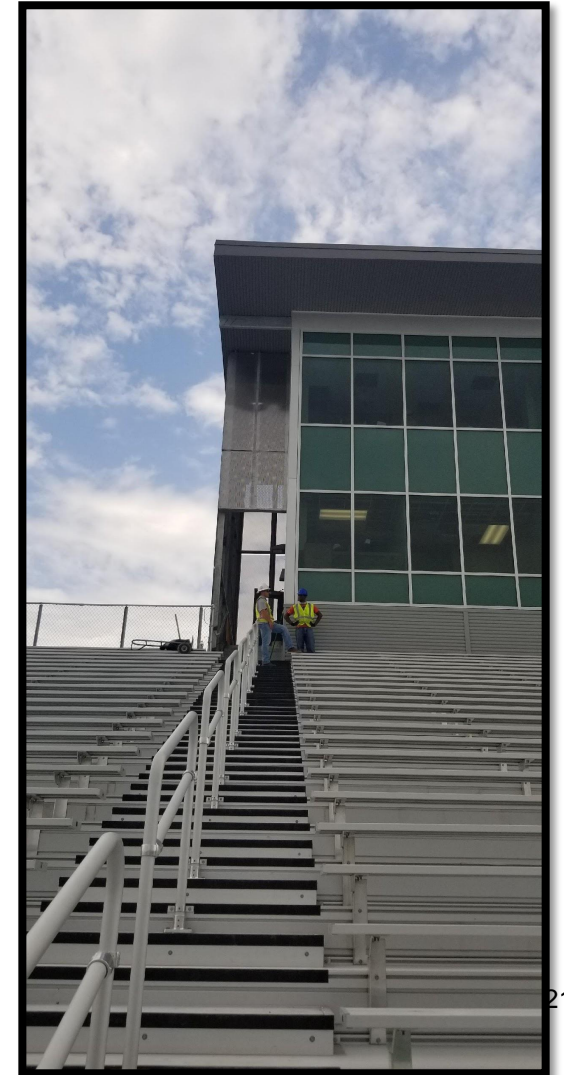
Recent Activity:

- Concourse & Sitework – Substantially Complete



Recent Activity:

- Press Box
Exterior –
Substantially
Complete



Projects



AJ Briesemeister
Middle School

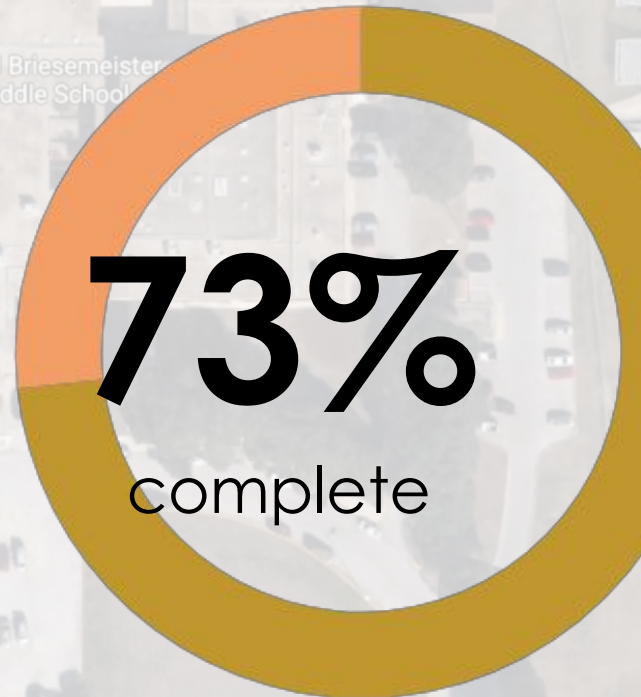
AJ Briesemeister MS

**SURVEY &
PRE-DESIGN**



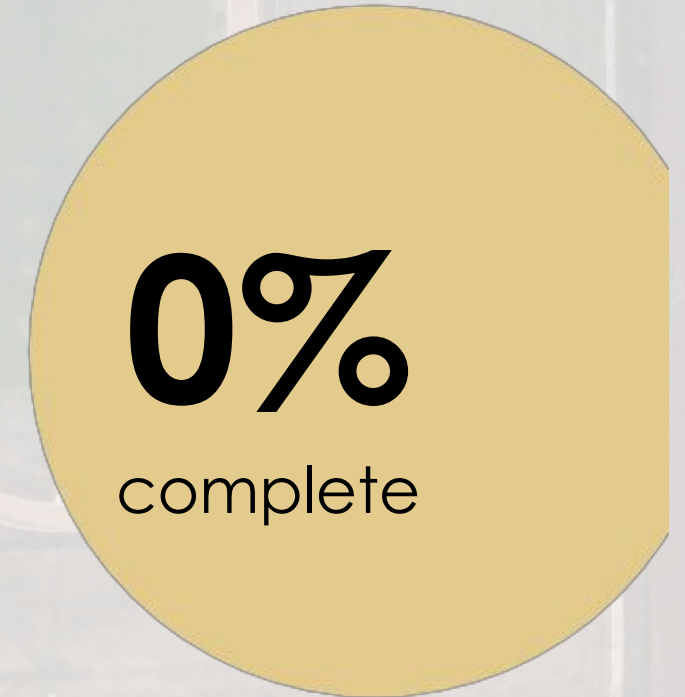
SEPT 2019 – OCT 2019

DESIGN & BID



NOV 2019 – JAN 2021

CONSTRUCTION



FEB 2021 – TBD

Recent Activity:

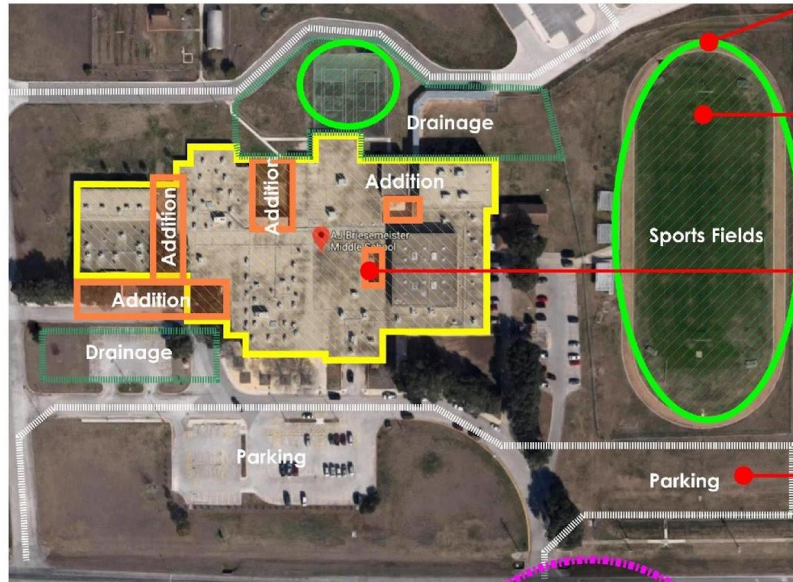
- 8/26/2020 = Design Team Coordination
- 9/1/2020 = Design Team Coordination
- 9/9/2020 = Design Team Coordination
- 9/10/2020 = Design Team Coordination
- 9/18/2020 = Design Team Coordination

Project Evolution

Long Range Facility Plan

AJ BRIESEMEISTER MIDDLE SCHOOL:

OPTION A: Address Items 1-11



FOOTBALL FIELD LIGHTS & BLEACHERS: **\$350,000**

AJ-1

SPORTS FIELDS (Items 3 & 8): **\$2,500,000**

AJ-2

INFILL CONSTRUCTION & RENOVATIONS
(Items 2, 3, 4, 6, 7, 8, 9, 10, 11): **\$36,500,000**

AJ-3

PARKING/CIRCULATION IMPROVEMENTS
& RECONFIGURATIONS: **\$2,500,000**

AJ-4

LIST OF CAMPUS PRIORITIES:

1. Renovate all at once = 18
2. Cafeteria = 11
3. Roofing = 9
4. CTE Spaces (Typical) = 4
5. Sports Fields (General) = 3
6. Classrooms (Typical) = 2
7. Aging Buildings = 2
8. Athletic Spaces (General) = 2
9. Campus Identity = 2
10. Library = 2
11. Connectivity = 1

AJB:
TOTAL VALUE OF
IMPROVEMENTS:
\$41,500,000

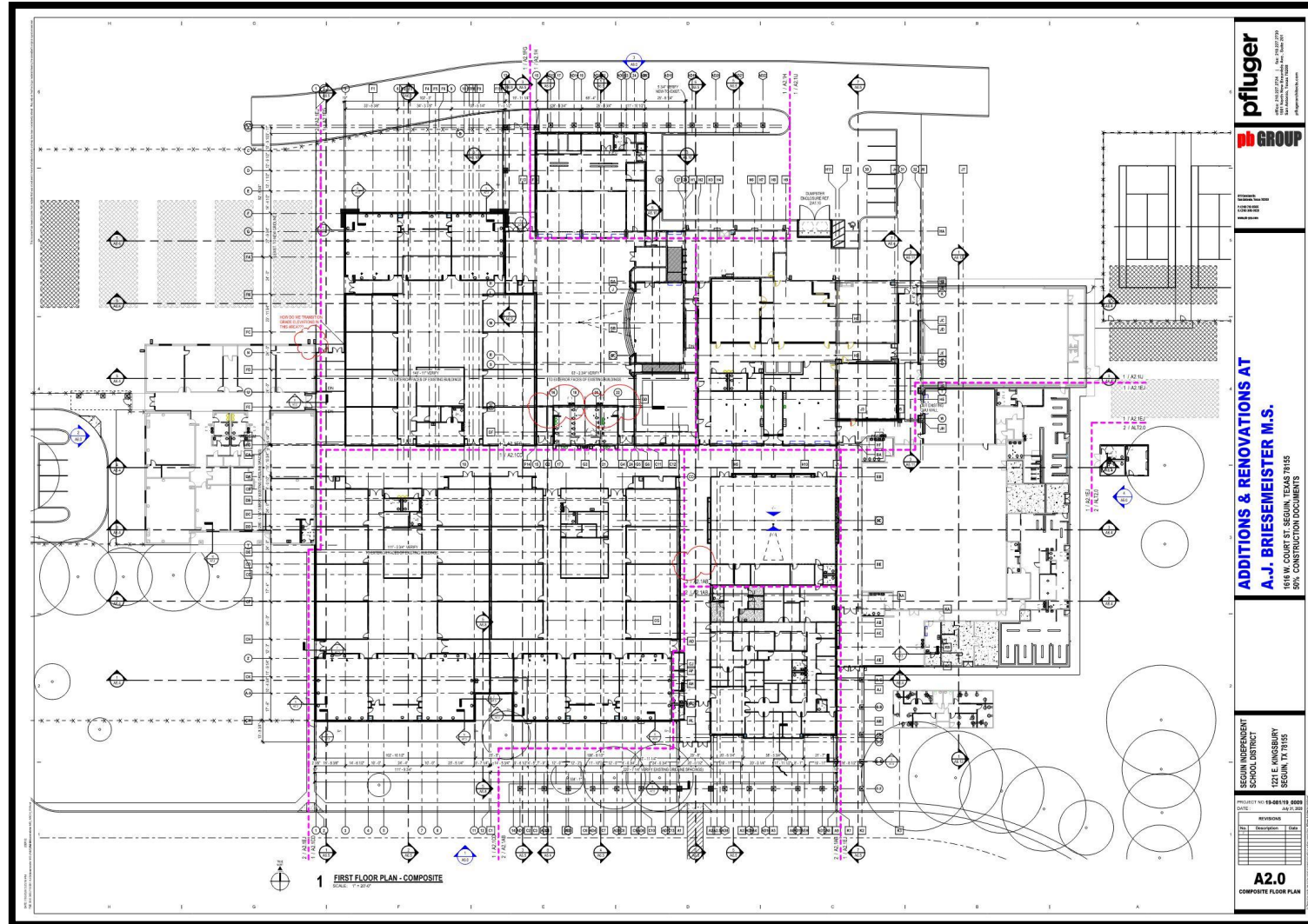
Design Checklist for AJB MS:

- ❑ Grade-Level Houses = Grade-Level Identity / Ownership
- ❑ Dedicated Space for Collaboration
- ❑ Dedicated Library Space
- ❑ Distributed Teacher Resources / Support Spaces
- ❑ Concentrated + Consolidated Administration
- ❑ Prominent Front Entry + Secured Vestibule
- ❑ Secured Outdoor Student Area (Sport / Activity-focused)

Design – 100% SD



Design – 50% CD



Interiors, Finishes, & Colors

Inspiration



Theme / Concept



Classrooms



Collaborative Spaces



Cafetorium



Secured Vestibule / Admin.



Corridors



Corridors



Corridors



Library



Athletics



Upcoming Milestones:

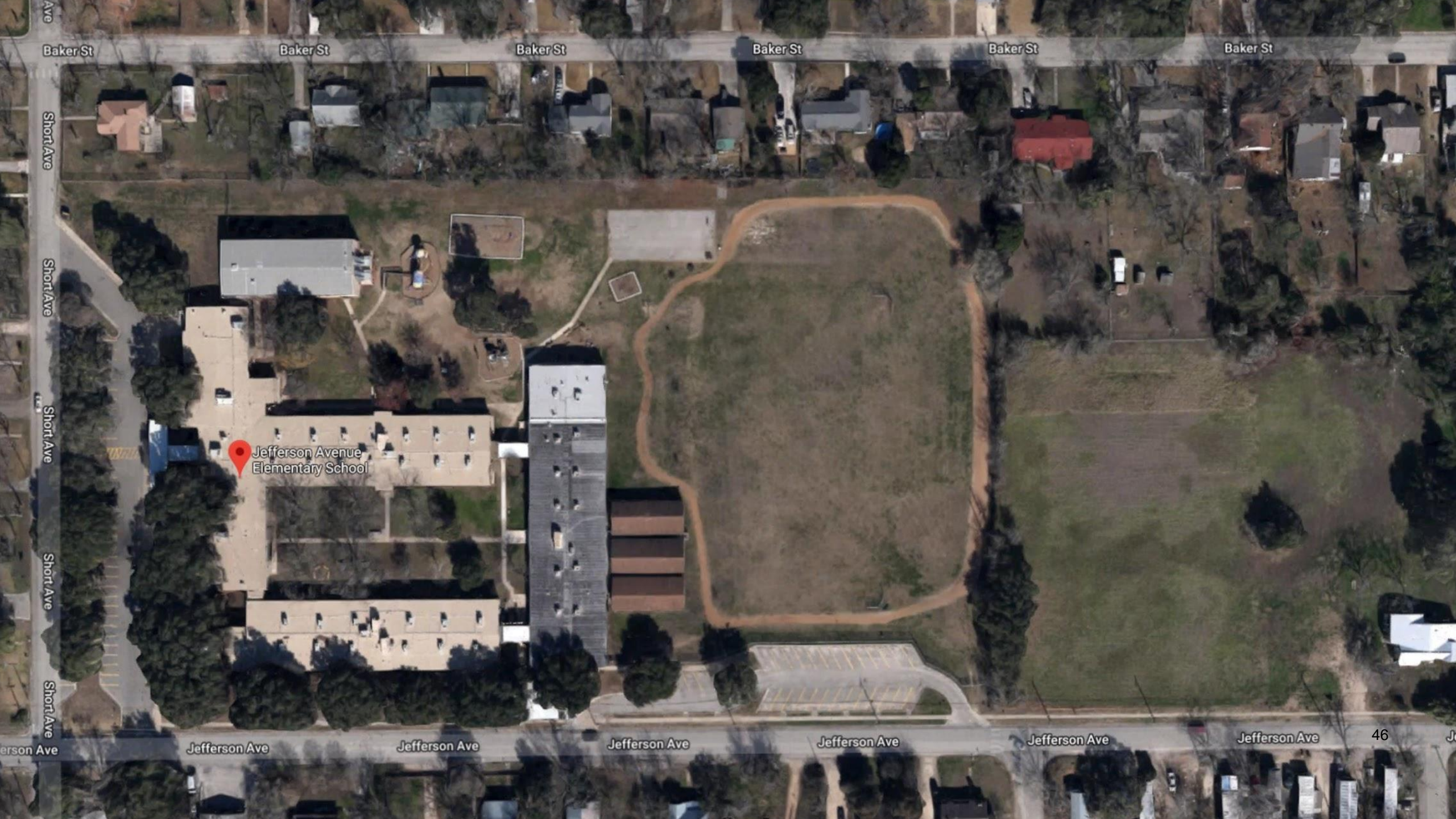
- Upcoming Milestones:
 - Interiors Final Review = October 2
 - 95% CDs = October 16
- Target Dates:
 - Board Mtg. for CD Approval & Approval to Bid: 11/17/20
 - Plans/Specs Available: 11/24/20
 - Proposal Opening: 1/5/21
 - Board Mtg. for Contractor Selection: 1/26/21
 - Construction Start: February 2021

AJB MS Questions?



Projects





Ave

Baker St

Baker St

Baker St

Baker St

Baker St

Baker St

Short Ave

Short Ave

Short Ave

Short Ave

Short Ave

Jefferson Avenue
Elementary School

erson Ave

Jefferson Ave

Jefferson Ave

Jefferson Ave

Jefferson Ave

Jefferson Ave

Jefferson Ave

46

J

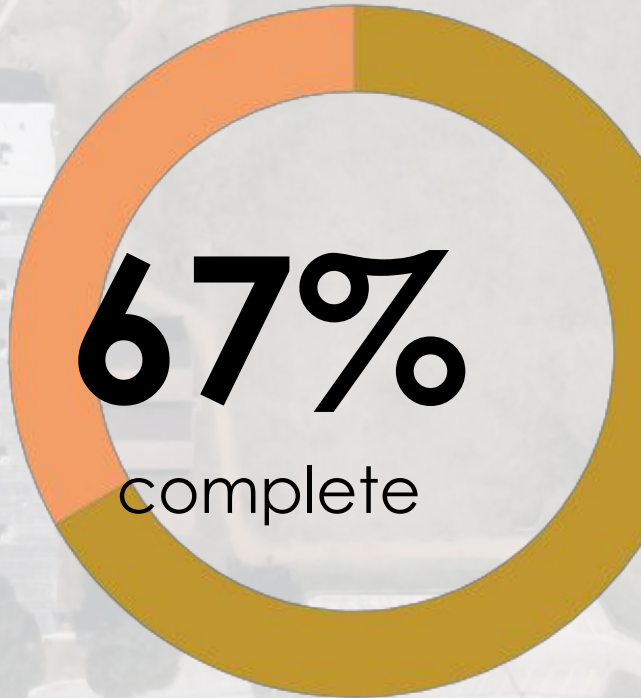
Jefferson ES

**SURVEY &
PRE-DESIGN**



SEPT 2019 – JAN 2020

DESIGN & BID



FEB 2020 – JAN 2021

CONSTRUCTION



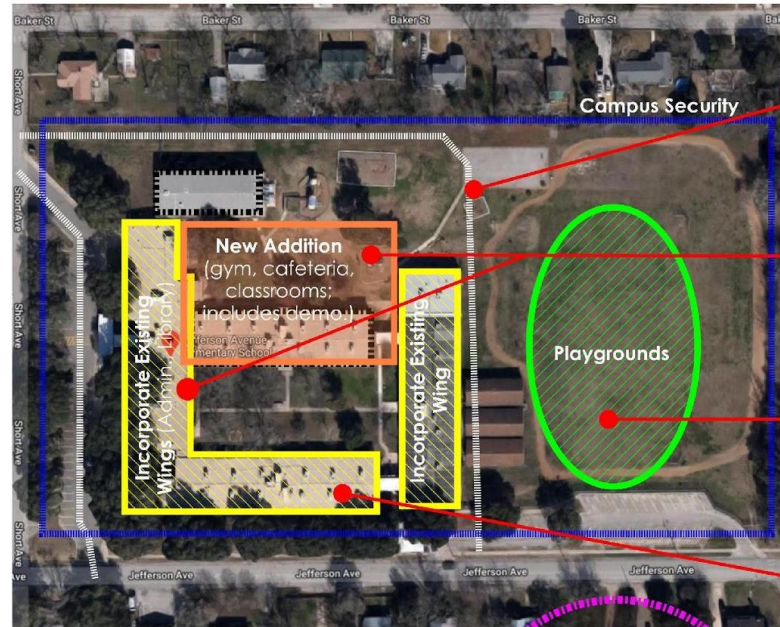
FEB 2021 – TBD

Project Evolution

Long Range Facility Plan

JEFFERSON ELEMENTARY SCHOOL:

OPTION B: Address Items 1-10



RECONFIGURATION OF PARKING/VEHICULAR CIRCULATION (Item 3): **\$1,000,000**

J-1

CANNOT BE DONE PRIOR TO J-2

CONSTRUCTION OF NEW BUILDING ADDITION & RENOVATION OF WEST WING (Items 1, 2, 4, 6, 7, 8, 9, 10): **\$11,000,000**

J-2

PLAYGROUND IMPROVEMENTS & RECONFIGURATIONS (Item 5): **\$250,000**

J-3

RENOVATIONS OF SOUTH/EAST EXISTING WINGS TO REMAIN (Items 1, 2, 4, 9, 10): **\$3,900,000**

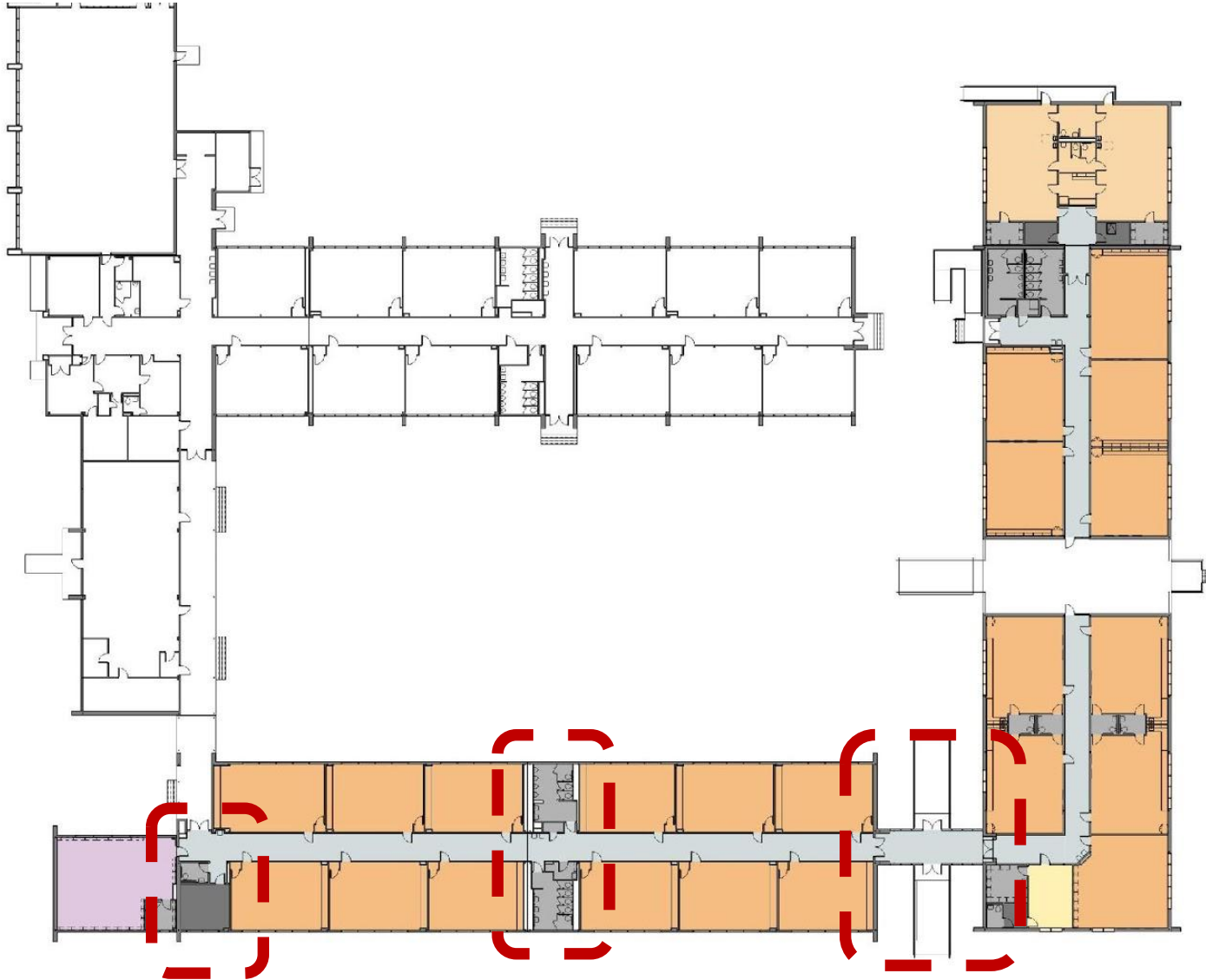
J-4

LIST OF CAMPUS PRIORITIES:

1. Aging Mechanical Systems = 9
2. Connectivity (General) = 9
3. Drainage (Typical) = 7
4. Roofing = 6
5. Playgrounds (General) = 5
6. Classrooms (Typical) = 5
7. Administration = 5
8. Library = 3
9. Safety/Security (General) = 3
10. Accessibility = 2

**JEFFERSON:
TOTAL VALUE OF
IMPROVEMENTS:
\$16,150,000**

Project Scope



- Accessibility Upgrades (Focused on Restrooms)
- Internal Connection between Wings
- Replacement of HVAC System
- Roof Repairs as Needed

Upcoming Milestones:

- Next Deliverables:
 - TBD = Mtg. with new Principal (Mr. Hannah)
 - 95% CDs = October 16
- Target Dates:
 - Board Mtg. for CD Approval & Approval to Bid: 11/17/20
 - Plans/Specs Available: 11/24/20
 - Proposal Opening: 1/5/21
 - Board Mtg. for Contractor Selection: 1/26/21
 - Construction Start: February 2021

Jefferson ES Questions?



Questions?



pfluger
pbGroup LLC

Thank you ⁵³

Minutes of Regular Meeting

The Board of Trustees

Seguin ISD

A regular board meeting of the Board of Trustees of Seguin ISD was held Tuesday, August 25, 2020, beginning at 6:30 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Ben Amador, Denise Crettenden, Linda Duncan, Alejandro R. Guerra, Carl Jenkins, Glenda Moreno, Cinde Thomas-Jimenez and Dr. Matthew Gutierrez, Superintendent

Absent:

Also Present: Mark Cantu, Chief Academic Officer; Anthony Hillberg, Chief Financial Officer; Sean Hoffmann, Chief Communications Officer; Kirsten Legore, Deputy Chief Operations Officer; Bill Lewis, Chief Operating Officer and Associate Superintendent; Cindy Moreno, Chief Human Resources Officer; Patrick Pinder, Guadalupe County Fire Marshal and Emergency Management Coordinator; Deana Henk, CEO Guadalupe Healthcare Network; Nancy Ramirez, Superintendent Secretary and media.

1. Call to Order

A. Mrs. Thomas-Jimenez called the meeting to order at 6:30 p.m. and a quorum was established. The meeting of the Seguin ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

B. The pledges were led by Mr. Jenkins, followed by a moment of silence.

C. Superintendent Announcements:

Dr. Gutierrez provided the board and community with highlights, events and great news since the last board meeting including back to school updates. Dr. Gutierrez recognized and thanked the Seguin Chamber of Commerce for teaming up with area businesses who provided Welcome Bags for our new Seguin ISD teachers. He also recognized and thanked the Seguin Sports Booster for their continued support and tremendous monetary donations that support the Seguin ISD Athletics.

2. Audience with the Board

No one signed up to address the Board.

3. Reports/Information Items:

A. COVID-19 Public Health Support

The Board of Trustees received information and updates from Mrs. Legore, Mr. Pinder and Ms. Henk, regarding the coordinated public health support provided from Guadalupe Healthcare Network and Guadalupe County Emergency Management. The COVID-19 global pandemic has required a significant response from school districts, emergency management, healthcare providers and hospitals. Locally, there has been a coordinated effort to assist school districts in reopening campuses.

B. Update Regarding the Back to School Blueprint

The Board of Trustees received an update from Mr. Cantu regarding the Back to School Blueprint. The purpose of this update was to share the most recent updates that have been made to the blueprint document. The document is the culmination of the Reopening School Task Force that has been working with campus and district representatives to ensure SISD is ready to begin the 2020 - 2021 school year in a safe, responsible, and responsive manner.

C. Seguin ISD 2020-2021 Kindergarten and First Grade Report Card

The Board of Trustees received information on the updated Seguin ISD 2020-2021 Kindergarten and First Grade Report Card from Mr. Cantu. In collaboration with elementary teachers, principals and district office specialists, the updated report card aligns closely with the Texas Essential Knowledge and Skills (TEKS). This report card highlights the most important skills students need to learn in each subject at a particular grade level. Students will receive marks that report student progress toward meeting content standards.

D. Bond 2019 Project Update

The Board of Trustees received an update from Mr. Lewis regarding the 2019 Bond projects. The board will receive regular updates and progress reports on Bond 2019 related projects.

4. Closed Meeting –The Board went into closed session at 7:47 p.m.

A. Pursuant to Texas Government Code Section §§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a employee(s).

1. Discussion Regarding Career and Technical Education Director

C. Pursuant to Texas Government Code Section § 551.072 - Discuss the purchase, exchange, lease, or value of real property.

5. Reconvene to Open Meeting - The Board reconvened at 8:31 p.m.

A. Possible action to approve professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of employee(s).

1. Possible Action to Select Career and Technical Education Director

Mrs. Moreno moved, seconded by Ms. Duncan to approve Richard Bough as the Career and Technical Education Director.

Ayes: Amador, Crettenden, Duncan, Guerra, Jenkins, Moreno and Thomas-Jimenez
Nays: None

6. Consent Agenda Items – Consider and Possible Approval:

A. Approval of Board Minutes for:

Regular Meeting, July 28, 2020

Special Meeting, August 3, 2020

Special Meeting, August 12, 2020

B. Approval of Tax Collection Reports for July 2020

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for July 2020. The Texas Property Tax Code requires the collector of taxes for a taxing unit prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

C. Approval of Proposed Budget Amendments & Financial Statements for July 2020

The Board of Trustees approved the proposed budget amendments and financial statements for

the General Fund, Child Nutrition Fund, and Debt Service Fund as of July 31, 2020.

D. Approval of Donations Received July 2020

The Board of Trustees approved the donations received by the District during the month of July 2020 in the amount of \$10,865.00 from various business and individuals. District Board policy CDC (Local) states "...any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

E. Adoption of Order Setting the Tax Rate for 2020

The Board of Trustees adopted the tax rates for 2020 as follows: \$0.9764 for Maintenance and Operations, and \$0.385 for Interest and Sinking, for a Total Combined Rate of \$1.3614. This tax rate will enable the district to support the proposed budget and retain academic quality and extra-curricular programs. The proposed rate is \$.0136 lower than the prior year.

F. Adult Meal Pricing for 2020-21 School Year

The Board of Trustees approved the recommended adult meal prices for the 2020-21 school year. The United States and Texas Departments of Agriculture (USDA and TDA) required school districts to set adult breakfast and lunch meal prices relative to the total reimbursement received for student meals and USDA per meal value of commodity foods received. Based on the required minimum price given from TDA's adult meal price calculator, the recommendation is for the adult lunch meal price to be set at \$4.00. The adult breakfast meal price will remain at \$2.30.

G. First Reading for Consideration or Approval of the Texas Association of School Boards (TASB) Policy Update 115, affecting LEGAL and LOCAL policies and Local District Update (LDU) FM(LOCAL)

The Board of Trustees approved the updated (LEGAL) policies and replace, delete, or add (LOCAL) policies as recommended by TASB Policy Service and according to the Instruction Sheet for TASB Localized Policy Manual Update 115 and Local District Update (LDU) FM(LOCAL). Update 115 focuses on updating and reorganizing several policies in the FFE series of the policy manual addressing student welfare. FFEA continues to focus on counseling, and a new code, FFEB, focuses on mental health provisions. Several policies have been revised to incorporate the new Title IX regulations, effective August 14, 2020, which define sexual harassment under Title IX and establish detailed procedures for how districts must respond to notice or allegations of sexual harassment. In addition to these changes, Update 115 includes several other policies affected by legislation from the 86th Legislative Session that were not included in Update 114 and incorporates numerous changes from revised Administrative Code rules. The update includes seventy (70) LEGAL policies, thirteen (13) LOCAL policies, and six (6) EXHIBITS. Also, LDU FM(LOCAL) to increase the number of exemptions for high school and add exemptions for middle school students taking high school credit courses.

REPLACE:

- AF (LEGAL) – Innovation Districts
- AIA(LEGAL) – Accountability: Accreditation and Performance Indicators
- AIB(LEGAL) – Accountability: Performance Reporting
- AIC(LEGAL) – Accountability: Interventions and Sanctions
- BBA(LEGAL) – Board Members: Eligibility/Qualifications
- BBBB(LEGAL) – Elections: Post-Election Procedures
- BBD(LEGAL) – Board Members: Training and Orientation
- BDF(LEGAL) – Board Internal Organization: Citizen Advisory Committees
- BF(LOCAL) – Board Policies

REPLACE (cont'd):

- BQ(LEGAL) – Planning and Decision-Making Process

BQA(LEGAL) – Planning and Decision-Making Process: District-Level
 BQB(LEGAL) – Planning and Decision-Making Process: Campus-Level
 CBB(LEGAL) – State and Federal Revenue Sources: Federal
 CCA(LEGAL) – Local Revenue Sources: Bond Issues
 CCG(LEGAL) – Local Revenue Sources: Ad Valorem Taxes
 CCGA(LEGAL) – Ad Valorem Taxes: Exemptions and Payments
 CCGB(LEGAL) – Ad Valorem Taxes: Economic Development
 CCH(LEGAL) – Local Revenue Sources: Appraisal District
 CFA(LEGAL) – Accounting: Financial Reports and Statements
 CFC(LEGAL) – Accounting: Audits
 CKA(LEGAL) – Safety Program/Risk Management: Inspections
 CKE(LEGAL) – Safety Program/Risk Management: Security Personnel
 CKEA(LEGAL) – Security Personnel: Commissioned Peace Officers
 CMD(LEGAL) – Equipment and Supplies Management: Instructional Materials Care and Accounting
 CO(LEGAL) – Food and Nutrition Management
 CQ(LEGAL) – Technology Resources
 CQA(LEGAL) – Technology Resources: District, Campus, and Classroom Websites
 CQB(LEGAL) – Technology Resources: Cybersecurity
 CRE(LEGAL) – Insurance and Annuities Management: Workers’ Compensation
 CS(LEGA) – Facility Standards
 CY(LEGAL) – Intellectual Property
 D(LEGAL) – Personnel
 DAA(LEGAL) – Employment Objectives: Equal Employment Opportunity
 DBAA(LEGAL) – Employment Requirements and Restrictions: Pre-Employment Reviews
 DC(LEGAL) – Employment Practices
 DED(LOCAL) – Compensation and Benefits: Vacations and Holidays
 DF(LEGAL) – Termination of Employment
 DHC(LEGAL) – Employee Standards of Conduct: Reports to Texas Education Agency
 DHE(LEGAL) – Employee Standards of Conduct: Searches and Alcohol/Drug Testing
 DIA(LEGAL) – Employee Welfare: Freedom from Discrimination, Harassment, and Retaliation
 DIA(LOCAL) – Employee Welfare: Freedom from Discrimination, Harassment, and Retaliation
 DIA(EXHIBIT) – Employee Welfare: Freedom from Discrimination, Harassment, and Retaliation
 DMA(LEGAL) – Professional Development: Required Staff Development
 DP(LEGAL) – Personnel Positions
 EEL(LEGAL) – Instructional Arrangements: Contract with Outside Agencies
 EHAA(LEGAL) – Basic Instructional Program: Required Instruction (All Levels)
 EHB(LEGAL) – Curriculum Design: Special Programs
 EHBA(LEGAL) – Special Programs: Special Education
 EHBAB (LEGAL) – Special Education: ARD Committee and Individualized Education Program
 EHBE(LEGAL) – Special Programs: Bilingual Education/ESL
 EHBG(LEGAL) – Special Programs: Prekindergarten
 EHBJ(LEGAL) – Special Programs: Innovative and Magnet Programs
 EHDD(LEGAL) – Alternative Methods for Earning Credit: College Course Work/Dual Credit
 EI(LEGAL) – Academic Achievement
 EI(LOCAL) – Academic Achievement
 EIF(LEGAL) – Academic Achievement: Graduation
 EKB(LEGAL) – Testing Programs: State Assessment
REPLACE (cont’d):
 EKC(LEGAL) – Testing Programs: Reading Assessment

ELA(LEGAL) – Campus or Program Charters: Partnership Charters
F(LEGAL) – Students
FB(LEGAL) – Equal Educational Opportunity
FB(LOCAL) – Equal Educational Opportunity
FB(EXHIBIT) – Equal Educational Opportunity
FD(LOCAL) – Admissions
FDB(LEGAL) – Admissions: Intradistrict Transfers and Classroom Assignments
FEA(LEGAL) – Attendance: Compulsory Attendance
FEB(LEGAL) – Attendance: Attendance Accounting
FEB(LOCAL) – Attendance: Attendance Accounting
FFAC(LEGAL) – Wellness and Health Services: Medical Treatment
FFAE(LEGAL) – Wellness and Health Services: School-Based Health Centers
FFB(LEGAL) – Student Welfare: Crisis Intervention
FFC(LEGAL) – Student Welfare: Student Support Services
FFEA(LEGAL) – Counseling and Mental Health: Counseling
FFG(LEGAL) – Student Welfare: Child Abuse and Neglect
FFG(LOCAL) – Student Welfare: Child Abuse and Neglect
FFH(LEGAL) – Student Welfare: Freedom from Discrimination, Harassment, and Retaliation
FFH(LOCAL) – Student Welfare: Freedom from Discrimination, Harassment, and Retaliation
FFH(EXHIBIT) – Student Welfare: Freedom from Discrimination, Harassment, and Retaliation
FM(LEGAL) – Student Activities
FNG(LEGAL) – Student Rights and Responsibilities: Student and Parent Complaints/Grievances
GF(LOCAL) – Public Complaints
GKA(LEGAL) – Community Relations: Conduct on School Premises

ADD

FFEB(LEGAL) – Counseling and Mental Health: Mental Health

DELETE

DHE(EXHIBIT) – Employee Standards of Conduct: Searches and Alcohol/Drug Testing
DMD(LOCAL) – Professional Development: Professional Meetings and Visitations
FFE(LEGAL) – Student Welfare: Counseling and Mental Health
FFG(EXHIBIT) – Student Welfare: Child Abuse and Neglect
FMF(LOCAL) – Student Activities: Contests and Competition
GBAA(EXHIBIT) – Information Access: Requests for Information

H. County Extension Agents as Adjunct Staff Members

The Board of Trustees approved the following Guadalupe County Extension Agents as adjunct staff members of the Seguin I.S.D.: Travis Franke, Jeff Hanselka, Matthew Miranda, and Dr. Charla Bading.

I. Extra-Curricular Activity Listing for 2020-2021

The Board of Trustees approved the list of organizations in which student participation during the school day will result in an excused absence. Each local Board of Trustees must approve the organizations for which participation in activities sponsored by these organizations would result in an excused absence, in accordance with Board-approved provisions for extra-curricular absences.

J. Consideration of Approval of the Texas Teacher Evaluation Support System (T-TESS) and Annual Teacher Review (ATR) Calendar and Procedures for 2020-2021

The Board of Trustees approved the following Texas Teacher Evaluation Support System (T-TESS) and Annual Teacher Review (ATR) Calendar and Procedures for the 2020-2021 school year: State Board rules require that each district establish a calendar for appraisal during the required days of instruction for students during one school year. The calendar should designate the time frame for the appraisal period, exclude the first three weeks of instruction, prohibit observations on the last day of instruction before an official school holiday or on any other day deemed inappropriate by the Board, and indicate a period for summative annual conferences that end no later than 15 working days before the last day of instruction for students. In addition to those days prohibited by law, DNA (LOCAL) prohibits scheduled observations the day after a school holiday, days scheduled for end of semester and end of year examination, or days scheduled for statewide assessments at the respective grade levels.

K. Consideration of Approval of Certified Appraisers for 2020-2021

The Board of Trustees approved the following administrators as certified appraisers for the Texas Teachers Evaluation Support System (T-TESS) or to conduct formal goal setting known as the Annual Teacher Review in the 2020-2021 school year:

Barnes Middle School	Briesemeister Middle School
Jason Schmidt, Principal	James Diaz, Principal
Kristi Miranda, Academic Dean	Allison Pape, Academic Dean
Allison Seidenberger, Assistant Principal	Robert Arriola, Asst. Principal
Jonathan Basha, Assistant Principal	Michele Castillo, Asst. Principal
Maria Guerra, Admin Intern	Bianca Duvall, Admin Intern
Seguin High School	Learning and Leadership
Dr. Hector Esquivel, Principal	Mark Cantu, Chief Academic Officer
Chanda Bloch, Associate Principal	Danica Murrillo, Director of Secondary and Professional Learning
Allison Gillentine, Academic Dean	Andrea Jaramillo, Director of Elementary and Multilingual
Ryan Randolph, Asst, Principal	Allison Willemin, Secondary ELA Coordinator
Joshua Peters, Asst. Principal	Nilda Vella, District Science Coordinator
	Cynthia Borden, Director of Federal & State Acct.
Administrative Services	Information Systems and Instructional Technology
Cynthia J. Moreno, Chief Human Resource Officer	Bill Lewis, Assoc. Superintendent
Nikki Bittings, Director of Human Resources	Don Hastings, Director of Integrated Support Services
Pete Silvius, Director of Whole Child Initiative	Juan Orozco, Director of Digital Learning
Jefferson Elementary	Vogel Elementary
Aaron Hannah, Principal	Rhonda Jubela, Principal
Darren Brietzke, Asst. Principal	Tiffany Wehe, Asst. Principal
Koennecke Elementary	Ball Early Childhood Center
Cassie Koehler, Principal	Debra Reiley, Principal
Reyetos Valdez, Asst. Principal	Jessica Castro, Admin Intern
McQueeney Elementary	Patlan Elementary
Meredith Stadler, Principal	Linda Guzman, Principal
Jason Cunningham, Asst. Principal	Valerie McKinney, Asst. Principal

Rodriguez Elementary	Saegert Learning Center and District Alternative School
Yolanda Grijalva, Principal	Jay Law, Principal
LeAnn Dunn, Asst. Principal	Erma Freeman, Principal, DAEP
Sharon Feuge, Special Programs	Allison Higginbotham, Special Programs
Weinert Elementary	Special Education
Mary Hernandez, Principal	Halcy Martin-Dean, Director
Annaliza Rangel, Asst. Principal	Rebecca Bloxham, Coordinator
	Haley Boydston, ARD

L. Acknowledge Public Information Act Request July-August 2020

The Board of Trustees received information regarding the Public Information Act requests received since July 9, 2020. The purpose of this agenda item is to keep trustees apprised of the District's Public Information program.

Ms. Duncan moved, seconded by Mr. Amador to approve Consent Action Items:

A. Approval of Board Minutes for:

Regular Meeting, July 28, 2020

Special Meeting, August 3, 2020

Special Meeting, August 12, 2020

B. Approval of Tax Collection Reports for July 2020

C. Approval of Proposed Budget Amendments & Financial Statements for July 2020

D. Approval of Donations Received July 2020

E. Adoption of Order Setting the Tax Rate for 2020

F. Adult Meal Pricing for 2020-21 School Year

G. First Reading for Consideration or Approval of the Texas Association of School Boards (TASB) Policy Update 115, affecting LEGAL and LOCAL policies and Local District Update (LDU) FM(LOCAL)

H. County Extension Agents as Adjunct Staff Members

I. Extra-Curricular Activity Listing for 2020-2021

J. Consideration of Approval of the Texas Teacher Evaluation Support System (T-TESS) and Annual Teacher Review (ATR) Calendar and Procedures for 2020-2021

K. Consideration of Approval of Certified Appraisers for 2020-2021

L. Acknowledge Public Information Act Request July-August 2020

Ayes: Amador, Crettenden, Duncan, Guerra, Jenkins, Moreno, and Thomas-Jimenez

Nays: None

7. Action Items:

A. TEA Waiver – Parent Notice Requirement for Students at Risk Failure

Mr. Amador moved, seconded by Mr. Guerra to approve the TEA waiver as presented. Texas school districts are required to provide early notice to parents or guardians of students in grades 4 and 7 identified to be at risk of failure on the first administration of an assessment required for grade advancement in the next school year. The current rule requires this notice to be issued before the end of the school year. Given that the STAAR administration and benchmark examinations for 2020 were cancelled, there is not sufficient information to make this determination. The waiver allows Seguin ISD to delay the notice requirement until the start of the 20-21 school year, when there is screener data to make the at-risk determination.

Ayes: Amador, Crettenden, Duncan, Guerra, Jenkins, Moreno, and Thomas-Jimenez

Nays: None

B. Approval of the Updated Seguin ISD District of Innovation Plan

Mr. Guerra moved, seconded by Mr. Jenkins to approve the updated Seguin ISD District of Innovation (DOI) Plan for the 2020-21 academic year through the 2021-22 academic year. In accordance with state law and to maximize the opportunity to accomplish the district goals, the District Education Improvement Committee accepted the recommendation from the Learning and Leadership Services Department to amend the DOI plan to include relief from TEC§ 21.404, which entitles each classroom teacher to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. The DOI plan amendment allows the relief from the provision and allows the district's teachers to participate in Professional Learning Communities (PLC) on at least a weekly basis during the work day without compromising instructional time, where they can share best practices, critically examine student data, and plan collaboratively

Ayes: Amador, Crettenden, Duncan, Guerra, Jenkins, Moreno, and Thomas-Jimenez
Nays: None

C. Possible Action to Approve the Order Declaring Election of Unopposed Candidates for Voting District One (1), Voting District Three (3) and Voting District (6)

Mr. Amador moved, seconded by Ms. Duncan to approve the order declaring the election of the unopposed candidates in voting District 1; voting District 3; and voting District 6; thereby approving the order to cancel the general election for said Districts for the November 3, 2020 election. This order is in accordance with Election Code 2.051 and 2.053, as reflected in Board Policy BBBA (LEGAL). By this action, Carl W. Jenkins - District 1; Cinde Thomas-Jimenez - District 3 and Benito Amador - District 6 are re-elected to a four-year term on the Board of Trustees after the November 3, 2020 election.

Ayes: Amador, Crettenden, Duncan, Guerra, Jenkins, Moreno, and Thomas-Jimenez
Nays: None

D. Personnel Action Professional Employees

Mrs. Crettenden moved, seconded by Mrs. Moreno to recognize and acknowledge the following new professional hires for the 2020-2021 school year and the resignations listed below:

New Hire Elections: **Barrera, Estevan, Seguin High School, effective 9/8/2020**
 Krueger, Julie, Patlan Elementary, effective 9/8/2020
 Roberts, Trevor, AJB Middle School, effective 9/8/2020
 Rubio, Kristina, Rodriguez Elementary, effective 9/8/2020
 Salazar, Cesar, Seguin High School, effective 9/8/2020
 Taylor, Barbara, AJB Middle School, effective 9/8/2020
 Youngblood, Robin, Barnes Middle School, effective 9/8/2020

Resignations: **Amsink, Jennifer, Jefferson Elementary, effective 8/6/2020**
Ms. Amsink, Essential Academics Teacher, has resigned to take a position with Northeast ISD.
 Bennett, Angela, Patlan Elementary, effective 8/6/2020
Ms. Bennett, Kindergarten Teacher, has resigned due to Covid-19.
 Bonson, Lizette, Seguin High School, effective 7/22/2020
Ms. Bonson, Spanish Teacher, has resigned due to relocation.
 Hoffman, Daisy, Koennecke Elementary, effective 8/12/2020
Ms. Hoffman, Dual Language Kindergarten, has resigned to stay home with her children.
 Kenagy, Mignon, Seguin High School, effective 8/11/2020
Ms. Kenagy, Special Education Teacher, has resigned to stay home with her children.
 Klatt, Brianna, Rodriguez Elementary, effective 7/22/2020

Ms. Klatt, 5th Grade Teacher, has resigned to take a position with another school district.

Wunderlich, Roxanne, Barnes Middle School, effective 8/3/2020

Ms. Wunderlich, Special Education Teacher, has resigned to take a position with La Vernia ISD.

Ayes: Amador, Crettenden, Duncan, Guerra, Jenkins, Moreno, and Thomas-Jimenez
Nays: None

8. Board Comments and Request

The Board will take a tour of Matador Stadium once it is complete.

Mrs. Moreno would like an update on how the Matador Stadium seating will be handled for games and events at Matador Stadium.

Ms. Duncan presented an idea to the leadership team on how to promote registration.

Mrs. Thomas-Jimenez recommended the Board to be at their respected campuses on the first day of school to show support.

The Board recognized and thanked the staff for their hard work and dedication to Seguin ISD.

All prior board requests have been addressed.

9. Adjourn

Mrs. Moreno moved, seconded by Ms. Duncan to adjourn the meeting.

The meeting adjourned at 9:03 p.m.

Secretary/September 22, 2020

President/September 22, 2020

ACTION ITEM:

Approval of Tax Collection Reports for August 2020

RECOMMENDATION:

That the Board of Trustees approve the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for August 2020.

RATIONALE:

The Texas Property Tax Code requires the collector of taxes for a taxing unit prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

REFERENCE and COMPLIANCE:

BDAF (LEGAL) - Selection and Duties of Chief Tax Official

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

Tax payments are received by direct deposit to the District's accounts at Lone Star Investment Pool. Payments are remitted to the District two days after the County receives them.

Total Tax Collections for the month of August 2020:

Current	\$	-
Delinquent		203,940
Penalty and Interest		50,483
Total Monthly Collections	\$	<u>254,423</u>
Total Tax Collections Year to Date	\$	<u>539,725</u>
Delinquent Tax Levy		2,872,764
Percent Collected through August 2020		25.62%
Percent of Tax Levy Collected last year		19.45%

EXHIBITS:

None

RESOURCE PERSONNEL:

Anthony Hillberg, CPA, Chief Financial Officer

Submitted by:

Date Submitted: 09/22/20

(Signature)

(Name)

(Address)

(Telephone)

Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

ACTION ITEM: **Approval of Proposed Budget Amendments & Financial Statements for August 2020**

RECOMMENDATION: That the Board of Trustees approve the proposed budget amendments and financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of August 31, 2020.

RATIONALE: The District’s official budget includes the General Fund, Child Nutrition Fund, and Debt Service Fund. The adoption of the budgets associated with these funds and subsequent amendments should be approved by the Board of Trustees. The attached budget reports and financial statements are designed to provide interim information for the Board of Trustees regarding operations of the District. The attached financial statements are unaudited and do not reflect certain required accounting entries for the official year-end financial report.

REFERENCE and COMPLIANCE: CE (LEGAL) and CE (LOCAL) Annual Operating Budget
The Board shall amend the budget when a change is made increasing any one of the functional spending categories or increasing revenue object accounts and other financing sources (uses).

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Budget amendments reflected in this report require approval by the Board of Trustees.

EXHIBITS: Proposed Budget Amendments and Financial Statements for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund are attached.

RESOURCE PERSONNEL: Anthony Hillberg, CPA, Chief Financial Officer
Sally Eckhart, Budget Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

Function Codes

11 – Instruction - Activities that deal directly with the interaction between teachers and students

12 – Instructional Resources/Media Services - Expenditures that are directly and exclusively used for resource centers, establishing and maintaining libraries

13 – Curriculum & Instructional Staff Development – Expenditures directly and exclusively used to aid instructional staff in planning, developing and evaluating the process of providing learning experiences for students. (Includes in-service training for instructional or instructional-related personnel (Functions 11, 12, and 13))

21 – Instructional Leadership - Expenditures that are for managing, directing, supervising, and providing leadership for staff who provide general and specific instructional services

23 – School Leadership - Expenditures to direct and manage a school campus

31 – Guidance & Counseling – Expenditures for assessing and testing students' abilities, aptitudes and interests; counseling students

32 - Social Work Services - Expenditures that for activities such as investigating and diagnosing student social needs arising out of the home, school or community: includes truant/attendance officers

33 – Health Services - Expenditures for providing physical health services to students

34 – Student Transportation - Expenditures for transporting students to and from school.

35 – Food Service – Expenditures for food service operations

36 – Extracurricular Activities - Expenditures for school-sponsored activities outside of the school day.

41 – General Administrations - Expenditures for purposes of managing or governing the school district as an overall entity

51 – Maintenance & Operations - Expenditures for activities to keep the facilities and grounds open, clean, comfortable and in effective working condition and state of repair, and insured

52 – Security & Monitoring Services – Expenditures for activities to keep student and staff surroundings safe, whether in transit to or from school, on a campus or participating in school-sponsored events at another location

53 – Data Processing Services - Expenditures for data processing services, whether in-house or contracted.

61 – Community Services - Expenditures for activities or purposes other than regular public education and includes expenditures are for services or activities relating to the whole community or some segment of the community

71 – Debt Service – Expenditures for debt service payments and related fees

81 – Facilities Acquisition and Improvements - Expenditures for acquiring, equipping, and/or making additions to real property and sites

99 – Other Governmental Charges – Expenditures for other intergovernmental charges not defined above

Seguin Independent School District
Proposed Budget Amendments and Financial Statements
General Operating Fund
August 2020

	Budget				Actual			Budget Remaining	
	Adopted Budget	August 1, 2020	Proposed Amendment(s)		August 31, 2020	August 1, 2020	Current Month		August 31, 2020
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
REVENUE									
Local									
Property Taxes-Current	35,470,987	35,470,987	-	-	35,470,987	-	-	-	35,470,987
Property Taxes-Delinquent	261,853	261,853	-	-	261,853	238,648	211,712	450,360	-
Property Taxes-Penalty & Interest	-	-	-	-	-	46,654	52,192	98,845	-
Interest Income	730,000	730,000	-	-	730,000	10,906	6,860	17,766	712,234
Other Local Income	456,000	456,000	-	-	456,000	22,573	8,048	30,622	425,378
State	30,299,547	30,299,547	75,000	-	30,374,547	240,986	288,227	529,213	29,845,334
Federal	967,000	967,000	-	-	967,000	1,930	8,271	10,201	956,799
REVENUE	68,185,387	68,185,387	75,000	-	68,260,387	561,697	575,309	1,137,007	67,410,733
EXPENSE									
11 - Instruction	37,185,280	37,955,340	150,000	4,584	38,109,924	554,655	1,088,602	1,643,257	36,466,667
12 - Instructional Resources & Media Svcs	1,052,175	1,170,769	-	-	1,170,769	8,634	16,839	25,473	1,145,296
13 - Curr & Instructional Staff Development	1,044,285	1,050,260	-	(1,084)	1,049,176	50,700	69,175	119,875	929,301
21 - Instructional Leadership	1,926,823	1,926,823	-	-	1,926,823	93,390	119,474	212,864	1,713,959
23 - School Leadership	4,872,005	4,872,005	-	-	4,872,005	159,336	367,751	527,087	4,344,918
31 - Guidance & Counseling Services	2,533,507	2,562,532	-	-	2,562,532	59,328	227,639	286,968	2,275,564
32 - Social Work Services	526,791	526,791	-	-	526,791	27,195	27,026	54,221	472,570
33 - Health Services	620,656	620,656	-	-	620,656	8,221	8,232	16,453	604,203
34 - Student Transportation	3,053,895	3,053,895	-	-	3,053,895	101,889	111,727	213,616	2,840,279
35 - Food Service	-	-	-	-	-	-	-	-	-
36 - Co-curricular Activities	2,071,617	2,125,967	-	(3,500)	2,122,467	154,294	107,189	261,483	1,860,984
41 - General Administration	2,294,166	2,303,729	-	-	2,303,729	142,005	169,053	311,058	1,992,671
51 - Plant Maintenance & Operations	6,714,399	6,810,425	-	-	6,810,425	363,124	652,002	1,015,126	5,795,299
52 - Security & Monitoring Services	495,287	495,287	75,000	-	570,287	16,239	89,434	105,673	464,614
53 - Data Services	1,713,481	1,713,481	-	-	1,713,481	229,002	194,765	423,767	1,289,714
61 - Community Services	78,762	78,762	-	-	78,762	126	125	251	78,511
71 - Debt Services	-	665,000	-	-	665,000	665,000	-	665,000	-
81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
99 - Intergovernmental Charges (Appraisal Svcs)	595,325	595,325	-	-	595,325	-	-	134,239	461,086
EXPENSE	66,778,454	68,527,047	225,000	-	68,752,047	2,633,139	3,249,033	6,016,411	62,735,636
REVENUE OVER/(UNDER) EXPENSE	\$ 1,406,933	\$ (341,660)	\$ (150,000)	\$ -	\$ (491,660)	(2,071,442)	(2,673,723)	(4,879,404)	4,675,096
Other Sources	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
RESULT OF ACTIVITIES	\$ 1,406,933	\$ (341,660)	\$ (150,000)	\$ -	\$ (491,660)	(2,071,442)	(2,673,723)	(4,879,404)	

Note:
Fund Balance projection data for 2020-21 will be provided upon completion of the annual financial audit for the 2019-20 fiscal year.

Seguin Independent School District
 Budget Amendment Detail For General Operating Fund
 August, 2020

Budget Report - Attachment 1
 22-Sep-2020

Revenues:

BUA 231	State of Texas PPE distribution	\$	75,000
	Total Revenue Increase (Decrease)		<u>\$ 75,000</u>

Expenditures:

BUA 29	Region 4 Bulk Purchase for Distance Learning Function 11 700 Distrance learning devices and 250 hotspots	\$	150,000
BUA 231	State of Texas PPE distribution Function 52 Safety and Security supplies	\$	75,000
	Total Expenditures Increase (Decrease)		<u>\$ 225,000</u>

Other Sources:

	Total Other Sources Increase (Decrease)		<u>\$ -</u>
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Seguin Independent School District
Proposed Budget Amendments and Financial Statements
Child Nutrition Fund
August 2020

	Budget				Actual			Budget Remaining	
	Adopted Budget	August 1, 2020	Proposed Amendment(s)		August 31, 2020	August 1, 2020	Current Month		August 31, 2020
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
REVENUE									
Local									
Property Taxes-Current									
Property Taxes-Delinquent									
Property Taxes-Penalty & Interest									
Interest Income	20,000	20,000	-	-	20,000	252	150	403	19,597
Other Local Income	771,000	771,000	-	-	771,000	-	1,038	1,038	769,962
State	70,000	70,000	-	-	70,000	164,020	160,777	324,797	-
Federal	3,914,000	3,914,000	-	-	3,914,000	-	-	-	3,914,000
REVENUE	4,775,000	4,775,000	-	-	4,775,000	164,273	161,965	326,238	4,703,559
EXPENSE									
11 - Instruction									
12 - Instructional Resources & Media Svcs									
13 - Curr & Instructional Staff Development									
21 - Instructional Leadership									
23 - School Leadership									
31 - Guidance & Counseling Services									
32 - Social Work Services									
33 - Health Services									
34 - Student Transportation									
35 - Food Service	4,764,500	4,764,500	-	-	4,764,500	94,906	115,947	210,853	4,553,647
36 - Co-curricular Activities									
41 - General Administration									
51 - Plant Maintenance & Operations	10,000	10,000	-	-	10,000	-	886	886	9,114
52 - Security & Monitoring Services	500	500	-	-	500	88	44	132	368
53 - Data Services									
61 - Community Services									
71 - Debt Services									
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
EXPENSE	4,775,000	4,775,000	-	-	4,775,000	94,994	116,877	211,871	4,563,129
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	69,278	45,088	114,367	140,431
Other Sources	-	-	-	-	-				
Other Uses	-	-	-	-	-				
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 69,278	\$ 45,088	\$ 114,367	

Note:
Fund Balance projection data for 2020-21 will be provided upon completion of the annual financial audit for the 2019-20 fiscal year.

Seguin Independent School District
Budget Amendment Detail For Child Nutrition Fund
August, 2020

Budget Report - Attachment 1
22-Sep-2020

Revenues:

Total Revenue Increase (Decrease)

\$ -

Expenditures:

Total Expenditures Increase (Decrease)

\$ -

Seguin Independent School District
Proposed Budget Amendments and Financial Statements
Debt Service Fund
August 2020

	Budget				Actual			Budget Remaining	
	Adopted Budget	August 1, 2020	Proposed Amendment(s)		August 31, 2020	August 1, 2020	Current Month		August 31, 2020
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
REVENUE									
Local									
Property Taxes-Current	13,377,002	13,377,002	-	-	13,377,002	-	-	-	13,377,002
Property Taxes-Delinquent	135,496	135,496	-	-	135,496	89,360	77,586	166,946	-
Property Taxes-Penalty & Interest	-	-	-	-	-	16,204	16,660	32,864	-
Interest Income	-	-	-	-	-	3,744	1,320	5,063	-
Other Local Income	-	-	-	-	-	-	-	-	-
State	-	-	-	-	-	-	-	-	-
Federal	-	-	-	-	-	-	-	-	-
	13,512,498	13,512,498	-	-	13,512,498	109,308	95,566	204,874	13,377,002
EXPENSE									
11 - Instruction									
12 - Instructional Resources & Media Svcs									
13 - Curr & Instructional Staff Development									
21 - Instructional Leadership									
23 - School Leadership									
31 - Guidance & Counseling Services									
32 - Social Work Services									
33 - Health Services									
34 - Student Transportation									
35 - Food Service									
36 - Co-curricular Activities									
41 - General Administration									
51 - Plant Maintenance & Operations									
52 - Security & Monitoring Services									
53 - Data Services									
61 - Community Services									
71 - Debt Services	13,512,498	13,512,498	-	-	13,512,498	1,489,200	6,961,075	8,450,275	5,062,223
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
	13,512,498	13,512,498	-	-	13,512,498	1,489,200	6,961,075	8,450,275	5,062,223
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	(1,379,892)	(6,865,509)	(8,245,401)	\$ 8,314,779
Other Sources	-	-	-	-	-	-	-	109	
Other Uses	-	-	-	-	-	-	-		
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 108.69	
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	(1,379,892)	(6,865,509)	(8,245,293)	

Note:
Fund Balance projection data for 2020-21 will be provided upon completion of the annual financial audit for the 2019-20 fiscal year.

Seguin Independent School District
Budget Amendment Detail For Debt Service Fund
August, 2020

Budget Report - Attachment 1
22-Sep-2020

Revenues:

Total Revenue Increase (Decrease) \$ -

Expenditures:

Total Expenditures Increase (Decrease) \$ -

ACTION ITEM: **Approval of District-Wide Vehicle Maintenance, Parts, And Services (RFP #: 21-01)**

RECOMMENDATION: That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Vehicle Maintenance, Parts, and Services.

RATIONALE: A Request for Proposals (RFP#: 21-01) was issued on August 7, 2020 for Vehicle Maintenance, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the seven (7) responses received, all met the RFP requirements. With approval from the Board of Trustees, these respondents will be added to the list of approved vendors for this RFP. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Funds to be provided by the General Operating Fund.

EXHIBITS: Vendor Recommendation Form

RESOURCE PERSONNEL: Anthony Hillberg, CPA, Chief Financial Officer
Nikki Bittings, Director of Human Resources
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Date Submitted: 09/22/20

Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

SEGUIN INDEPENDENT SCHOOL DISTRICT
VENDOR RECOMMENDATION FORM

RFP #: 21-01, VEHICLE MAINTENANCE PARTS & SERVICES

BID CLOSING DATE: June 30, 2023

ISSUING DEPARTMENT(S): TRANSPORTATION AND MAINTENANCE

RESPONDENT	SERVICES PROVIDED	RECOMMENDED
Texas Alternator Starer Service	Alternators, starters	Y
Heavy Duty Bus Parts Inc.	Bus parts	Y
Seguin Auto Parts, Inc.	Auto parts, tools, and supplies	Y
O'Reily Auto Parts	Auto parts, tools, and supplies	Y
Rush Truck Centers of Texas	Auto parts, tools, and supplies	Y
Kyrish Truck Center (Santex)	Auto parts, tools, and supplies	Y
D&D Supply (Lube Lizzard LLC)	Auto parts, tools, and supplies	Y

NOTE:

The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

ACTION ITEM: **Approval of District-Wide HVAC Systems Maintenance, Equipment, Parts, and Services (RFP #:21-02)**

RECOMMENDATION: That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit for HVAC Systems Maintenance, Equipment, Parts, and Services.

RATIONALE: A Request for Proposals (RFP#: 21-02) was issued on August, 7, 2020 for HVAC Systems Maintenance, Equipment, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the one (1) response received, all met the RFP requirements. With approval from the Board of Trustees, the respondent will be added to the list of approved vendors for this RFP. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition


PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Funds to be provided by the General Operating Fund.

EXHIBITS: Vendor Recommendation Form

RESOURCE PERSONNEL: Anthony Hillberg, CPA, Chief Financial Officer
James Pizana, Director of Maintenance and Operations
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

**SEGUIN INDEPENDENT SCHOOL DISTRICT
VENDOR RECOMMENDATION FORM**

RFP #: 21-02, HVAC

BID CLOSING DATE: June 30, 2023

ISSUING DEPARTMENT(S): MAINTENANCE

RESPONDENT	SERVICES PROVIDED	RECOMMENDED
Lonestar Armature, LLC	HVAC	Y

NOTE:

The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

ACTION ITEM: **Approval of District-Wide Plumbing Systems Maintenance, Equipment, Parts, And Services (RFP #: 21-03)**

RECOMMENDATION: That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Plumbing Systems Maintenance, Equipment, Parts, and Services.

RATIONALE: A Request for Proposals (RFP#: 21-03) was issued on August 7, 2020 for Plumbing Systems Maintenance, Equipment, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the one (1) response received, all met the RFP requirements. With approval from the Board of Trustees, the respondent will be added to the list of approved vendors for this RFP. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.


REFERENCE and COMPLIANCE: CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Funds to be provided by the General Operating Fund.

EXHIBITS: Vendor Recommendation Form

RESOURCE PERSONNEL: Anthony Hillberg, CPA, Chief Financial Officer
James Pizana, Director of Maintenance and Operations
Jennifer Raske, Purchasing Coordinator

Submitted by:  Date Submitted: 09/22/20
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

SEGUIN INDEPENDENT SCHOOL DISTRICT
VENDOR RECOMMENDATION FORM

RFP #: 21-03, PLUMBING

BID CLOSING DATE: JUNE 30, 2023

ISSUING DEPARTMENT(S): MAINTENANCE

RESPONDENT	SERVICES PROVIDED	RECOMMENDED
GA Powers Co, LLC	Plumbing parts and supplies	Y

NOTE:

The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

ACTION ITEM: **Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, And Services (RFP #: 21-04)**

RECOMMENDATION: That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Facilities Maintenance, Electrical Equipment, Parts, and Services.

RATIONALE: A Request for Proposals (RFP#: 21-04) was issued on August 7, 2020 for Facilities Maintenance, Electrical Equipment, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the two (2) responses received, all met the RFP requirements. With approval from the Board of Trustees, these respondents will be added to the list of approved vendors for this RFP. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Funds to be provided by the General Operating Fund.

EXHIBITS: Vendor Recommendation Form

RESOURCE PERSONNEL: Anthony Hillberg, CPA, Chief Financial Officer
James Pizana, Director of Maintenance and Operations
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Date Submitted: 09/22/20

Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

SEGUIN INDEPENDENT SCHOOL DISTRICT
VENDOR RECOMMENDATION FORM

RFP #: 21-04, FACILITIES MAINTENANCE, ELECTRICAL EQUIPMENT, PARTS, AND SERVICES

BID CLOSING DATE: JUNE 30, 2023

ISSUING DEPARTMENT(S): MAINTENANCE

RESPONDENT	SERVICES PROVIDED	RECOMMENDED
C&R Seating	Bleachers	Y
Argus Environmental Consultants, LLC	Environmental Consulting Services	Y

NOTE:

The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

ACTION ITEM:

Approval of District-Wide Special Education Services (RFP #: 21-05)

RECOMMENDATION:

That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Special

RATIONALE:

A Request for Proposals (RFP#: 21-05) was issued on August 7, 2020 for Special Education Services. The bid was competitively solicited in compliance with Board Policy. Of the nine (9) responses received, all met the RFP requirements. With approval from the Board of Trustees, these respondents will be added to the list of approved vendors for this RFP. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.

REFERENCE and COMPLIANCE:

CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

Funds to be provided by the General Operating Fund.

EXHIBITS:

Vendor Recommendation Form

RESOURCE PERSONNEL:

Anthony Hillberg, CPA, Chief Financial Officer
Halcey Dean, Director of Matador Special Services
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Date Submitted: 09/22/20

Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

SEGUIN INDEPENDENT SCHOOL DISTRICT
VENDOR RECOMMENDATION FORM

RFP #: 21-05, SPED SERVICES

BID CLOSING DATE: JUNE 30, 2023

ISSUING DEPARTMENT(S): SPED

RESPONDENT	SERVICES PROVIDED	RECOMMENDED
Cobb Pediatric Therapy, LLC	Speech services	Y
Danelle Hanson	Speech language pathologist	Y
Cindy Haughn	Orientation and mobility specialist	Y
Marcella Helmke	Speech therapy	Y
Kendall Keel	Speech therapy	Y
Debra Mahone	Educational consultation	Y
Anissa Moore	Educational and behavioral consulting	Y
San Marcos Interpreting, LLC	Sign language interpreting service	Y
Lisa Walton	Speech language pathologist	Y

NOTE:

The issuing department has evaluated all respondents based on the following criteria:

- **Required documents were completed by the respondent**
- **Experience**
- **Goods and/or services meet District needs**

ACTION ITEM:

Approval of Authorized Representatives for First Commercial Bank, N.A., Lone Star Investment Pool, TexPool, LOGIC, and Texas Class - MBIA

RECOMMENDATION:

That the Board of Trustees approve the addition of Christina Garcia, General Ledger Specialist, as an authorized representative for First Commercial Bank, N.A., Lone Star Investment Pool, TexPool, Local Government Investment Cooperative (“LOGIC), and Texas CLASS – MBIA.

RATIONALE:

The Business Department will officially notify the District’s depository bank and investment pools that the authorized investment representatives for Seguin Independent School District will be Dr. Matthew Gutierrez, Superintendent, Anthony Hillberg, Chief Financial Officer, and Christina Garcia, General Ledger Specialist. These representatives will be authorized to conduct all banking transactions and business on behalf of Seguin ISD. However, only the Board President and Secretary will have authority to sign checks.

REFERENCE and COMPLIANCE:

CE (LEGAL) and CE (LOCAL) Annual Operating Budget

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

None


EXHIBITS:

None

RESOURCE PERSONNEL:

Anthony Hillberg, Chief Financial Officer

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

ACTION ITEM: **First Reading for Consideration or Approval of Local District Update (LDU) – EIC and FM**

RECOMMENDATION: Recommended that the Board of Trustees approve the amended board policies EIC and FM(LOCAL) regarding the title change from Pre-AP to Advanced.

Local policies may be adopted or amended by a majority of the Board at any regular or special meeting, provided that Board members have had advance written notice of the proposed change.

RATIONALE: To change the title of Pre-AP to Advanced.

REFERENCE and COMPLIANCE: BF (LOCAL) Board Policies

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: Minimal

EXHIBITS: (LOCAL) Policy Comparison

RESOURCE PERSONNEL: Mark Cantú, Chief Academic Officer

Submitted by: Matthew Gutierrez Date Submitted: 09/22/20
(Signature)
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

PROPOSED REVISIONS

**Consistent
Application for
Graduating Class**

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

Calculation

The District shall include in the calculation of class rank semester grades earned in courses taken in grades 9–12 only for state graduation credit, unless excluded below.

The calculation shall include failing grades.

Note: The following provisions shall apply to students in the graduating class of ~~2020 and~~ 2021.

Exclusions

The calculation of class rank shall exclude grades earned:

- In summer school;
- In local credit courses;
- In credit recovery courses;
- In pass/fail courses;
- In distance learning courses, unless taken through the Texas Virtual School Network (TXVSN) or offered as a course option along with traditional District courses; or
- Through credit by examination, with or without prior instruction.

Note: The following provisions shall apply to students beginning with the graduating class of 2022.

Exclusions

The calculation of class rank shall exclude grades earned:

- In local credit courses;
- In credit recovery courses;
- In pass/fail courses;
- In distance learning courses, unless taken through the TxVSN or offered as a course option along with traditional District courses; or
- Through credit by examination, with or without prior instruction.

Note: The following provisions shall apply to all students, regardless of their graduating class.

Weighted Grade System

Categories

The District shall categorize and weight eligible courses as AP/Dual Credit, **Pre-APAdvanced**, and Regular in accordance with provisions of this policy and as designated in appropriate District publications.

AP / Dual Credit

Eligible Advanced Placement (AP) courses, dual credit courses, and courses locally designated as AP/dual credit shall be categorized and weighted as AP/Dual Credit courses.

Pre-APAdvanced

Locally designated eligible **Pre-APAdvanced** courses shall be categorized and weighted as **Pre-APAdvanced** courses.

Regular

All other eligible courses shall be categorized and weighted as Regular courses.

Weighted Numerical Grade Average

The District shall assign weights to semester grades earned in eligible courses and shall calculate a weighted numerical grade average in accordance with the following:

Category	Weight
AP/Dual Credit	Multiplied by 1.10
Pre-APAdvanced	Multiplied by 1.05
Regular	Multiplied by 1

The District shall record unweighted numerical grades on student transcripts.

Transferred Grades

When a student transfers semester grades for courses that would be eligible under the Regular category and the District has accepted the credit, the District shall include the grades in the calculation of class rank.

When a student transfers semester grades for courses that would be eligible to receive additional weight under the District's weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District.

Local Graduation Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

grades available at the time of calculation at the end of the fifth six-week grading period of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and
Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second highest rank, respectively. To be eligible for this local graduation honor, a student must:

1. Have been enrolled in the District high school for no fewer than four semesters and have been continuously enrolled in the District high school for the two semesters immediately preceding graduation;
2. Have completed the foundation program with the distinguished level of achievement; and
3. Be graduating after exactly eight semesters of enrollment in high school.

Breaking Ties

In case of a tie in weighted numerical grade averages after calculation to the thousandths place, the District shall calculate a weighted numerical grade average using only eligible grades in weighted courses taken by each student involved in the tie.

If the tie is not broken after applying this method, the District shall recognize all students involved in the tie as sharing the honor and title.

**Highest-Ranking
Graduate**

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

**Extracurricular
Activity Absences**

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board. A student shall be allowed 20 extracurricular absences per school year for competition at any level.

For competition above the District level, a student shall be allowed additional absences as necessary to compete, subject to No Pass, No Play rules and the provisions below.

Exempt Courses

A student shall be exempt from grade eligibility requirements only for a grade no lower than 60 in any honors course listed in FM(LEGAL).

In addition, a student shall be granted exemption from grade eligibility requirements only twice per semester for a grade no lower than 60 in only one of the courses identified as ~~Pre-AP~~ Advanced in District publications. [See EIC(LOCAL)]

In addition, a middle school student shall be granted exemption from grade eligibility requirements only twice per semester for a grade no lower than 60 in Algebra I, Geometry, or Spanish.

**Use of District
Facilities**

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with FNAB.

ACTION ITEM:

Approval to Purchase Rigor and Relevance Staff Development Sessions and Coaching Days for the 2020-2021 School Year

RECOMMENDATION:

That the Board of Trustees approve the purchase of Rigor and Relevance staff development and coaching days from Houghton Mifflin Harcourt. This will include a back to school convocation keynote, one day of onsite professional development with an elementary focus and 21 days of onsite coaching for teachers and administrators in Pre-K - 12th grade.

RATIONALE:

Seguin ISD will enter year three of this initiative that includes staff development to reinforce the use of the Rigor Relevance Framework, which was developed by the International Center for Leadership in Education (ICLE) to examine curriculum, instruction, and assessment along the two dimensions of higher standards and student achievement. Teachers use the framework to monitor their own progress in adding rigor and relevance to their instruction, and to select appropriate instructional strategies for differentiating instruction and facilitating higher achievement goals. The Collaborative Instructional Review sessions, and follow-up coaching days, will provide additional support to campus leadership in supporting teachers who are using the framework. This plan will also include continued professional development and coaching at the secondary level as well. This purchase is through the 2013 Purchasing Cooperative reference #:18030 from Houghton Mifflin Harcourt at a cost of \$93,100.00.

REFERENCE and COMPLIANCE:

CH (LEGAL), CH (LOCAL) Purchasing and Acquisition, Strategic Priority 1: Improve student learning through improved instructional practice.

PAPERWORK

IMPACT:

Minimal

EXHIBITS:

None

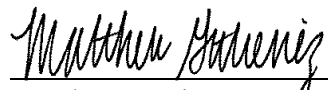
BUDGET IMPACT:

Funds are provided in the 2020-2021 General Operating Fund

RESOURCE PERSONNEL:

Mark Cantú, Chief Academic Officer

Submitted by:
(Signature)
(Name):
(Address)
(Telephone)



Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

SERVICES AGREEMENT

DATE: 7/22/20

CP: 007710782

NAME OF DISTRICT: SEGUIN INDEPENDENT SCHOOL DISTRICT
 ADDRESS: 1221 E. KINGSBURY, SEGUIN, TEXAS 78155

Service	Investment
Keynote for Back-to-School Convocation Includes a 90-minute virtual presentation with Dr. Tyrone Howard on August 17, 2020	\$4,000
Total Investment	\$4,000

See Page 2

Services Agreement valid for 30 days

Subject to terms and conditions, located at: <https://www.hmhco.com/terms-of-use/services>

The district/organization referenced above hereby accepts and agrees to the details set forth in this Services Summary, including dates and fees, subject to the terms and conditions.

HOUGHTON MIFFLIN HARCOURT TO COMPLETE:

Signature: Lisa A. Jacobson Date: July 23, 2020
 Printed Name: Lisa A. Jacobson Title: Sr. Director, Bids and Contracts

SEGUIN INDEPENDENT SCHOOL DISTRICT TO COMPLETE:

Signature: Mark Cantu Date: 8-5-20
 Printed Name: Mark Cantu Title: Chief Academic Officer

- Will a PO be issued for this purchase? Yes No PO Required
- Is the PO attached? Yes No If no, anticipated date of PO: _____
- Please Invoice from Houghton Mifflin Harcourt: Upon delivery of service or Upfront
- If invoice 'upon delivery of service' is selected, please indicate funding/PO expiration/last date HMH can invoice: _____
- Please return Services Agreement and PO (payable to Houghton Mifflin Harcourt) to:
Lindsay.Lucey@hmhco.com
 518-390.3266

SERVICES AGREEMENT

DATE: 7/15/20
CP: 007718991

NAME OF DISTRICT: SEGUIN INDEPENDENT SCHOOL DISTRICT
ADDRESS: 1221 E. KINGSBURY, SEGUIN, TEXAS 78155

Component	Investment
Campus Leaders & New District/Campus Leaders <i>7 Elementary Schools, 2 Middle Schools & 1 High School</i>	
Professional Development for Campus Leaders around the Collaborative Instructional Review Process <ul style="list-style-type: none"> • Includes one day of onsite professional development <i>(Half day with elementary leaders and half day with secondary leaders during Back to School)</i> 	\$4,050
Elementary and Secondary Teacher Coaching <i>7 Elementary Schools, 2 Middle Schools & 1 High School</i>	
Coaching for Teachers on Planning Instruction using the Collaborative Instructional Review Rubrics <ul style="list-style-type: none"> • Includes 21 days of coaching for teachers <i>(4 half days at each campus throughout the school year, with one additional day available for extra support)</i> 	\$85,050
Total Investment (All inclusive)	\$89,100

Total Investment Includes	
Travel and Expenses	<ul style="list-style-type: none"> - Airfare - Ground transportation - Lodging - Meals - All other travel expenses
Materials	- Instructional materials used during the session (as applicable)

Services Agreement valid for 30 days
Subject to terms and conditions, located at: <https://www.hmhco.com/terms-of-use/services>

The district/organization referenced above hereby accepts and agrees to the details set forth in this Services Summary, including dates and fees, subject to the terms and conditions.

See Page 2

HOUGHTON MIFFLIN HARCOURT TO COMPLETE:

Signature: *Lisa Jacobson*

Date: July 16, 2020

Printed Name: Lisa Jacobson

Title: Sr Director, Bids and Contracts

SEGUIN INDEPENDENT SCHOOL DISTRICT TO COMPLETE:

Signature: *Mark Cantu*

Date: 8-5-20

Printed Name: Mark Cantu

Title: Chief Academic Officer

- Will a PO be issued for this purchase? Yes No PO Required
- Is the PO attached? Yes No If no, anticipated date of PO: _____
- Please Invoice from Houghton Mifflin Harcourt: Upon delivery of service or Upfront
- If invoice 'upon delivery of service' is selected, please indicate funding/PO expiration/last date HMH can invoice: _____
- Please return Services Agreement and PO (payable to Houghton Mifflin Harcourt) to:
Lindsay.Lucey@hnhco.com
518-390.3266

ACTION ITEM: **Consideration for Payment of \$277,000.00 to TANGRAM REHABILITATION NETWORK, INC. for Contract of Services provided by ResCare Premier at Texas Hill Country School**

RECOMMENDATION: It is recommended that the Board of Trustees approves the payment of \$277,000.00 to TANGRAM REHABILITATION NETWORK, INC. for Contract of Services provided by ResCare Premier at Texas Hill Country School for the 2020-2021 school year.

RATIONALE: Specialized therapeutic services are required as per Individualized Education Plan.

REFERENCE and COMPLIANCE: EHBAC (LEGAL) Special Education
EHBA (LEGAL) Special Programs
Strategic Priority 1: Improve student learning through improved Instructional practice.

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: Funds are provided in the 2020-2021 budget.

EXHIBIT: Copies of Contract between Seguin ISD and Tangram Rehabilitation Network, Inc.

RESOURCE PERSONNEL: Mark Cantú, Chief Academic Officer
Halcy Martin-Dean, Director of Special Education

Submitted by: _____ Date Submitted: 09/22/20
(Signature) Matthew Gutierrez
(Name) Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury - Seguin, TX 78155
(Telephone) (830) 401-8614

**Contract by and Between
Seguin Independent School District
And
Tangram Rehabilitation Network, Inc.
d/b/a Texas Hill Country School**

Contract Period: September 1, 2020 – June 4, 2021

Contract Amount: \$1000.00 per diem for 277 days, totaling \$277,000.00 for Contract period

Student: [REDACTED]

- 1) This Contract and Agreement (“Contract”) is entered into by and between Seguin Independent School District (hereinafter called “District”) and Tangram Rehabilitation Network, Inc. d/b/a Texas Hill Country School (hereinafter called “Contractor”) for the purpose of providing services to a student eligible for special education services pursuant to the “IDEA” who is both under the age of twenty-two (22) years and is a resident of the state of Texas. The Contractor warrants that is approved by the Texas Education Agency as a non-public school.
- 2) The Contractor will provide the specialized facilities and qualified and appropriately certified personnel in accordance with 19 T.A.C. §231.1 necessary to supply all services covered by this contract (with the exception of transportation services to and from Texas Hill Country School to the Student’s residence) without cost or charge to parents, guardians, surrogate, or adult student.
- 3) The Contractor will ensure that at all times properly certified teachers and/or related service providers, as set forth above, will supervise all instruction and provide related services as specified by the Seguin ISD ARDC for the Student.
- 4) Written authorization by the parent, guardian, or adult client is necessary to release any confidential information, as related to the services covered by this Contract, to any Third Party. The only exception would be any court-ordered release of information. Contractor agrees to comply with the Family Educational Rights and Privacy Act (FERPA). For the purposes of this Contract, Seguin ISD is not a Third Party and is entitled to receipt of confidential information from the Contractor regarding the Student unless the Parent/Guardian expressly objects to the release of confidential information from the Contractor to the District.
- 5) During the Contract period, if the Contractor becomes unable to or fails to provide specialized facilities or personnel necessary under this Contract, the Contractor agrees to notify the District as soon as practical; under such circumstances the District may withhold payment to Contractor until said facilities and/or personnel are regained. In the alternative, the District may terminate the Contract.
- 6) Disputes which arise under this Agreement may be resolved by non-binding mediation or may be litigated in state court in Guadalupe County, Texas.

7) The District and the Contractor agree and understand that the parent(s) or guardian(s) of this student have voluntarily given their permission for this student to participate in all activities of the Texas Hill Country School and to receive the services indicated below and provided under the terms of this Contract.

- a) Residential Services that include supervision while on-site, behavioral management services, psychological services, and meals and documentation of all such services as reasonable and customary in order to enable the Parent/Guardian and the District to review the services.
- b) Educational services supervised by properly certified teacher documented as reasonable and customary in order to enable the Parent-Guardian and the District to review such services.
- c) Related Services documented as reasonable and customary including, if or as indicated:
 - i. Behavior therapy;
 - ii. Health services;
 - iii. Speech therapy.

8) Transportation Services will be provided by the Contractor. Other services provided by the Contractor which may be billed separately to the District may include the following depending on the ARD documentation provided to the Day School by the District:

- a) In-Home Training;
- b) Parent Training;
- c) Teacher/Staff Training;
- d) In-Service Training;
- e) Any supervision/training provided by the Contractor on Seguin ISD premises.

Prior to instituting such services, Contractor shall give written notice as soon as reasonably practical to the District.

9) The District will pay to the Contractor for its complete and satisfactory performance of this Contract Two Hundred Seventy-Seven Thousand Dollars (\$277,000.00) for all the services covered by this Contract which includes a daily per diem of \$1000.00 for each of the 277 calendar days of the Seguin Independent School District's service calendar. This sum shall be earned and payable in monthly installments in the amounts specified in each monthly billing provided the District by the Contractor.

In the event of an absence from the rehabilitation program (hospitalization, home visits, or vacation) of fourteen days or less, a bed-hold rate will be charged at the full per diem rate equivalent. For absences of more than 14 [fourteen] days, a bed-hold

rate of one-half the per diem rate will be charged starting on the 15th [fifteenth] day of absence. Absences of greater than 30 [thirty] days may constitute grounds for discharge.

The first payment is due on October 25, 2020 and shall be due and payable on or before the same day of each succeeding calendar month thereafter until the entire sum is paid in full. Failure to pay for services rendered may result in the Student's discharge from the program and/or initiation of collection procedures.

- 10) The Contractor will maintain its records and accounts for a minimum of three years to assure a proper accounting to the District of all money, state and/or federal, applicable to this Contract. The Contractor will compile and furnish to the District and the parent/legal guardian any reports that the District requires to comply with applicable laws, rules, and regulations of the State of Texas Board of Education and in order to comply with all applicable federal regulations and executive orders.
 - a) Individual Education Plans ("IEP"): To be furnished by the school district ARD committee. The IEP will be jointly implemented and monitored by the Contractor and the School District.
 - b) Progress and reports related to the IEP: To be furnished in writing by the Contractor to the District (who will then forward to the Parent/Guardian) on a schedule provided by the ARD committee.
 - c) Copies of all psychological evaluation reports or evaluations released to the Contractor or related services providers.
 - d) The District is responsible for providing annual re-consideration at an ARDC meeting of appropriateness of the instructional arrangement.
 - e) The three-year Full and Individual Evaluation shall be responsibility of the District.
 - f) Scheduling and holding duly constituted ARDC meetings shall be the responsibility of the District however the Contractor agrees to cooperate in providing a meeting place for such ARDC meetings and attendance by Contractor's employees and related services providers as needed. In addition, the Contractor agrees to notify the District as soon as reasonably practical if any events occur which would occasion the need for an ARDC meeting. Examples of such events include but are not limited to three or more unexcused absences by the Student during the Contract Period, failure of the Student to complete work or cooperate with educational or behavioral management services during the Contract Period, or a statement of dissatisfaction of the Parent/Guardian to the Contractor about the services received by the Student at the Day School.
- 11) The term of this Contract shall begin on September 1, 2020. The Contract may be terminated unilaterally by either party with thirty-day (30) notice or if student is absent for thirty consecutive days without written or pre-approved excuse. In the event that the Contract is terminated prior to the Contract Period, fees and charges

shall be pro-rated to the date of discharge. If the ARD committee decides that the student should return to day school services, the new daily rate will be determined; however the parties to the Contract acknowledge that the least restrictive environment cannot change from Residential to Day School without the District holding a duly constituted ARD meeting with the Contractor and the Parent/Guardian and execution of a new contract.

- 12) This instrument constitutes the entire agreement by and between the parties for the purpose of accomplishing the results and objects herein contained and as stated in the ARD committee report.
- 13) The expected outcomes of this Contract include, but are not limited to, successful treatment as indicated by progress on treatment plan goals, behavior stabilization, graduation if appropriate, the provision of a free appropriate public education including specified related services, and assistance with transition to less restrictive environments such as back to Seguin High School, and/or fulfillment of specified time period on Contract for attendance of Student.
- 14) At the end of the contracting period the Contractor will provide the District with all necessary and appropriate paperwork regarding the Student including documentation of progress and whether goals and objectives have been met.
- 15) Notice required by this Agreement shall be made in writing and delivered to the parties to and at:


Tangram Rehabilitation Network, Inc.
~~d/b/a Texas Hill Country School~~
Jane Stewart, Executive Director
1320 Wonder World Dr., Ste 104
San Marcos, Texas 78666

Seguin Independent School District
Halcy Martin-Dean, Director of Special Education
1221 E. Kingsbury
Seguin, Texas 78155

- 16) Notwithstanding any provisions or conditions in this Contract to the contrary, this Contract in its particulars is subject to and governed by all Texas state laws and Texas State Board of Education policies, and any recourse to judicial action under this Contract shall be in the courts of the state of Texas unless under federal jurisdiction.

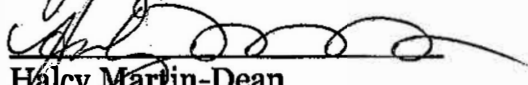
Accepted and approved on behalf of Texas Hill Country School this the 23 day of July, 2020.

By:


Jane Stewart, Executive Director
Tangram Rehabilitation Network, Inc.
d/b/a Texas Hill Country School
Duly authorized

Accepted and approved on behalf of Seguin Independent School District this the 23 day of July, 2020.

By:


Halcy Martin-Dean
Director of Special Education
Seguin Independent School District
Duly authorized

ACTION ITEM: **Consideration of Approval of Certified Appraisers for 2020-2021**

RECOMMENDATION: That the Board of Trustees approve the following administrators as certified appraisers for the Texas Teachers Evaluation Support System (T-TESS) or to conduct formal goal setting known as the Annual Teacher Review in the 2020-2021 school year:

Learning and Leadership Services
Richard Bough, Director of Career and Technical Education
Seguin High School
De’Ana Brock, ARD/Data/Compliance Program Supervisor/Special Education Coordinator

REFERENCE & COMPLIANCE: DNA (LEGAL) (LOCAL) Performance Appraisal; Evaluation of Teachers

PAPERWORK IMPACT: Approval of this item will have little effect on paperwork.

BUDGET IMPACT/ INFORMATION: This item will have little impact on the budget.

EXHIBIT: None

RESOURCE PERSONNEL: Cynthia J. Moreno, Chief Human Resource Officer

Submitted by: Matthew Gutierrez Date Submitted: 09/22/20
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, Texas 78155
(Telephone) (830) 401-8614

INFORMATION ITEM: **Information Regarding an Interlocal Agreement with Communities in Schools for Integrated Student Support Services**

RECOMMENDATION: This purchase is formalized by an Interlocal Agreement for Integrated Student Support Services at a cost of \$118,750.00 for the initial payment. The total cost is a reduction of \$23,500 from 2019-20's cost. The district has contracted with Communities in Schools since 2017. The renewed agreement will continue the integrated student support services at the 2019-20 served campuses.

RATIONALE: Communities in Schools of South Central Texas (CIS) is a non-profit organization with a 24-year history of partnering with local school districts to provide integrated support services to students needing additional support to stay in school and achieve in life. The Texas Education Agency monitors the program performance of CIS.

The Interlocal Agreement, attached, is a continuation of the agreement approved by the School Board on July 25, 2017. The program will continue support services as follows: two site coordinators at Seguin High School, one site coordinator at each of the two Middle Schools, one site coordinator at Jefferson Elementary, and one site coordinator at Patlan Elementary.


REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition
EHBC (LEGAL) Special Programs Compensatory/Accelerated Services
FFB (LEGAL) Student Welfare Crisis Intervention

BUDGET IMPACT / INFORMATION: Funds are provided by the General Operating Fund and Title Funds.

EXHIBITS: Exhibit 1 - 2020-2021 Interlocal Service Agreement

RESOURCE PERSONNEL: Kirsten Legore, Deputy Operations Officer
Anthony Hillberg, CPA, Chief Financial Officer

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)


Date Submitted: 09/22/20
Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614



SERVICE DELIVERY AGREEMENT

This Service Delivery Agreement, by and between the Seguin Independent School District (hereinafter referred to as SISD), and Communities In Schools of South Central Texas, Inc., (hereinafter referred to as CIS), sets out to establish the relationships and responsibilities of both parties in the implementation of a CIS program on the campuses of Seguin High School, Jim Barnes Middle School, A.J. Briesemeister Middle School, Jefferson Elementary School and Patlan Elementary School. Dr Matthew Gutierrez, Superintendent of SISD, and Christine Douglas, Chief Executive Officer of CIS, ratify and affirm the provisions, relationships and responsibilities set out herein by their execution of this Agreement.

WHEREAS it is the intent of all parties hereto to bring CIS resources onto campus settings to facilitate the academic and personal success of students who may be experiencing the effects of at-risk environments by providing the full range of CIS services to those students; and

WHEREAS it is the intent of all parties hereto to maintain a cooperative, interactive and supportive relationship among and between the parties for the benefit of students served;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the receipt and sufficiency of which is hereby acknowledged, the parties to this Service Delivery Agreement agree to the following:

- A. All parties hereto mutually agree as follows:
1. The term of this Service Delivery Agreement shall be from August 1, 2020 through July 31, 2021, and, upon annual evaluation and recommendation by both parties, extended for one additional calendar year beginning the first day of August, 2021. This Service Delivery Agreement may also be canceled by either party for any reason thirty days after written notification is provided to the other party. The decision to continue or terminate this Service Delivery Agreement will be made on or before June 15, of each year of this contract.
 2. CIS will follow national, state and local CIS policies and ethical standards for service provision under applicable State and local laws and will, in cases where written SISD or campus policies concerning service delivery are more restrictive than CIS policies, follow the written SISD or campus policy concerning student service delivery, except as otherwise herein noted or mutually agreed in writing.

3. CIS maintains and retains case management files on all assigned SISD students. These files contain all relevant data requisite to the case and to program criteria. National and State CIS requirements will be addressed. Case management files and/or information contained within such files will be exchanged among SISD and CIS professional staff on an "as needed" basis.
4. The CIS Site Coordinator, the direct supervisor, and the SISD school Principal shall proceed in a joint collaboration to ensure the successful operation of the CIS program. Communication among these entities will be ongoing, including scheduled meetings to address case management and other programmatic issues.
5. The Communities In Schools Site Coordinator, in consultation with the Principal at each SISD-CIS campus site, will develop a Student Support Plan for each school year, which will be referenced in the campus improvement plan for each respective SISD campus site. The CIS Student Support Plan will provide all parties with an outline of activities to be undertaken by CIS during the school year and will be based on the school-wide goals and needs of students and families.

B. CIS agrees to undertake the following:

1. CIS will provide two full time staff persons (campus Site Coordinator) and resources to Seguin High School, and one to each of the other mutually agreed upon SISD campus site, for the benefit of students. CIS staff members and any volunteers or part time staff of CIS will constitute a multi-disciplinary team in the provision of all CIS services. All staff will have the qualifications and training necessary to provide the services of the Communities In Schools program. State regulations regarding fingerprint criminal background checks will be followed.
2. CIS, under its Total Quality Standards and this Agreement, will provide to identified students a program of services which includes: a) Counseling and Supportive Guidance; b) Academic Enhancement Activities; c) Parental and Family Involvement Activities; d) Health Education and Social Service Referrals; e) Career Awareness Activities and College Engagement activities; and f) Educational Enrichment Opportunities. CIS staff should not be engaged in other duties (administrative, clerical, or otherwise) that would normally be assigned to SISD employees, without the approval of the CIS Chief Executive Officer. Site Coordinators will provide services to all the students in the school campus and will work intensively to provide direct services to between 75 and 150 students each.

The CIS model relies heavily upon a two-tiered approach: (i) *school-wide prevention services*, which are coordinated with campus administration to provide education and

tools to prepare youth and families to make healthy and informed decisions; and (ii) *early intervention services*, which consist of a thorough assessment of student behavior, attendance, and academic needs and strengths. The assessment can identify possible abuse, drug and alcohol use, family crisis, or mental health concerns. CIS staff members consult with school staff, parents, and school administration to identify youth that will benefit from additional support and engage those students in an individualized service plan. Occasional re-evaluation and re-assessment is conducted to monitor progress. The CIS framework does not rely solely on the skills of the Site Coordinator, but on accessing community resources that specialize in areas of grief and loss counseling, substance abuse, mental health assessment and services, and basic needs. CIS has working relationships with numerous community agencies and programs that collaborate to provide student and family support through schools.

3. All CIS Site Coordinators will be hired by CIS with the concurrence of the Campus Principal. All CIS personnel assigned to SISD campus sites remain employees of CIS and will receive direct supervision from their direct supervisor who is responsible for their performance and demeanor. Input from the Principal of the school campus will be obtained for the Site Coordinator's annual performance evaluation. Any questions or concerns regarding the performance of any CIS Site Coordinator should be directed as soon as possible to the Chief Program Officer or to the Supervisor assigned to the Site Coordinator.

All CIS personnel are subject to the rules, regulations and policies of the school site to which they are assigned, within the guidelines of applicable laws and licensing regulations. All grievances and disciplinary actions involving CIS employees will be processed in accordance with policies set forth in the CIS Board approved Personnel Policy manual. Performance evaluations of CIS staff will be completed by the CIS direct supervisor assigned and will include input from end of year evaluations completed by teachers, administrative school staff, and the Principal of the school site. Professional Liability insurance will be provided by CIS for each of its staff.

Salaries and benefits of all CIS personnel will be paid by Communities In Schools. All CIS personnel will work the days and hours expected of the school calendar for the district where they are assigned. Time and leave records will be maintained by the CIS Administrative office. CIS staff will be required to attend staff meetings of CIS away from their campus, once a month. Attendance at conferences and/or ongoing training will also be required but is not expected to exceed more than 6 days per year.

4. CIS will provide management, administrative, logistical and technical support to each campus as needed, to ensure the success of service delivery initiatives. The CIS Chief Program Officer, under the direction of the CIS Chief Executive Officer and the Board of Directors is responsible for oversight of CIS project activities.

CIS will provide office supplies, student supplies, printers, resources to be used with students, emergency student needs as available, and other needs to be used by CIS staff in the provision of CIS services on the campus.

5. CIS will confer with the school Principal and to appropriate legal authorities (as appropriate), situations presented to its staff which involve the following issues: a) Violation of SISD's Student Code of Conduct; b) Suicide threats; c) Violent behavior; d) Child abuse; e) Sexual abuse or harassment. CIS will assist in the resolution of any such case as requested to do so by the Principal. CIS will notify the appropriate SISD Counselor of any student with suicidal ideation to coordinate services and follow district policies.
6. CIS agrees to provide SISD with a copy of CIS's annual independent audit within one month following receipt of the audit report. The CIS Chief Executive Officer will be available to present two progress reports annually to the SISD Board of Trustees, as requested by the Superintendent.
7. CIS will provide SISD with service delivery data and performance outcomes, in October of each year, for the previous year, in a timely manner, following compilation of such data and ratification by the Texas Education Agency.
8. CIS agrees to reserve a position on the CIS Board of Directors for the Superintendent of SISD or her designee. The CIS Board of Directors meets every month on the third Tuesday of the month at 7:30 am. Every school district is encouraged to designate a liaison to attend board meetings to enhance communication and understanding of both parties.

C. SISD agrees to undertake the following:

1. SISD agrees to provide on each CIS-served school campus, office space for the Site Coordinator(s) which is appropriate for the provision of services to individual students and small groups of students and which allows for confidentiality. Phone service (including the phone instrument), a desktop computer with access to school district email accounts and to software that contains student information including grades, testing scores, etc., access to secure internet and access to copy machines are also needed to facilitate the efficient delivery of services.

2. SISD agrees to pay CIS the following amounts for Site Coordinators at the following campuses:

Seguin High School	\$42,500
Seguin High School Second Site Coordinator	\$25,000
A.J. Briesemeister Middle School	\$42,500
Jim Barnes Middle School	\$42,500
Jefferson Elementary School	\$42,500
Patlan Elementary School	\$42,500

The total amount of this payment for services rendered is \$237,500 which may be paid to CIS in one payment of \$237,500 on September 5, 2020 or in two payments of \$118,750 each on September 5, 2020 and March 5, 2021. Should this agreement be terminated during the specified time period according to agreed-upon terms listed under A-1, Page 1, CIS agrees to reimburse the remaining balance within one week of the termination date.

3. SISD agrees that the CIS campus Site Coordinator will be included as a part of the school administrative team in the provision of services to students. CIS Site Coordinators will not be asked to act as substitute teachers on the school campus.
4. In accordance with established policies of SISD and the Texas Education Agency, CIS professional staff will have access to relevant student data which may impact or demonstrate the effectiveness of CIS service delivery. Such information will remain confidential for all purposes.
5. SISD will include CIS as one of the resources in its District Improvement Plan and as agreed upon by the CIS Chief Executive Officer, as required by the Texas Education Agency.
6. SISD will inform the CIS Chief Executive Officer and Site Coordinators of all policy changes or developments which may affect the provisions of this Agreement and/or the effectiveness of CIS service delivery.
7. In accordance with established policies of Seguin ISD, the Texas Education Agency, and the Texas Education Code § 33.154(a)(7)(B), Seguin ISD will provide to CIS and its professional staff necessary student information and data for each student whose parent or legal guardian has authorized in writing that educational records be shared with CIS. Such information and data may include records regarding a student's academic achievement, promotion, attendance, disciplinary referrals, free/reduced price lunch status, or health-related information, in accordance with the written authorization obtained from the student's parent or legal guardian. Such information will remain confidential for all purposes.

This Service Delivery Agreement constitutes the full and total understanding and agreement of said parties, and any modifications, amendments or alteration hereof must be agreed in writing by all parties hereto.

This Agreement is and will be governed by the laws of the State of Texas.

IN WITNESS WHEREOF this Agreement is signed this 25 day of June, 2020.



Dr. Matthew Gutierrez, Superintendent
Seguin Independent School District



Christine Douglas, Chief Executive Officer
Communities In Schools of South Central Texas,
Inc.

INFORMATION ITEM: **Information Regarding the Purchase of Milk Products for Seguin ISD from Borden Dairy Co. Through the Texas 20 Purchasing Cooperative**

RECOMMENDATION: This purchase is through the Texas 20 Purchasing Cooperative reference #: 2818-E2 from Borden Dairy Co. at a cost of \$308,000.

RATIONALE: Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings

Seguin ISD participates in several purchasing cooperatives. A purchasing cooperative is an administrative agency created in accordance with various state statutes.

The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board's primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative's board of trustees.


REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Child Nutrition Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Jacob Galvan, Director of Child Nutrition
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Date Submitted: 09/22/20
Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of Paper Products for Seguin ISD from Gulf Coast Paper Company Through the Texas 20 Purchasing Cooperative**

RECOMMENDATION: This purchase is through the Texas 20 Purchasing Cooperative reference #: 2921-E1 from Gulf Coast Paper Company at a cost of \$198,000.

RATIONALE: Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings

Seguin ISD participates in several purchasing cooperatives. A purchasing cooperative is an administrative agency created in accordance with various state statutes.

The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board’s primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative’s board of trustees.


REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Child Nutrition Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Jacob Galvan, Director of Child Nutrition
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:
 (Signature)
 (Name)
 (Address)
 (Telephone)


_____ Date Submitted: 09/22/20
Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of Staple Food Products for Seguin ISD from Labatt Food Service Through the Texas 20 Purchasing Cooperative**

RECOMMENDATION: This purchase is through the Texas 20 Purchasing Cooperative reference #: 3016 from Labatt Food Service at a cost of \$1,457,000.00.

RATIONALE: Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings

Seguin ISD participates in several purchasing cooperatives. A purchasing cooperative is an administrative agency created in accordance with various state statutes.

The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board's primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative's board of trustees.


REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Child Nutrition Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Jacob Galvan, Director of Child Nutrition
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

INFORMATION ITEM: **Information Regarding the Purchase of Bread Products for Seguin ISD from Flowers Baking Co. Through the Texas 20 Purchasing Cooperative**

RECOMMENDATION: This purchase is through the Texas 20 Purchasing Cooperative reference #: 2817-E2 from Flowers Baking Co. at a cost of \$77,500.

RATIONALE: Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings

Seguin ISD participates in several purchasing cooperatives. A purchasing cooperative is an administrative agency created in accordance with various state statutes.


The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board's primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative's board of trustees.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Child Nutrition Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Jacob Galvan, Director of Child Nutrition
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:  Date Submitted: 09/22/20
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of iPads for the Special Education Department from Apple Through the DIR Purchasing Cooperative**

RECOMMENDATION: This purchase is through the DIR Purchasing Cooperative reference #: DIR-TSO-3789 from Apple at a cost of \$82,045.00.

RATIONALE: These devices will support the instructional needs of targeted students at various campuses as outlined by the Autism grant.

Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings.

Seguin ISD participates in several purchasing cooperatives. Purchasing cooperatives are administrative agencies created in accordance with state law.

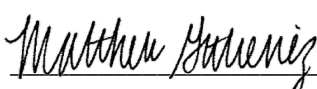
The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board's primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative's board of trustees.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Services to Students with Autism Grant Funds.

EXHIBITS: None

RESOURCE PERSONNEL: Halcy Martin-Dean, Director of Special Education
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by: _____ Date Submitted: 09/22/20
(Signature) 
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of Frontline for Seguin ISD from Frontline Education Through the Allied States Purchasing Cooperative**

RECOMMENDATION: This purchase is through the Allied States Purchasing Cooperative reference #: 17-7247 from Frontline Education at a cost of \$81,136.87.

RATIONALE: Frontline is a TEA approved Student Information System used to collect data required by law. This data is reported to TEA throughout the year. Seguin ISD has used this system since 2007.

Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings.

Seguin ISD participates in several purchasing cooperatives. Purchasing cooperatives are administrative agencies created in accordance with state law.

The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board's primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative's board of trustees.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the General Operating Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Bill Lewis, Chief Operating Officer/Associate Superintendent
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20

INFORMATION ITEM: **Information Regarding the Purchase of District Wireless Access Points for Seguin ISD from Computer Solutions Through the DIR Purchasing Cooperative**

RECOMMENDATION: This purchase is through the DIR Purchasing Cooperative reference #: DIR-TSO-4121 from Computer Solutions at a cost of \$58,925.88.

RATIONALE: This purchase was previously authorized by the assignment of fund balance and approved by the Board of Trustees in June 2020. The access points will increase the density of the SISD WiFi at elementary campuses to accommodate the growing number of student devices at each location.

Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings.

Seguin ISD participates in several purchasing cooperatives. Purchasing cooperatives are administrative agencies created in accordance with state law.

The cooperative is governed by a board of trustees that represent members from schools, cities, and counties. The board's primary function is to govern the cooperative and award all the contracts directly with no delegation of authority to staff. Because all contracts are advertised and solicited directly by the cooperative, no lead agency is involved. All catalogs and items available for purchase on the cooperative are competitively procured and awarded by the cooperative's board of trustees.

REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the General Operating Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Bill Lewis, Chief Operating Officer/Associate Superintendent
Anthony Hillberg, CPA, Chief Financial Officer
Leonard Carter, Network Administrator

Submitted by: _____ Date Submitted: 09/22/20
(Signature) Matthew Gutierrez
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of Digital Curriculum for Seguin ISD from APEX Learning Inc. Through the GoodBuy Purchasing Cooperative**

RECOMMENDATION: This purchase is through the GoodBuy Purchasing Cooperative reference #: 19-20 6U000 from APEX Learning Inc. at a cost of \$80,975.60. This renewal represents the final year of the three-year agreement.

RATIONALE: APEX learning is an online digital curriculum that is aligned to Texas instructional standards. SISD uses this resource to provide students with opportunities to earn original credit and credit recovery.

Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

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REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Instructional Materials Allotment Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Bill Lewis, Chief Operating Officer/Associate Superintendent
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)

 _____ Date Submitted: 09/22/20
Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of Educational Software for Seguin ISD from iStation Through the 2013 Purchasing Cooperative**

RECOMMENDATION: This purchase is through the 2013 Purchasing Cooperative reference #: 17022 from iStation at a cost of \$84,055.00. This is the annual renewal of an on-going contract that the District has maintained for the last six years.

RATIONALE: iStation is a universal screening software used to assess student needs and improve comprehension for reading levels kindergarten through eighth grade.

Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings.

Seguin ISD participates in several purchasing cooperatives. Purchasing cooperatives are administrative agencies created in accordance with state law.

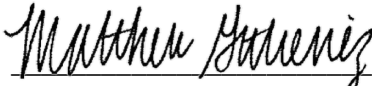
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REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the Instructional Materials Allotment Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Bill Lewis, Chief Operating Officer/Associate Superintendent
Anthony Hillberg, CPA, Chief Financial Officer
Jennifer Raske, Purchasing Coordinator

Submitted by:  Date Submitted: 09/22/20
 (Signature) _____
 (Name) Dr. Matthew Gutierrez, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614

INFORMATION ITEM: **Information Regarding the Purchase of Chromebooks for Seguin ISD from CDWG Through the Pace Purchasing Cooperative**

RECOMMENDATION: This purchase is through the Pace Purchasing Cooperative reference #: P00185 from CDWG at a cost of \$425,701.25.

RATIONALE: This purchase was previously authorized by the assignment of fund balance and approved by the Board of Trustees in June 2020. The devices are associated with the district's one-to-one program and will contribute to providing Chromebooks to all students in grades 9 - 12.

Purchasing cooperatives are an important and helpful tool to Texas School Districts because they:

- Facilitate compliance with state purchasing requirements
- Identify qualified vendors of commodities, goods, and services
- Benefit from a competitive market place to maximize savings.

Seguin ISD participates in several purchasing cooperatives. Purchasing cooperatives are administrative agencies created in accordance with state law.

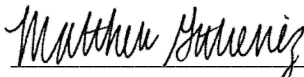
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REFERENCE and COMPLIANCE: CH(LEGAL) and CH (LOCAL) Purchasing and Acquisition

BUDGET IMPACT / INFORMATION: Funds are provided by the General Operating Fund.

EXHIBITS: None

RESOURCE PERSONNEL: Bill Lewis, Chief Operating Officer/Associate Superintendent
Anthony Hillberg, CPA, Chief Financial Officer
Jeffrey Lee, District TC/Webmaster

Submitted by:  Date Submitted: 09/22/20
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

Seguin ISD PIA requests received from Aug. 13-Sept. 9, 2020

<u>Date</u>	<u>Requester</u>	<u>Requested documents</u>	<u>Status</u>	<u>Action</u>
08/16/20 005	Rita Rollins	Staff directory information	Completed 08/28/20	Documents provided
08/24/20 006	Jeff Dominguez	Copies of all invoices and contracts between the district and MSB SCHOOL SERVICES, LLC and MSB Consulting, for SHARS Medicaid and MAC since January 1, 2018.	Completed 08/27/20	Documents provided
08/24/20 007	Jason Hajek, One Stop Texas Benefits	Staff name, position, school, departmen/school and district email address.	Completed 08/28/20	Documents provided
08/24/20 008	Patty Fennell	Photo from 1970 yearbook of Donald Wilson	Completed 08/28/20	Photo provided
09/01/20 009	April Quihi, Inter-State Studios	Elementary class and employee rosters	In progress	Employee roster provided 090920
09/04/20 010	Carrie Childress, Equitable Advisors	Staff directory information	In progress	

ACTION ITEM:

CONSIDERATION AND APPROVAL OF AN ORDER BY THE BOARD OF TRUSTEES OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT AUTHORIZING THE ISSUANCE OF “SEGUIN INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX REFUNDING BONDS, TAXABLE SERIES 2020”; LEVYING A CONTINUING DIRECT ANNUAL AD VALOREM TAX FOR THE PAYMENT OF THE BONDS; DELEGATING THE AUTHORITY TO CERTAIN MEMBERS OF THE BOARD OF TRUSTEES AND DISTRICT STAFF TO EXECUTE CERTAIN DOCUMENTS RELATING TO THE SALE OF THE BONDS; AND OTHER MATTERS INCIDENT AND RELATED THERETO

RECOMMENDATION:

That the Board approve the order as presented.

RATIONALE:

The District’s financial advisor, Specialized Public Finance, has identified an opportunity to pursue a refunding for the outstanding Series 2014 School building bonds. By law a district can only advance refund a series of bonds on a taxable basis. A refunding of a series of bonds more than ninety days prior to the call date constitutes an advanced refunding. The proposed Unlimited Tax Refunding Bonds Taxable Series 2020 will be considered an advanced refunding of the Series 2014 bonds. This refunding has the potential to create an interest cost savings of \$8,557,509 over the remaining life of the bonds.

The Order, to be provided by bond counsel at this meeting, authorizes the Superintendent, the Chief Financial Officer or the Board President to approve the refunding if the minimum savings are realized on the pricing date.

REFERENCE and COMPLIANCE:

CCA (LEGAL) Ocal Revenue Sources-Bond Issues

BUDGET IMPACT / INFORMATION:

The net present value savings of 14.31% will reduce the interest cost of the refinanced bonds and thus lower the required I&S tax rate to service the bonds over time.


EXHIBITS:

Series 2014 Refinancing Plan prepared by Specialized Public Finance

RESOURCE PERSONNEL:

Anthony Hillberg, CPA, Chief Financial Officer
Victor Quiroga – Specialized Public Finance
Jeff Kuhn and Arnold Cantu – Norton Rose Fulbright

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)


Date Submitted: 09/22/20
Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Seguin Independent School District Unlimited Tax School Building Bonds, Series 2014 Refinancing Plan – Taxable Option



September 22, 2020



FINANCIAL ADVISORY CONTACT

Victor Quiroga, Jr.
Managing Director
10010 San Pedro Ave., Ste 301
San Antonio, Texas 78216
210.239.0204 Office | 210.887.1810 Mobile
victor@spfmuni.com



Overview of the Proposed Plan of Finance

- On February 12, 2014, the District issued U/L Tax School Building Bonds, Series 2014 with a par amount of \$44,770,000
- The Series 2014 bonds have a Call Date of August 15, 2023
 - The District has the option of refinancing the S-2014 ahead of the Call Date, but must issue “Taxable” bonds.
- Based on market conditions, the refunding has significantly improved and produces present value savings of \$7,128,344 and a negative arbitrage amount of \$2,733,765.
- **To allow the Administration to proceed with this refinancing opportunity, the Board would approve a “Parameter Bond Order”.**



Overview of the Refinancing Update

Refunding Summary		
Issue:	Series 2014 "Old" Bonds	BUDGET Series 2020 "New" Bonds
Refinanced Principal:	\$44,770,000	
Final Payment:	8/15/2044	8/15/2044
Interest Rate:	4.50%	2.36%
Interest Savings:		\$8,557,509
Net PV Savings:		\$7,128,344
Net PV Savings Ratio*:		14.31%
Negative Arbitrage:		\$2,733,765
Negative Arbitrage as a % of PV Savings:		38.35%

(*) Exceeds the recommended minimum PV savings ratio of 5%.

➤ Assuming board approval to proceed, a lower interest rate will be "locked-in" on October 1, 2020.

Projected Annual Savings			
FYE	Old	New	Savings
6/30	Payments	Payments	
2021	\$ 307,506	\$ 307,013	\$ 494
2022	2,065,013	1,707,728	357,284
2023	2,065,013	1,707,853	357,159
2024	2,065,013	1,706,728	358,284
2025	3,308,138	2,952,353	355,784
2026	3,307,763	2,952,978	354,784
2027	3,311,163	2,953,728	357,434
2028	3,306,438	2,947,853	358,584
2029	3,301,438	2,942,853	358,584
2030	3,302,688	2,947,853	354,834
2031	3,299,938	2,943,799	356,138
2032	3,298,063	2,944,431	353,632
2033	3,296,813	2,942,508	354,305
2034	3,291,063	2,932,650	358,413
2035	3,290,563	2,934,292	356,271
2036	3,285,063	2,927,791	357,271
2037	3,284,313	2,928,586	355,726
2038	3,282,938	2,926,492	356,446
2039	3,275,813	2,921,841	353,971
2040	3,290,713	2,934,762	355,951
2041	3,288,413	2,929,707	358,705
2042	3,280,138	2,921,878	358,259
2043	3,280,513	2,926,554	353,959
2044	3,275,938	2,918,633	357,305
2045	3,276,206	2,918,275	357,931
	\$ 75,636,650	\$ 67,079,141	\$ 8,557,509



Overview of “Parameters Bond Order”

- The proposed parameters are designed to provide the District with flexibility to access the market in a timely and efficient manner.
- The Pricing Officer (Dr. Gutierrez or Mr. Hillberg) may approve the sale of the Bonds only if all the parameters listed below are met.
- The Parameters outlined below will expire in 6 months if the transaction is not completed.

*Bond Sale Parameters for the Refinancing of the Series 2014 Issue **

Not to Exceed Principal Amount	\$44,770,000
Minimum Net Present Value Savings	5.00% NPV Savings
Not to Exceed a Final Maturity (i.e. may not extend the original final payment date)	August 15, 2044

Notes:
 (*) Preliminary, subject to change.

ACTION ITEM: **2020-2021 Compensation Handbook Recommendation**

RECOMMENDATION: That the Board approves the 2020-2021 compensation handbook as recommended for all active district employees.

RATIONALE: Starting teacher salary is \$51,000. New teachers hired to the district for the 20-21 school year will be placed on the teacher pay scale based on confirmed years of service.

REFERENCE and COMPLIANCE: DEAA (LEGAL) and DEAA (LOCAL) Compensation Plan, Incentives and Stipends
Strategic Priority #3: Create the conditions in Seguin ISD to recruit, retain and engage employees

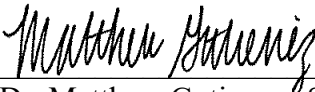
BUDGET IMPACT/ INFORMATION: None

PAPERWORK IMPACT: Revisions made to update the SISD Compensation Handbook

EXHIBITS: 2020-2021 SISD Compensation Handbook

RESOURCE PERSONNEL: Cynthia J. Moreno, Chief Human Resource Officer

Submitted by:
(Signature)
(Name)
(Address)
(Telephone)



Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Date Submitted: 09/22/20



Seguin exceptional students to exceptional citizens
INDEPENDENT SCHOOL DISTRICT

Compensation Handbook



2020-2021

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GENERAL INFORMATION

Teacher, Librarian and Nurse Salary Increases:

The minimum salary for a new teacher, librarian, licensed speech therapist & nurse to Seguin ISD is \$51,000 for an individual with a Bachelor's Degree and \$52,000 for an individual with a Master's Degree. All returning current and experienced teachers, librarians, licensed speech therapists & nurses with Master's Degree will continue to receive a minimum of \$1,000 more than those with a Bachelor's Degree. New teachers will be placed on the teacher salary schedule based on years of experience. In addition, the administration recommends the continuation of all teachers, librarians and nurses who have worked for Seguin ISD for 25 or more years as of September 1, 2020 to receive longevity pay of \$1,000 per year. Retire/Rehire on Teacher Salary Scale will be capped at 25 years.

Counselor Pay Table:

The Counselor Scale reflects a minimum of \$3500 above teacher bachelor's scale. Retire /Rehire on Counselor Salary Scale will be capped at 25 years.

Employee Insurance Contribution

The district will contribute \$368 per month to assist with health insurance premium costs for those employees who participate in the Seguin ISD Health Insurance Plan.

Supplemental Stipend Pay : (Including Areas Identified as Critical Shortage)

Supplemental stipend salaries are approved on a year-to year basis and do not become a part of the base salary of an employee. A salary supplement may be changed upward, downward, or eliminated as the Board deems is in the best interest of the district. Recommended supplemental salary changes are effective for the 2020-2021 school year. Supplemental salary and day changes are for teachers changing assignments and new hires with added responsibilities, such as club sponsor or coach.

Substitute Pay

Please refer to the substitute pay schedule on page 11.

SEGUIN INDEPENDENT SCHOOL DISTRICT 2020-2021

TEACHER / LIBRARIAN / NURSE / COUNSELOR SALARY SCHEDULE

BACHELORS		Special Ed, Math, Science	Bilingual Education	MASTERS		COUNSELORS (based on 187 days)	
EXP	20-21 Bachelor	\$1,500 Stipend	\$4,500 Stipend	EXP	20-21 Masters	EXP	20-21 Counselor
0	51,000	52,500	55,500	0	52,000	0	54,500
1	51,500	53,000	56,000	1	52,500	1	55,000
2	51,700	53,200	56,200	2	52,700	2	55,200
3	51,900	53,400	56,400	3	52,900	3	55,400
4	52,100	53,600	56,600	4	53,100	4	55,600
5	52,300	53,800	56,800	5	53,300	5	55,873
6	53,959	55,459	58,459	6	55,000	6	57,601
7	54,480	55,980	58,980	7	55,520	7	58,121
8	54,896	56,396	59,396	8	55,936	8	58,537
9	55,104	56,604	59,604	9	56,144	9	58,745
10	55,520	57,020	60,020	10	56,560	10	59,161
11	56,144	57,644	60,644	11	57,185	11	59,786
12	56,352	57,852	60,852	12	57,393	12	59,994
13	56,560	58,060	61,060	13	57,601	13	60,202
14	57,081	58,581	61,581	14	58,121	14	60,722
15	57,601	59,101	62,101	15	58,641	15	61,242
16	57,861	59,361	62,361	16	58,901	16	61,502
17	58,641	60,141	63,141	17	59,682	17	62,283
18	58,771	60,271	63,271	18	59,812	18	62,413
19	58,871	60,371	63,371	19	59,890	19	62,491
20	59,161	60,661	63,661	20	60,202	20	62,803
21	59,422	60,922	63,922	21	60,462	21	63,063
22	59,682	61,182	64,182	22	60,722	22	63,323
23	59,942	61,442	64,442	23	60,982	23	63,583
24	60,254	61,754	64,754	24	61,294	24	64,051
25	61,385	62,885	65,885	25	62,483	25	65,072
26	62,793	64,293	67,293	26	63,833	26	65,834
27	63,157	64,657	67,657	27	64,197	27	66,933
28	63,729	65,229	68,229	28	64,769	28	67,485
29	64,561	66,061	69,061	29	65,602	29	68,354
30	65,529	67,029	70,029	30	66,569	30	69,326
31	66,236	67,736	70,736	31	67,277	31	70,018

*Masters Scale minimum of \$1,000 above Bachelors

*Counselors Scale minimum of \$3,500 above Bachelors

Retire/Rehire:
capped at 25 yrs

Elem Counselors - 192 contract days
MS Counselors - 207 contract days

HS Counselors - 207 contract days
HS Lead Counselor - 215 contract days

ADDITIONAL STIPENDS	
Teaching Certificate / Degree	Stipend Amount
Bilingual	\$ 4,500
Special Education, Math, Science	\$ 1,500
Doctorate	\$ 1,000

**Stipend provided to Teacher of Record Only.

**SEGUIN INDEPENDENT SCHOOL DISTRICT
PROFESSIONAL CLASSIFICATIONS
2020-2021**

Teacher Pay Scale	Title	#days
	Administrative Intern (PK-Elem)	207
P0	Administrative Intern (MS/HS)	212
P0	Behavior Specialist	192
P0	Color Guard Instructor	197
P0	Elementary Specialist	210
P0	Gifted and Talented Specialist	210
P0	Multilingual Specialist	210

Pay Grade	Title	#days
P1	Budgeting & Program Specialist	226
P1	Dean of Students	207
P1	District ARD Facilitator	212
P1	District Technologist / Web Master	226
P1	Fixed Asset & Inventory Specialist	226
P1	Food Service - Field Supervisor & Production Coordinator	226
P1	General Ledger Specialist	226
P1	Grant - Autism Behavior Specialist	192
P1	Grant - Autism Family Specialist	192
P1	Grant-Transition Manager	187
P1	Grant- Truancy Case Manager (Lead & Asst)	197
P1	HS Testing Coordinator	207
P1	Maintenance Coordinator	240
P1	Marketing Support Specialist	207
P1	Media Specialist	192
P1	Middle School Math Specialist	202
P1	Network Assistant	226
P1	Occupational Therapist	187
P1	Physical Therapist	187
P1	Special Education-Behavior Specialist-HS	192
P1	Special Program Administrator	207
P1	Student Services Coordinator	226
P1	Student Support Specialist	207
P1	Social Worker (MSW)	187
P1	Student Support Officer	187
P1	Transportation Coordinator	226

	Min	Mid	Max
Hourly Rate	\$28.52	\$35.80	\$48.97
Daily Rate (based on 8 hrs)	\$228.18	\$286.42	\$391.78

Pay Grade	Title	#days
P2	Academic Transition Facilitator - JDC	220
P2	Academic Deans, Elementary	197
P2	Coord of Contents (Math, Science, Eng/LA)	226
P2	Coord of PK- 5 Eng/LA & Bilingual Ed.	226
P2	Coord of Purchasing	226
P2	Coord of Special Education - Behavior	212
P2	Coord of Special Education - Compliance	226
P2	Coord of Special Education - Programming	226
P2	Diagnostician	197
P2	Grant-Prevention Coordinator	226
P2	Grant-Safety Coordinator	226
P2	Instructional Coach (K-5)	197
P2	LSSP (Licensed Specialist in School Psychology)	197
P2	Mainframe/PEIMS Specialist	226
P2	Network Specialist	226
P2	Speech Therapist (CC)	187
P2	Women's Athletic Coordinator	226

	Min	Mid	Max
Hourly Rate	31.30	38.57	50.15
(based on 8 hrs)	\$250.41	\$308.57	\$401.21

SEGUIN INDEPENDENT SCHOOL DISTRICT PROFESSIONAL CLASSIFICATIONS 2020-2021

Pay Grade	Title	#days
P3	Academic Dean, MS	226
P3	Asst Principal, Elementary	207
P3	Asst Principal, MS	212
P3	Grant-Mental Health Coordinator	226
P3	Grant-Restorative Practices Coordinator	226
P3	Network Administrator	226

	Min	Mid	Max
Hourly Rate	\$33.57	\$41.37	\$51.33
Daily Rate (based on 8 hrs)	\$268.57	\$330.97	\$410.65

Pay Grade	Title	#days
P4	Assistant Principal, HS	212
P4	Associate Principal, MS	212
P4	Principal, Alternative School	212
P4	Principal, Ball ECC	207
P4	Principal, MBLC	212

	Min	Mid	Max
Hourly Rate	\$35.63	\$44.60	\$52.16
Daily Rate (based on 8 hrs)	\$285.01	\$356.77	\$417.25

Pay Grade	Title	#days
P5	Ath. Director /Head Football Coach	240
P5	Director of Child Nutrition	226
P5	Director of Career Technical Education	226
P5	Director of Digital Learning	226
P5	Director of Early College High School	226
P5	Director of Elementary/Multilingual Services	226
P5	Director of Federal/State Accountability	226
P5	Director of Fine Arts	226
P5	Director of Human Resources/Transportation	226
P5	Director of Integrated Support Services	226
P5	Director of Innovative Instruction	226
P5	Director of Operations	226
P5	Director of Safety	226
P5	Director of Secondary/Professional Learning	226
P5	Director of Special Education	226
P5	Director of Whole Child Initiative	226
P5	Grant- Autism Program Director	212
P5	Grant- Director of School Transformation	226
P5	Head Band Director	226
P5	Principal, Associate & Academic Dean (HS)	226
P5	Principal, Elementary	212
P5	Principal, MS	226

	Min	Mid	Max
Hourly Rate	\$39.51	\$48.69	\$60.17
Daily Rate (based on 8 hrs)	\$316.09	\$389.53	\$481.37

Pay Grade	Title	#days
P6	Chief Communication Officer	226
P6	Deputy Chief Operations Officer	226
P6	Deputy Chief of Staff & HR	226
P6	High School Principal	226

	Min	Mid	Max
Hourly Rate	\$44.62	\$55.00	\$65.63
Daily Rate (based on 8 hrs)	\$356.98	\$440.02	\$525.06

Pay Grade	Title	#days
P7	Chief Academic Officer*	226
P7	Chief Financial Officer	226
P7	Chief Human Resource Officer*	226
P7	Chief of Staff & School Improvement	226

	Min	Mid	Max
Hourly Rate	\$49.39	\$60.87	\$72.34
Daily Rate (based on 8 hrs)	\$395.11	\$486.95	\$578.71

Pay Grade	Title	#days
P8	Chief Operating Officer/Associate Superintendent*	226

	Min	Mid	Max
Hourly Rate	\$63.04	\$77.69	\$92.43
Daily Rate (based on 8 hrs)	\$504.34	\$621.54	\$739.46

*T-TESS & T-PESS Evaluators

SEGUIN INDEPENDENT SCHOOL DISTRICT CLERICAL / TECHNICAL CLASSIFICATIONS 2020-2021

Pay Grade	Title	#hrs	# days
C1	Parent Liaison - 4 year College Degree	4	186
C1	Parent Liaison - Associates Degree	4	186
C1	Parent Liaison - No Degree	4	186

4 yr Degree	\$11.92	per hour
AA Degree	\$10.70	per hour
No Degree	\$9.61	per hour

Pay Grade	Title	#hrs	# days
C1	Hall Monitors (SHS)	8	186
C1	Instructional Aide (all campuses)	7.5	186
C1	PE Aide	7.5	186
C1	Title I Aide (w/o AA)	7.5	186

	Min	Mid	Max
Hourly Rate	\$12.57	\$15.50	\$18.18
Daily Rate (based on 8 hrs)	\$100.59	\$124.03	\$145.47

Pay Grade	Title	#hrs	#days
C2	Aide - DAEP Saegert	8	186
C2	Appraisal Clerk	8	207
C2	Bilingual/ESL Aide	7.5	186
C2	Early College HS Clerk	8	196
C2	ISS Aide	7.5	186
C2	Nurse Aide	8	186
C2	Sp Ed - Clerk (MS,HS)	8	196
C2	Sp Ed Job Coach	8	186
C2	SpEd CM Aide	7.5	186
C2	SpEd Res Aide	7.5	186
C2	SpEd PPCD Aide	7.5	186
C2	Title I Aide (w/AA)	7.5	186
C2	Truancy / Dropout Prevention Aide	8	186

	Min	Mid	Max
Hourly Rate	\$12.96	\$16.70	\$19.74
Daily Rate (based on 8 hrs)	\$103.68	\$133.62	\$157.94

Pay Grade	Title	#hrs	#days
C3	Appraisal Clerk	8	207
C3	Athletic Ticket Clerk	4	186
C3	Attendance Clerk (all levels)	8	196
C3	Attendance Clerk / OCS Aide	8	196
C3	Food Service - Office Manager	8	226
C3	Library Media Clerk (Ball)	8	192
C3	Library Media Clerk (SHS)	8	186
C3	Maintenance Clerk	8	226
C3	Receptionist High School	8	226
C3	Sec MBLC, DAEP (Saegert)	8	212
C3	Sp Ed-Behavior/EA Aide	7.5	186
C3	Tech Assistant & Tech Lab Manager	8	186

	Min	Mid	Max
Hourly Rate	\$14.68	\$18.25	\$22.33
Daily Rate (based on 8 hrs)	\$117.44	\$146.00	\$178.64

**SEGUIN INDEPENDENT SCHOOL DISTRICT
CLERICAL / TECHNICAL CLASSIFICATIONS
2020-2021**

Pay Grade	Title	#hrs	#days
C4	Attendance Coordinator (SHS)	8	202
C4	Book Keeper-SHS	8	212
C4	Compliance Clerk - Bilingual Dept	8	207
C4	Dispatcher	8	186
C4	Family Specialist - Ball (PK Grant)	8	186
C4	HR Receptionist / Records Clerk	8	226
C4	LPAC Clerk	8	207
C4	LVN	8	186
C4	Registrar High School	8	226
C4	Registrar MS	8	207
C4	Safety Coord/Trans Training	8	226
C4	Sec to Asst Principal (SHS)	8	186
C4	Sec to Elementary Principal	8	212
C4	Sec to PK Principal	8	207
C4	Sec to CTE Director	8	207
C4	Sec to MS Principal	8	226
C4	Sp Ed -Compliance, Program, ARD Clerk	8	226
C4	Tech Lab Manager - Campus	8	186

	Min	Mid	Max
Hourly Rate	\$16.75	\$19.46	\$25.42
Daily Rate (based on 8 hrs)	\$134.00	\$155.68	\$203.36

Pay Grade	Title	#hrs	#days
C5	Assistant Accounts Payable & Purchases Specialist	8	226
C5	Data Controller	8	226
C5	Employee Benefits Specialist	8	226
C5	Leaves & Absences Specialist	8	226
C5	Risk Management/Purchasing Specialist	8	226
C5	Assistant Purchasing Specialist	8	226
C5	Sec to Director of Operations	8	226
C5	Sec to Athletic Director	8	226
C5	Sec to Director of State & Fed Acct.	8	226
C5	Sec to Director of Curr & Prof Learning	8	226
C5	Sec to Director of SP ED	8	226
C5	Sec to Principal (SHS)	8	226

	Min	Mid	Max
Hourly Rate	\$18.32	\$21.05	\$27.50
Daily Rate (based on 8 hrs)	\$146.55	\$168.39	\$219.99

Pay Grade	Title	#hrs	#days
C6	Accounts Payable Specialist	8	226
C6	Purchasing Specialist	8	226
C6	Sec to Chief Academic Officer	8	226
C6	Sec to Chief Communication Officer & School Improvement	8	226
C6	Sec to Chief Financial Officer	8	226
C6	Sec to Deputy Chief Operations Officer	8	226
C6	Sec to Chief Human Resource Officer	8	226
C6	Software/Hardware Technicians	8	226

	Min	Mid	Max
Hourly Rate	\$20.44	\$24.52	\$30.44
Daily Rate (based on 8 hrs)	\$163.55	\$196.19	\$243.55

Pay Grade	Title	#hrs	#days
C7	Certification Officer / Staffing Specialist	8	226
C7	Payroll Specialist	8	226
C7	Sec. to Associate Superintendent	8	226

	Min	Mid	Max
Hourly Rate	\$22.18	\$26.66	\$31.41
Daily Rate (based on 8 hrs)	\$177.41	\$213.25	\$251.25

Pay Grade	Title	#hrs	#days
C8	Sec Superintendent	8	226

	Min	Mid	Max
Hourly Rate	\$23.44	\$28.87	\$33.81
Daily Rate (based on 8 hrs)	\$187.52	\$230.96	\$270.48

SEGUIN INDEPENDENT SCHOOL DISTRICT

MANUAL TRADES CLASSIFICATIONS

2020-2021

Pay Grade	Title	#hrs	# days
M1	Custodian	8	240
M1	Grounds Worker	8	240

	Min	Mid	Max
Hourly Rate	\$12.57	\$15.46	\$17.85
Daily Rate (based on 8 hrs)	\$100.58	\$123.70	\$142.82

Pay Grade	Title	#hrs	# days
M2	Warehouse Helper	8	240
M2	Cement Worker Helper	8	240
M2	General Maintenance Worker	8	240
M2	Head Custodian	8	240
M2	Lead Grounds	8	240

	Min	Mid	Max
Hourly Rate	\$13.60	\$15.64	\$21.76
Daily Rate (based on 8 hrs)	\$108.78	\$125.10	\$174.06

Pay Grade	Title	#hrs	# days
M3	Carpenter	8	240
M3	District Lead Custodian	8	240
M3	Electrician's Helper	8	240
M3	HVAC-PM	8	240
M3	IPM Tech/Gen. Maint.	8	240
M3	Warehouse Helper	8	240
M3	Warehouse Worker	8	240

	Min	Mid	Max
Hourly Rate	\$16.72	\$18.25	\$22.84
Daily Rate (based on 8 hrs)	\$133.77	\$146.01	\$182.73

Pay Grade	Title	#hrs	# days
M4	Electrician/ Electrician Assist.	8	240
M4	Vehicle Mechanic	8	240
M4	Plumber	8	240
M4	HVAC Technician	8	240

	Min	Mid	Max
Hourly Rate	\$17.76	\$19.02	\$28.22
Daily Rate (based on 8 hrs)	\$142.08	\$152.16	\$225.76

Pay Grade	Position	#hrs	# days
M5	ASC Mechanic (Transportation Foreman)	8	240
M5	Master Electrician	8	240
M5	Licensed HVAC	8	240

	Min	Mid	Max
Hourly Rate	\$18.40	\$22.63	\$31.88
Daily Rate (based on 8 hrs)	\$147.18	\$181.02	\$255.02

SEGUIN INDEPENDENT SCHOOL DISTRICT

CHILD NUTRITION CLASSIFICATIONS

2020-2021

Pay Grade	Title	#hrs	# days
F1	Food Service Assistant - 1	7	175
F1	Food Service Assistant - 2	7	175
F1	Lunchroom Monitor (Temp)	varies	173

	Min	Mid	Max
Hourly Rate	\$11.50	\$13.46	\$15.53
Daily Rate (based on 7 hrs)	\$80.53	\$94.25	\$108.74

Pay Grade	Title	#hrs	# days
F2	Cashiers	7	175

	Min	Mid	Max
Hourly Rate	\$11.98	\$14.14	\$17.13
Daily Rate (based on 7 hrs)	\$83.86	\$98.98	\$119.91

Pay Grade	Title	#hrs	# days
F3	Baker	8	175
F3	Truck Driver	8	175

	Min	Mid	Max
Hourly Rate	\$13.08	\$15.45	\$17.82
Daily Rate (based on 8 hrs)	\$104.66	\$123.62	\$142.58

Pay Grade	Title	#hrs	# days
F4	Assistant Manager PK-12	8	175

	Min	Mid	Max
Hourly Rate	\$13.88	\$16.49	\$19.10
Daily Rate (based on 8 hrs)	\$111.02	\$131.90	\$152.78

Pay Grade	Title	#hrs	# days
F5	Cafeteria Manager	8	178
F5	Warehouse Mgr/Driver	8	226

	Min	Mid	Max
Hourly Rate	\$15.19	\$18.06	\$20.92
Daily Rate (based on 8 hrs)	\$121.49	\$144.45	\$167.33

Pay Grade	Title	#hrs	# days
F6	Central Kitchen Manager (SHS)	8	182

	Min	Mid	Max
Hourly Rate	\$15.98	\$19.12	\$22.26
Daily Rate (based on 8 hrs)	\$127.86	\$152.98	\$178.10

SEGUIN INDEPENDENT SCHOOL DISTRICT TRANSPORTATION CLASSIFICATIONS 2020-2021

Pay Grade	Title	#hrs	# days
T1	Bus Driver Assistant	4	173

	Min	Mid	Max
Hourly Rate	\$9.46	\$13.38	\$15.34
Daily Rate (based on 4 hrs)	\$37.85	\$53.53	\$61.37

Pay Grade	Title	#hrs	# days
T2	Bus Driver	4	173

	Min	Mid	Max
Hourly Rate	\$14.93	\$17.94	\$21.76
Daily Rate (based on 4 hrs)	\$59.73	\$71.77	\$87.05

Pay Grade	Title	#hrs	# days
T3	Cover Driver	5	173

	Min	Mid	Max
Hourly Rate	\$15.27	\$18.27	\$22.33
Daily Rate (based on 4 hrs)	\$76.36	\$91.36	\$111.66

Note: Effective January of 2016, all drivers will be paid their "hourly rate" for all duties related to transporting students. (Ex: Field trips, special routes, etc.) Other duties for drivers, transporting NO students, will be paid a flat rate of \$10.00 per hour. (Ex: Fueling, clerical, bus washing, etc.)

SEGUIN INDEPENDENT SCHOOL DISTRICT
2020-2021

Temporary Employee Positions

POSITION	AMOUNT
BUS DRIVER IN TRAINING	\$ 10.00
LUNCH MONITORS	\$ 9.00
STUDENT TEMPS	\$ 10.00
SUBSTITUTE BUS DRIVER	\$ 15.00
SUBSTITUTE CAFETERIA	\$ 10.00
SUBSTITUTE CUSTODIAN	\$ 10.00
SUBSTITUTE LUNCHROOM MONITOR	\$ 9.00
TEMPORARY PARA-PROFESSIONALS	\$ 10.00
TEMPORARY PROFESSIONALS (DEGREED/CERTIFIED)	\$ 20.00

Summer School & Camp Positions

POSITION	AMOUNT
	DAILY RATE
ADMINISTRATOR	
AIDES	\$ 10.00 PER HOUR
TEACHERS	\$ 25.00 PER HOUR
INSTRUCTIONAL COACHES	\$ 27.50 PER HOUR
SECRETARY and NURSE	\$ 15.00 PER HOUR
TECHNOLOGIST	\$ 20.00 PER HOUR
LUNCH ROOM MONITOR	\$ 9.00 PER HOUR
STUDENT TEMP WORKERS	\$ 10.00 PER HOUR

**SEGUIN INDEPENDENT SCHOOL DISTRICT
SUBSTITUE PAY SCHEDULE
2020-2021**

CATEGORY	DAILY RATE (PK-5)	DAILY RATE (6-12)	LONG TERM (PK-5) (6weeks +)	LONG TERM (6-12) (6weeks +)
HS Diploma	\$75.00	\$105.00	N/A	N/A
60 + College Hrs	\$80.00	\$110.00	\$90.00	\$120.00
Degreed	\$85.00	\$115.00	\$95.00	\$125.00
Certified Teacher	\$90.00	\$120.00	\$130.00	\$150.00
Clerical/Aide	\$65.00	\$65.00	N/A	N/A
Principal/ Counselor:	Rate set between Min & Mid Point of job pay grade (using verified experience)			

SEGUIN INDEPENDENT SCHOOL DISTRICT

HIGH SCHOOL SALARY SUPPLEMENTS

2020-2021

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT	EXTRA DAYS
ACADEMIC DECATHLON (2)	\$ 1,500	0
BAND DIRECTOR (HEAD)	\$ 8,000	33
BAND DIRECTOR (ASSISTANT)	\$ 4,000	15
BROADCAST JOURNALISM	\$ 1,100	0
CHEERLEADER SPONSOR (ASSISTANT)	\$ 2,100	10
CHEERLEADER SPONSOR (HEAD)	\$ 3,600	15
CHOIR DIRECTOR	\$ 3,000	0
COUNSELOR (HEAD)	\$ 3,000	0
CYBER-PATRIOT SPONSOR	\$ 1,000	0
DANCE/DRILL TEAM SPONSOR (ASSISTANT)	\$ 2,100	10
DANCE/DRILL TEAM SPONSOR (HEAD)	\$ 3,600	15
DEPARTMENT LEADS	\$ 3,000	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN GLOBAL COMPETITION*	\$ 100	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN REGIONAL COMPETITION*	\$ 300	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN STATE COMPETITION*	\$ 100	0
DRAMA COACH (ASSISTANT)	\$ 1,500	0
DRAMA COACH / THEATER ARTS (HEAD)	\$ 3,000	0
EARLY COLLEGE HIGH SCHOOL - AVID	\$ 3,000	0
EARLY COLLEGE HIGH SCHOOL - DUAL CREDIT	\$ 1,200	0
FLAG RUNNER SPONSOR	\$ 800	0
INTRAMURAL COORDINATOR - 1st Semester	\$ 1,500	0
INTRAMURAL COORDINATOR - 2nd Semester	\$ 1,500	0
JUNIOR CLASS SPONSOR (ASSISTANT)	\$ 800	0
JUNIOR CLASS SPONSOR (HEAD)	\$ 1,000	0
JUNIOR/SENIOR ACTIVITIES SPONSOR	\$ 1,000	0
MARIACHI DIRECTOR	\$ 1,000	0
MENTOR TEACHER	\$ 300	0
NATIONAL HONOR SOCIETY	\$ 750	0
NEWSPAPER	\$ 1,100	0
SCIENCE FAIR COORDINATOR (ASSISTANT)	\$ 1,000	0
SCIENCE FAIR COORDINATOR (HEAD)	\$ 2,500	0
SCIENCE FAIR SPONSOR	\$ 800	0
SOCIAL STUDIES SPECIALIST	\$ 10,000	0
STUDENT COUNCIL SPONSOR	\$ 800	0
UIL COACH**	(see bottom statement)	0
UIL COORDINATOR	\$ 2,500	0
VIDEO SCOREBOARD (LEAD)	\$ 500	0
VIDEO SCOREBOARD (ASSITANT)	\$ 250	0
YEARBOOK	\$ 1,100	0

CAREER & TECHNOLOGY (CTE) YOUTH ORGANIZATION SPONSORS:

15-20 STUDENT MEMBERS	\$500	31-50 STUDENT MEMBERS	\$1,000
21-30 STUDENT MEMBERS	\$750	MORE THAN 50 STUDENT MEMBERS	\$1,500

* D.I. Coach: An employee may receive a stipend for coaching a team his/her child is on so long as other students from the assigned campus are also being served. An employee may not be paid a stipend for strictly serving as the coordinator within the school day. The intent of the stipend is to compensate employees for the additional "after hours" time involved in coaching.

** U.I.L. sponsors are expected to meet established criteria in order to earn the U.I.L. coaching stipend. Failure to meet the criteria, as determined by the principal, will result in loss of some or all of the coaching stipend.

SEGUIN INDEPENDENT SCHOOL DISTRICT

MIDDLE SCHOOL SALARY SUPPLEMENTS

2020-2021

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT	EXTRA DAYS
BAND DIRECTOR (Assistant)	\$ 3,000	15
BAND DIRECTOR (Head)	\$ 4,000	15
CHEERLEADER SPONSOR (ASSISTANT)	\$ 500	0
CHEERLEADER SPONSOR (HEAD)	\$ 900	0
CHOIR DIRECTOR	\$ 1,500	0
CLUB SPONSOR	\$ 500	0
DEPARTMENT LEAD- Core Subjects	\$ 1,500	0
DEPARTMENT LEAD - Non-Core Subjects	\$ 750	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN REGIONAL COMPETITION	\$ 300	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN STATE COMPETITION*	\$ 100	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN GLOBAL COMPETITION	\$ 100	0
INSTRUCTIONAL COACHES (CORE)	\$ 3,000	6
JOURNALISM/YEARBOOK	\$ 500	0
MARIACHI DIRECTOR	\$ 500	0
MENTOR TEACHER	\$ 300	0
NATIONAL JUNIOR HONOR SOCIETY	\$ 300	0
PAL SPONSOR	\$ 300	0
PEP SQUAD SPONSOR	\$ 500	0
ROBOTICS SPONSOR	\$ 300	0
SCIENCE FAIR COORDINATOR	\$ 400	0
STUDENT COUNCIL	\$ 300	0
THEATER ARTS* - total for 2 campuses	\$ 1,500	0
UIL COACH***	(see bottom statement)	0
UIL COORDINATOR	\$ 500	0

* This stipend is to be paid only if a production is done.

** D.I. Coach: This stipend pertains only to those exempt SISD employees who coach a team for their assigned campus. An exempt SISD employee may receive a stipend for coaching a team his/her child is on so long as other students from the assigned campus are also being served. An employee may not be paid a stipend for strictly serving as a coordinator within the school day. The intent of the stipend is to compensate employees for the additional "after hours" time involved in coaching.

*** U.I.L. sponsors are expected to meet established criteria in order to earn the U.I.L. coaching stipend. Failure to meet the criteria, as determined by the principal, will result in loss of some or all of the coaching stipend.

SEGUIN INDEPENDENT SCHOOL DISTRICT

ELEMENTARY SALARY SUPPLEMENTS

2020-2021

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT	EXTRA DAYS
DI COACH - RISING STARS*	\$ 200	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN REGIONAL COMPETITION*	\$ 300	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN STATE COMPETITION*	\$ 100	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN GLOBAL COMPETITION*	\$ 100	0
DI CLUB SPONSOR & COACH TRAINER (2)	\$ 2,000	0
DYSLEXIA/READING INTERVENTIONIST	\$ -	5 (extra duty pay)
ELEMENTARY CHOIR SPONSOR***	\$ 500	0
ELEMENTARY MATH SPECIALIST	\$ 10,000	0
GRADE LEVEL - LEAD TEACHER	\$ 350	0
MENTOR TEACHER	\$ 300	0
ROBOTICS SPONSOR	\$ 300	0
TEACHER - TRAILBLAZER	\$ 500	0
UIL ELEMENTARY COORDINATOR	\$ 150	0
UIL COACH**	(plus see bottom statement) \$ 150	0

* D.I. Coach: This stipend pertains only to those exempt SISD employees who coach a team for their assigned campus. An employee may receive a stipend for coaching a team his/her child is on so long as other students from the assigned campus are also being served. An employee may not be paid a stipend for strictly serving as the coordinator within the school day. The intent of the stipend is to compensate employees for the additional "after hours" time involved in coaching.

** U.I.L. sponsors are expected to meet established criteria in order to earn the U.I.L. coaching stipend. Failure to meet the criteria, as determined by the principal, will result in loss of some or all of the coaching stipend.

*** TBD annually

SEGUIN INDEPENDENT SCHOOL DISTRICT

2020-2021

DISTRICT LEVEL STIPENDS

POSITION	AMOUNT
DISTRICT REGISTERED NURSE (RN)	\$ 1,500
DISTRICT LEAD LIBRARIAN	\$ 1,500
IPM COORDINATOR	\$ 1,500
MARKETING SPECIALIST	\$ 2,000 (per semester)
PRINCIPAL MENTOR STIPEND	\$ 2,500 (TBD annually)
SPECIAL EVENTS / FACILITIES SUPERVISOR	\$ 1,500
504 DISTRICT COUNSELOR SUPPORT	\$ 2,000

EXTRA DUTY SALARY SUPPLEMENTS

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay Stipends all required documentation needs to be filled out and turned in.

POSITION	AMOUNT
AFTER-SCHOOL D-HALL	\$ 20 PER HOUR
COMMUNITY SERVICE	\$ 20 PER HOUR
COMPUTER LAB MANAGERS	\$ 20 PER HOUR \$10 (Aides)
D-HALL	\$ 20 PER HOUR
EVENING SCHOOL	\$ 20 PER HOUR
EXTENDED DAY AIDES	\$ 10 PER HOUR
FRIDAY SCHOOL	\$ 20 PER HOUR
SATURDAY/EVENING SCHOOL	\$ 20 PER HOUR

RETIREMENT (UNUSED LEAVE) - POLICY DEC (LOCAL)

Employed with the district for 10+ years:
 Teacher - \$75.00 per day (unlimited days)
 Auxiliary - \$50. per day (unlimited days)

SEGUIN INDEPENDENT SCHOOL DISTRICT

STIPENDS FOR CRITICAL NEED CLASSES

2020-2021

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT
SPECIAL EDUCATION PROFESSIONAL- BILINGUAL	\$4,500
SPECIAL EDUCATION/ BEHAVIOR SPECIALIST	\$4,500
SPECIAL EDUCATION/ ESSENTIAL ACADEMICS SPECIALIST	\$4,500
SP. ED.- SPEECH THERAPIST (Certified Clinical Competency)	\$2,500
SP.ED- VISUALLY IMPAIRED	\$1,500
MATH	\$1,500
ELEMENTARY (Cert with 18 hrs of math)*	\$500
SCIENCE	\$1,500
ELEMENTARY (Cert with 18 hrs of science)*	\$500
BILINGUAL (Teacher of Record)	\$4,500
BILINGUAL Campus Professional Support Staff	\$1,500
ESL (Teacher of Record)	\$1,000

Special Education: The district identifies a certified, special education teacher to support students identified as special education in life skills programs, solid roots programs and inclusion classes. Responsibilities include managing student IEP's, participate in ARD meetings, communicate with classroom teacher of record and attend meetings as scheduled.

Bilingual: The district identifies a bilingual certified teacher to teach one class per grade level per campus in grades K-5. These bilingual classroom teachers receive a stipend for providing additional language support, attending monthly professional development, participating in LPACS, submitting reports, maintaining bilingual program folders for each of the program students at the campus and grade level, and performing other duties which may arise in order to fulfill the bilingual program requirements. In instances where the bilingual students are being monitored on a non-bilingual campuses, the identified ESL-certified teacher will be compensated for carrying out required ESL responsibilities, including attending scheduled LPAC meetings as scheduled.

* TBD

High School Coaching Stipends

2020-2021

Assignment		Stipend	# of Positions	# of Days
Athletic Director	Administrative Duties	\$ 10,000.00	1	
	Athletic Academic Coord.	\$ 7,600.00	1	
Coordinators	Football - OC & DC	\$ 6,000.00	2	25
	Football - Special Teams	\$ 4,000.00	1	20
	Middle School Supervisor	\$ 2,500.00	2	n/a
Head	Boys/Girls Basketball	\$ 3,500.00	1	20
Head	Baseball	\$ 3,500.00	1	20
Head	Power lifting	\$ 3,500.00	1	20
Head	Boys/Girls Soccer	\$ 3,500.00	1	20
Head	Softball	\$ 3,500.00	1	20
Head	Swimming	\$ 2,500.00	1	10
Head	Boy's/Girls Track	\$ 3,500.00	1	20
Head	Cross Country	\$ 2,500.00	1	20
Head	Trainer	\$ 4,500.00	1	20
Head	Volleyball	\$ 3,500.00	1	20
Head (Dual Semester)	Golf	\$ 4,500.00	1	20
Head (Dual Semester)	Tennis	\$ 4,500.00	1	20
Head (Freshman)	Football	\$ 3,500.00	1	20
Varsity Assistant	Boys/Girls Basketball	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Football - Varsity	\$ 3,000.00	6	25
Varsity Assistant	Baseball	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Cross Country	\$ 1,500.00	1	varies on # of sports coached
Varsity Assistant	Golf	\$ 3,500.00	1	15
Varsity Assistant	Power lifting	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Boys/Girls Soccer	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Softball	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Tennis	\$ 3,500.00	1	15
Varsity Assistant	Boy's/Girls Track	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Trainer	\$ 3,500.00	1	20
Varsity Assistant	Volleyball	\$ 2,000.00	3	varies on # of sports coached
JV/Freshman	Football	\$ 2,000.00	2	20
	Baseball	\$ 1,500.00	1	varies on # of sports coached
	Basketball	\$ 1,500.00	2	varies on # of sports coached
	Softball	\$ 1,500.00	1	varies on # of sports coached
	Volleyball	\$ 1,500.00	1	varies on # of sports coached
	Power lifting	\$ 1,500.00		varies on # of sports coached
	Soccer	\$ 1,500.00	2	varies on # of sports coached
	Track	\$ 1,500.00	4	varies on # of sports coached
Other:	Equipment Manager	\$ 1,500.00	1	
	Video	\$ 1,500.00	1	
	Recruiting Coord.	\$ 1,500.00	1	
	Game Supervisor/Admin	\$ 1,500.00	1	
	Assistant Head Football	\$ 4,000.00	1	

* Head Coach / Asst Coach = 20 extra days (FB- 25 days)

* Asst Coach / Asst Coach = 15 extra days

* Asst Coach (1 sport) = 10 extra days

Middle School Coaching Stipends

Assignment		Stipend	# of Positions	
Coordinators	All sports	\$ 3,600.00	2 Male/2 Female	20 days
Asst	Basketball	\$ 1,200.00	16	7 days
Asst	Football	\$ 1,200.00	8	7 days
Asst	Golf	\$ 1,200.00	2	
Asst	Tennis	\$ 1,200.00	2	
Asst	Track	\$ 1,200.00	16	7 days
Asst	Volleyball	\$ 1,200.00	8	7 days
Asst	X-Country	\$ 1,200.00	2	
Asst	Soccer	\$ 1,200.00	2	

** If coaching 3 sports employee will receive 10 extra days

Employees on the Teacher Salary Scale that Work More Than 187 Days

Teachers	# Days to work	Notes
Athletic Director/Head FB	240	
Band Director - HS	226	
Asst. Band Directors - HS	202	
Band Director - MS	202	
CTE Teachers		
Business	187	
Business - MS	187	
Cosmetology	187	(10 extra days-stipend)
Criminal Justice (Part-Time)	187	
Family & Consumer Science (FACS)	187	
PLTW (Project Lead the Way) - Tech Ed	187	Pre Engineering Program
Tech Ed	187	
Technology	187	
Building Trades	187	
Electrical Trades	187	
FACS - Early Childhood	187	
Industrial Electronics	187	
Small Engine Repair	187	
Welding	187	
Business - COOP	197	
FACS - COOP	197	
Health Science - COOP	187	
Ag Science	220	
Ag Science - COOP - MS	220	
Classroom Teachers	187	
High School Technologist (Certified)	197	
Librarian - HS	202	
Librarian - MS	197	
Librarian - Elementary	192	
Registered Nurse (Lead)	197	
Registered Nurse	192	
ROTC Staff	226	Non-contract Days
Vocational Adjustment Coordinator for Sp Ed	197	

Employment Dates - 2020-2021 (Revised July 27, 2020)

*Number of Workdays subject to change

* Days	Beginning Date	Ending Date	Employee Group	
171	9/4/20	6/11/21	Lunch Monitors	
173	9/2/20	6/11/21	Transportation (Drivers & Monitors)	
175	9/2/20	6/11/21	Food Service (Cafeteria Workers)	
178	8/31/20	6/11/21	Food Service Managers	
186	8/26/20	6/12/21	Clerical/Clerks - Various Positions Family Specialists Hall Monitors Instructional Aide - Various Library Media Clerk	LVNs / Nurse Aides Secretary, HS Asst. Principals Tech Lab Managers/Assistants Truancy/Dropout Prevention Aide
187	8/26/20	6/12/21	Occupational Therapist Physical Therapist Social Worker Transportation Dispatch	Speech Therapist Student Support Officer Teachers
192	8/19/21	6/12/21	Behavior Specialist BL Interventionist Elementary Counselors	Elementary Librarians Library Media Specialist (Ball) Some CTE Teachers
196	8/13/20	6/12/21	Attendance Clerks (All Campuses)	ECHS Clerk MS Coaches
197	8/12/20	6/12/21	Color Guard Instructor CTE Teachers Diagnostician	LSSP MS Librarians Campus Instructional Specialist
202	8/5/20	6/15/21	HS Asst Band Directors HS Librarians HS Testing Coordinator	MS Band Directors Campus Attendance Coordinator
207	7/29/20	6/15/21	Clerks, Appraisal & LPAC CTE Coordinator Secretary Elementary Asst Principals MS Registrar PK Principal/Secretary	HS Counselors & Secretary MS Counselors Marketing Support Specialist Student Support Specialist
212	7/29/20	6/22/21	MS HS Asst Principals Elem, DAEP, & MBLC Principals Special Ed Behavior Coordinator	HS Bookkeeper Elem, DAEP, & MBLC Secretaries Special Ed Coordinator
215	7/15/20	6/12/21	Lead Counselor	
220	7/8/20	6/12/21	CTE AG Teachers	HS Band Director
226	7/1/20	6/30/21	Cafeteria Field Supervisor Central Office Admin/Professional Central Office Clerical Director Child Nutrition Director CTE Director Early College HS District Coordinators (various pos.) Coordinator, Women's Athletics Secondary Academic Deans	HS Receptionist HS Registrar HS Data Controller HS & MS Principals/HS Associate Principal HS, MS and Athletic Secretaries ROTC Staff SpEd Program Compliance Coordinator Transportation Clerk/Coordinator
240	7/1/20	6/30/21	Director Athletics, Head Ftbl Coach	
240	7/1/20	6/30/21	Custodial & Maintenance	Maintenance Coordinator Mechanic Transportation

Pay Schedule

Days	Month	Pay from Month to Month
175 - 200	10	September to August
201 - 219	11	August to July
220 - 240	12	July to June

It is the policy of Seguin I.S.D. not to discriminate on the basis of race, color, national origin, sex or handicap in its programs, services, or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation of 1973, as amended.

Es norma de Seguin I.S.D. el no discriminar por motivos de raza, color, origen nacional, sex o impedimento, en sus programs, servicios o actividades, tal como lo requieren el Titulo VI de la ley de Derechos Civiles the 1964; segun enmienda; el Titule IX de las Enmiendas de 1972; y la Seccion de 504 de la Ley de Rehabilitacion de 1973, segun la enmienda.

ACTION ITEM:

Personnel Action Professional Employees

RECOMMENDATION:

The Board of Trustees recognizes and acknowledges the new professional hires for the 2020 – 2021 school year and the resignations listed below.

**FOR BOARD’S
ACKNOWLEDGMENT
ELECTIONS:
TEACHERS:**

Name	Campus	Effective
Ariel Ellison	Barnes Middle School	9/14/2020
Daniel Guardiola	Koennecke Elementary	9/8/2020
Marlen Hurtado	Patlan Elementary	9/8/2020
Miranda Martinez	Koennecke Elementary	9/8/2020
Laura Mora	Koennecke Elementary	9/8/2020
Philip Rasor, Jr.	Barnes Middle School	9/8/2020

**FOR BOARD’S
ACKNOWLEDGEMENT
RESIGNATIONS:**

Dement, Steve, Barnes Middle School, effective 8/28/2020

Mr. Dement, AVID Teacher, has resigned due to medical reasons.

Patranella, Laura, Koennecke Elementary, effective 8/26/2020

Ms. Patranella, 3rd Grade Teacher, has resigned to relocate to the Dallas area.

Patranella, Luke, Koennecke Elementary, effective 8/26/2020

Mr. Patranella, 5th grade Teacher, has resign to accept a position in the private sector.

RATIONALE:

Strategic Priority 3: Create the conditions in Seguin to recruit, retain and engage employees.

**REFERENCE and
COMPLIANCE:**

DC (LEGAL), DC (LOCAL), Employment Practices

**BUDGET IMPACT/
INFORMATION:**

None

PAPERWORK

IMPACT:

This item will result in following-up communication with the employee.

EXHIBITS:

Information Sheet

**RESOURCE
PERSONNEL:**

Cynthia Moreno, Chief of Human Resource Officer

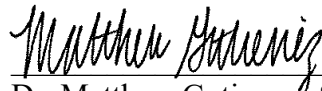
Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 09/22/20

Dr. Matthew Gutierrez, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830) 401-8614