

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 27, 2022, 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
 - D. Board Member Reports
2. **Recognition/Campus Presentations**
 - A. Campus Highlight 3
 - B. Student/Staff/Board/Community Recognition 4
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. Seguin Education Foundation’s Annual Report 5
 - B. Secondary Monthly Report 22
 - C. Seguin ISD Strategic Plan 2025 Monthly Update 45
 - D. Seguin ISD Bond 2022 Community Presentation 66
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 a 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 Special Meeting - August 17, 2022 and Regular Meeting - August 23, 2022.	83
B.	Approval of Tax Collection Reports for July 2022	94
C.	Approval of Tax Collection Reports for August 2022	95
D.	Approval of Proposed Budget Amendments & Financial Statements for July 2022	96
E.	Approval of Donations Received July 2022	104
F.	Approval of Donations Received August 2022	106
G.	Approval of District-Wide Special Education Services (RFP #: 21-05)	108
H.	Amendment to 2022-2023 Compensation Handbook	110
I.	Consideration of Approval of Certified Appraisers for 2022-2023	113
J.	Personnel Information - Professional Employees	114
K.	Acknowledge Public Information Act Requests August-September, 2022	116
8.	Action Items	
A.	Appointment of Director(s) to the Seguin Education Foundation	118
B.	Discussion and Possible Action Find No Good Cause Exists for Educator Resignation	119
9.	Board Comments and Request	
10.	Adjourn	

RECOGNITION ITEM: Campus Highlight

RECOMMENDATION: That the Board of Trustees recognizes positive campus-based activities, initiatives and accomplishments during a board meeting setting in order to be apprised of the many activities that contribute to a nurturing, academic environment in Seguin ISD schools.

Tonight’s presentation is provided courtesy of Barnes Middle School. Principal Jason Schmidt will highlight a campus based initiative: Bold Fridays, which is part of the middle school redesign, includes PBL (Explore), Whole Child (Reflect), Intervention (Grow).

RATIONALE: The purpose of this presentation is to recognize the performance and effort put forth daily by Seguin ISD students, staff and campus administrators. Campuses will have the opportunity to share an example of an activity that fosters academic achievement and refines instructional focus during 2022-23 regular board meetings.

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

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

RESOURCE PERSONNEL: Sean Hoffmann, Chief Communications Officer

Submitted by: Matthew Gutierrez Date Submitted: 09/27/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

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 Students of the Month from Weinert ES, Barnes MS and Seguin High School**
- **Superintendent’s Apple Award winner**

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, Chief Communications Officer

Submitted by: Matthew Gutierrez Date Submitted: 09/27/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

INFORMATION ITEM:

Seguin Education Foundation's Annual Report

RECOMMENDATION:

That the Board of Trustees receive an update on the Seguin Education Foundation's current operations and on its financial position as of its most recent fiscal year end (8/31/22).

RATIONALE:

To provide the board with regular updates on the activities of the Seguin Education Foundation (SEF).

REFERENCE and COMPLIANCE:

Seguin ISD/Seguin Education Foundation Memorandum of Understanding, Section E.1. and Seguin Education Foundation Bylaws Article VIII, Section 8.01.

PAPERWORK IMPACT:

None

BUDGET IMPACT INFORMATION:

None

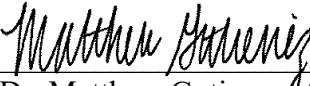
EXHIBITS:

SEF Presentation

RESOURCE PERSONNEL:

Kelly Follis, Executive Director, Seguin Education Foundation

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


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

Date Submitted: 09/27/22

Seguin Education
Foundation
Annual Review
September 27, 2022



Mission Statement

**The Seguin Education Foundation
generates and distributes
resources to enrich teaching,
inspire learning, and enhance
opportunities for students
enrolled in the Seguin
Independent School District.**



Encourage all students to achieve academic excellence;



Support staff for innovative and exemplary teaching;



Build community awareness for the Seguin Education Foundation & the Seguin ISD; and



Inspire parents, community, & alumni to participate with the school district in enriching education.

Goals Set! Goals Met!



SEF grants & Celebration of Excellence scholarships / banquet encourage all students to achieve academic excellence;



SEF's new teacher awards, Celebration of Excellence "educator hero" recognition, and SEF's grant program support staff for innovative and exemplary teaching;



Expansion of the SEF Board & focus on recruiting community members to fill positions promotes awareness of the Seguin Education Foundation & the Seguin ISD; and



Press releases, monthly "Shout Out" e-newsletter, SEF's Homecoming tailgate booth, & other outreach efforts inspire parents, community, & alumni to participate with the school district in enriching education.

Thank you, SEF Board 2021-2022!



New Directors to replace four Directors who resigned and to fill positions not initially filled in 2021 (not pictured):

Jennifer Baethge (Pecan Country Chiropractic), Janice Weaver (South Texas Pregnancy Care Center), Vickie Cusack (New York Life), Bill Wilcox (I Know A Guy), Jill Nash (First Commercial Bank), Mary Hernandez (First United Bank), Ashley Lindsey (Corridor Title).

Welcome Wagon 2021



SurPRIZE PATROL 2021



A Few of Our Most Recent Grants in Action

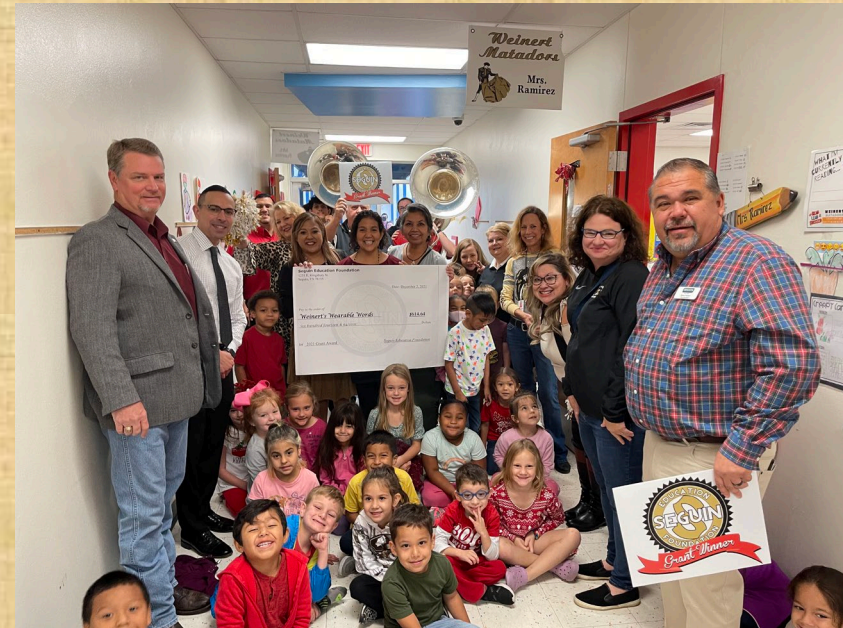


Rodriguez's Mobile Science Cart

Rodriguez's "Strumming to Success"



McQueeney's Pioneer Club



SurPRIZE!



Amplified Learning at Patlan

MORE 2021 GRANTS

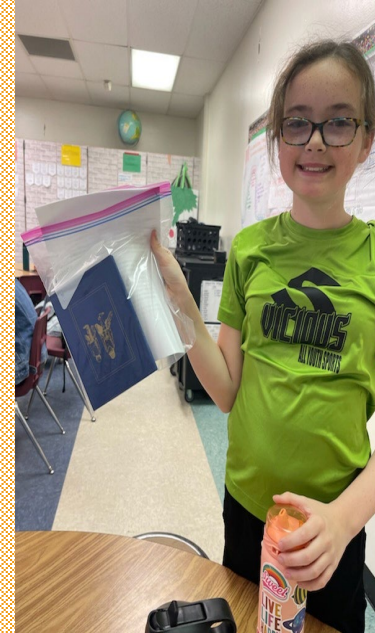
GRANTS



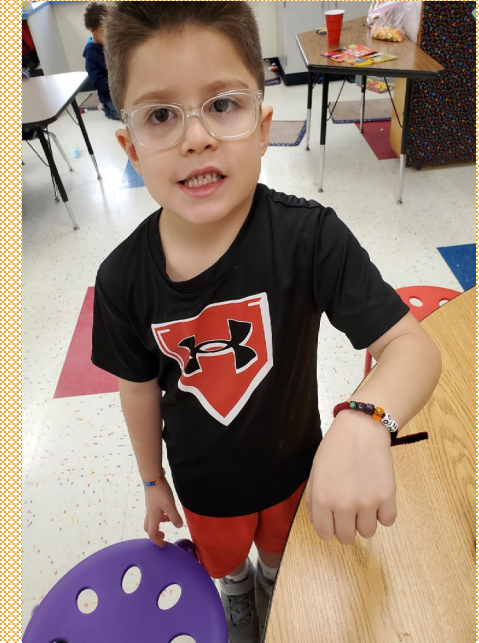
**Ball's Family
Engagement
Magazine**



**Rodriguez's
Lego
Sensory
Wall**



**Vogel's
Upper Elem.
Family
Engagement**



**Weinert's
Wearable
Words**

2021 Grants at SHS

GRANTS at SHS



Music Stands



Law
Enforcement



E-Sports



SEF's Race for Education 5K 2022 at The Backyard

The Seguin Education Foundation and
Seguin High School Student Council

Present

Celebration of Excellence

2022



SEF Up & Coming...

- Annual Board Meeting: October 27
- Endowment Campaign: November-December
- Mardi Gras Gala: February 23
- Race for Education 5K: April 1
- Celebration of Excellence: TBD End of May

Seguin Education Foundation Operating Budget / Actual FY 2023					
	<u>Budget Fiscal</u>		<u>Actual</u>		<u>Budget</u>
	<u>Year Ending</u>		<u>Fiscal Year</u>		<u>Fiscal Year</u>
	<u>8/31/22</u>		<u>Ending</u>		<u>Ending</u>
<u>REVENUE</u>					
CPS Grant thru SISD (Final Allocation, 2023)	\$20,000		\$20,000		\$12,465
Fundraising Income	80,000		112,283		118,000
Miscellaneous Donations	10,000		18,462		5,000
TOTAL REVENUE	110,000		150,746		135,465
<u>EXPENSES</u>					
Fundraising Expenses	22,779		23,613		25,300
Grants Paid to SISD (Not Incl Prior Year Carryover)	60,000		47,570		60,000
New Teacher Awards	5,600		5,300		6,900
Celebration of Excellence Scholarships	4,800		4,300		5,000
General Expenses	32,828		42,538		37,177
TOTAL EXPENSES	126,007		123,321		134,377
PROFIT / (LOSS)	(\$16,007)		\$27,425		\$1,088



Thank you for your support!
Kelly Donegan Follis, Executive Director
830.379.0325
kfollis@seguin.k12.tx.us

INFORMATION ITEM: **Secondary Monthly Report**

RECOMMENDATION: That the Board of Trustees receives an update regarding Seguin High School, Briesemeister and Jim Barnes.

RATIONALE: The purpose of this report is to share information regarding the strong start, PBIS (Positive Behavior Intervention and Supports), laser-like focus on multiple data points, and additional campus information from campuses.

REFERENCE and COMPLIANCE: Strategic Priority #1 Creating and Supporting Future Students


PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Seguin High School Presentation
Briesemeister Presentation
Jim Barnes Presentation

RESOURCE PERSONNEL: Andrea Jaramillo, Deputy Chief of Innovation and Learning
Christine Perez, Director of School Leadership

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

 Date Submitted: 09/27/22
Dr. Matthew Gutierrez, Superintendent
1221 E. Kingsbury St., Seguin, TX 78155
(830) 401-8614

Seguin ISD Seguin High School Data Update September 27, 2022

Dr. Hector Esquivel, Principal, Seguin High School



SHS Data Updates for August and September

- **Attendance**
 - Staff
 - Students
 - Incentives
 - Trends
 - Action plan
- **PBIS Data**
 - Discipline
 - Action plan
 - Incentives
- **Common Formative Assessments**
 - Data update
 - Trends

SHS Attendance At A Glance



Staff Attendance At A Glance

Staff Attendance Incentives



Student Attendance At A Glance

Student Attendance Incentives and Action Plan

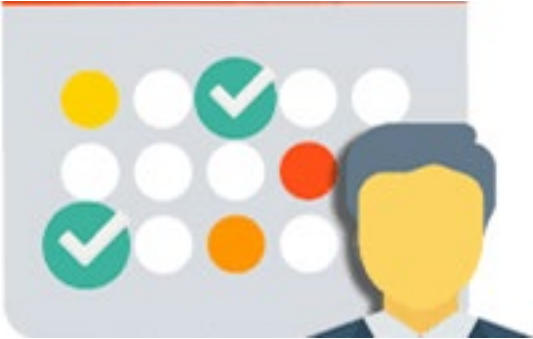
Missing Matadors Matter

MISSING SCHOOL = MISSING OUT

M	M	M
ACCEPTABLE 9 or fewer absences	WARNING SIGNS 10-17 days absent	CHRONIC TRUANT 18 or more days absent

Sequim /SD Truancy Hotline 830-401-8617

SHS Attendance At A Glance



Time Frame	Staff Out	School Related	Personal/Sick
8/15 - 9/13 (21 days)	164	58	106
Average	7.8	2.7	5

Weekly Recognition (Lesson of the week / Matadors Who Matter)

Staff Attendance Incentive

Staff Attendance At A Glance

Staff Attendance Incentives



ATTENDANCE MATTERS!

We need you here EVERYDAY, lots of little minds rely on you!

Fall Attendance Incentives for the months of September, October, November, and December

\$125 for every month you are in perfect attendance. You must be a classroom teacher/teacher of record with zero personal/sick days taken. School business does not count as an absence.




SHS Attendance At A Glance



Time Frame	9th	10th	11th	12th	Overall
8/15-8/26	92%	93%	95%	94%	93%
8/29-9/9	85%	87%	91%	90%	88%
9/12-9/16	86%	87%	90%	90%	88%

Student Attendance At A Glance

**Student Attendance
Incentives and Action Plan**

2022-2023

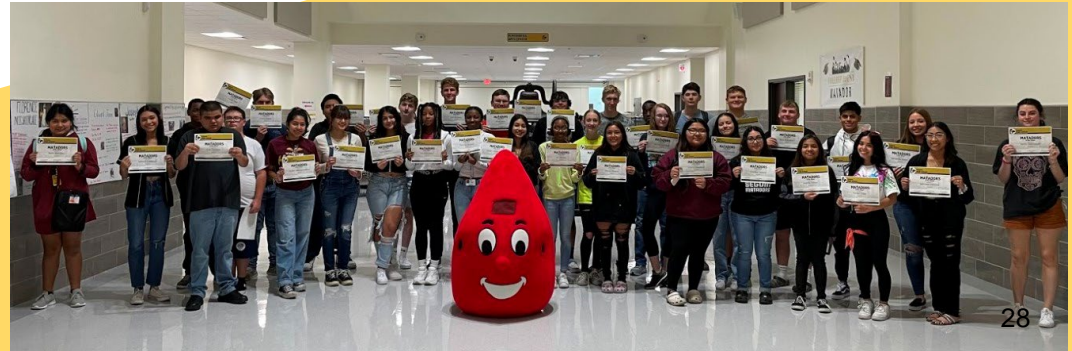
**ATTENDANCE
IMPROVEMENT
PLAN**

PBIS



Recognitions

- Matadors of the Week
- Friday Celebrations
- A Honor Roll and Perfect Attendance Party



PBIS



Discipline Trends

- Classroom Disruptions
- Attendance Violations
- Dress Code Violations

Interventions

- ACHIEVE
- Individual coaching with teachers
- Student Conductor Tardy Stations
- Code 17
- Dress Code check/stations
- Transition Specialists
- SST

Common Formative Assessments

EOC Subject	TRENDS	NOTES
Algebra I	<ul style="list-style-type: none"> -Tested 5 readiness TEKS on 1 exit ticket and end of topic assessment -Campus average performance above 36% on each subcluster (Approaches PL=37%) 	<ul style="list-style-type: none"> -Carnegie HQIM spirals back in these specific readiness TEKS -Upcoming topics will go further in depth and reinforce main ideas
Biology	<ul style="list-style-type: none"> -Tested 3 readiness TEKS on 2 CFAs -Campus average performed above 60% on each subcluster (Approaches PL = 40%) 	<p>CFA1: APL=90%, MEPL=68%, MAPL=33% CFA2: APL=72%, MEPL=46%, MAPL=17%</p>
English I	<ul style="list-style-type: none"> -On CFA1, campus average performed above at 38% or above on each strand 	<p>RLA TEKS are new and recursive (will spiral back throughout the various genres)</p>
English II	<ul style="list-style-type: none"> -On CFA1, campus average performed above 47% on each strand 	<p>RLA TEKS are new and recursive (will spiral back throughout the various genres)</p>
US History	<ul style="list-style-type: none"> -Tested 4 subtopics on 2 CFAs -Campus average performed at 60% or above on each topic (Approaches PL = 43%) 	<p>CFAs contain 2 subtopic TEKS that are 30 recursive and will spiral back throughout the year</p>

Seguin ISD Middle Schools' Update September 27, 2022

Linda Guzman, Principal, A.J. Briesemeister MS
Jason Schmidt, Principal, Barnes MS



AJB and Barnes MS Data Updates for August/September

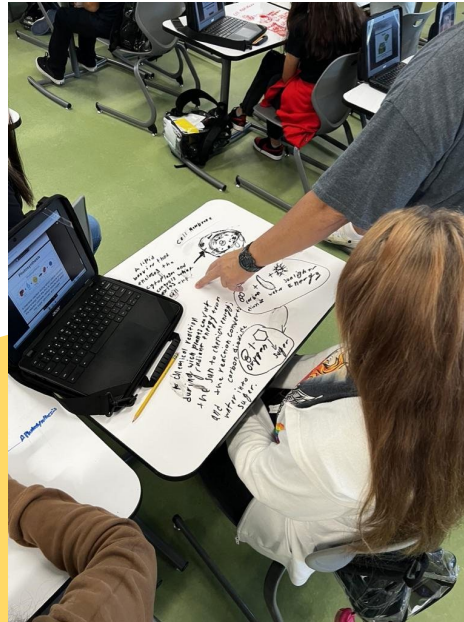
- Attendance
 - Staff
 - Students
 - Incentives
 - Trends
 - Action plan
- PBIS Data
 - Discipline
 - Action plan
 - Incentives
- Interim Assessments
 - Data update on assessment
 - Celebrations
 - Trends
 - Action Plans

A.J. Briesemeister MS

Linda Guzman, Principal, A.J. Briesemeister MS

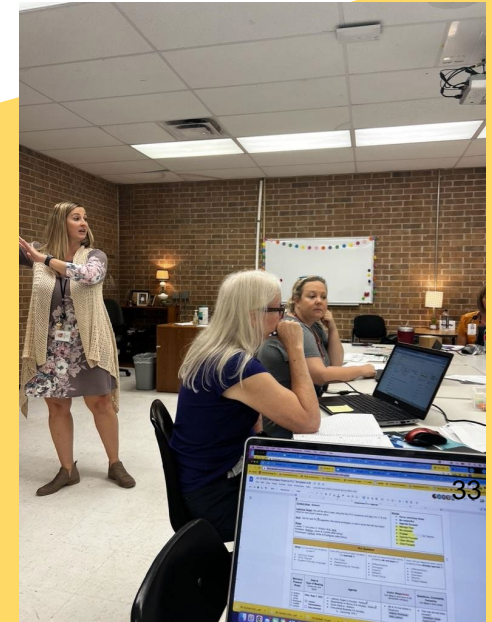


Hands on learning



Building Success

Instructional planning



AJB Attendance Plan



Attendance by the Numbers			
	Aug	Sept 9/1-9/21	Oct
6th	96.13	94.63%	
7th	93.8	92.1.%	
8th	91.22	92.71%	
AJB	93.62	93.12%	

**22-23 AJB
Attendance Goal
95%**

Attendance Prevention Work

Attendance Booster Before Holiday

***Recognize Good and Improved Attendance*
Attendance End of Monthly
Grade Level Competition Prizes**

September

Lollipops & drawing for Sonic gift card during lunch time

AJB Staff Attendance

*as of 9/20/2022



Attendance by the Numbers

	Aug	Sept
Personal/Sick	33.5	38.5
School Business	3	22
Total	36.5	60.5
Average (13 days/14 days)	2.8	4.3

Staff Attendance Incentives

- Staff treats
- 6wks prizes

ATTENDANCE MATTERS!

*We need you here EVERYDAY,
lots of little minds rely on you!*

Fall Attendance Incentives for the months of
September, October, November, and December

\$125 for every month you are in perfect attendance.
You must be a classroom teacher/teacher of record
with zero personal/sick days taken. School business
does not count as an absence.

PBIS at AJB



- ACHIEVE Student Expectations
- PBIS Meeting
- SST Meeting
- Kid Talk
- Toro Tickets / Cart of Happiness
- Teacher Toro Ticket Incentives

MATADORS ACHIEVE
To achieve excellence in big things, we develop habits with small practices.

Activity • Examples: lecture, lab, independent work, tests	Group Work	Independent Work	Testing
Conversation • Can students talk with each other? • If so, about what? • To whom? • How many can be involved? • How long should a conversation last?	Voice Level: 2	Voice Level: 1	Voice Level: 0
Help • How should students get questions answered during this activity? • How should students get the teacher's attention?	Ask three, then me; ask others in your group	Raise Your Hand or Ask A Classmate	Raise Your Hand
Integrity • What are your expectations for students working together, staying on-task, and on their feet? Teacher work: define what you consider to be, for example, cheating or non-cheating, plagiarism or not plagiarizing.	Work Collaboratively	Complete your own work	Complete Your Own Work
Effort • What behaviors would demonstrate active participation? • What behaviors would demonstrate a lack of participation?	Responsible Movement	Responsible Movement	Remain At Your Seat And On Task
Value • How would active participation be of benefit to students?	Daily Grade Major Grade	Daily Grade Major Grade	Daily Grade Major Grade
Efficiency • Can you provide tips to increase student productivity?	Roles Timed Completion	Timed Completion	Timed Completion

*According to the Academic Habits Tracker Week 4 64% of teachers observed review and integrate ACHIEVE into daily classroom procedures and culture.



Interim Assessments at AJB

	May 2022 STAAR, Reading	Interim 1, Reading (Sept.)	May 2022 STAAR, Social Studies	Interim 1, Social Studies (Sept.)
6th Grade		Coming Soon		
7th Grade		Coming Soon		
8th Grade		Coming Soon		Coming Soon
Celebrations:				
Trends:				
Next steps forward:				

2021-2022 STAAR Data at AJB

	May 2022 STAAR, Reading	May 2022 STAAR, Math	May 2022 STAAR, Social Studies	May 2022 STAAR, Science
6th Grade	App: 48% Meets: 23% Masters: 11%	App: 51% Meets: 13% Masters: 2%		
7th Grade	App: 66% Meets: 35% Masters: 20%	App: 27% Meets: 7% Masters: 7%		
8th Grade	App: 67% Meets: 33% Masters: 17%	App: 51% Meets: 13% Masters: 1%	App: 37% Meets: 11% Masters: 4%	App: 46% Meets: 19% Masters: 8%

Focus for Success:

1. Effective and resourceful PLCs with strategy based explanation of lessons for equitable instruction.
2. Data analyzing for teacher ownership and understanding of data driven instruction.
3. Instructional focus for Tier 1 delivery with weekly observation, feedback and coaching.

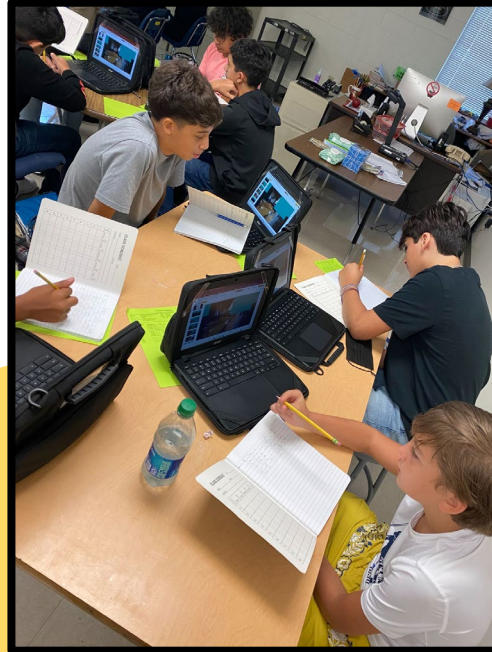
Barnes MS

Jason Schmidt, Principal,
Barnes MS



Grow

Achieve



Reflect

Student Attendance

- Weekly attendance meetings with Student Services, Admin, and Attendance clerk
- Random attendance incentives (suckers)
- Work with campus sponsor to do six week perfect attendance incentives
- Attendance Incentive Dance in November

Attendance Percentages

	August	September
6th	94%	93%
7th	94%	94%
8th	91%	90%
ALL	93%	92%

Campus Goal: 95%

Staff Attendance

Attendance by the Numbers		
	Aug	Sept
Personal/Sick	23.5	51
School Business	1.5	20.5
Total	25	71.5
Average (13 days/14 days)	1.9	5.1

Improvement Strategies

- District incentive for teachers
- Focus on building campus culture
 - Staff Trivia Contests w/ prizes
 - Staff Snack Cart
 - Random Teacher Caller Giveaways
 - Jeans Days
 - Business Partner Donations
- Staff Attendance Letters issued for chronic absences

*as of 9/20/2022

PBIS

- ACHIEVE Protocol in all classrooms
- Monthly PBIS Meetings
- Weekly Student Support Team Meetings with Student Service
- Use of MyHomework App PBIS Points System to track points starting soon
- School Store to open with Points System
- Students of the Week

Discipline Data

	ISS Days	Suspension	DAEP
6th	8	1	0
7th	5	0	0
8th	14	4	1
ALL	27	5	1

*as of 9/15/2022



- Referral analysis to identify teachers with high referrals
 - Teacher interventions with administration for classroom management

Interim Assessments	May 2022 STAAR, Reading	Interim 1, Reading (Sept.)	May 2022 STAAR, Social Studies	Interim 1, Social Studies (Sept.)
6th Grade	45% DNM 28% App 12% Meets 15% Masters	9/23/22		9/23/22
7th Grade	30% DNM 29% App 18% Meets 22% Masters	9/23/22		9/23/22
8th Grade	28% DNM 29% App 19% Meets 25% Masters	9/23/22	50% DNM 33% App 8% Meets 9% Masters	9/23/22
Celebrations:				
Trends:				
Next steps forward:				

Interim Assessments	May 2022 STAAR, Math	Interim 1, Math (October)	May 2022 STAAR, Science	Interim 1, Science (October)
6th Grade	43% DNM 41% App 11% Meets 5% Masters	10/22		10/22
7th Grade	73% DNM 22% App 5 % Meets 1% Masters	10/22		10/22
8th Grade	53% DNM 28% App 14% Meets 5% Masters	10/22	36% DNM 35% App 16% Meets 13% Masters	10/22
Celebrations: Algebra scores 8% DNM, 29% App, 25% Meets, 37% Masters				
Trends:				
Next steps forward:				

INFORMATION ITEM: **Seguin ISD Strategic Plan 2025 Monthly Update**

RECOMMENDATION: That the Board of Trustees receives an update on implementation of Seguin ISD Strategic Plan 2025.

RATIONALE: In June 2022, the Board adopted a new long-term district Strategic Plan. In Summer 2022, work continued on developing district department and individual work plans to ensure the strategic actions outlined in the plan are carried out. Plans to communicate progress monthly to the Board will begin in September 2022.

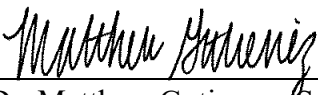
REFERENCE and COMPLIANCE: AE (LOCAL): Educational Philosophy and TEC §4.001, 4.002

PAPERWORK IMPACT: Updating of the 2022-2025 Seguin ISD Goals and Strategic Plan

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Presentation: Seguin ISD Strategic Plan 2025 Monthly Update

RESOURCE PERSONNEL: Dr. Matthew Gutierrez, Superintendent of Schools
Mark Cantú, Deputy Superintendent / Chief Innovation Officer

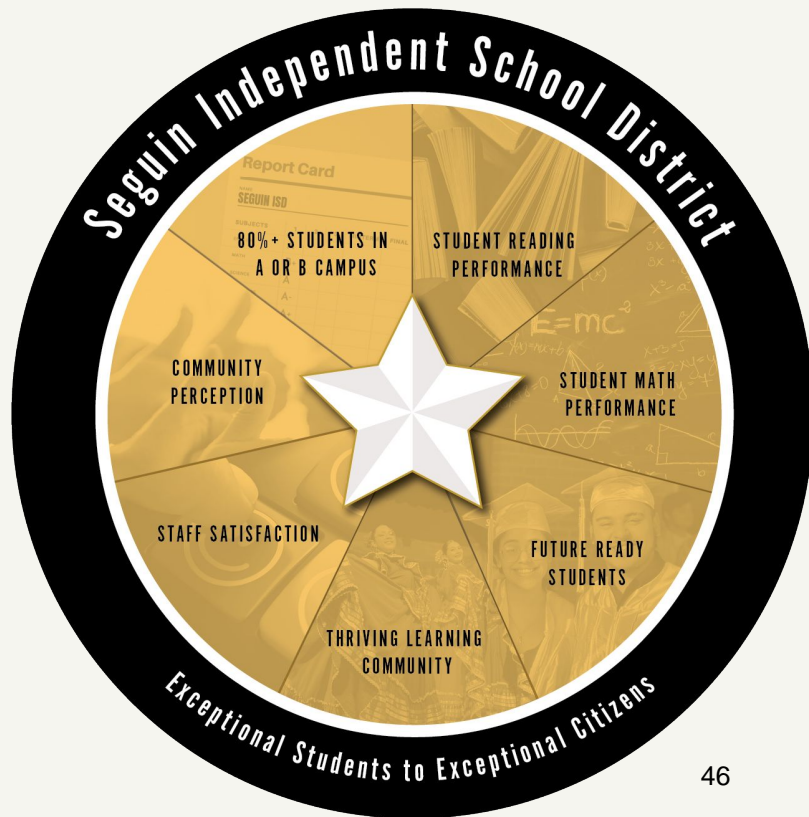
Submitted by:  Date Submitted: 09/27/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614



Seguin ISD Strategic Plan 2025 Monthly Update

September 27, 2022

Seguin ISD Board of Trustees



Strategic Priorities

1. Creating Future Ready Students

2. Supporting + Valuing Staff

3. Developing Relationships with Family + Community

4. Building a Thriving Learning Community

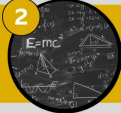
Seguin Independent School District

STRATEGIC GOALS



1 Student Reading Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 54% by August 2025.



2 Student Math Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 35% to 49% by August 2025.



3 Future Ready (College, Career, Military)

Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2024.



4 Thriving Learning Community

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



5 Staff Satisfaction

Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).



6 Community Perception

Seguin ISD will improve student, staff, parent, and community perception as determined by the Net Promoter score.



7 80% Students in A or B campuses

80% or more of SISK students will be enrolled in a campus that is rated A or B by August 2025.

Performance Objectives

30 total

Short-Term Measures

(12-18 months)

Strategic Actions

80 total

Align to performance objectives ⁴⁷

Example: Goal | Performance Objective | Strategic Action Alignment

Goal #5 Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).



Performance Objective 5.3

By Spring of 2023, teacher turnover will decrease by 10% across the district.



Strategic Actions

- 5.3.1** Every new teacher with less than 2 years of experience will be given a mentor, for the first two years of employment.
- 5.3.2** Critical areas will be provided a stipend for recruitment and retention.
- 5.3.3** Establish pathways/pipelines for teachers to expand their professional learning.
- 5.3.4** Establish competitive salaries and benefit packages for teachers and staff.
- 5.3.5** Explore Whole Child Support opportunities during established PLCs



Strategic Initiatives Dashboard At-A-Glance

Progress on 80 Strategic Actions (by Task Force) through August

Equitable Student Experiences Task Force

Fall 2022 Strategic Initiative: Defining Seguin ISD's Pathways

	Status
4.3.1 Identify SISD's pathways to an exceptional future.	On Track
4.3.2 Identify existing programming (PK-12) that aligns to pathways	On Track
4.3.3 Identify and connect all students to pathways based on their interest(s), taking into consideration students' unique circumstances and backgrounds.	On Track
4.3.4 Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)	Nearly Off Track

College, Career, Military Readiness (CCMR) Task Force

Fall 2022 Strategic Initiative: CCMR Support

	Status
3.1.1 Purposeful TSIA Intervention & Support at the high school	On Track
3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students	On Track
3.1.3 Mandatory TSIA prep in between testing sessions	On Track
3.1.7 Increase school-day PSAT & SAT participation	On Track
3.1.8 Provide ACT school-day testing opportunity	N/A
3.1.9 Provide PSAT, SAT and ACT Test Prep	On Track
3.1.11 Partner with Texas State University to provide college-prep support to 6-12 students.	On Track

Curriculum + Blended Learning Task Force

Fall 2022 Strategic Initiative: Launching Blended Learning

	Status
7.1.2 Ongoing PD and support for teachers and paras, students, and parents. Modeling the strategies that teachers and paras will use in the classroom.	On Track
7.1.3 Create a blended learning campus task force that involves all populations in the conversation such as dual language, SPED, 504, GT, etc.	N/A
7.1.4 Develop a dynamic lesson plan template that includes online and offline components of blended learning with input from all stakeholders	On Track

HR + Staff Culture Task Force

Fall 2022 Strategic Initiative: Ongoing Teacher Supports

	Status
5.1.1 Embed team building opportunities specific to campus need during the school day.	Off Track
5.1.2 Administer short and specific surveys twice yearly for staff feedback.	On Track
5.1.3 Every campus will send a representative to be a part of the district TCC.	On Track
5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC	On Track
5.2.2 Every teacher K-12 will be a part of a SUPER PLC or Faculty Meeting every month as part of job embedded PL/training.	Off Track
5.3.1 Every new teacher with less than 2 years of experience will be given a mentor, for the first two years of employment.	On Track
5.3.2 Critical areas will be provided a stipend for recruitment and retention.	On Track
5.3.5 Explore Whole Child Support opportunities during established PLCs.	Off Track

Community Engagement Task Force

Fall 2022 Strategic Initiative: Ongoing Community Engagement Events

	Status
6.1.1 Create strategic and meaningful family- and parent-friendly campus activities.	Nearly Off Track
6.1.3 Increase opportunities to offer parental involvement partnerships to include professional learning.	On Track
6.2.1 Showcase student, staff, campus and district achievements through ever-evolving social media outlets.	On Track
6.2.3 Nurture relationships with local and regional media to market SISD's student-centered programs and initiatives.	On Track
6.3.1 Publicize the various communication platforms that are utilized by campuses and the district to share information.	On Track

Whole Child Task Force

Fall 2022 Strategic Initiative: Ongoing Whole Child Support

	Status
4.4.1 Define and promote an accessible definition and purpose of Whole Child learning in Seguin ISD (in relation to PBIS, and other places whole child is supported)	On Track
4.5.1 Research and implement a tool to collect baseline data on the belonging needs of students, families, and staff.	On Track
4.5.2 Create district-wide community engagement opportunities.	On Track
4.7.1 Convene a master schedule work group to ensure time is protected for Whole Child supports.	Nearly Off Track
4.7.3 Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.	Nearly Off Track
4.7.4 Provide mental health resources and support at every campus.	On Track

School Safety + Discipline Task Force

Fall 2022 Strategic Initiative: Ongoing Attendance + Discipline Supports

	Status
4.8.1 Seguin ISD will develop, facilitate, and support strategies to increase student attendance and district and campus committees will identify students with attendance issues and incorporate early interventions.	On Track
4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track
4.8.3 Maintain efficient and clear districtwide process regarding attendance.	On Track
4.9.1 Seguin ISD will implement a school wide discipline management program that aims to improve student behavior plus strengthen learner engagement through a strategic system of clearly defined expectations.	Nearly Off Track
4.9.2 Seguin ISD will provide training and additional support for teachers and administrators regarding diversity and disciplinary practices including resources and suggestions on alternative disciplinary practices (CHAMPS, ACHIEVE, Trust Based Relational Intervention or TBRI, Culturally Relevant Teaching, Restorative Practices, etc).	On Track
4.10.1 Seguin ISD will provide ongoing safety training and support.	On Track

Facilities Task Force

Fall 2022 Strategic Initiative: Ongoing Facilities Support

	Status
4.11.1 Upgrade security and life safety measures as resources allow.	On Track
4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.	On Track
4.11.5 Evaluate initial response time and completion data for facilities work orders.	On Track
4.12.3 Upgrade technology infrastructure to support learning.	On Track



Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

Task Force: College, Career, Military Readiness (CCMR)

Co-Chairs: Anna Lisa Vargas and Rick Bough

Strategic Priority #1: Creating and Supporting Future-Ready Students

Goal #3 (HB3)

Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2025.



Performance Objective

3.1

By August 2025, the percentage of students who meet TSI/SAT/ACT criteria in ELAR and MATH will improve from 28% to 43%.

Performance Objective

3.1a

By August 2025, the percentage of students who are taking the SAT or ACT will improve from 45% to 76%.



Strategic Actions

3.1.1 Purposeful TSIA Intervention & Support at the high school

3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students

3.1.3 Mandatory TSIA prep in between testing sessions

3.1.7 Increase school-day PSAT & SAT participation

3.1.9 Provide PSAT, SAT and ACT Test Prep



Bright Spot

The number of TSIA/PSAT/SAT preparation and intervention opportunities identified and implemented.

TSIA Flex pullouts for both ELAR and Math were initiated during the first month of school.

Highlights

- October PSAT/SAT registration numbers are higher than 21-22 SY
- TSIA tutorials offered twice a week per content both during school day and after school
- Flex pullouts target specific student groups
- Utilized social media and district website to market testing opportunities
- Shared calendar of CCMR events with all stakeholders through various platforms



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

Task Force: Facilities

Chairs: Tony Hillberg

Strategic Priority #4: Creating a Thriving Learning Community

Goal #4

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



Performance Objective 4.11

By 2024, create new facilities evaluations to better track safety, appearance, and cleanliness.

Performance Objective 4.12

Provide equitable access to learning spaces that support fine arts, academics, college/career readiness and personal wellness for all students.



Strategic Actions

4.11.1 Upgrade security and life safety measures as resources allow.

4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.

4.11.5 Evaluate initial response time and completion data for facilities work orders.

4.12.3 Upgrade technology infrastructure to support learning.



Area of Focus

Working on building a facilities scorecard.

The age of campuses poses unique challenges by location.

Also lack of consistent funding sources to address campus needs.

Problem Solving Actions

- The Board of Trustees approved a bond election for November 8, 2022.
- Bond funding will provide a consistent funding source.
- Bond process will lead to development of common campus standards.

Strategic Priorities

1. Creating Future Ready Students

2. Supporting + Valuing Staff

3. Developing Relationships with Family + Community

4. Building a Thriving Learning Community

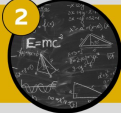
Seguin Independent School District

STRATEGIC GOALS



1 Student Reading Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 54% by August 2025.



2 Student Math Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 35% to 49% by August 2025.



3 Future Ready (College, Career, Military)

Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2024.



4 Thriving Learning Community

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



5 Staff Satisfaction

Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).



6 Community Perception

Seguin ISD will improve student, staff, parent, and community perception as determined by the Net Promoter score.



7 80% Students in A or B campuses

80% or more of SISK students will be enrolled in a campus that is rated A or B by August 2025.

Performance Objectives

30 total

Short-Term Measures

(12-18 months)

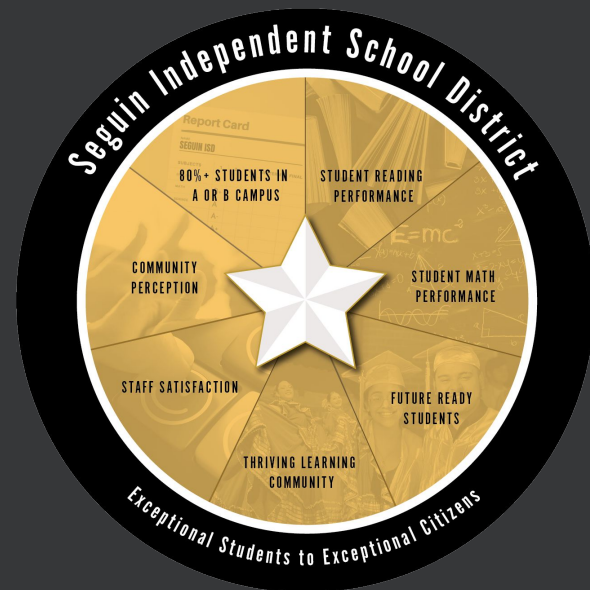
Strategic Actions

80 total

Align to performance objectives ⁶⁴



October Meeting: Quarterly Update on Seguin ISD Goals



BOND 2022



SEGUIN INDEPENDENT SCHOOL DISTRICT



Exceptional Students to Exceptional Citizens

#WeAreSeguin

How was Bond 2022 developed?

- Nearly 30 community members, business professionals, parents and staff were invited to participate on a Facilities Committee during June-July 2022.
- The Committee received information on current and projected growth trends that are outlined in a demographic study conducted by School District Strategies.
- The Committee also researched and analyzed the district's facility needs in accordance with a 2019 long range facility needs plan and the current Seguin ISD Strategic Plan.
- Safety, current and future growth plus existing facilities/infrastructure were key items considered by the Committee. For example, January-July 2022 new single family residential permits in Seguin: 564 (Seguin EDC data)
- The Committee's recommendations were unanimously approved by the Seguin ISD Board of Trustees on July 19, 2022 for a November 8, 2022 bond package.

The Seguin ISD Bond 2022 proposed projects

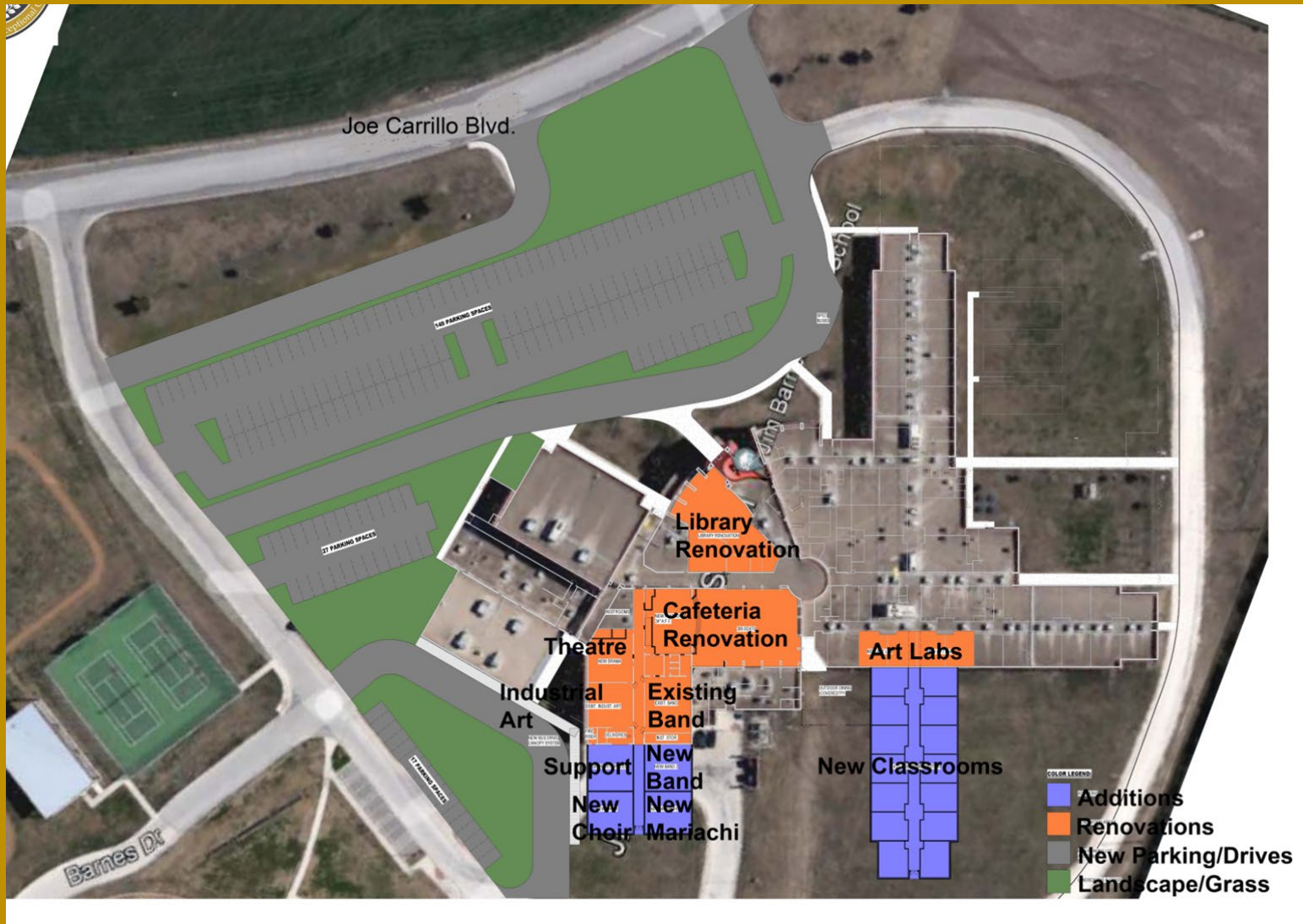
1. School Safety and Security, \$15,000,000
2. Construction of a new McQueeney Elementary School, \$54,000,000
3. Additions and Renovations at Barnes Middle School, \$24.3 million
4. Agricultural Science Facility, \$8,975,000
5. Transportation Facility Expansion, \$3,807,000
6. Baseball and Softball Complex, \$7,500,000 (Proposition 2 on ballot)
7. Land Purchase for future third middle school, \$2,000,000
8. Various campus projects: Roof replacements, \$9,468,000; Furniture, \$7,500,000; Plumbing and HVAC, \$3,000,000; Buses (18-20), \$2,500,000; Technology infrastructure, \$450,000.

This total is **\$138.5 million.**

New McQueeney Elementary School



Barnes Middle School Additions and Renovations

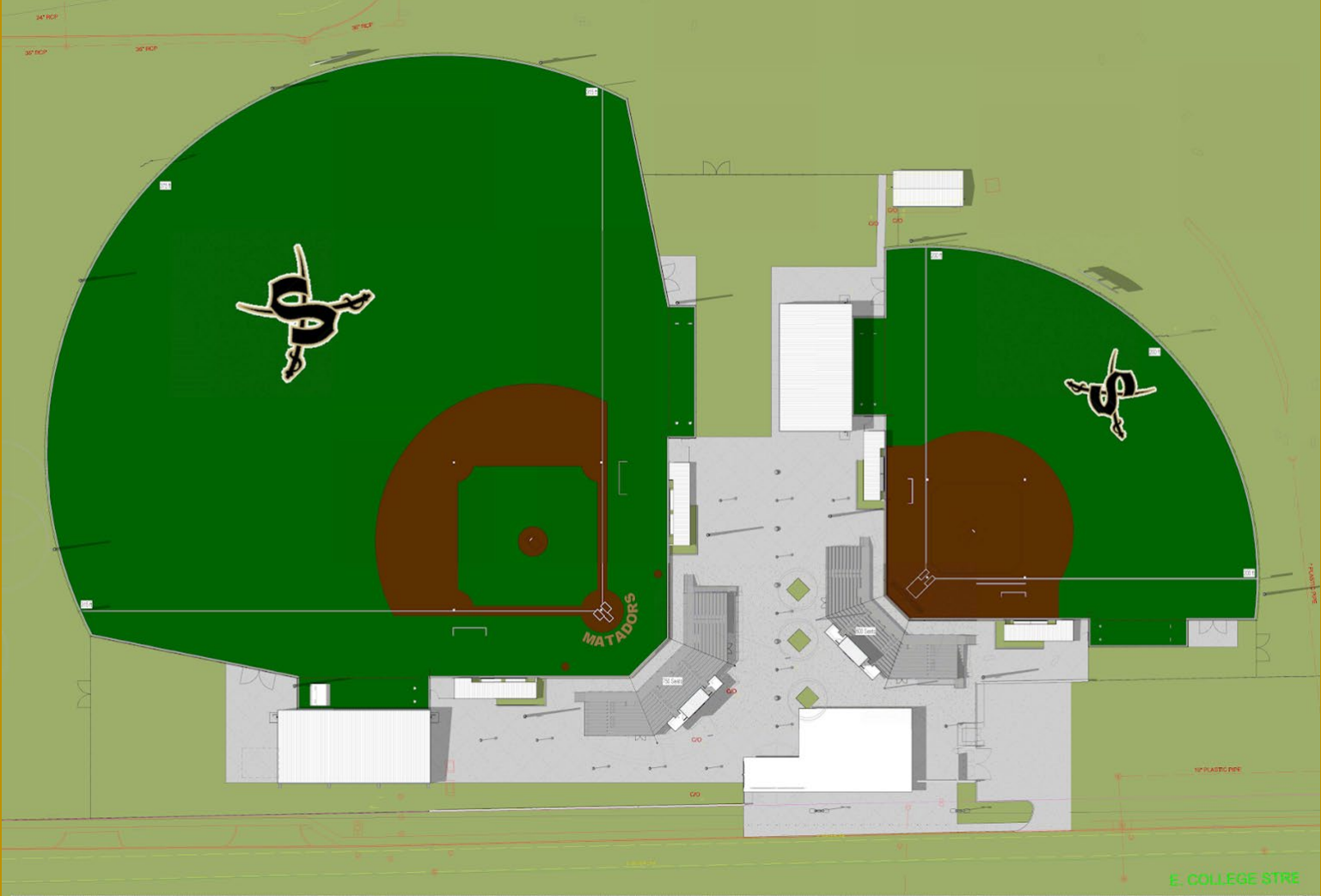


Agricultural Science Facility



Proposed square footage for the barn is 4,980 and 23,750 for the animal facility.

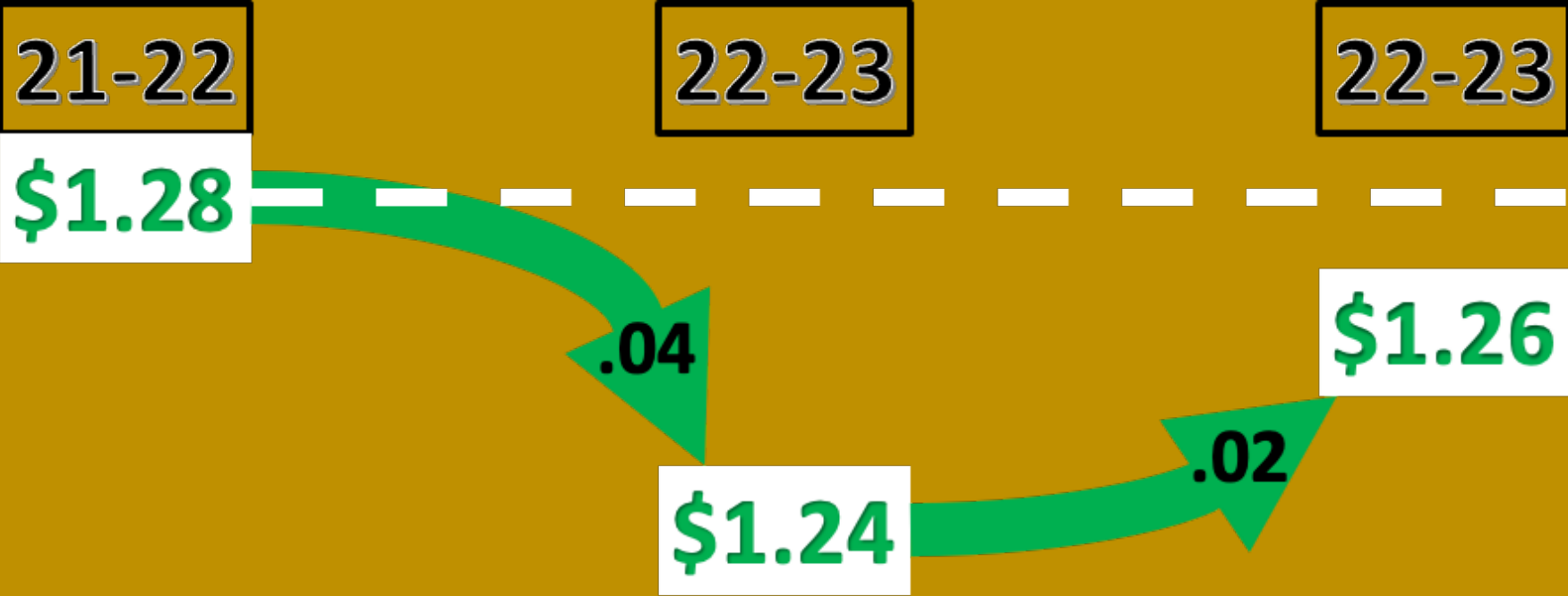
Proposed Baseball/Softball Complex



Baseball/Softball Complex Site Plan on Seguin HS Campus



Seguin ISD Tax Rates



Estimated tax impact

What is the estimated impact of a 2 cent tax increase on my annual tax bill?

Formula: *Home Value / \$100 valuation x rate increase = annual tax bill increase*

Example A: *\$100,000 / \$100 valuation x .02 = \$20.00 annual tax bill increase*

Example B: *\$250,000 / \$100 valuation x .02 = \$50.00 annual tax bill increase*

Homeowners with the “Over-65 Homestead Exemption” will not be impacted by a new bond program if no improvements are made.

77

Voting information

All registered and qualified voters who reside within Seguin ISD are may cast a ballot.

Residents who register prior to October 11, 2022 may vote in the election.

Votes may be cast at any early voting or election day polling site. There are no precinct specific polling sites during early voting or on election day.

Early voting dates, hours and locations

- Monday, October 24 through Friday, October 28 from 8 a.m.–5 p.m.
- Saturday, October 29 from 7 a.m. to 7 p.m.
- Sunday, October 30 from noon to 6 p.m.
- Monday, October 31 through Friday, November 4 from 7 a.m. to 7 p.m.

- Seguin ISD Administration Building, 1221 E. Kingsbury St., Seguin, Texas 78155
- Seguin Elections Office, 215 S. Milam, Seguin, Texas 78155 (main location)
- Cibolo Fire Station #2, 3864 Cibolo Valley Dr., Cibolo, Texas 78108
- Central Texas Technology Center, 2189 FM 758, New Braunfels, Texas 78130
- Redemptive Grace Ministries, 2440 FM 725, New Braunfels, Texas 78130
- New Berlin City Hall, 9180 FM 775, New Berlin, Texas 78154
- Schertz Elections Office Annex, 1101 Elbel Rd., Schertz, TX 78154

Election Day hours and locations

November 8, 2022 is Election Day. Polling locations are open from 7 a.m. to 7 p.m.

- Seguin ISD Administration Building
- New Life Fellowship
- McQueeney Lions Club
- Forest Hills Baptist Church
- Justice of the Peace Precinct 1
- Kingsbury United Methodist Church
- TLU Alumni Student Center
- McQueeney VFW Post
- Columbus Club of Seguin
- Our Lady of Guadalupe Church Annex
- American Legion Hall
- The Silver Center
- The Cross Church
- Living Waters Worship Center

2022 Bond Oversight Committee

- An advisory capacity to the Seguin ISD School Board and administration to ensure project work tracks to the priorities and planning of the potential 2022 Bond projects.
- Trustees may nominate two constituents who reside within their respective district boundary and are willing to work collaboratively with leadership.
 - 12-14 trustee nominated community members
 - 2-4 superintendent nominated community members
 - 4 district staff

Questions



Minutes of Special Meeting

The Board of Trustees

Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD was held Wednesday, August 17, 2022, 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, Deputy Superintendent and Chief Innovation Officer; Anthony Hillberg, Chief Financial Officer; Orin Moore, Texas Association of School Boards (TASB) Consultant; and Nancy Ramirez, Superintendent Secretary.

1. Call to Order

A. Mrs. Thomas-Jimenez called the meeting to order at 6:30 p.m. and a quorum was established.

B. 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.

C. The pledges were led by Mrs. Thomas-Jimenez, followed by a moment of silence.

2. Audience with the Board

Jason Biesenbach introduced himself as a candidate for the City Council District 7.

3. Action Item:

A. Possible Action to Order a General Election for November 8, 2022 for Trustees in Single Member Districts 2, 4, 5 and 7

Mr. Jenkins moved, seconded by Ms. Duncan to adopt the Order for a general election to be held November 8, 2022 for Trustees in Single Member Districts 2, 4, 5, and 7. Seguin ISD Board Policy BBB (LEGAL) states the school district must hold its regular trustee election jointly with a municipality. The District contracts with the Guadalupe County Elections Office to conduct the joint election. Seguin ISD Trustees serve four-year terms.

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

4. Team of 8 Training: Facilitated by Orin Moore, Consultant with Texas Association of School Boards (TASB)

A. Governance Team (Board and Superintendent) Training and Development

The Board and Dr. Gutierrez participated in a Team of 8 Training facilitated by Orin Moore regarding Professional Development in reference to team building, focused leadership, goals and next steps. All board questions and comments were addressed.

The Board recessed from 7:46 p.m. until 7:57 p.m.

5. Adjourn

The meeting adjourned at 8:50 p.m.

Secretary/September 27, 2022

President/September 27, 2022

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 23, 2022, 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: Nikki Bittings, Chief Student Services Officer; Mark Cantu, Deputy Superintendent and Chief Innovation Officer; Steve Gonzalez, Chief Technology Officer; Anthony Hillberg, Chief Financial Officer; Sean Hoffmann, Chief Communications Officer; Andrea Jaramillo, Deputy Chief of Innovation and Learning; Cindy Moreno, Chief of Human Resources; Linda Guzman, A.J. Briesemeister Middle School Principal; Jason Schmidt, Jim Barnes Middle School Principal; 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. Guerra, followed by a moment of silence.

C. Superintendent Announcements:

Dr. Gutierrez provided the board and community with highlights, upcoming key dates and event information since the last board meeting, which included recognizing staff and student achievements and successes from across the district. Dr. Gutierrez shared there was a smooth back to school transition and invited the community to the Town Hall scheduled for Wednesday.

D. Board Member Reports:

The Board provided updates and information on recent activities, meetings, conferences, and school events they have participated in or attended.

2. Recognition/Campus Presentations

A. Student/Staff/Board/Community Recognition

The Board of Trustees recognized the following staff for his outstanding accomplishments:

- **Kaden Legore, UIL Outstanding Performer at the 2022 Texas State Solo-Ensemble Music Theory Solo Contest**

The Board recognized senior Kaden Legore for being UIL outstanding performer at the 2022 Texas State Solo-Ensemble Music Theory Solo Contest.

- **A and B campuses based on 2022 State Accountability Rating**

The Board recognized the following campuses.

Maintained a B: Koennecke (Principal Leslie Mahaffey)

Maintained a B: McQueeney (Principal Trisha Eckols)

Distinction: Growth

C to B: Jefferson (Principal Valerie Gunter)

Distinction: Science

D to B: Patlan (Principal Annaliza Rangel, former Principal Linda Guzman)

Distinction: Science and Post Secondary

D to B: Rodriguez (Principal Yolanda Grijalva)

Distinction: Growth

C to A: Mercer-Blumberg Learning Center (Principal Jay Law)

3. Audience with the Board

No one signed up to address the Board.

4. Reports/Information Items:

A. Seguin ISD Strategic Plan 2025 Communication Plan

The Board of Trustees received an update on the plan to communicate progress on the Seguin ISD Strategic Plan 2025. In June 2022, the Board adopted a new long-term district Strategic Plan. In Summer 2022, work continued on developing district department and individual work plans to ensure the strategic actions outlined in the plan are carried out. Plans to communicate progress to various audiences, including the Board and community, will begin in August 2022.

B. Middle School Monthly Report

The Board of Trustees received an update regarding both middle schools, Briesemeister and Jim Barnes. The purpose of this report is to share information regarding the strong start, PBIS (Positive Behavior Intervention and Supports) and additional campus information from both campuses.

5. Closed Meeting –The Board did not go into closed session.

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).

6. Reconvene to Open Meeting

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

The Board did not take action.

7. Consent Agenda Items – Consider and Possible Approval:

A. Approval of Board Minutes for:

Board Workshop, July 19, 2022

Regular Meeting, July 26, 2022

Special Meeting, August 4, 2022

B. Approval of Tax Collection Reports for June 2022

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for June 2022. 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 District-Wide Facilities Maintenance, Electrical Equipment, Parts, and

Services (RFP #:21-04)

The Board of Trustees approved to contract with each of the recommended respondents, as reflected in the exhibit, for Facilities Maintenance, Electrical Equipment, Parts, and Services. 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 one responses received, all met the RFP requirements. With approval from the Board of Trustees, the following respondents will be added to the list of approved vendors for this RFP: American Abatement, LLC. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.

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

The Board of Trustees approved to contract with each of the recommended respondents, as reflected in the exhibit, for Special Education Services. 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 one responses received, all met the RFP requirements. With approval from the Board of Trustees, the following respondents will be added to the list of approved vendors for this RFP: Jackson Wiggins. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2023.

E. First Reading for Consideration or Approval of the Texas Association of School Boards (TASB) Policy Update 119, Affecting LEGAL and LOCAL Policies

The Board of Trustees reviewed and 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 119. Update 119 includes policy recommendations to address the remainder of the legislative changes from the 87th Legislature, Regular Session; other revisions resulting from legislation enacted during the special sessions; and revisions based on updates to the Texas Administrative Code. Recommended changes to local policies address the following topics: Records management; required staff development; required instruction; Gifted and talent students; Graduation; Trauma-informed care; and Freedom from discrimination, harassment, and retaliation. The update includes fifty-one (51) LEGAL policies, and nine (9) LOCAL policies.

REPLACE:

AIB(LEGAL) – Accountability: Performance Reporting

BBB(LEGAL) – Board Members: Elections

BBBA(LEGAL) – Elections: Conducting Elections

BBE(LEGAL) – Board Members: Authority

BBG(LEGAL) – Board Members: Compensation and Expenses

BBI(LEGAL) – Board Members: Technology Resources and Electronic Communications

BDAA(LEGAL) – Officers and Officials: Duties and Requirements of Board Officers

BDB(LEGAL) – Board Internal Organization: Internal Committees

BE(LEGAL) – Board Meetings

BQ(LEGAL) – Planning and Decision-Making Process

CCGA(LEGAL) – Ad Valorem Taxes: Exemptions and Payments

CDB(LEGAL) – Other Revenues: Sale, Lease, or Exchange of School-Owned Property

CDC(LEGAL) – Other Revenues: Gifts and Solicitations

CH(LEGAL) – Purchasing and Acquisition

CI(LEGAL) – School Properties Disposal

CPC(LEGAL) – Office Management: Records Management

CPC(LOCAL) – Office Management: Records Management

REPLACE (con'td):

CQA(LEGAL) – Technology Resources: District, Campus, and Classroom Websites
CRD(LEGAL) – Insurance and Annuities Management: Health and Life Insurance
CS(LEGAL) – Facility Standards
CV(LEGAL) – Facilities Construction
DC(LEGAL) – Employment Practices
DEAA(LEGAL) – Compensation and Benefits: Incentives and Stipends
DECBB(LEGAL) – Compensations and Benefits: Military Leave
DFE(LEGAL) – Termination of Employment: Resignation
DHC(LEGAL) – Employee Standards of Conduct: Reports to Texas Education Agency
DMA(LEGAL) – Professional Development: Required Staff Development
DP(LEGAL) – Personnel Positions
E(LEGAL) – Instructions
EF(LEGAL) – Instructional Resources
EHAA(LEGAL) – Basic Instructional Program: Required Instruction (All Levels)
EHAA(LOCAL) – Basic Instructional Program: Required Instruction (All Levels)
EHBAA (LEGAL) – Special Education: Identification, Evaluation, and Eligibility
EHBAB (LEGAL) – Special Education: ARD Committee and Individualized Education Program
EHBAC (LEGAL) – Special Education: Students in Nondistrict Placement
EHBB(LOCAL) – Special Programs: Gifted and Talented Students
EHBC(LEGAL) – Special Programs: Compensatory/Accelerated Services
EHDE(LEGAL) – Alternative Methods for Earning Credit: Distance Learning
EIF(LEGAL) – Academic Achievement: Graduation
EIF(LOCAL) – Academic Achievement: Graduation
EKB(LEGAL) – Testing Programs: State Assessment
EMB(LEGAL) – Miscellaneous Instructional Policies: Teaching About Controversial Issues
FEC(LEGAL) – Attendance: Attendance for Credit
FFBA(LOCAL) – Crisis Intervention: Trauma-Informed Care
FFG(LEGAL) – 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
FM(LEGAL) – Student Activities
FNA(LEGAL) – Student Rights and Responsibilities: Student Expression
FOC(LEGAL) – Student Discipline: Placement in a Disciplinary Alternative Education Setting
FOCA(LEGAL) – Placement in a Disciplinary Alternative Education Setting: Disciplinary Alternative
Education Program Operations
FOF(LEGAL) – Student Discipline: Students with Disabilities
GKA(LEGAL) – Community Relations: Conduct on School Premises
GKD(LEGAL) – Community Relations: Nonschool Use of School Facilities

ADD

DMA(LOCAL) – Professional Development: Required Staff Development
EHB(LOCAL) – Curriculum Design: Special Programs
EHBAA (LOCAL) – Special Education: Identification, Evaluation, and Eligibility
EHDF(LEGAL) – Alternative Methods for Earning Credit: Local Remote Learning Program

F. Extra-Curricular Activity Listing for 2022-2023

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 88

an excused absence, in accordance with Board-approved provisions for extra-curricular absences. If the Board chooses not to recognize an organization on the list, students would not be entitled to excused absences for participation in the organization's activities. Such an organization, in turn, would not be expected to enforce the "no pass – no play" rule.

G. 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, and Matthew Miranda. In previous years, the Board of Trustees has approved the County Extension Agents to serve as adjunct District staff members. Extension Service regulations require annual approval of their members to serve as adjunct staff members; thus, once again approval is being requested.

H. 2022-2023 Student Code of Conduct

The Board of Trustees approved the revisions to the Student Code of Conduct for the 2022 - 2023 school year. Administrative staff along with the District Educational Improvement Council (DEIC), as presented on August 8, 2022, recommends no changes from 2021-2022 school year.

I. Information Regarding Purchases Through the 2013 Purchasing Cooperative for a total cost of \$83,200

The Board of Trustees received information regarding the purchases through the 2013 Purchasing Cooperative reference #: 17002 IStation Instructional Supplies and Services at a cost of \$83,220.

J. Information Regarding Purchases Through the Allied States Purchasing Cooperative for a total cost of \$52,813

The Board of Trustees received information regarding the purchases through the Allied States Purchasing Cooperative reference #: 17-7247 Frontline Education Student and Finance Systems at a cost of \$52,813.

K. Information Regarding Purchases Through the BuyBoard Purchasing Cooperative for a total cost of \$125,125

The Board of Trustees received information regarding the purchases through the BuyBoard Purchasing Cooperative: Imagine Learning, LLC: Reference #653-21 Instructional Materials and Classroom Teaching Supplies and Equipment; Renaissance Learning: Reference #661-22 Technology Equipment, Products, Services, and Software at a total cost \$125,125.

L. Information Regarding Purchases Through the Choice Partners Purchasing Cooperative for a total cost of \$175,000

The Board of Trustees received information regarding the purchases through the Choice Partners Purchasing Cooperative reference #: 19/028KC-02 MSB Consulting Group Medicaid Claiming & Billing Services at a cost of \$175,000.

M. Information Regarding Purchases Through the DIR Purchasing Cooperative for a total cost of \$159,786

The Board of Trustees received information regarding the purchases through the DIR Purchasing Cooperative reference #: DIR-CPO-4426 Toshiba Business Solutions Hardware and Related Services for Copiers, Printers, Scanners, and Document Management at a cost of \$159,786.

N. Information Regarding Purchases Through the Pace Purchasing Cooperative for a total cost of \$83,251

The Board of Trustees received information regarding the purchases through the Pace Purchasing Cooperative reference #: P00185 CDW LLC Computer Hardware, Software, Services and Supplies at a cost of \$83,251.

O. Information Regarding Purchases Through the Sourcewell Purchasing Cooperative for a total cost of \$131,977

The Board of Trustees received information regarding the purchases through the Sourcewell Purchasing Cooperative: Johnson Controls Fire Protection, LP: Reference #031517-SGL Facility Security Equipment, Systems, & Services; Tyler Technologies, Inc.: Reference #090320-TTI Public Administration Software at a total cost \$131,977.

P. Information Regarding Purchases Through the Texas 20 Purchasing Cooperative for a total cost of \$2,146,500

The Board of Trustees received information regarding the purchases through the Texas 20 Purchasing Cooperative: Brothers Produce of Austin: Reference #3226 Produce; Gulf Coast Paper Company, Inc.: Reference #3221 Chemical and Paper; Kurz & Co.: Reference #3117-E1 Bread and Tortillas; Labatt Food Service, LLC: Reference #3015-E2 Main Food & #3221 Chemical and Paper; New Dairy Holdco, LLC: Reference #3118-E1 Milk at a total cost of \$2,146,500.

Q. Information Regarding Seguin ISD's Purchase of Waste Removal Services from Tiger Sanitation, Inc.

The Board of Trustees received information regarding Seguin ISD's purchase of waste removal services at a cost of \$100,000. This is year two of a three-year initial contract awarded through RFP #21-08 Waste Removal Services. Tiger Sanitation provides trash services for all campuses and district facilities for Seguin ISD.

R. Information Regarding Seguin ISD's Purchase of the TX High Dosage Tutoring Package from BookNook, Inc.

The Board of Trustees received information regarding Seguin ISD's purchase of the TX High Dosage Tutoring Package at a cost of \$117,500. The Texas Education Agency (TEA) has provided local education agencies (LEAs) with several vetted tutoring platform vendors, such as BookNook. BookNook provides an online tutoring platform for in-person and remote tutoring sessions that align with TEA's approved curriculum and high-impact tutoring principles. High-impact tutoring helps students to accelerate in the classroom.

S. Personnel Information – Professional Employees

The Board of Trustees received information regarding the following new hires and resignations for the 2022-2023 school year listed below:

New Hire Elections:

Name	Campus	Effective
Balderas, Christina	Seguin High School	8/4/22
Ceynow, Yvonne	Barnes Middle School	8/16/22
Costilla, Carol	AJB Middle School	8/4/22
Egg, Macy	Matador Special Services	8/2/22
Franzen-Beicker, Lia	Vogel Elementary	8/22/22
Garza, Maria	Weinert Elementary	8/5/22
Guadarrama, Mary	Ball Early Childhood	8/11/22
Kirby, Michelle	Matador Special Services	8/8/22
Miller, Julie	Koennecke Elementary	8/4/22
Palacin, Marilyn	Barnes Middle School	8/8/22
Perez, Crystal	Rodriguez Elementary	8/12/22
Rodriguez, Rose	Matador Special Services	8/4/22

Saldana, Joseph	AJB Middle School	8/4/22
Taylor, Barbara	DAEP	8/4/22
Wolfe, Donna	AJB Middle School	8/12/22

Resignations:

Bazan, Samantha, LLI, effective 7/25/22

Ms. Bazan, ACE Curriculum Coordinator, has resigned due to personal reasons.

Ms. Bazan has 1 year with Seguin ISD.

Buie, Kemesheia, Seguin High School, effective 7/25/22

Ms. Buie, Cosmetology Teacher, has resigned due to personal reasons.

Ms. Buie has 2 years with Seguin ISD.

Kuempel, Michelle, AJB Middle School, effective 7/25/22

Ms. Kuempel, Librarian, has resigned to accept a position where she will work from home.

Ms. Kuempel has 9 years with Seguin ISD.

Rios, Sara, Matador Special Services, effective 7/25/22

Ms. Rios, Visually Impaired Teacher, has resigned due to personal reasons.

Ms. Rios never started with Seguin ISD.

Torres, Lydia, LLI, effective 8/12/22

Ms. Torres, Dual Language Instructional Coach, has resigned due to family circumstance.

Ms. Torres has 2 years with Seguin ISD.

Wade, Shara, Barnes Middle School, effective 7/20/22

Ms. Wade, Assistant Principal, has resigned and accepted a position with NEISD.

Mr. Wade has 1 year with Seguin ISD.

Williams, Dionicia, AJB Middle School, effective 7/25/22

Ms. Williams, Science Teacher, has resigned due to personal reasons.

Ms. Williams never started with Seguin ISD.

T. Acknowledge Public Information Act Requests July-August, 2022

The Board of Trustees received information regarding the Public Information Act requests received since July 13, 2022. The purpose of this agenda item is to keep trustees apprised of the District's Public Information program.

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

A. Approval of Board Minutes for:

Board Workshop, July 19, 2022

Regular Meeting, July 26, 2022

Special Meeting, August 4, 2022

B. Approval of Tax Collection Reports for June 2022

C. Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, and Services (RFP #:21-04)

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

E. First Reading for Consideration or Approval of the Texas Association of School Boards (TASB) Policy Update 119, Affecting LEGAL and LOCAL Policies

F. Extra-Curricular Activity Listing for 2022-2023

G. County Extension Agents as Adjunct Staff Members

H. 2022-2023 Student Code of Conduct

I. Information Regarding Purchases Through the 2013 Purchasing Cooperative for a total 91

cost of \$83,200

J. Information Regarding Purchases Through the Allied States Purchasing Cooperative for a total cost of \$52,813

K. Information Regarding Purchases Through the BuyBoard Purchasing Cooperative for a total cost of \$125,125

L. Information Regarding Purchases Through the Choice Partners Purchasing Cooperative for a total cost of \$175,000

M. Information Regarding Purchases Through the DIR Purchasing Cooperative for a total cost of \$159,786

N. Information Regarding Purchases Through the Pace Purchasing Cooperative for a total cost of \$83,251

O. Information Regarding Purchases Through the Sourcewell Purchasing Cooperative for a total cost of \$131,977

P. Information Regarding Purchases Through the Texas 20 Purchasing Cooperative for a total cost of \$2,146,500

Q. Information Regarding Seguin ISD's Purchase of Waste Removal Services from Tiger Sanitation, Inc.

R. Information Regarding Seguin ISD's Purchase of the TX High Dosage Tutoring Package from BookNook, Inc.

S. Personnel Information – Professional Employees

T. Acknowledge Public Information Act Requests July-August, 2022

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

Nays: None

8. Action Items:

A. CONSIDERATION AND APPROVAL OF A RESOLUTION BY THE BOARD OF TRUSTEES OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT PROVIDING FOR THE DEFEASANCE AND CALLING FOR REDEMPTION CERTAIN CURRENTLY OUTSTANDING DISTRICT OBLIGATIONS; DIRECTING THE BOARD SECRETARY, OR A DESIGNEE THEREOF, TO EFFECTUATE THE REDEMPTION OF THESE OBLIGATIONS; AUTHORIZING THE EXECUTION OF AN ESCROW AGREEMENT; DELEGATING TO CERTAIN DISTRICT OFFICIALS AND STAFF THE AUTHORITY TO EFFECTUATE MATTERS HEREIN RESOLVED; AND OTHER MATTERS IN CONNECTION THEREWITH

Mrs. Moreno moved, seconded by Ms. Duncan to adopt a resolution to defease certain Obligations, extinguishing the District's payment obligations with respect thereto at the time of defeasance. The Board of Trustees may authorize the use of District funds realized from prior or prospective interest and sinking fund tax collections for the early redemption of certain qualifying long-term debt obligations (Defeased Obligations). District administration currently estimates that the principal amount of Defeased Obligations will be in excess of \$2,000,000. The final amount of Defeased Obligations will be known in the spring of 2023.

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

Nays: None

B. Adoption of Order Setting the Tax Rate for 2022, Which Does Not Exceed the No-New Revenue Tax Rate

Mr. Guerra moved, seconded by Mr. Amador to adopt tax rates for 2022 as follows: \$0.8646 for Maintenance and Operations, and \$0.385 for Interest and Sinking, for a Total Combined Rate of \$1.2496, which does not exceed the no-new revenue tax rate. This tax rate will enable the district to support the proposed budget and retain academic quality and extra-curricular programs. The proposed rate is \$.0350 lower than the prior year. Additionally, the 2022 tax levy to fund maintenance and operations expenditures does not exceed the maintenance and operations tax levy

of the prior year. Therefore, the order setting this tax rate does not require the statements about "tax increase" as specified in §26.05(b) of Property Tax Code.

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

C. 2022-2025 Seguin ISD Revised Goals

Mrs. Moreno moved, seconded by Ms. Duncan to adopt two revised Seguin ISD Board Goals for 2022-2025. In June 2022, the Board adopted seven new goals that serve as the foundation for the Seguin ISD Strategic Plan 2025. Preliminary STAAR data for Reading and Math show Goals 1 and 2 have almost been achieved. Therefore, revised goals are being recommended with an extended time frame to August 2025.

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

D. Possible Action to Extend Superintendent Hiring Authority for Certified Personnel During the Fall of 2022

Ms. Duncan moved, seconded by Mrs. Crettenden to grant ability to Superintendent to have final hiring authority of all contractual personnel beginning August 31, 2022 and ending on December 31, 2022.

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

E. Discussion and Possible Action Find No Good Cause Exists for Educator Resignation

Mr. Jenkins moved, seconded by Mrs. Moreno to approve to find that no good cause exists for an educator's resignation that occurred beyond the penalty free resignation date.

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

9. Board Comments and Request

Ms. Duncan would like her new picture on the website.

Mrs. Thomas-Jimenez wanted to know if the District would continue with the Missing Matadors Matter efforts. Mrs. Bittings explained we would be continuing those efforts.

Mr. Jenkins wanted to know when the Special Education update will be presented to the Board.

All prior Board requests have been addressed.

10. Adjourn

Mr. Amador moved, seconded by Mrs. Thomas-Jimenez to adjourn the meeting. The meeting adjourned at 7:50 p.m.

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

ACTION ITEM:

Approval of Tax Collection Reports for July 2022

RECOMMENDATION:

That the Board of Trustees approves the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for July 2022.

RATIONALE:

The Texas Property Tax Code requires the collector of taxes for a taxing unit to 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 July 2022:

Current	\$	5,176
Delinquent		224,098
Penalty and Interest		27,502
Total Monthly Collections	\$	<u>256,775</u>
Total Tax Collections Year to Date	\$	<u>256,775</u>
Delinquent Tax Levy		2,736,064
Percent Collected through July 2022		9.20%
Percent of Tax Levy Collected last year		12.60%

EXHIBITS:

None

RESOURCE PERSONNEL:

Anthony Hillberg, Chief Financial Officer, CPA, CTSBO
Sally Eckhart, Budget Coordinator

Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 09/27/22

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

ACTION ITEM:

Approval of Tax Collection Reports for August 2022

RECOMMENDATION:

That the Board of Trustees approves the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for August 2022.

RATIONALE:

The Texas Property Tax Code requires the collector of taxes for a taxing unit to 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 2022:

Current	\$	-
Delinquent		204,961
Penalty and Interest		42,394
Total Monthly Collections	\$	<u>247,354</u>
Total Tax Collections Year to Date	\$	<u>504,129</u>
Delinquent Tax Levy		2,718,943
Percent Collected through August 2022		18.35%
Percent of Tax Levy Collected last year		28.23%

EXHIBITS:

None

RESOURCE PERSONNEL:

Anthony Hillberg, Chief Financial Officer, CPA, CTSBO
Sally Eckhart, Budget Coordinator

Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 09/27/22

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

ACTION ITEM: **Approval of Proposed Budget Amendments & Financial Statements for July 2022**

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 July 31, 2022.

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, Chief Financial Officer, CPA, CSTBO
Sally Eckhart, Budget Coordinator

Submitted by:  Date Submitted: 09/27/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

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
July 2022

	Budget				Actual			Budget Remaining	
	Adopted Budget	July 1, 2022	Proposed Amendment(s)		July 31, 2022	July 1, 2022	Current Month		July 31, 2022
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
REVENUE									
Local									
Property Taxes-Current	35,924,796	35,924,796	-	-	35,924,796	-	3,667	-	35,924,796
Property Taxes-Delinquent	1,565,467	1,565,467	-	-	1,565,467	-	157,503	159,483	1,405,984
Property Taxes-Penalty & Interest	589,549	589,549	-	-	589,549	-	19,676	22,766	566,783
Interest Income	300,000	300,000	-	-	300,000	-	41,038	2,097	297,903
Other Local Income	106,000	106,000	-	-	106,000	-	14,152	3,327	102,673
State	27,589,065	27,589,065	-	-	27,589,065	-	254,295	244,470	27,344,595
Federal	1,167,000	1,167,000	-	-	1,167,000	-	15,863	3,708	1,163,292
REVENUE	67,241,877	67,241,877	-	-	67,241,877	-	506,195	435,851	66,806,026
EXPENSE									
11 - Instruction	37,553,166	37,553,166	-	-	37,553,166	-	586,262	586,262	36,966,904
12 - Instructional Resources & Media Svcs	1,023,887	1,023,887	-	-	1,023,887	-	29,791	29,791	994,096
13 - Curr & Instructional Staff Development	651,794	651,794	-	-	651,794	-	17,701	17,701	634,093
21 - Instructional Leadership	2,204,014	2,204,014	-	-	2,204,014	-	137,365	137,365	2,066,649
23 - School Leadership	4,857,232	4,857,232	-	-	4,857,232	-	151,454	151,454	4,705,778
31 - Guidance & Counseling Services	2,647,822	2,647,822	-	-	2,647,822	-	71,790	71,790	2,576,032
32 - Social Work Services	515,652	515,652	-	-	515,652	-	38,855	38,855	476,798
33 - Health Services	759,739	759,739	-	-	759,739	-	9,860	9,860	749,879
34 - Student Transportation	2,703,871	2,703,871	-	-	2,703,871	-	94,663	94,663	2,609,208
35 - Food Service	-	-	-	-	-	-	-	-	-
36 - Co-curricular Activities	2,041,009	2,041,009	-	-	2,041,009	-	147,745	147,745	1,893,264
41 - General Administration	2,348,125	2,348,125	-	-	2,348,125	-	168,190	168,190	2,179,935
51 - Plant Maintenance & Operations	6,712,126	6,712,126	-	-	6,712,126	-	385,215	385,215	6,326,911
52 - Security & Monitoring Services	535,602	535,602	-	-	535,602	-	20,153	20,153	515,449
53 - Data Services	1,976,884	1,976,884	-	-	1,976,884	-	262,972	262,972	1,713,912
61 - Community Services	75,270	75,270	-	-	75,270	-	1,177	1,177	74,093
71 - Debt Services	-	-	-	-	-	-	665,000	665,000	(665,000)
81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
99 - Intergovernmental Charges (Appraisal Servs)	635,684	635,684	-	-	635,684	-	-	-	635,684
EXPENSE	67,241,877	67,241,877	-	-	67,241,877	-	2,788,191	2,788,191	64,453,686
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	(2,281,996)	(2,352,341)	2,352,341
Other Sources	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	(2,281,996)	(2,352,341)	

Note:
Fund Balance projection data for 2022-23 will be provided upon completion of the annual financial audit for the 2021-22 fiscal year.

Seguin Independent School District
Budget Amendment Detail For General Operating Fund
July, 2022

Budget Report - Attachment 1
27-Sep-2022

Revenues:

Total Revenue Increase (Decrease) \$ -

Expenditures:

Total Expenditures Increase (Decrease) \$ -

Other Sources:

Total Other Sources Increase (Decrease) \$ -

Seguin Independent School District
Proposed Budget Amendments and Financial Statements
Child Nutrition Fund
July 2022

	Budget				Actual			Budget Remaining	
	Adopted Budget	July 1, 2022	Proposed Amendment(s)		July 31, 2022	July 1, 2022	Current Month		July 31, 2022
		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	-	3,951	94	19,906
Other Local Income	571,000	571,000	-	-	571,000	-	6,788	2,276	568,724
State	70,000	70,000	-	-	70,000	-	-	32,604	37,396
Federal	4,489,000	4,489,000	-	-	4,489,000	-	-	-	4,489,000
REVENUE	5,150,000	5,150,000	-	-	5,150,000	-	10,739	34,974	5,115,026
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	5,137,250	5,137,250	-	-	5,137,250	-	80,098	78,724	5,058,526
36 - Co-curricular Activities									
41 - General Administration									
51 - Plant Maintenance & Operations	12,000	12,000	-	-	12,000	-	-	-	12,000
52 - Security & Monitoring Services	750	750	-	-	750	-	44	88	662
53 - Data Services									
61 - Community Services									
71 - Debt Services									
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
EXPENSE	5,150,000	5,150,000	-	-	5,150,000	-	80,142	78,812	5,071,188
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	(69,403)	(43,837)	43,837
Other Sources	-	-	-	-	-	-	-	-	
Other Uses	-	-	-	-	-	-	-	-	
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (69,403)	\$ (43,837)	

Note:
Fund Balance projection data for 2022-23 will be provided upon completion of the annual financial audit for the 2021-22 fiscal year.

Seguin Independent School District
Budget Amendment Detail For Child Nutrition Fund
July, 2022

Budget Report - Attachment 1
27-Sep-2022

Revenues:

Total Revenue Increase (Decrease)

\$ -

Expenditures:

Total Expenditures Increase (Decrease)

\$ -

Seguin Independent School District
Proposed Budget Amendments and Financial Statements
Debt Service Fund
July 2022

	Budget				Actual			Budget Remaining	
	Adopted Budget	July 1, 2022	Proposed Amendment(s)		July 31, 2022	July 1, 2022	Current Month		July 31, 2022
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
REVENUE									
Local									
Property Taxes-Current	15,200,000	15,200,000	-	-	15,200,000	-	1,508	1,508	15,198,492
Property Taxes-Delinquent	200,000	200,000	-	-	200,000	-	66,594	66,594	133,406
Property Taxes-Penalty & Interest	136,682	136,682	-	-	136,682	-	7,826	7,826	128,856
Interest Income	-	-	-	-	-	-	18,323	18,323	-
Other Local Income	-	-	-	-	-	-	-	-	-
State	-	-	-	-	-	-	-	-	-
Federal	-	-	-	-	-	-	-	-	-
	15,536,682	15,536,682	-	-	15,536,682	-	94,251	94,251	15,460,754
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	15,536,682	15,536,682	-	-	15,536,682	-	1,518,600	1,518,600	14,018,082
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
	15,536,682	15,536,682	-	-	15,536,682	-	1,518,600	1,518,600	14,018,082
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	(1,424,349)	(1,424,349)	\$ 1,442,672
Other Sources	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,424,349)	\$ (1,424,349)	

Note:
Fund Balance projection data for 2022-23 will be provided upon completion of the annual financial audit for the 2021-22 fiscal year.

Seguin Independent School District
Budget Amendment Detail For Debt Service Fund
July, 2022

Budget Report - Attachment 1
27-Sep-2022

Revenues:

Total Revenue Increase (Decrease) \$ -

Expenditures:

Total Expenditures Increase (Decrease) \$ -

ACTION ITEM:

Approval of Donations Received July 2022

RECOMMENDATION:

That the Board of Trustees approve donations received by the District during the month of July 2022.

RATIONALE:

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."

REFERENCE and COMPLIANCE:

CDC (LOCAL) - Other Revenues: Gifts and Solicitations

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

None

EXHIBITS:

Proposed Donations

RESOURCE PERSONNEL:

Dr. Matthew Gutierrez, Superintendent
Anthony Hillberg, Chief Financial Officer, CPA, CTSBO
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: 09/27/22

**Donations Received By Seguin ISD
During the 2022-23 School Year**

Donor	Purpose	Campus Receiving Donation	Date Rcvd	Amount	Board Approval
Faith Lutheran Church	Family support fund	Student Services	07/01/22	\$ 500.00	Pending
Shady Creek Investments	Mariachi student activities	SHS Mariachi	07/21/22	\$ 500.00	Pending

NOTE: This listing includes only documented, unsolicited donations received by the District during July 2022. Additional donations may have been received by campuses and subsequently deposited by the campus or student group without providing detailed documentation to the Business Department.

ACTION ITEM:

Approval of Donations Received August 2022

RECOMMENDATION:

That the Board of Trustees approve donations received by the District during the month of August 2022.

RATIONALE:

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."

REFERENCE and COMPLIANCE:

CDC (LOCAL) - Other Revenues: Gifts and Solicitations

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

None

EXHIBITS:

Proposed Donations

RESOURCE PERSONNEL:

Dr. Matthew Gutierrez, Superintendent
Anthony Hillberg, Chief Financial Officer, CPA, CTSBO
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: 09/27/22

**Donations Received By Seguin ISD
During the 2022-23 School Year**

Donor	Purpose	Campus Receiving Donation	Date Rcvd	Amount	Board Approval
CMC	Student supplies	Patlan Elementary	08/30/22	\$ 1,000.00	Pending
Guadalupe Healthcare Network	Attendance incentives	Mercer Blumberg Learning Center	08/08/22	\$ 2,500.00	Pending
Kendrick, Laurie	School supplies	Student Services	08/19/22	\$ 1,250.00	Pending

NOTE: This listing includes only documented, unsolicited donations received by the District during August 2022. Additional donations may have been received by campuses and subsequently deposited by the campus or student group without providing detailed documentation to the Business Department.

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 Education Services.

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 three responses received, all met the RFP requirements. With approval from the Board of Trustees, the following respondents will be added to the list of approved vendors for this RFP: Martha Leavitt, SOAR Arena Therapeutic Riding, and Satori Learning Designs. The list of previously approved vendors is available on the Bids page of the District [website](#). 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

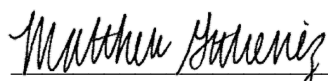
PAPERWORK IMPACT: None

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

EXHIBITS: Vendor Recommendation Form

RESOURCE PERSONNEL: Anthony Hillberg, Chief Financial Officer, CPA, RTSBA
Halcey Dean, Director of Matador Special Services
Jennifer Raske Martinez, Purchasing Coordinator, CTSBO

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

 Date Submitted: 09/27/22
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

VENDOR	SERVICES PROVIDED	Recommended
Martha Leavitt	DHH Specialist	Y
SOAR Arena Thereapeutic Riding	Therapeutic horseback riding	Y
Satori Learning Designs	Training for aggression prevention	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: Amendment to 2022-2023 Compensation Handbook

RECOMMENDATION: The Board approve the amendment of the Child Nutrition substitute pay range, Driver in Training starting pay, and Cafeteria Lunch Monitors provided in the 2022-2023 Compensation Handbook.

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

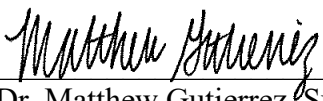
REFERENCE and COMPLIANCE: DEAA (LEGAL) and DEAA (LOCAL) Compensation Plan, Incentives and Stipends

BUDGET IMPACT/ INFORMATION: None

PAPERWORK IMPACT: None

EXHIBITS: Amended pages of the 2022-2023 SISD Compensation Handbook

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

Submitted by:  Date Submitted: 09/27/22
 (Signature) _____
 (Name) Dr. Matthew Gutierrez, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) 830- 401-8614

SEGUIN INDEPENDENT SCHOOL DISTRICT

2022-2023

Temporary Employee Positions

POSITION	AMOUNT
BUS DRIVER IN TRAINING	\$13.00 - 15.00
LUNCH MONITORS	\$13.00 - 15.00
STUDENT TEMPS	\$13.00 - 15.00
SUBSTITUTE BUS DRIVER	\$15.00 - \$17.00
SUBSTITUTE CAFETERIA	\$12.00 - 14.00
SUBSTITUTE CUSTODIAN	\$13.00 - 15.00
SUBSTITUTE LUNCHROOM MONITOR	\$13.00 - 15.00
TEMPORARY PARA-PROFESSIONALS/TEACHING ASST.	\$15.00 - \$17.00
TEMPORARY PROFESSIONALS (DEGREED/CERTIFIED)	\$20.00 - \$25.00

Summer School & Camp Positions

POSITION	AMOUNT	
ADMINISTRATOR	DAILY RATE	
AIDES	\$25 - \$30	PER HOUR
TEACHERS	\$30.00 - 35.00	PER HOUR
ACADEMIC DEAN	DAILY RATE	
SECRETARY	DAILY RATE	
NURSE	\$30.00 - \$35.00	PER HOUR
LUNCH ROOM MONITOR	\$13.00 - 15.00	PER HOUR
STUDENT TEMP WORKERS	\$13.00- 15.00	PER HOUR

SEGUIN INDEPENDENT SCHOOL DISTRICT

CHILD NUTRITION CLASSIFICATIONS

2022-2023

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	\$13.50	\$15.46	\$17.53
Daily Rate (based on 7 hrs)	\$94.50	\$108.22	\$122.71

Pay Grade	Title	#hrs	# days
F2	Cashiers	7	175

	Min	Mid	Max
Hourly Rate	\$13.98	\$16.14	\$19.13
Daily Rate (based on 7 hrs)	\$97.86	\$112.98	\$133.91

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

	Min	Mid	Max
Hourly Rate	\$15.08	\$17.45	\$19.82
Daily Rate (based on 8 hrs)	\$120.64	\$139.60	\$158.56

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

	Min	Mid	Max
Hourly Rate	\$15.88	\$18.49	\$21.10
Daily Rate (based on 8 hrs)	\$127.04	\$147.92	\$168.80

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

	Min	Mid	Max
Hourly Rate	\$17.19	\$20.06	\$22.92
Daily Rate (based on 8 hrs)	\$137.52	\$160.48	\$183.36

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

	Min	Mid	Max
Hourly Rate	\$17.98	\$21.12	\$24.26
Daily Rate (based on 8 hrs)	\$143.84	\$168.96	\$194.08

Pay Grade	Title
TEMP	Child Nutrition Sub

Hourly Rate Range	Min	Mid	Max
	\$12	\$13	\$14

AGENDA ITEM:

Consideration of Approval of Certified Appraisers for 2022-2023

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 2022-2023 school year:

Seguin High School
Cyndi Perez, Jefferson Academic Dean
Ernesto Ramos, SPED Administrator

REFERENCE & COMPLIANCE:

DNA (LEGAL) AND DNA (LOCAL)

PAPERWORK IMPACT:

Approval of this item will have little effect on paperwork.

BUDGET IMPACT/ INFORMATION:

This item will have little impact on the budget.

RESOURCE PERSONNEL:

Cynthia J. Moreno, Chief Human Resources Officer

Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 09/27/22

Dr. Matthew Gutierrez, Superintendent

1221 E. Kingsbury St., Seguin, Texas 78156-0031

Work: (830) 401-8614

ACTION ITEM:

Personnel Information - Professional Employees

RECOMMENDATION:

The Board of Trustees recognizes and acknowledges the new professional hires for the 2022 – 2023 school year and the resignations listed below.

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

Name	Campus	Effective
Davis, Darius	Matador Special Services	9/12/22
Garza, Daniel	Student Services	9/26/22
Lutz, Susie	Jefferson Elementary	8/31/22
Restrepo, Jesus	Seguin High School	9/6/2022
Saldivar, Alyssandra	Seguin High School	9/12/2002

**BOARD’S
ACKNOWLEDGEMENT
RESIGNATIONS:**

Aylesworth, John, Ball Early Childhood, effective 8/30/22

Mr. Aylesworthy, Pre K Special Education teacher, has resigned due to personal reasons.

Mr. Aylesworth has 1 month with Seguin ISD.

Knapp, Joan, Seguin High School, effective 9/12/22

Ms. Knapp, Spanish Teacher, has resigned due to personal reasons.

Ms. Knapp has 1 month with Seguin ISD.

Lee, Jeffrey, Technology Department, effective 10/7/22

Mr. Lee, Webmaster/District Technologist, has resigned to accept a position with A&M University in San Antonio.

Mr. Lee has 8 years with Seguin ISD.

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 follow up communication with the employee.

EXHIBITS:

Information Sheet

**RESOURCE
PERSONNEL:**

Cynthia Moreno, Chief Human Resource Officer


Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Date Submitted: 9/27/22

Dr. Matthew Gutierrez, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830) 401-8614

INFORMATION ITEM: **Acknowledge Public Information Act Requests August-September, 2022**

RECOMMENDATION: That the Board of Trustees acknowledge Public Information Act requests received since Aug. 10, 2022.

RATIONALE: The purpose of this agenda item is to keep trustees apprised of the District's Public Information program.

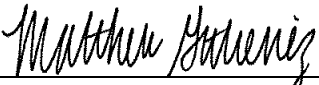
REFERENCE and COMPLIANCE: GB (LEGAL) Public Information Program

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Aug. 10-Sept. 14, 2022 Public Information Act Request Roster

RESOURCE PERSONNEL: Dr. Matthew Gutierrez, Superintendent
Sean Hoffmann, Chief Communications Officer

Submitted by:  Date Submitted: 09/27/22
(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. 10-Sept. 14, 2022				
Date	Requester	Requested documents	Status	Action
081422 005	Graham Clement, Lone Star Financial	Work email, home email (when provided), first name, last name, address, city, state, zip code, job title, phone number, campus, department, date of hire, gender, salary.	Completed	Document provided
082822 006	Milda Scott	Candidate filing documents	Completed	Documents provided
082922 007	Glenda Moreno	All District 7 parents to include: Father's complete name, Mother's complete name, Address/physical, Address/mailing, City Zip, Email address, School attending	Completed	Request withdrawn
082922 008	Josh Bright	The names, addresses, registered schools, and email addresses for the families registered with the Seguin ISD who live in District 7. Amended to This request is for Names, Addresses, phone numbers, email addresses and Registered School for every registered student for Seguin ISD.	In progress	Original request withdrawn, amended request submitted 090222.
082922 009	Casey Lee	Candidate filing documents	Completed	Documents provided
083022 010	Juan Rodriguez, US Navy	Junior and senior names, address, email address and phone number.	Completed	Document provided
083122 011	Garrett Van Smith, UMHB	A list that includes the name, position, campus, and email addresses of all district employees.	Completed	Document provided
090122 012	Meredith Richards, Equitable Advisors	Employee contact and employment information.	Completed	Document provided
090222 013	Elaine Schacht, Weinert PTC	A list of students by teacher/class. First name and last name of each student, no other information. I will also need the email for each of the teachers and their name.	Completed	Document provided
090622 014	Martha Becker	Employee list with work email, first name, last name, full name, job title, phone number, campus, department, date of hire, salary and where it is not restricted their home email, date of birth, gender, address, city, state, zip and home phone	Completed	Document provided
091222 015	Kara Hopkins, McQueeney PTC	McQueeney student name roster by teacher with teacher email	Completed	Document provided

ACTION ITEM: **Appointment of Director(s) to the Seguin Education Foundation**

RECOMMENDATION: It is recommended that the President of the Board of Trustees support the Seguin Education Foundation (SEF) by appointing representation from the Board of Trustees to serve on the SEF Board of Directors.

RATIONALE: The appointment of representation from the Board of Trustees to serve on the SEF Board of Directors is stated in section 2.04 of the SEF Bylaws. (below*) This appointment will be for one year (October to October) until the annual SEF meeting in October 2023. The two representatives will serve alongside approximately 33 Directors that are comprised of Community and School District members. The SEF Directors meet in January, April, and October. The representation from the Board of Trustees will serve on one of the following committees: Gold Rush – An Employee Partnership Campaign; Annual Mardi Gras Gala – A Fundraising Banquet; Race for Education 5K – A Run / Walk Fundraiser; Celebration of Excellence – A Recognition Banquet for the top 10% of the graduation class and their Educational Heroes; the Grant Committee and/or any other committee they prefer. *Section 2.04. Number, Qualification and Term of Office. Two trustee representatives of the Seguin Independent School District Board of Trustees, appointed annually by the Board President, shall hold permanent official seat with vote.

REFERENCE and COMPLIANCE: Strategic Priority #2: Engage parents, industry and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community.

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

RESOURCE PERSONNEL: Dr. Matthew Gutierrez, Superintendent
Cinde Thomas-Jimenez, Board President
Kelly Follis, Director of Community Outreach/SEF

Submitted by: Matthew Gutierrez Date Submitted: 09/27/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

ACTION ITEM: **Discussion and Possible Action Find No Good Cause Exists for Educator Resignation**

RECOMMENDATION: Discussion and possible action to find that no good cause exists for an educator’s resignation that occurred beyond the penalty free resignation date.

RATIONALE: Properly staffing classrooms with certified teachers is ever challenging. When resignations after the penalty free resignation occurs, campuses are left with the difficult task of finding a suitable replacement with a limited pool and limited timeframe.

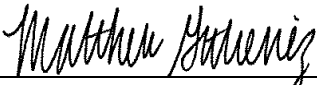
REFERENCE and COMPLIANCE: Strategic Priority #3: Create the conditions in Seguin ISD to recruit, retain and engage employees

PAPERWORK IMPACT: Minimal

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

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

Submitted by:  Date Submitted: 09/27/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614