

Agenda of Regular Meeting

The Board of Trustees Seguin ISD

A Regular Meeting of the Board of Trustees of Seguin ISD will be held December 13, 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 ISD 2022-2023 Gifted and Talented Update 5
 - B. LiiNK Project Program and Data Update 19
 - C. Seguin ISD 2022-2023 Annual Staffing Report 40
 - D. Seguin ISD Strategic Plan 2025 Monthly Update 78
 - E. Elementary Literacy Data Review 105
 - F. Secondary Monthly Report 116
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.

1. Safety Audit Findings 117
- 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**, 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 Regular Meeting - November 15, 2022 and Special Meeting - November 18, 2022. 118
 - B. Approval of Proposed Budget Amendments & Financial Statements for October 2022 125
 - C. Approval of District-Wide Vehicle Maintenance, Parts, And Services (RFP #: 21-01) 133
 - D. Authorization of Agreement Between Seguin ISD and Tangram Rehabilitation Network for Residential Care Services at a Cost of \$101,600. 135
 - E. Consideration and Approval of School Health Advisory Council Annual Report, SHAC Goals and Committee Members 140
 - F. Personnel Information - Professional Employees 143
 - G. Acknowledge Public Information Act requests November 2022 144
8. **Action Items**
 - A. Consideration and Approval to Utilize RadKIDS, Child Safe, Teen Safe Instructional Materials and Programing 146
 - B. Discussion and Approval of the Fund Balance Compliance Requirement 157
 - C. Adopt a Resolution for the Assignment of Fund Balance 159
 - D. Adopt a Resolution to Delegate Authority Regarding Construction Matters 162
 - E. Discussion and Possible Action to Reorganize and Select Board Officers 165
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 Rodriguez Elementary School. Principal Yolanda Grijalva will share information on the Parenting Partners initiative that was started on her campus this fall. To date, five parents have graduated from the program.

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.

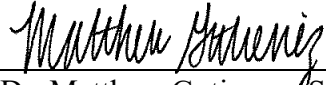
REFERENCE and COMPLIANCE: BJA (LOCAL) 1. h. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

RESOURCE PERSONNEL: Sean Hoffmann, Chief Communications Officer

Submitted by:  Date Submitted: 12/13/22
(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.

- **Seguin Police Chief Jason Brady**
- **Superintendent’s Students of the Month from Rodriguez ES, Briesemeister MS and Mercer-Blumberg Learning Center**
- **Superintendent’s Apple Award**

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

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

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

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: None

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

Submitted by: Matthew Gutierrez Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

INFORMATION ITEM: **Seguin ISD 2022-2023 Gifted and Talented Update**

RECOMMENDATION: That the Board of Trustees receive a report on the Seguin ISD 2022-2023 Gifted and Talented Program.

RATIONALE: Provide the Board of Trustees information on the 2022-2023 Gifted and Talented program goals.

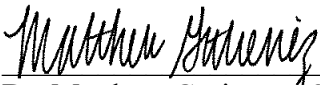
REFERENCE and COMPLIANCE: None

PAPERWORK IMPACT: None

BUDGET IMPACT INFORMATION: None

EXHIBITS: GT - Presentation

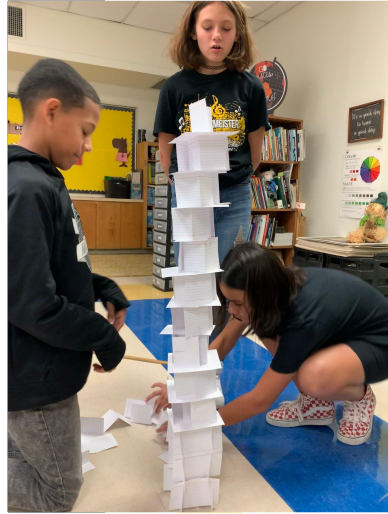
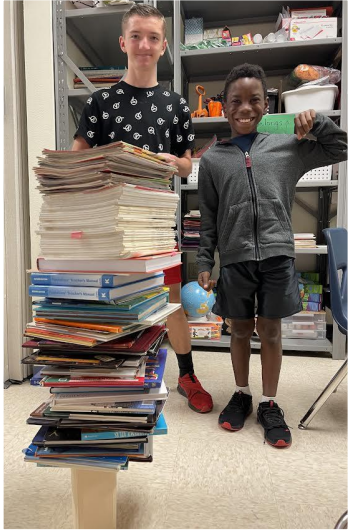
RESOURCE PERSONNEL: Andrea Jaramillo, Deputy Chief of Innovation & Learning
Nilda Vella, GT & Secondary Science Coordinator
Sarah Klesel, Lead GT Teacher

Submitted by:  Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St, Seguin, TX 78155
(Telephone) (830) 401-8614



Gifted & Talented Program

December 2022 Board Meeting



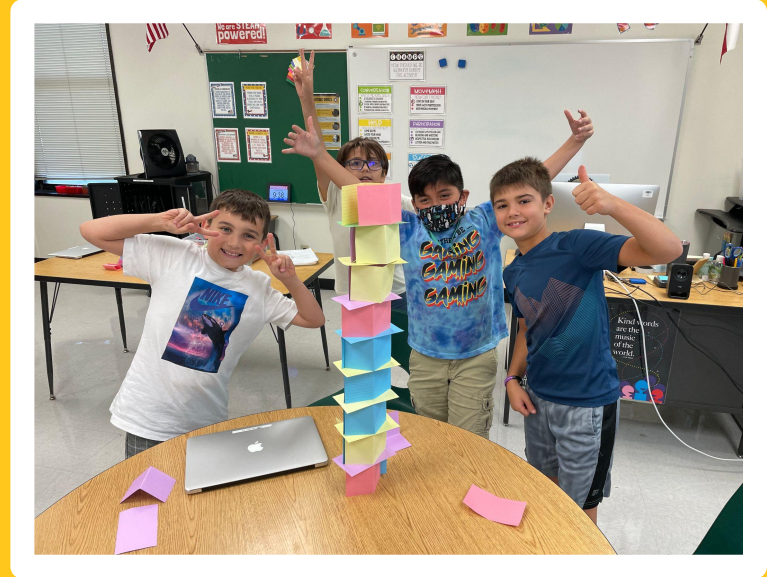
Key Considerations

State law requires districts to identify and serve GT students (State Plan) & now HB3 requires districts to certify compliance with the State Plan and report services and use of funds.



State Goal for Gifted/Talented

Students who participate in services designed for gifted/talented students will demonstrate skills in self-directed learning, thinking, research and communication as evidenced by the development of innovative products and performances that reflect individuality and creativity and are advanced in relation to students of similar age, experience, or environment.



Service Model

- **Elementary Program- Pull-Out Model**
 - Students have the opportunity to be with other GT students in the GT classroom during the Intervention block 2-3 times a week.
- **Middle school- GT Science**
- **High school- Advanced academics (AP & Dual Credit)**



Learning Opportunities

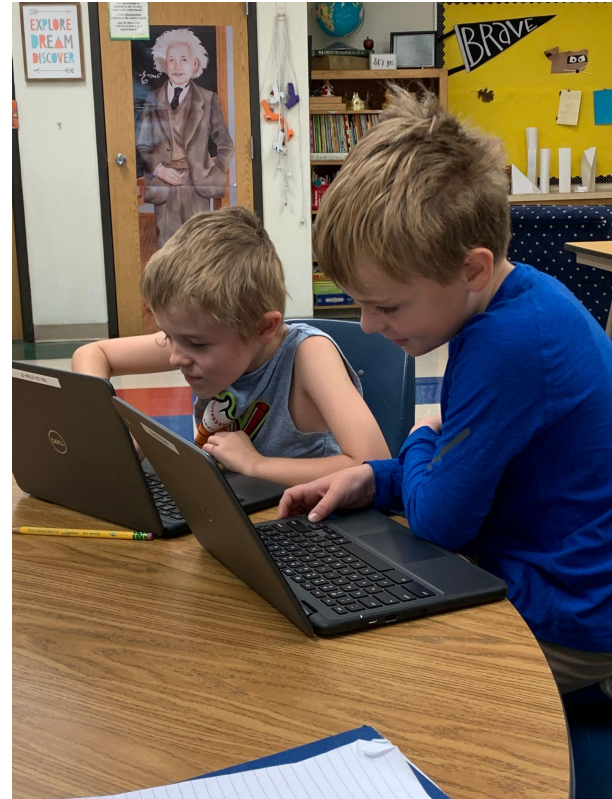
- Provide students with opportunities for inquiry across multiple content areas.
- Tasks are aligned to the Texas Essential Knowledge and Skills (TEKS) for English language arts and reading, mathematics, science, and social studies.
- Provide opportunities to create professional quality work as described by the Texas State Plan for the Education of Gifted/Talented Students.
- GT teachers are collaborating to create our own unique Units of Study
- Tasks allow us to best meet students' interests, abilities, and backgrounds.
- Real World STEM curriculum from <https://jason.org/>





Classroom Teacher Support

- Support classroom teachers in differentiating the instruction to meet the needs of students.
 - Differentiation Ideas
 - Uptime Folder
 - Menu
 - Project-Based Learning
 - Rigor and Relevance planning rubric
- GT units of study support tier one instruction

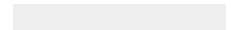


Previous Numbers

School Year	District Enrollment	GT Enrollment	GT %
2021-2022	7212	554	7.68%
2020-2021	6899	470	6.8%
2019-2020	7226	488	6.8%
2018-2019	7366	503	6.8%
2017-2018	7467	533	7.1%

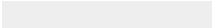
GT- Elementary 2021-2022

Campus	Total Enrollment	GT Population	GT%
Koennecke	546	48	8.79%
Patlan	438	38	8.67%
Rodriguez	479	32	6.68%
Vogel	401	28	6.98%
Weinert	480	54	11.25%
Jefferson	425	20	4.70%
McQueeney	310	16	5.16%



Population Served 2022

	American Indian	Asian	Black	Hispanic	White	Hawaiian /Pacific Islander	Two or more
District Enrollment	0.13%	0.24%	3.94%	70.7%	23.37%	0.08%	1.54%
GT Enrollment	0%	0.38%	3.24%	50.1%	44.95%	0%	1.33%
District Enrollment 2017	0.13%	0.32%	4.59%	70.89%	22.9%	0.09%	1.07%
GT Enrollment 2017	0%	1.87%	3.00%	47.84%	46.5%	0%	0.75%




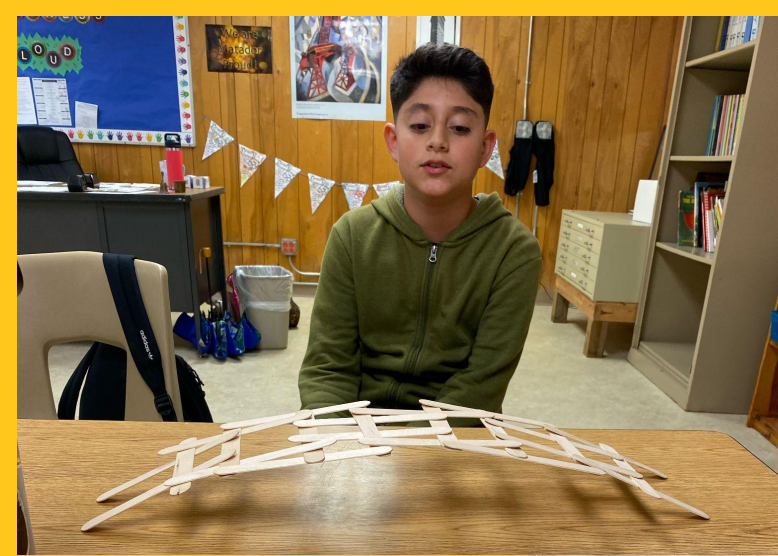


What's New?

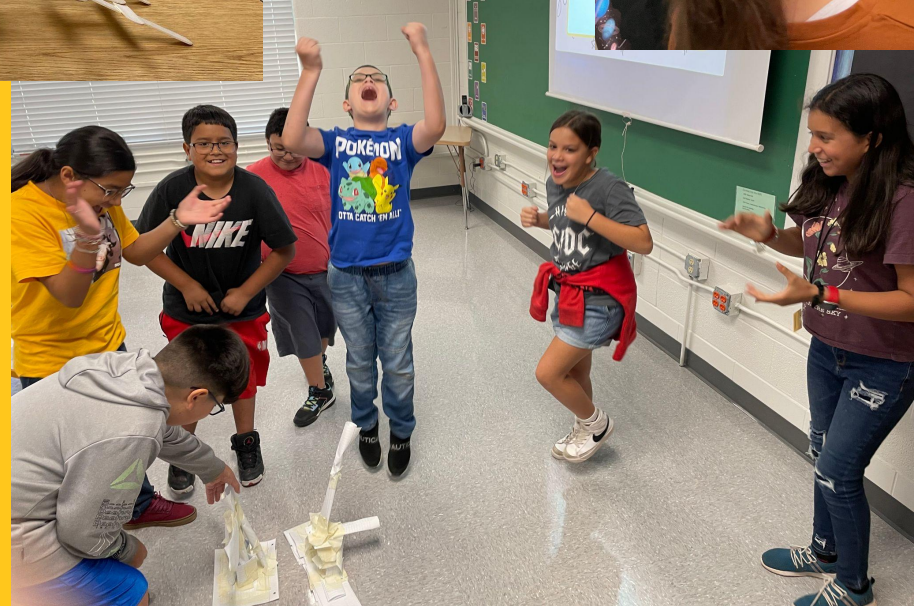
- New GT Teachers!
- New Shared Drive
- GT Website is linked to Seguin ISD's Website as of August 2022
- Monthly PLC meetings for collaboration time

Goal

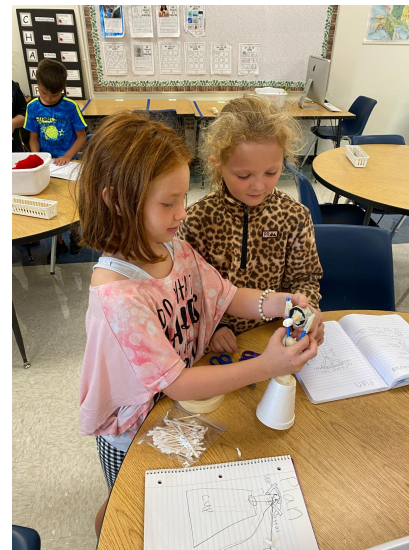
- 
- GT 6 Hour update embedded in back to school PD for all teachers
 - Develop a plan for talent development at the secondary level
 - Rigor, Relevance, Thinking and Questioning, not just “more” work



**Seguin ISD GT
kids in action!**



Curious Creative Thinkers Leaders and Problem-Solvers



Questions?



INFORMATION ITEM: **LiiNK Project Program and Data Update**

RECOMMENDATION: That the Board of Trustees receives an update regarding our ongoing partnership with TCU and The LiiNK Project in Seguin ISD.

RATIONALE: The purpose of this report is to present a 5 year update regarding program implementation, data and assessment related to the LiiNK Project.

REFERENCE and COMPLIANCE: Strategic Priority #1 Improve student learning through improved instructional practice

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: LiiNK Project Update Presentation and Report

RESOURCE PERSONNEL: Pete Silvius, Director of Whole Child Initiatives

Submitted by: Matthew Gutierrez Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614



LiNK Results: Seguin ISD 2022

Dr. Debbie Rhea
Texas Christian University





Play Promotes Self



- **PLAY Leads to changes in the brain at molecular (epigenetic), cellular (neuronal connectivity), and behavioral levels (socioemotional and executive functioning skills)**
- **PLAY Promotes learning, adaptive and/or prosocial behavior**
- **PLAY Supports improvements in executive functioning, language, early math, social development, peer relations, physical development and health, and enhanced sense of action**

ACADEMIC RESULTS

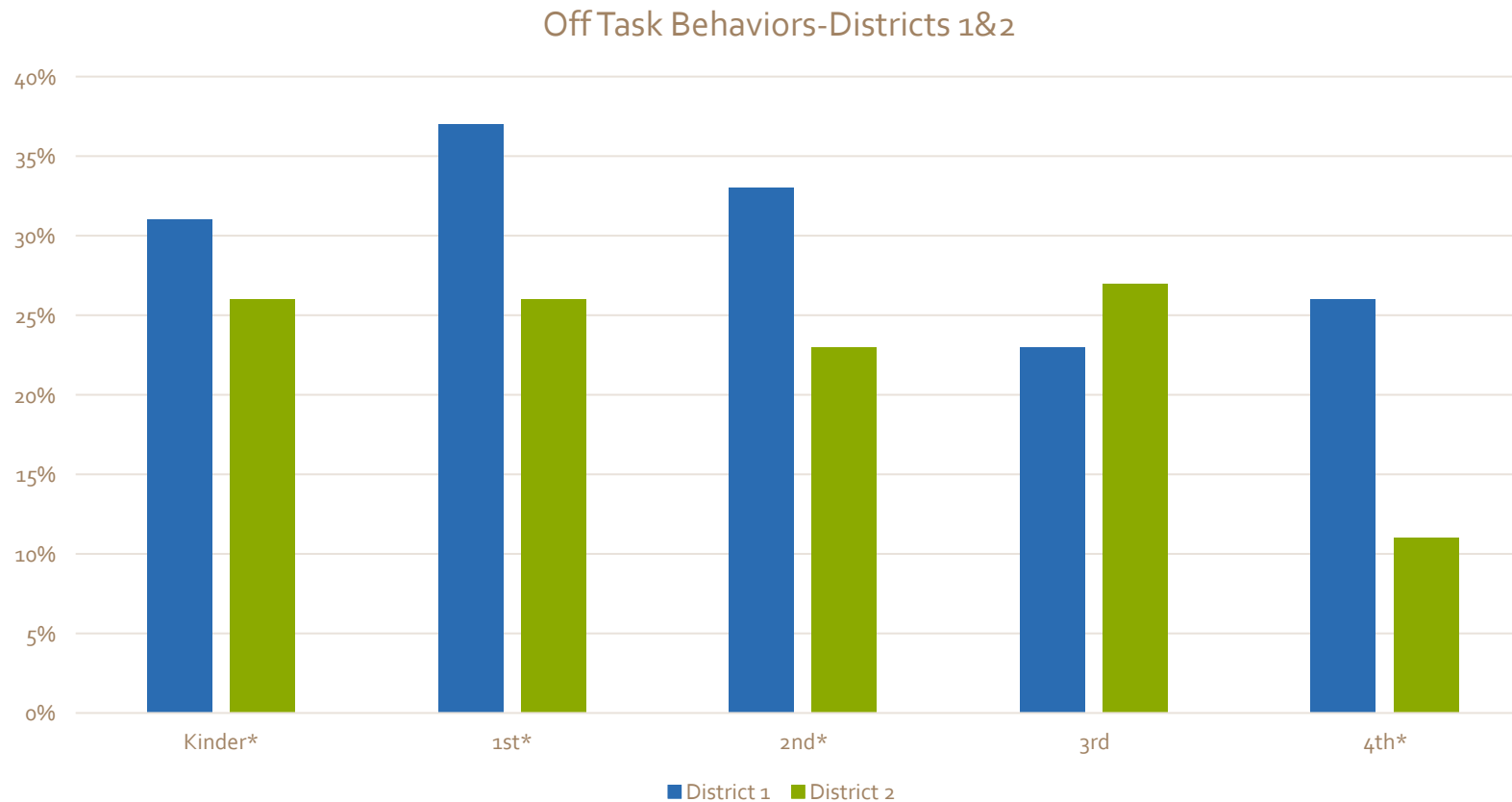
2021-2022

- **3rd Grade (Total = 470)**
 - **46% Met or Mastered in Math**
 - **32.8% Met**
 - **14.7% Mastered**
 - **63% Met or Mastered in Reading**
 - **38.9% Met**
 - **24.5% Mastered**
- **4th Grade (Total = 449)**
 - **55% Met or Mastered in Math**
 - **39% Met**
 - **16.3% Mastered**
 - **69% Met or Mastered in Reading**
 - **46.1% Met**
 - **22.9% Mastered**
- **5th Grade (Total = 411)**
 - **56% Met or Mastered in Math**
 - **40.1% Met**
 - **15.6% Mastered**
 - **72% Met or Mastered in Reading**
 - **45.7% Met**
 - **26% Mastered**
- **Past Data (2020-2021 combined with 2021-2022)**
 - **3rd grade**
 - ~ of students met or mastered reading
 - ~ of students met or mastered math
 - **4th grade**
 - ~ of students met or mastered reading
 - ~ of students met or mastered math
 - **5th Grade**
 - ~of students met or mastered reading
 - ~ of students met or mastered math

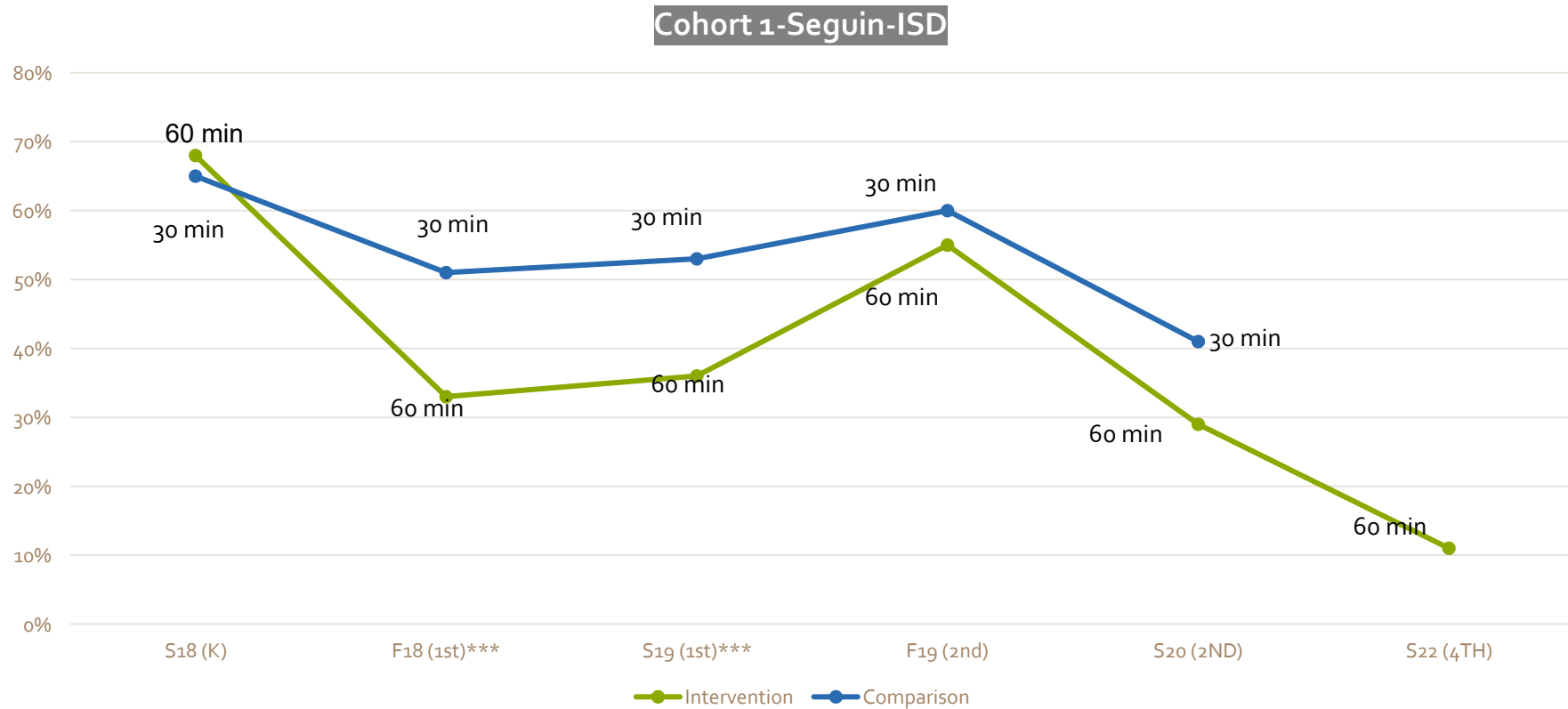
Off-Task Behaviors

District 2 – Seguin; District 1 – Control

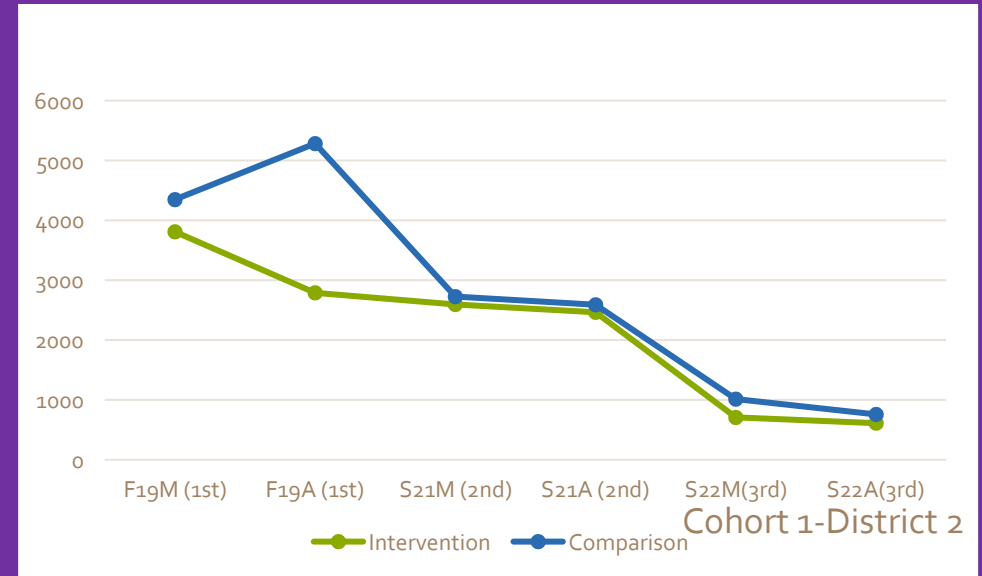
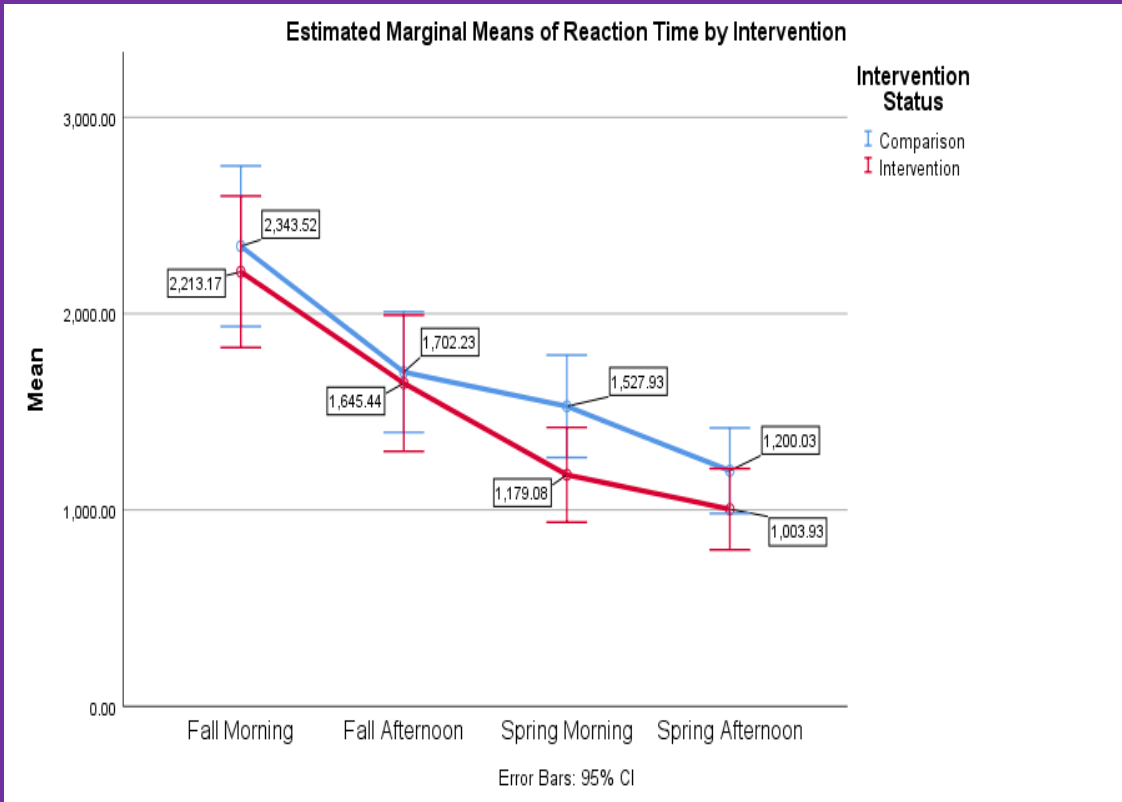
Spring, 2022



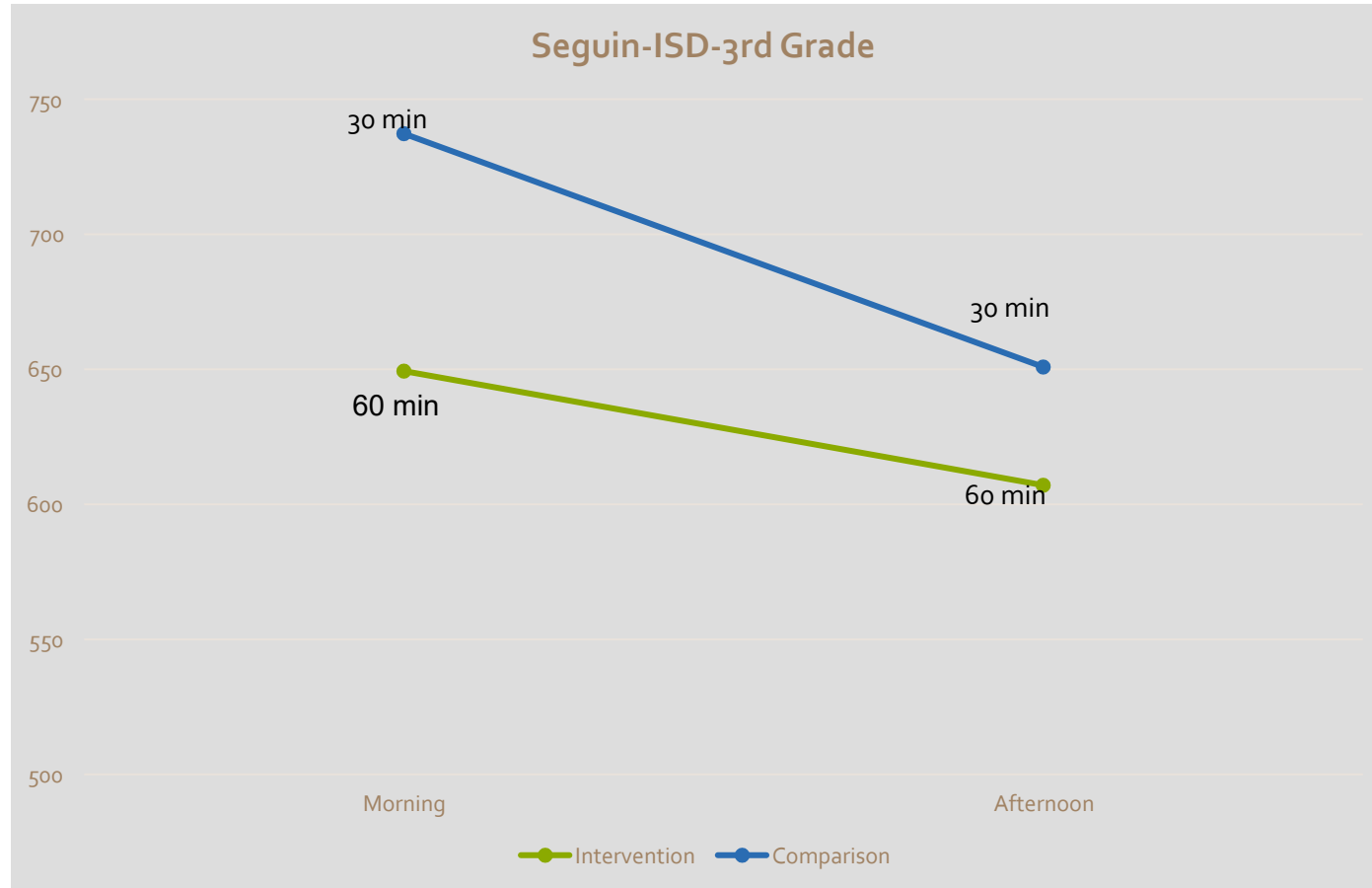
Off-Task Behaviors – Seguin ISD Only 2018-2022



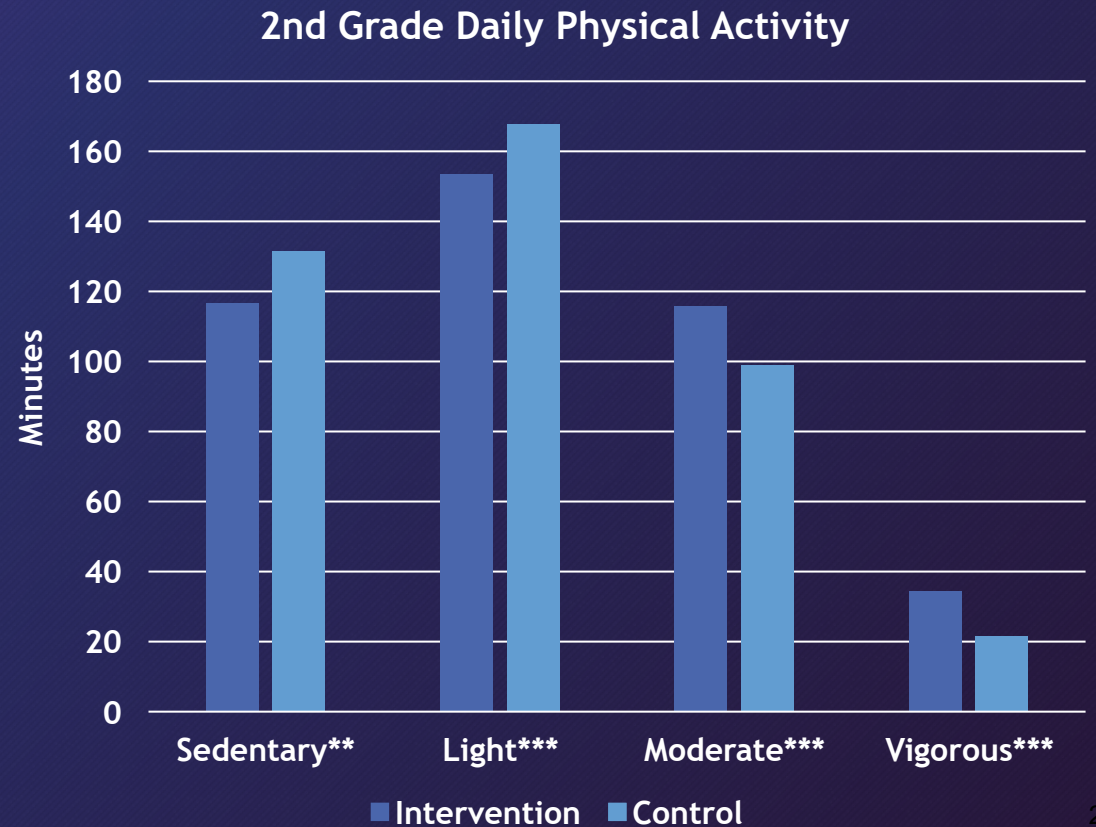
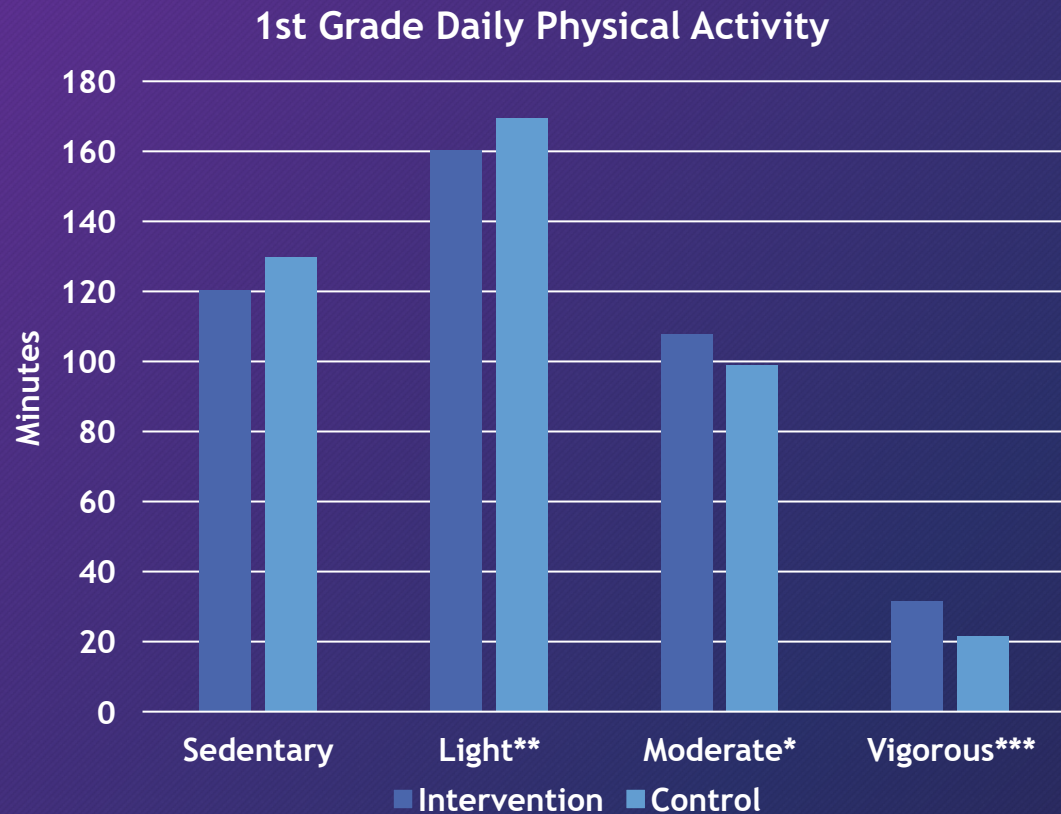
Attentional Focus (Listening Effort)



Attentional Fatigue – Seguin Only



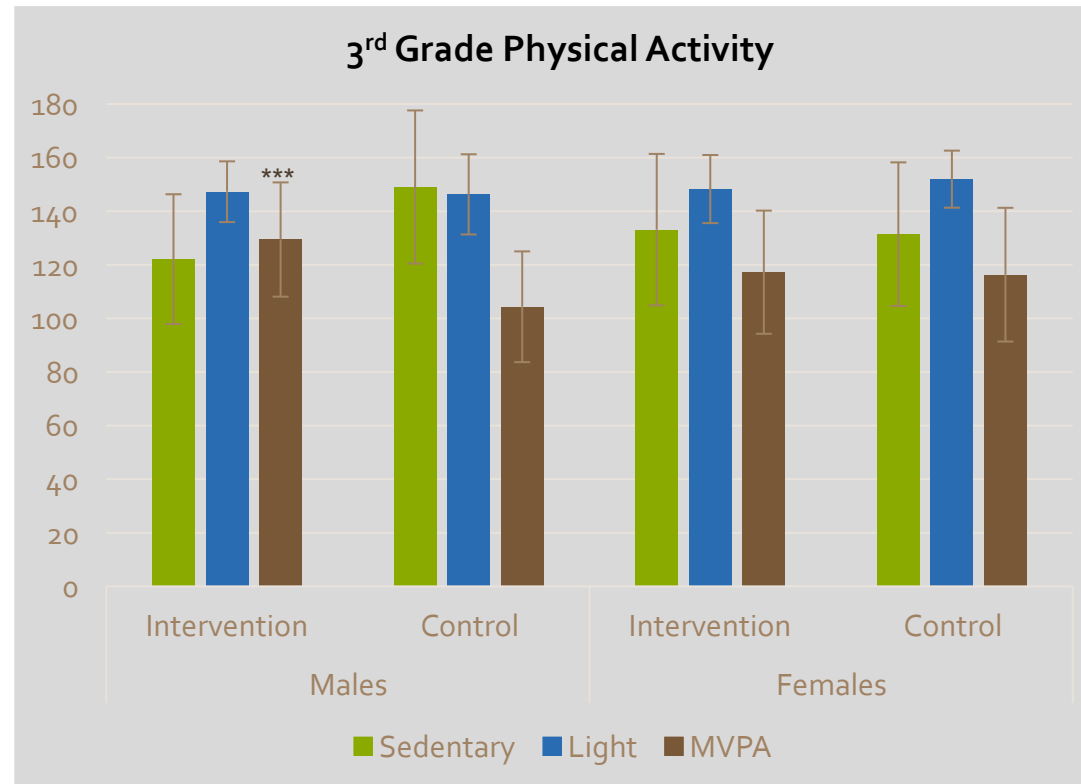
LiNK MVPA Results (Pre-COVID)



*=p<.05 **=p<.01, ***=p<.001

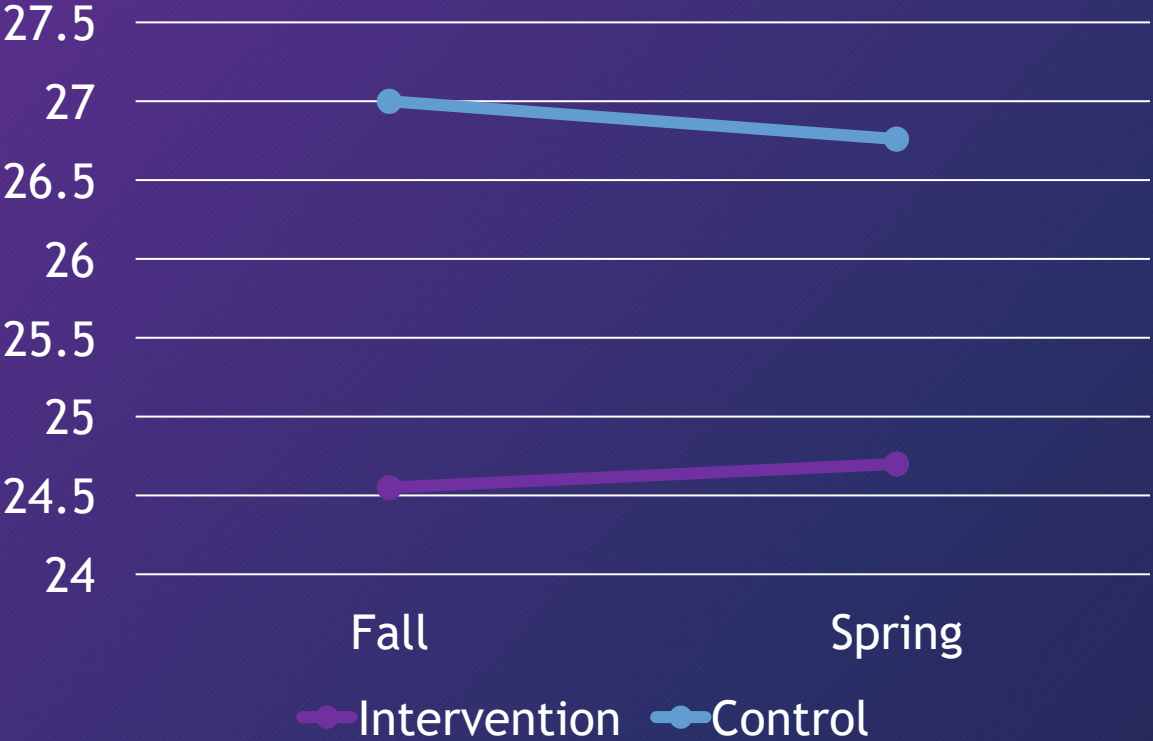
Accelerometers – MVPA

Seguin is intervention group

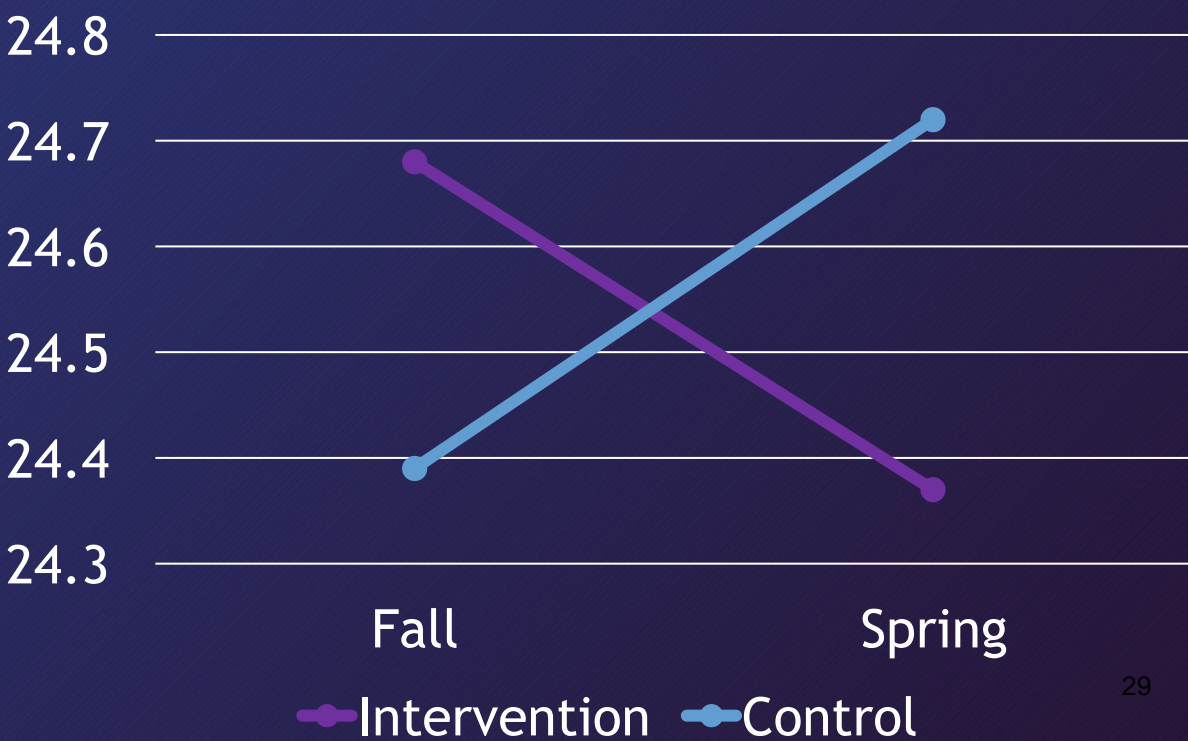


BIA - Body Fat%

3rd Grade-BF%



4th Grade-BF%



Summary

- 3rd grade
 - 60 > 30 in decreasing BF%
 - 60 > 30 in MVPA and steps
- 4th grade
 - 60 > 30 in decreasing BF%
 - 60 > 30 in MVPA and steps
 - School design
 - Recess location
 - PE schedule
 - Activity Choices
- For every 10-minute increase in MVPA
 - Children are 11.9x more likely to be healthy than obese
 - Children are 12.5x more likely to be overweight than obese
- 30 (83 minutes daily) and 60 (129 minutes daily) minute groups are meeting MVPA recommendations in school alone
- Play environment
 - Age and Sex

POSITIVE EMOTIONS – NOT POSITIVE EMOTIONS

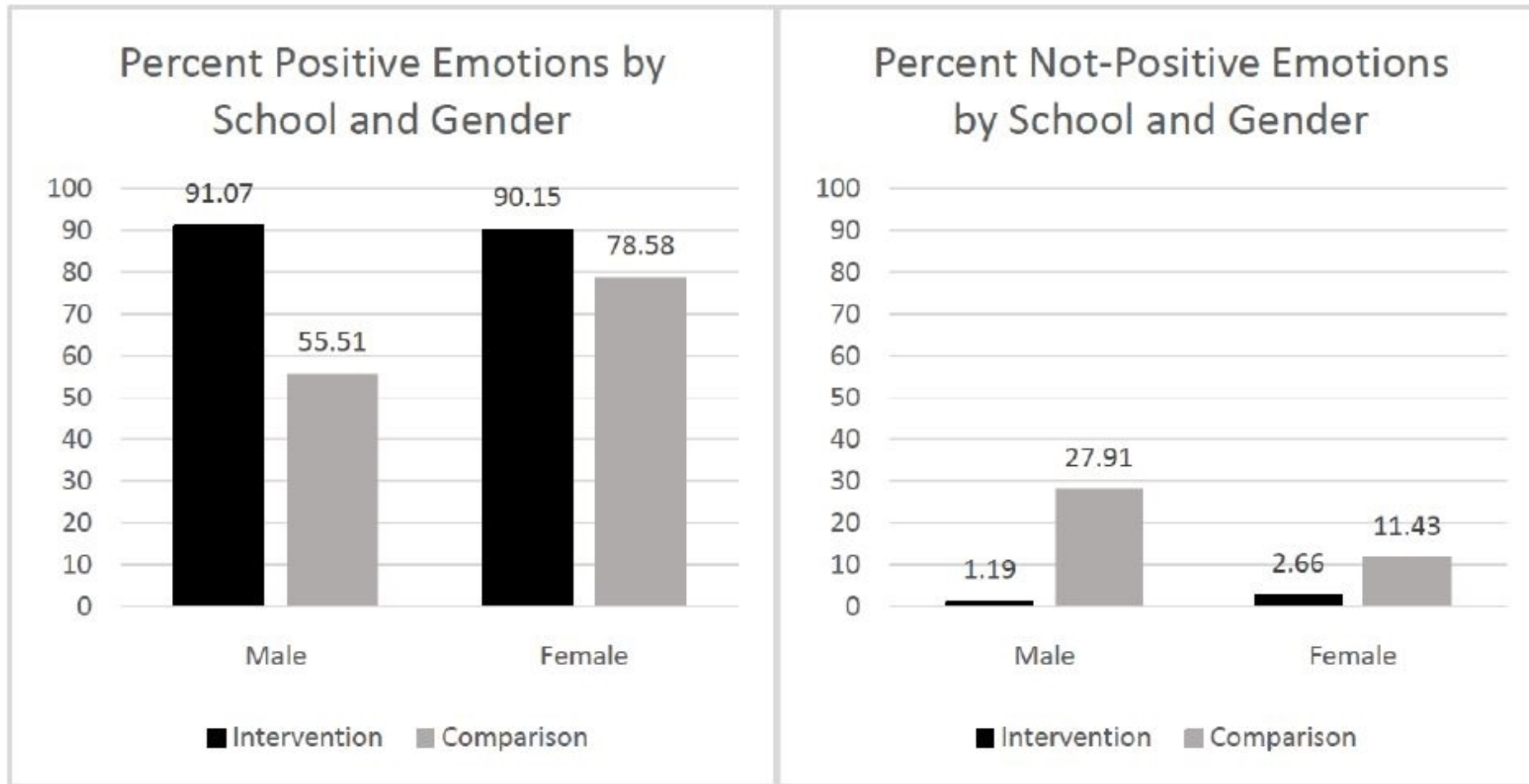
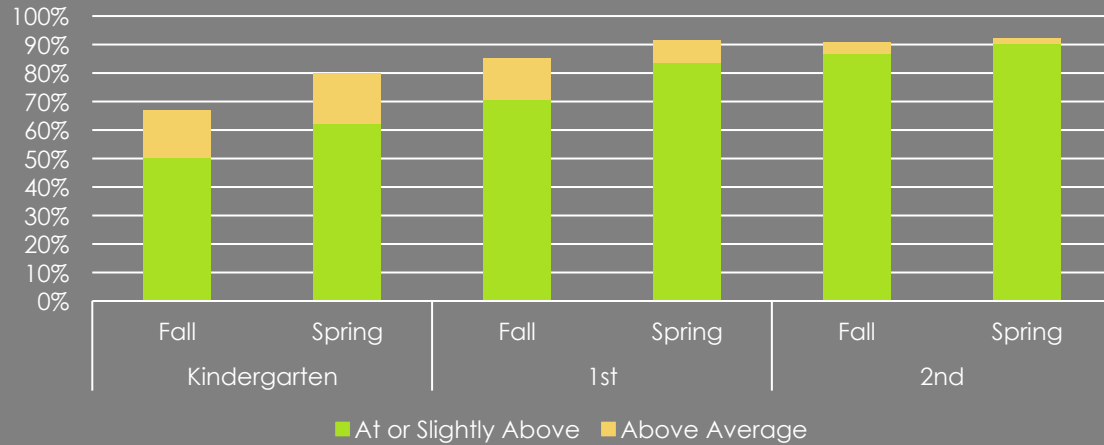


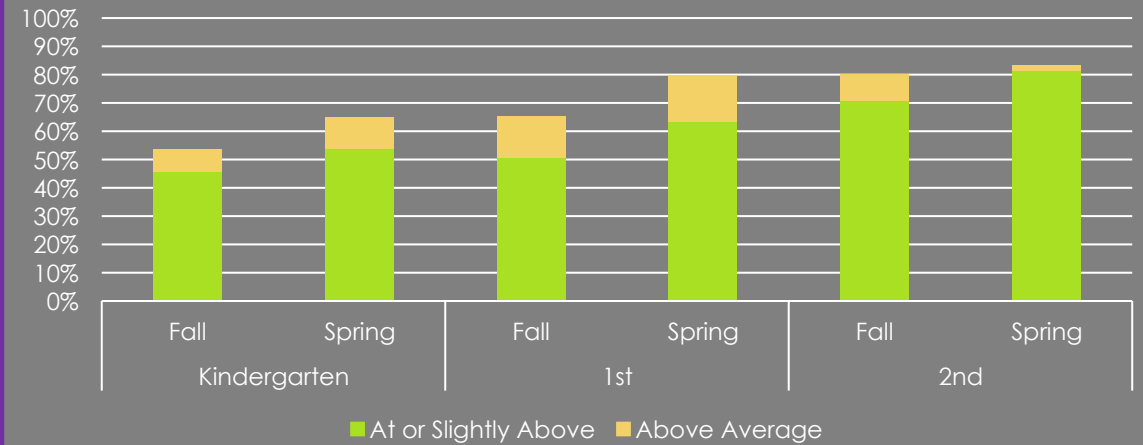
Figure 1: Emotion type by school and gender.

SEL WEB – SOCIAL/EMOTIONAL

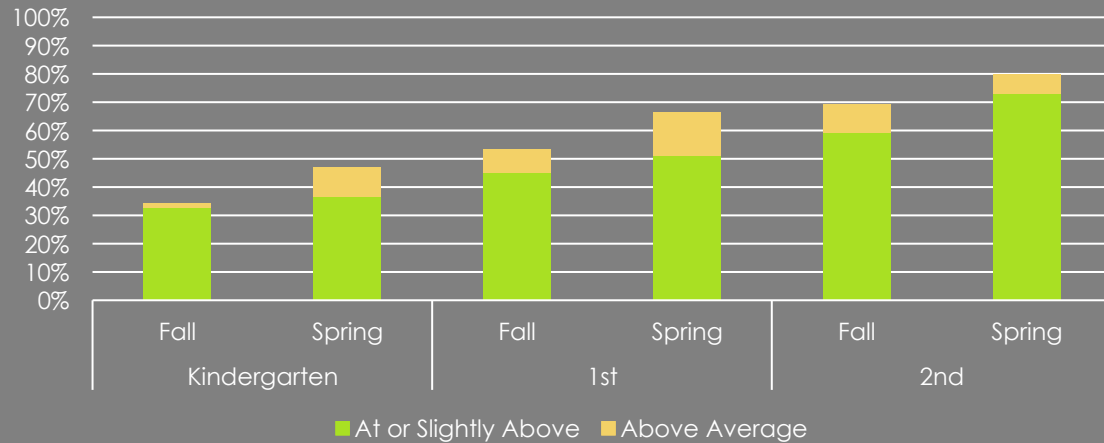
Emotional Recognition



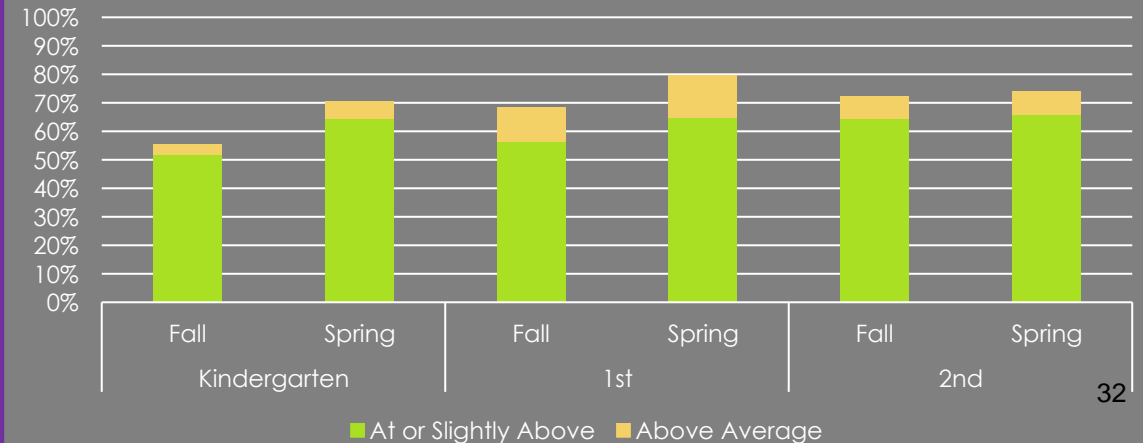
Social Problem Solving



Social Perspective Taking



Self-Control



Stress/Anxiety Cortisol Levels During COVID

Aug-Nov 2021 – Avg 3 months

N=64 (C)

N=66 (I)****

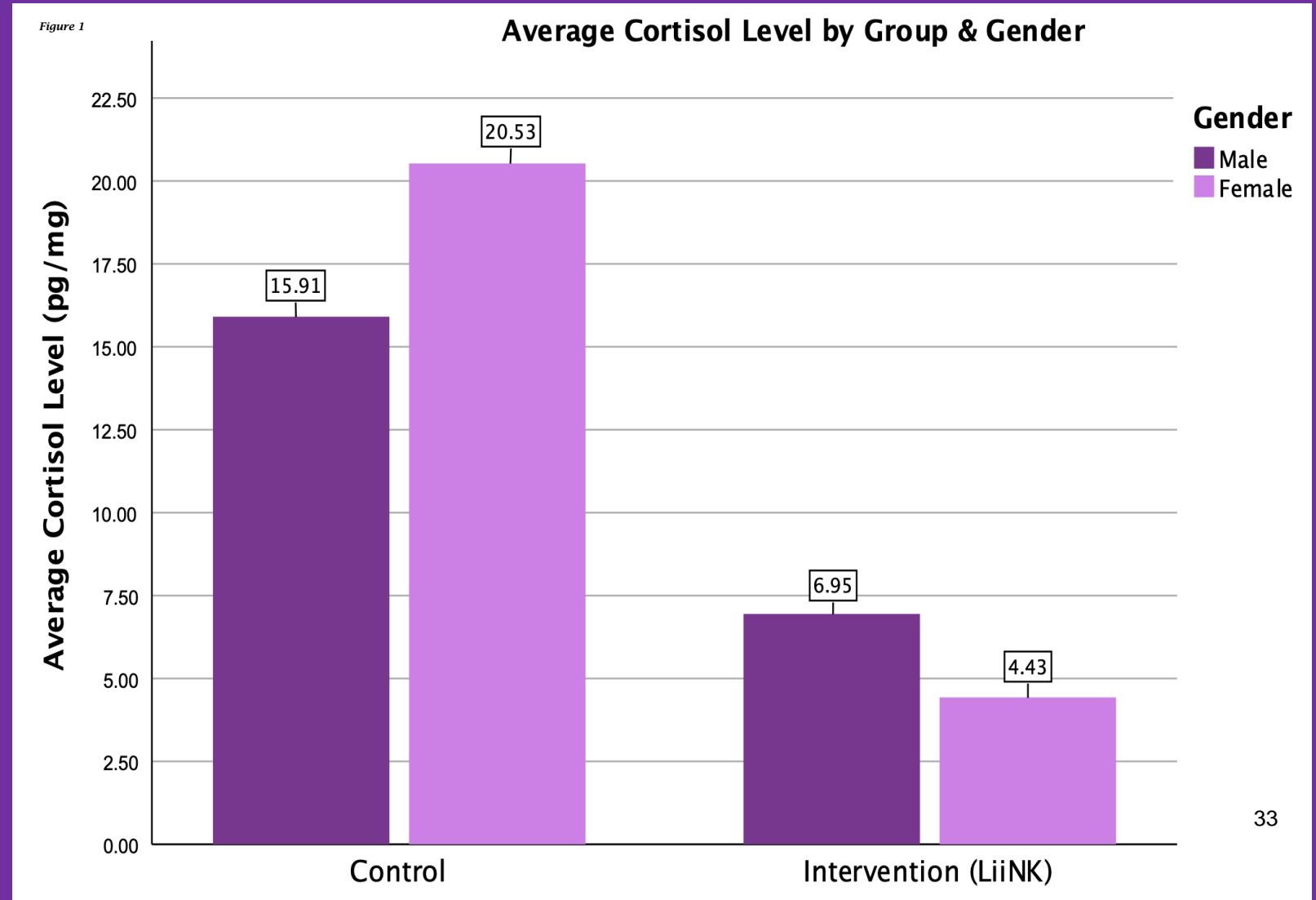
Less stressed

Cortisol Natl Avg :

9 yrs=6.7mg

10yrs=8.5mg

*** p<.0001



Stress/Anxiety Cortisol Levels During COVID

August-November 2021 – avg 3 months

N=64 (C)

M=35

F=29

N=66 (I)

M=31***

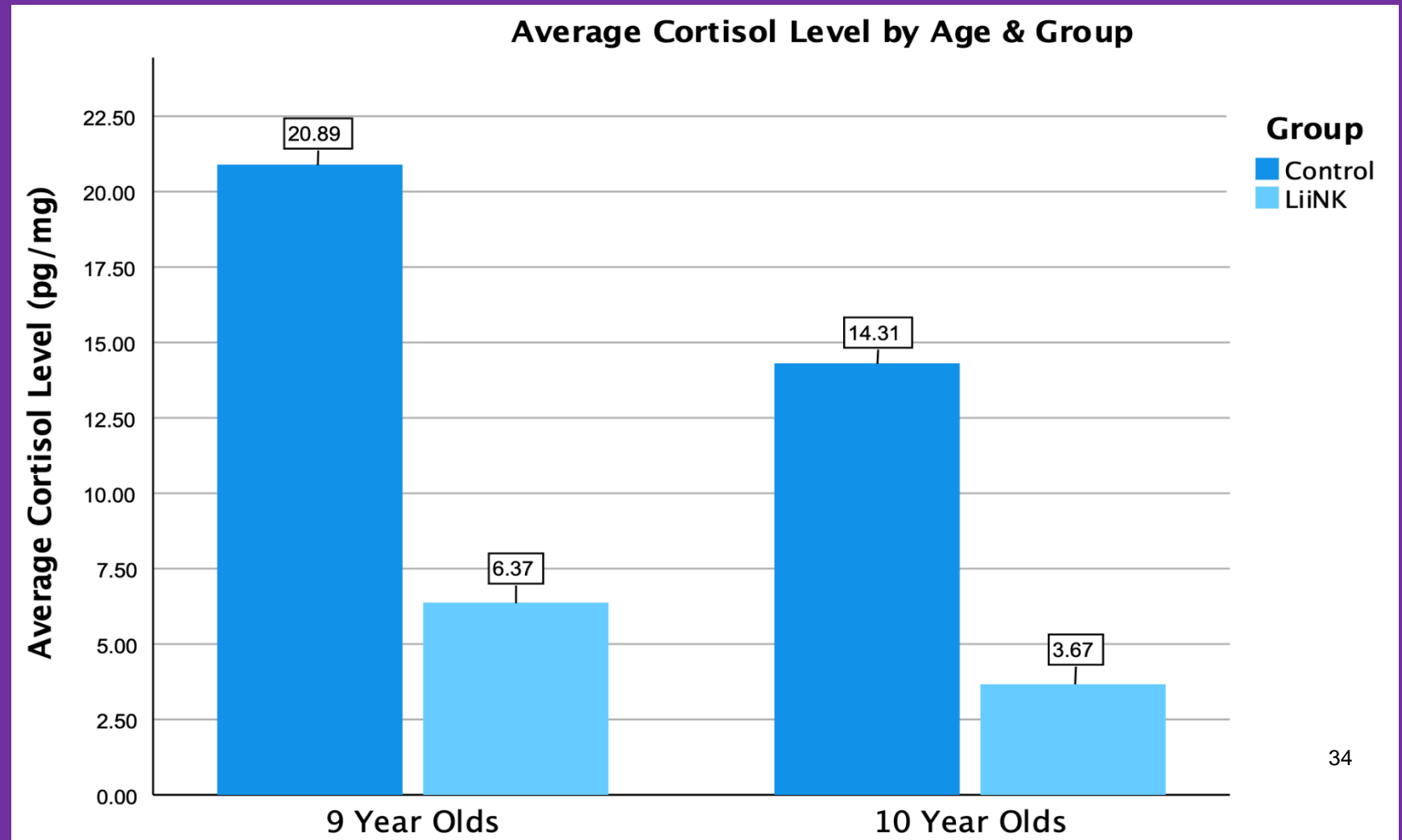
F=35***

Cortisol Natl Avg

9 yrs=6.7mg

10yrs=8.5mg

***p<.0001



KTK: Assessing Postural Balance and Motor Competence



Balance Beam

Single Leg Hop

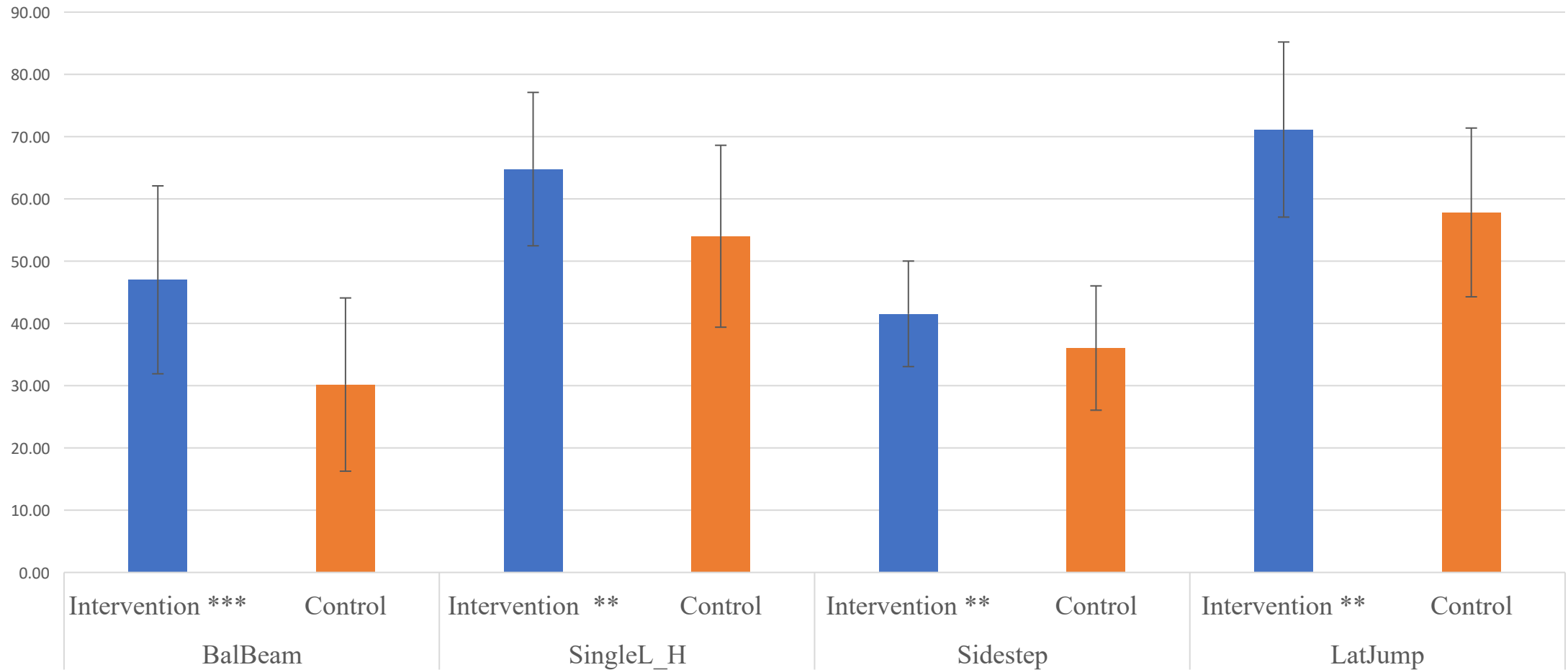


Lateral Jump

Sideways Step

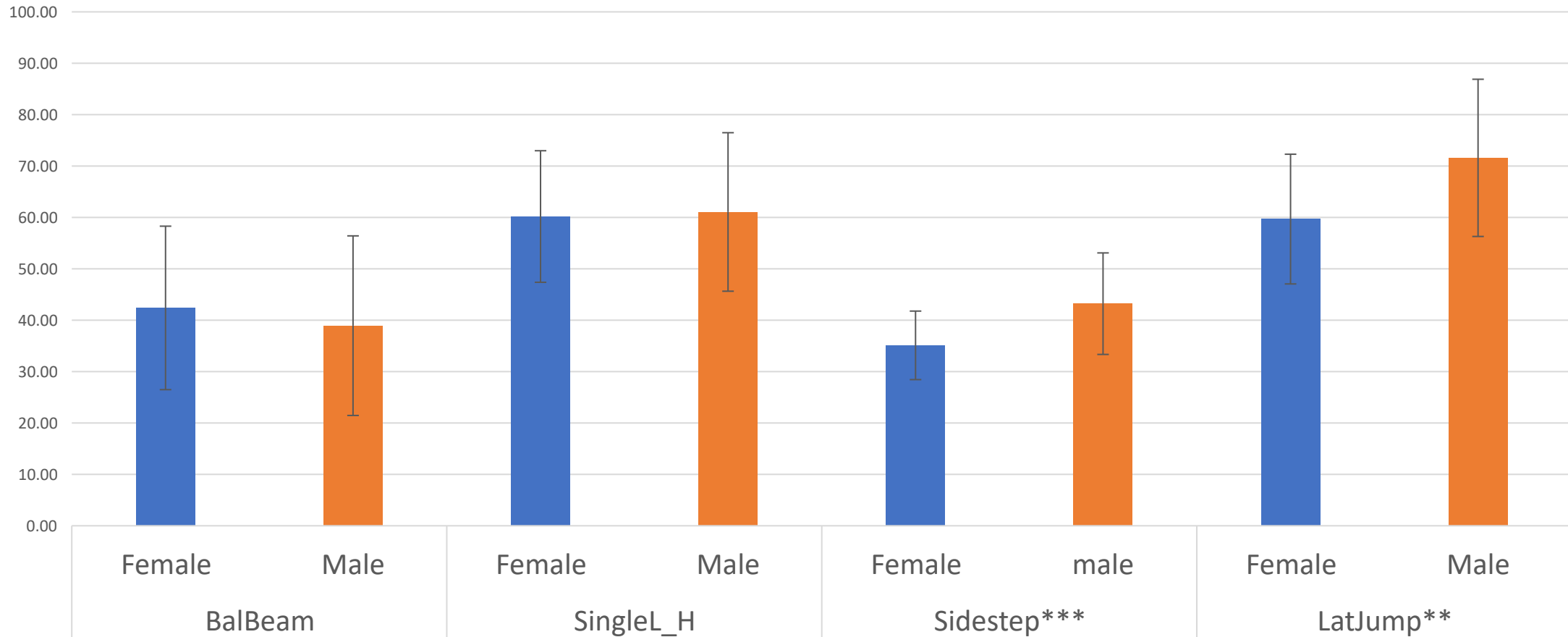


Intervention (Seguin) vs. Control



***= $p < .001$, **= $p < .01$

Seguin Sex Differences 9 & 10 yr olds



***= $p < .001$, **= $p < .01$

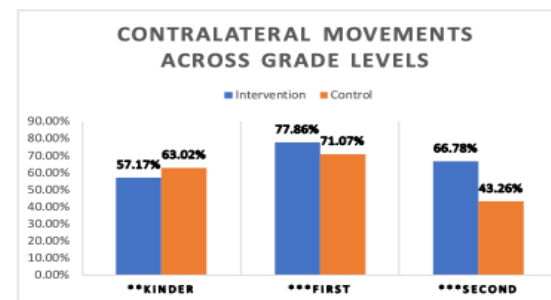
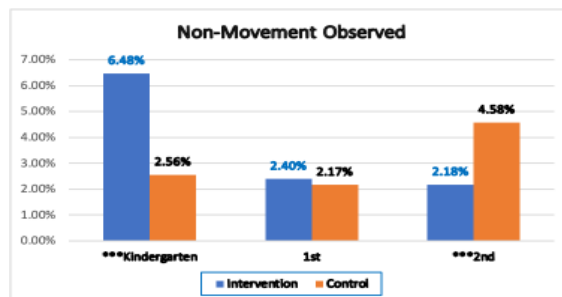
Observations of limb movements during recess (K-2)

Combined grades – Intervention (Seguin) vs Control (Seguin)

- Unilateral, bilateral, contralateral moves – 97%
- Contralateral moves – 68% vs 61%

Comparisons of groups by grade

- Intervention Kinders moved the least; 1st & 2nd moved the most
- Intervention 1st & 2nd used contralateral the most



Texas FitnessGram Comparison State 2018-2019 year to Seguin 2020-2021

FitnessGram HFZ Attainment Comparison with Texas Elementary School Students 2018-2019

	Texas HFZ %	Intervention HFZ %	Control HFZ %
Cardiovascular Endurance	58%	53%**	34%
Muscular Strength	69%	85%	82%
Muscular Endurance	76%	73.5%	77%
Flexibility	71%	71%**	62%
Body Composition	55%	35%	37.5%



INFORMATION ITEM:

Seguin ISD 2022-2023 Annual Staffing Report

RECOMMENDATION:

That the Board review the Annual Staffing Report for 2022-2023.

RATIONALE:

The purpose of this report is to present to the Board the annual staffing breakdown for this school year. This report is required as stated in Board Policy DAA (Regulation) Annual Staffing Report. These staffing reports indicate workforce changes for each campus and/or department through December of 2022.

REFERENCE and COMPLIANCE:

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

BUDGET IMPACT/ INFORMATION:

None

PAPERWORK IMPACT:

None

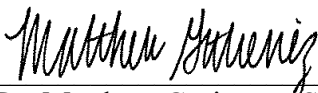
EXHIBITS:

Seguin ISD Annual Staffing Report

RESOURCE PERSONNEL:

Cynthia J. Moreno, Chief Human Resources Officer

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


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

Date Submitted: 12/13/22

2022-2023
Annual Staffing
Report
DAA (Local)

Seguin ISD Vision Statement

Exceptional Students to Exceptional Citizens

Seguin ISD Mission Statement

To cultivate, inspire and empower students to grow and learn

Seguin ISD Belief Statements

Students grow academically, emotionally and socially when creative and imaginative educators ignite their passions

The learning experience should be engaging, relevant and collaborative to meet the needs of all.

Parent, community and industry partners are essential for student success.

Teachers foster student curiosity and initiative through meaningful and relevant learning experiences.

Relationships that nurture student growth and development are keys to success.

Seguin ISD Strategic Priority #3

Create the conditions in Seguin ISD to recruit, retain and engage employees.

Summary Report

This report will list 2020-2022 (3 years) professional, paraprofessional, and auxiliary statistics. Below is an outline of the reports that will be found in your packet.

Section I- District Summary:

- Snapshot of all SISD employees by ethnicity in terms of percentages;
- Total number of professional employees by ethnicity in terms of percentages;
- Total number of paraprofessional employees by ethnicity in terms of percentages;
- Total number of auxiliary employees by ethnicity in terms of percentages.

Section II- Department Summary:

- Business Services & Food Service
- Learning & Leadership Services and Matador Special Services
- Human Resources
- Maintenance and Transportation
- Student Services
- Superintendent's Office
- Technology

Section III- Campus Summary

- Ball Early Childhood Center
- Briesemeister Middle School
- Barnes Middle School
- Burges Alternative School at Saegert
- Jefferson Elementary School
- Juvenile Detention Center
- Koennecke Elementary School
- Mercer Blumberg Learning Center at Saegert
- McQueeney Elementary School
- Patlan Elementary School
- Rodriguez Elementary School
- Vogel Elementary School
- Weinert Elementary School
- Seguin High School

Section IV- Summary Breakdown of Minority Hires:

- Total African American and Hispanic professional positions & percentages by campus since 2020
- Total African American and Hispanic paraprofessional positions & percentages by campus since 2020

Action Plan:

Training: In review of the annual staffing report, the focus will remain on the recruitment efforts of minority teachers and staff. Part of the district plan will be to emphasize diversity awareness to the district administration prior to each recruitment season. It is our goal to ensure that each campus administrator understands the meaning of diversity and how this can positively impact organizations, such as Seguin ISD. In addition, department supervisors will receive a comprehensive staffing report for review. Information will be broken down similarly by, ethnicity and gender.

Recruitment: District recruitment efforts will include attending area job fairs, as well as beyond our region to recruit. South Texas University job fairs will be an area of focus, as our need for bilingual teachers continues to be a challenge. Although, recruitment efforts continue to focus on increasing minority hires, campus/district administrators are committed to hire the **most** qualified candidate.

Seguin ISD will remain committed to excellence in the recruitment and retention efforts of teachers and staff.

Section I: DISTRICT SUMMARY

SEGUIN ISD EMPLOYEE BREAKDOWN AT GLANCE

Professional & Technical Classifications							
DECEMBER 01, 2022 PROFESSIONAL STATISTICS	Black	Hispanic	White	Other	Male	Female	TOTAL
Total Professional Staff:	27	244	417	3	163	527	690
Total Professional Staff as a Percentage:	4%	35%	60%	0%	24%	76%	100%
Paraprofessional: Clerical & Technical Classifications							
DECEMBER 01, 2022 PROFESSIONAL STATISTICS	Black	Hispanic	White	Other	Male	Female	TOTAL
Total Paraprofessional Staff:	9	124.5	86.5	0	23.5	196.5	220
Total Paraprofessional Staff as a Percentage:	4%	57%	39%	0%	11%	89%	100%
Auxiliary: Manual Trades Classifications							
DECEMBER 01, 2022 PROFESSIONAL STATISTICS	Black	Hispanic	White	Other	Male	Female	TOTAL
Total Auxiliary Staff:	15	138	84	3	80	160	240
Total Auxiliary Staff as a Percentage:	6%	58%	35%	1%	33%	67%	100%
District-Wide							
TOTAL ETHNICITY BREAKDOWN:	Black	Hispanic	White	Other	Male	Female	TOTAL
Total Staff:	51	506.5	587.5	6	266.5	883.5	1150
Total Staff as a Percentage:	4%	44%	51%	1%	23%	77%	100%

PROFESSIONAL

Professional & Technical Classifications	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Superintendent		1			1		1
Administrator- Network	1				1		1
Analyst-Education Data			1			1	1
Asst. Director of Secondary/ELAR			1			1	1
Audiologist		1				1	1
Chief Financial Officer			1		1		1
Chief Human Resources Officer		1				1	1
Chief Innovation Officer		1			1		1
Chief Student Services Officer	1					1	1
Chief Technology Officer		1			1		1
Coach- Dual Language		1				1	1
Coordinator- ACE (Campus)	1	5	2		4	4	8
Coordinator- ACE Senior	1	1			1	1	2
Coordinator- Behavior			1			1	1
Coordinator- Budgeting/General Ledger			1			1	1
Coordinator- Data Analysis			1			1	1
Coordinator- District Science		1				1	1
Coordinator- Elementary Education		1				1	1
Coordinator- Maintenance		1			1		1
Coordinator- Math			1			1	1
Coordinator- Multilingual			1			1	1

Coordinator- PEIMS		1				1	1
Coordinator- Purchasing/Risk Management			1			1	1
Coordinator- RLA			1			1	1
Coordinator- Secondary SPED			1			1	1
Coordinator- Special Education			1			1	1
Coordinator- Special Programs			1			1	1
Coordinator- Student Transportation			1			1	1
Coordinator- Girls' Athletics			1			1	1
Counselor- Lead		1				1	1
Counselor- Campus	1	7	10		3	15	18
Counselor- SPED		1			1		1
Dean- Academic (Campus)		6	3		0	9	9
Deputy Chief- Innovation and Learning		1				1	1
Deputy Chief of Communications			1		1		1
Deputy Chief of Human Resources		1				1	1
Device Specialist		1			1		1
Diagnostician- Education		1	3			4	4
Director- ACE	1					1	1
Director- Athletics			1		1		1
Director- Child Nutrition		1			1		1
Director- Community Outreach			1			1	1
Director CTE			1		1		1
Director- Federal/State Accountability			1			1	1
Director- Fine Arts (Band Director)		1			1		1
Director- Integrated Support Services			1		1		1
Director- Nurses			1			1	1
Director School Climate Transformation	1					1	1
Director- School Leadership		1				1	1
Director- Secondary LAR			1			1	1
Director- Special Education			1			1	1
Director- Whole Child Initiatives			1		1		1
Facilitator- Special Education District ARD		1	2			3	3
High Mobility Population Specialist		1				1	1
Librarian		1	9			10	10
LSSP		2	4		1	5	6
Mental Health Coordinator		1				1	1
Mental Health Counselor		1				1	1
Mental Health Specialist		1			1		1
Nurse- (RN)		2	5			7	7
Occupational Therapist			2			2	2
Physical Therapist			1			1	1

Prevention Coordinator			1			1	1
Principal		5	8		5	8	13
Principal- Assistant/Associate	2	7	12		8	13	21
Social Worker		2				2	2
Specialist- Math			1			1	1
Specialist- Behavior	1		2		1	2	3
Specialist- Digital Learning		1			1		1
Specialist- District Technologist/WebMaster			1		1		1
Specialist- District/PEIMS		1			1		1
Specialist- Elementary Education		1				1	1
Specialist- Essential Academics			1			1	1
Specialist- Family Engagement (ACE)		1				1	1
Specialist- General Ledger		1				1	1
Specialist- Innovation			1			1	1
Specialist- Market/Media Support	1					1	1
Specialist- Middle School Math			1		1		1
Specialist- Network			1		1		1
Specialist- Network Assistant		1			1		1
Specialist- New Teacher Support	1					1	1
Specialist- SPED Language Learner		1			1		1
Specialist-Textbook and Business Apps		1				1	1
Speech Therapist			3			3	3
Speech Therapist Assistant		4	4		2	6	8
Student Support Case Manager	1	1			2		2
Student Support Coordinator		1				1	1
Student Support Officer		1				1	1
Student Support Safety Coordinator		1			1		1
Supervisor- Food Service Field		1				1	1
Supervisor- SPED Program			1			1	1
Teacher- Classroom	12	163	304	3	111	371	482
Teacher- Mobility/Orientation			1			1	1
Teacher- Special Education Adaptive PE			1			1	1
Teacher- Special Education Homebound			1			1	1
Therapist- Occupational Assistant			1			1	1
Therapist- Physical			1			1	1
Therapist- Speech/Assistant	2	2	4		2	6	8
Transition Specialist		1				1	1
TOTAL Professional Staff :	27	244	417	3	163	527	690
TOTAL Professional Staff as a Percentage:	4%	35%	60%	0.43%	24%	76%	100%

LONGITUDINAL

2022 Professional Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	27	246	417	3	163	526	689
TOTAL Staff as a Percentage:	4%	36%	61%	0.44%	24%	76%	100%
2021 Professional Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	29	239	392	4	168	496	664
TOTAL Staff as a Percentage:	5%	33%	61%	0.01%	27%	73%	100%
2020 Professional Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	25	214	380	4	165	457	623
TOTAL Staff as a Percentage:	4%	34%	61%	1%	27%	73%	100%

PARAPROFESSIONAL

Paraprofessional & Technical Classifications	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Aide- Classroom	3	66	53		14	108	122
Aide- Hall Monitor	2	6	2		3	7	10
Aide- Nurse (SHS)			1			1	1
Assistant- Field Supervisor			1			1	1
Assistant- Production Coordinator		1				1	1
Assistant- Purchasing Coordinator			1			1	1
Clerk- SPED Department			1			1	1
Clerk- Athletic Ticket (PT)			0.5			0.5	0.5
Clerk - Attendance (all campuses)	1	7	3			11	11
Clerk- CCMR		1				1	1
Clerk- Financial (SHS)			1			1	1
Clerk- SPED (SHS)	1					1	1
Clerk- Appraisal		1				1	1
Clerk- District LPAC		2				2	2
Clerk- PEIMS/Records			1			1	1
Controller- Data (SHS)			1			1	1
Coordinator- Campus Attendance (SHS)			1			1	1
Clerk- Maintenance		1				1	1
High Mobile Population Specialist		1				1	1
Instructor- Colorguard			1			1	1
Manager- Tech Lab (campuses)		6	2			8	8
Nurse- LVN		3	1			4	4
Officer- Certification/Staffing		1				1	1
Parent Liasion		0.5			0.5		0.5
Receptionist- Secondary Campuses		1	2			3	3
Receptionist- Central Office		1				1	1
Receptionist/Asst. Program Specialist		1				1	1
Route Specialist	1					1	1
Secretary- Campus		8	4		1	11	12
Secretary- Chief Financial Officer		1				1	1

Secretary- Chief Human Resources Officer		1				1	1
Secretary- Chief Innovation Officer			1			1	1
Secretary- Chief Technology	1					1	1
Secretary- Director of ACE		1				1	1
Secretary- Director of State/Federal Accountability		1				1	1
Secretary- Food Service/Program Specialist		1				1	1
Secretary- LLI Department		1				1	1
Secretary- Maintenance Dispatcher		1				1	1
Secretary- Operations Support			1			1	1
Secretary- Program Director of SpEd			1			1	1
Secretary- Student Services Officer		1				1	1
Secretary- Superintendent		1				1	1
Secretary to Director School Climate		1				1	1
Specialist- Accounts Payable			1			1	1
Specialist- Accounts Payable Assistant		1				1	1
Specialist- Employee Benefits		1				1	1
Specialist- Leaves & Absences		1				1	1
Specialist- Payroll			1			1	1
Specialist- Safety Coord/Transp. Training			1			1	1
Specialist- Special Ed Behavior			1			1	1
Specialist-Middle School Math			1		1		1
Student Support Specialist		1				1	1
Technician- Software/Hardware		2	1		3		3
Technology Assistant		1			1		1
Transportation- Dispatch			1			1	1
TOTAL Paraprofessional Staff:	9	124.5	86.5	0	23.5	196.5	220

Longitudinal

2022 Paraprofessional Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	9	124.5	86.5	0	23.5	196.5	220
TOTAL Staff as a Percentage:	4%	57%	39%	0%	11%	89%	100%
2021 Paraprofessional Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	13	103.5	62.5	1	20	160	180
TOTAL Staff as a Percentage:	7%	56%	35%	0.50%	11%	89%	100%
2020 Paraprofessional Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	13	103.5	62.5	1	20	160	180
TOTAL Staff as a Percentage:	7%	56%	35%	0.50%	11%	89%	100%

AUXILIARY

Auxiliary: Manual Trades Classifications	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Assistant- Food Services	2	19	5	0	0	26	26
Assistant- Food Service Production Coordinator	0	1	0	0	0	1	1
Assistant-Field Supervisor	0	0	1	0	0	1	1
Cashier	0	13	2	0	0	15	15
Driver- Food Service	0	0	2	0	2	0	2
Manager- Food Service	0	8	4	0	0	12	12
Manager- Food Service Assistant	0	0	8	0	0	8	8
Temp- Crossing Guard	0	1	3	0	0	4	4
Temp- Lunchroom Monitor	1	8	3	0	2	10	12
Maintenance:							
Carpenter		2	2		4		4
Custodian- Campuses	1	42	7	1	23	28	51
Custodian- Central Officer & Floater		2	1		1	2	3
Custodian- Lead		1			1		1
Electrician		2			2		2
Grounds & Lead		4	6		10		10
HVAC		1	1		2		2
Mechanic- Maintenance		1	1		2		2
Plumber			1		1		1
Warehouse- Worker		1			1		1
Student Transportation:							
Mechanic- ASC			1		1		1
Mechanic- Technician III		1		1	2		2
Mechanic- Technician IV			1		1		1
Bus Driver (including drivers in training)	7	20	29	1	20	37	57
Bus Assistant/Cov Bus Asst.	4	10	2		2	14	16
Cover Driver		1	4		3	2	5
TOTAL Auxiliary Staff:	15	138	84	3	80	160	240
	6%	58%	35%	1%	33%	67%	100%

LONGITUDINAL

2022 Auxiliary Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	15	138	84	3	80	160	240
TOTAL Staff as a Percentage:	6%	58%	35%	1%	33%	67%	100%
2021 Auxiliary Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	15	138	84	3	76	164	240
TOTAL Staff as a Percentage:	6%	58%	35%	1%	32%	68%	100%
2020 Auxiliary Statistics	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	21	135	90	3	88	161	249
TOTAL Staff as a Percentage:	8%	54%	36%	1%	35%	65%	100%

Section II:

DEPARTMENT AND CAMPUS SUMMARIES

BUSINESS DEPARTMENT

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Chief Financial Officer			1		1		1
Coordinator- Purchasing/Risk Management			1			1	1
Coordinator- Budgeting/General Ledger			1			1	1
Director- Child Nutrition		1			1		1
Specialist- General Ledger		1				1	1
Specialist-Textbook and Business Apps		1				1	1
Supervisor- Food Service Field		1				1	1
Paraprofessional: Clerical & Technical Classifications							
Assistant- Field Supervisor			1			1	1
Assistant- Purchasing Coordinator			1			1	1
Assistant- Production Coordinator		1				1	1
Secretary- Food Service/Program Specialist		1				1	1
Receptionist/Asst. Program Specialist		1				1	1
Secretary- Chief Financial Officer		1				1	1
Specialist- Accounts Payable			1			1	1
Specialist- Accounts Payable Assistant		1				1	1
Specialist- Employee Benefits		1				1	1
Specialist- Payroll			1			1	1
TOTAL STAFF:	0	10	7	0	2	15	17
TOTAL STAFF PERCENTAGE:	0	59%	41%	0%	12%	88%	100%

LONGITUDINAL

2022 Business Svcs + Food Svcs Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	10	7	0	2	15	17
TOTAL Staff as a Percentage:	0	59%	41%	0	12%	88%	100%
2021 Business Svcs + Food Svcs Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	10	7	0	2	15	17
TOTAL Staff as a Percentage:	0	59%	41%	0	12%	88%	100%
2020 Business Svcs + Food Svcs Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	8	5	0	2	11	13
TOTAL Staff as a Percentage:	0	62%	38%	0%	15%	85%	100%

LEARNING AND INNOVATION

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Analyst-Education Data			1			1	1
Audiologist		1				1	1
Asst. Director of Secondary/ELAR			1			1	1
Chief Innovation Officer		1			1		1
Coach- Dual Language		1				1	1
Coordinator- ACE	1	1			1	1	2
Coordinator- Behavior			1			1	1
Coordinator- Data Analysis			1			1	1
Coordinator- District Science		1				1	1
Coordinator- Elementary Education		1				1	1
Coordinator- Math			1			1	1
Coordinator- Multilingual			1			1	1
Coordinator- RLA			1			1	1
Coordinator- Secondary SPED			1			1	1
Coordinator- Special Education			1			1	1
Coordinator- Special Programs			1			1	1
Counselor- SPED		1			1		1
Deputy Chief- Innovation and Learning		1				1	1
Diagnostician- Education		1	3			4	4
Director- ACE	1					1	1
Director CTE			1		1		1
Director- Federal/State Accountability			1			1	1
Director- School Leadership		1				1	1
Director- Secondary Education			1			1	1
Director- Special Education			1			1	1
Director- Whole Child Initiatives			1		1		1
Facilitator- Special Education District ARD		1	2			3	3
LSSP		2	4		1	5	6
Occupational Therapist			2			2	2
Physical Therapist			1			1	1
Specialist- Behavior	1		2		1	2	3
Specialist- Essential Academics			1			1	1
Specialist- Innovation			1			1	1
Specialist- Family Engagement (ACE)		1				1	1
Specialist- Math			1			1	1
Specialist- SPED Language Learner		1			1		1
Specialist- Middle School Math			1		1		1
Speech Therapist Assistant	2	2	4		2	6	8
Speech Therapist			3			3	3

Supervisor- SPED Program			1			1	1
Teacher- Mobility/Orientation			1			1	1
Teacher- Special Education Adaptive PE			1			1	1
Teacher- Special Education Homebound			1			1	1
Therapist- Occupational Assistant			1			1	1
Therapist- Physical			1			1	1
Paraprofessional: Clerical & Technical Classifications							
Clerk- Appraisal		1				1	1
Clerk- District LPAC		2				2	2
Clerk- PEIMS/Records			1			1	1
Clerk- Special Ed (Department)			1			1	1
Secretary- Director of ACE		1				1	1
Secretary- Chief Innovation Officer			1			1	1
Secretary- Director of State/Federal Accountability		1				1	1
Secretary- LLI Department		1				1	1
Secretary- Program Director of SpEd			1			1	1
Specialist- Special Ed Behavior			1			1	1
Specialist-Middle School Math			1		1		1
	5	23	52		12	68	80
TOTAL STAFF:	6%	29%	65%	0%	15%	85%	100%

LONGITUDINAL

2022 LLS & Matador Special Services	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	5	23	52		12	68	80
TOTAL Staff as a Percentage:	6%	29%	65%	0%	15%	85%	100%
2021 LLS & Matador Special Services	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	26	55	0	10	73	83
TOTAL Staff as a Percentage:	4%	35%	63%	0%	12%	88%	100%
2020 LLS only	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	14	26	0	4	36	40
TOTAL Staff as a Percentage:	0%	35%	65%	0%	10%	90%	100%

HUMAN RESOURCES

	Ethnicity Breakdown	Sex	Totals
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Professional & Technical Classifications:	Black	Hispanic	White	Other	Male	Female	
Chief Human Resources Officer		1				1	1
Deputy Chief of Human Resources		1				1	1
Specialist- New Teacher Support	1					1	1
Paraprofessional: Clerical & Technical Classifications							
Receptionist- Central Office		1				1	1
Officer- Certification/Staffing		1				1	1
Secretary- Chief Human Resources Officer		1				1	1
Specialist- Leaves & Absences		1				1	1
TOTAL STAFF:	1	5				6	6
TOTAL STAFF PERCENTAGE:	17%	83%	0%	0%	0%	100%	100%

LONGITUDINAL

2022 Human Resources	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	5				6	6
TOTAL Staff as a Percentage:	17%	83%	0%	0	0%	100%	100%
2021 Human Resources	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	6	0		0	6	6
TOTAL Staff as a Percentage:	0%	100%	0%		0%	100%	100%
2020 Human Resources	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	5	0	0	0	6	6
TOTAL Staff as a Percentage:	17%	83%	0%	0%	0%	100%	100%

MAINTENANCE & TRANSPORATION

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Coordinator- Maintenance		1			1		1
Coordinator- Student Transportation			1			1	1
Paraprofessional: Clerical & Technical Classifications							
Clerk- Maintenance		1				1	1
Secretary- Maintenance Dispatcher		1				1	1
Route Specialist	1					1	1
Secretary- Operations Support			1			1	1
Specialist- Safety Coord/Transp. Training			1			1	1
Transportation- Dispatch			1			1	1
Auxiliary: Manual Trades Classifications:							
Maintenance:							
Carpenter		2	2		4		4
Custodian- Central Officer & Floater		2	1		1	2	3
Custodian- Lead		1			1		1
Electrician		2			2		2
Grounds & Lead		4	6		10		10
HVAC		1	1		2		2
Mechanic- Maintenance		1	1			2	2
Plumber			1		1		1
Warehouse- Worker		1			1		1
Student Transportation:							
Mechanic- ASC			1		1		1
Mechanic- Technician III		1		1	2		2
Mechanic- Technician IV			1		1		1
Bus Driver (including drivers in training)	7	20	29	1	20	37	57
Bus Assistant/Cov Bus Asst.	4	10	2		2	14	16
Cover Driver		1	4		3	2	5
TOTAL STAFF:	12	49	53	2	52	64	116
TOTAL STAFF PERCENTAGE:	10%	42%	46%	2%	45%	55%	100%

LONGITUDINAL

2022 Maintenance. & Transp .	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	14	46	54	2	53	62	115
TOTAL Staff as a Percentage:	12%	40%	47%	2%	46%	54%	100%
2021 Maintenance. & Transp .	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	14	49	54	2	55	62	118
TOTAL Staff as a Percentage:	12%	42%	46%	2%	47%	53%	100%
2020 Maintenance. & Transp .	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	15	43	59	2	58	61	119
TOTAL Staff as a Percentage:	13%	36%	50%	1%	49%	51%	100%

SUPERINTENDENT'S OFFICE

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Superintendent		1			1		1
Director- Community Outreach			1			1	1
Chief Communications Officer			1		1		1
Specialist- Market/Media Support	1					1	1
Paraprofessional: Clerical & Technical Classifications							
Secretary- Superintendent		1				1	1
TOTALS:	1	2	1		2	2	4
	25%	75%	25%	0%	50%	50%	100%

LONGITUDINAL

2022 Superintendent's Office	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	2	1		2	2	4
TOTAL Staff as a Percentage:	25%	50%	25%	0%	50%	50%	100%
2021 Superintendent's Office	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	2	1		2	2	4
TOTAL Staff as a Percentage:	25%	50%	25%	0%	50%	50%	100%
2020 Superintendent's Office	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	2	1		2	2	4
TOTAL Staff as a Percentage:	25%	50%	25%	0%	50%	50%	100%

STUDENT SERVICES

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Chief Student Services Officer	1					1	1
Director School Climate Transformation	1					1	1
High Mobility Population Specialist		1				1	1
Student Support Case Manager	1	1			2		2
Mental Health Coordinator		1				1	1
Mental Health Counselor		1				1	1
Mental Health Specialist		1			1		1
Prevention Coordinator			1			1	1
Social Worker		2				2	2
Student Support Officer		1				1	1
Student Support Coordinator		1				1	1
Student Support Safety Coordinator		1			1		1
Student Support Safety Coordinator		1			1		1
Transition Specialist		1				1	1
Paraprofessional: Clerical & Technical Classifications							
Secretary to Director School Climate		1				1	1
High Mobile Population Specialist		1				1	1
Student Support Specialist		1				1	1
Secretary- Student Services Officer		1				1	1
TOTALS:	3	13	2		2	15	20
	15%	65%	10%		10%	75%	100%

LONGITUDINAL

2022 Student Services	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	4	13	2		2	15	20
TOTAL Staff as a Percentage:	20%	65%	10%		10%	75%	100%
2021 Student Services	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	4	13	2		2	15	20
TOTAL Staff as a Percentage:	20%	65%	10%		10%	75%	100%

TECHNOLOGY

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Chief Technology Officer		1			1		1
Administrator- Network	1				1		1
Coordinator- PEIMS		1				1	1
Device Specialist		1			1		1
Director- Fine Arts		1			1		1
Director- Integrated Support Services			1		1		1
Specialist- Digital Learning		1			1		1
Specialist- District/PEIMS		1			1		1
Specialist- District Technologist/WebMaster			1		1		1
Specialist- Network			1		1		1
Specialist- Network Assistant		1			1		1
Paraprofessional: Clerical & Technical Classifications							
Secretary-Chief Technology Officer	1					1	1
Technician- Software/Hardware		2	1		3		3
Technology Assistant		1			1		1
TOTAL STAFF:	2	10	7		14	2	16
TOTAL STAFF PERCENTAGE:	13%	63%	44%		88%	13%	100%

2022 Technology	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	10	7		14	2	16
TOTAL Staff as a Percentage:	13%	63%	44%		88%	13%	100%
2021 Technology	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	7	7		10	6	16
TOTAL Staff as a Percentage:	13%	44%	44%		63%	38%	100%
2020 Technology	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	11	8	0	12	10	22
TOTAL Staff as a Percentage:	9%	50%	36%	0%	55%	45%	100%

BALL EARLY CHILDHOOD CENTER

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1			1	1
Assistant Principal		1				1	1
Teacher- Classroom	1	8	12			21	21
Counselor		1				1	1
Nurse			1			1	1
Worker- Social		1					1
Paraprofessional: Clerical & Technical Classifications							
Aide		21	7			28	28
Clerk- Attendance		1				1	1
Manager Technology Lab		1				1	1
Secretary- Principal			1			1	1
Specialist- Family		2				2	2
Auxiliary: Manual Trades Classifications							
Custodian- Head	0	1			1		1
Custodian		2				2	2
Food Service- Assistant		1				1	1
Food Service- Cashier		1				1	1
Food Service- Manager		1				1	1
Monitor- Lunchroom	1	2				3	3
TOTAL STAFF:	2	44	22	0	1	66	68
TOTAL STAFF PERCENTAGE:	3%	65%	32%		1%	97%	100%

2022 Ball Early Childhood Center Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	44	22	0	1	66	68
TOTAL Staff as a Percentage:	3%	65%	32%		1%	97%	100%
2021 Ball Early Childhood Center Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	44	16	0	2	60	63
TOTAL Staff as a Percentage:	5%	70%	25%		3%	95%	100%
2020 Ball Early Childhood Center Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	43	16	0	2	62	64
TOTAL Staff as a Percentage:	5%	67%	25%		3%	97%	100%

AJ Briesemeister Middle School

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal		1				1	1
Assoc. Principal		1			1		1
Asst. Principal		1	1			2	2
Teacher- Classroom	1	14	35	1	22	29	51
Dean- Academic			1			1	1
Coordinator- ACE Site		1				1	1
Counselor		1	1			2	2
Librarian			1			1	1
Nurse			1			1	1
Technician			1			1	1
Whole Child Support Coordinator	1					1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		7	2		1	8	9
Clerk- Attendance			1			1	1
Clerk- Parent Liaison		0.5			0.5		0.5
Receptionist		1				1	1
Monitor- Hall		2	1		1	2	3
Registrar			1			1	1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head		1				1	1
Custodian		5			2	3	5
Food Service- Assistant		1				1	1
Food Service- Cashier			3			3	3
Food Service- Manager		1				1	1
TOTAL STAFF:	2	38.5	49	1	27.5	63	90.5
TOTAL STAFF PERCENTAGE:	2%	43%	54%	1%	30%	70%	100%

2022 AJB School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	38.5	49	1	26.5	63	89.5
TOTAL Staff as a Percentage:	2%	43%	55%	1%	30%	70%	100%
2021 AJB School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	36.5	51	1	27.5	64	90.5
TOTAL Staff as a Percentage:	3%	40%	56%	1%	30%	71%	100%
2020 AJB School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	5	40.5	45		26.5	64	90.5
TOTAL Staff as a Percentage:	6%	45%	50%		29%	71%	100%

JIM BARNES MIDDLE SCHOOL

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1		1		1
Asst. Principal			3		1	2	3
Associate Principal			1			1	1
Teacher- Classroom	0	17	36	2	14	41	55
Dean- Academic			1			1	1
Coordinator- Ace Site			1			1	1
Counselor		1	1			2	2
Librarian			1			1	1
Nurse			1			1	1
Technologist		1				1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		3	8		4	7	11
Clerk- Attendance		1				1	1
Monitor Hall		2	1		1	2	3
Secretary- Principal		1				1	1
Registrar		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head			1		1		1
Custodian		4			1	3	4
Food Service- Assistant		1				1	1
Food Service		3				3	3
Food Service- Manager		1				1	1
TOTAL STAFF:	0	36	56	2	23	71	94
TOTAL STAFF PERCENTAGE:	0%	38%	60%	2%	24%	76%	100%

2022 JBM School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	36	56	2	23	71	94
TOTAL Staff as a Percentage:	0%	38%	60%	2%	24%	76%	100%
2021 JBM School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	6	44	43	1	16	78	94
TOTAL Staff as a Percentage:	6%	47%	46%	1%	17%	83%	100%
2020 JBM School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	5	37	40	1	23	73	96
TOTAL Staff as a Percentage:	5%	39%	42%	1%	24%	76%	100%

JEFFERSON

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1		1		1
Asst. Principal	1				1		1
Teacher- Classroom	1	4	22		1	26	27
Dean- Academic		1				1	1
Coordinator- ACE	1				1		1
Counselor		1				1	1
Librarian			1			1	1
Nurse		1				1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		3	6		2	7	9
Clerk- Attendance		1				1	1
Manager Technology Lab		1				1	1
Secretary- Principal			1			1	1
Auxiliary: Manual Trades Classifications							
Crossing Guard		1				1	1
Custodian- Head		1				1	1
Custodian		2			1	1	2
Food Service- Assistant		1				1	1
Food Service		2				2	2
Food Service- Manager		1				1	1
Monitor- Lunchroom		1	1			2	2
TOTAL STAFF:	3	21	32	0	7	49	56
TOTAL STAFF PERCENTAGE:	5%	38%	57%	0%	13%	88%	100%

2022 Jefferson Elementary School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	21	32	0	7	48	55
TOTAL Staff as a Percentage:	5%	38%	58%	0%	13%	87%	100%
2021 Jefferson Elementary School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	4	18	33	0	5	50	55
TOTAL Staff as a Percentage:	7%	33%	60%	0%	9%	91%	100%
2020 Jefferson Elementary School	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	18	35	0	5	50	55
TOTAL Staff as a Percentage:	4%	33%	64%	0%	9%	91%	100%

JDC/DAEP

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal		1			1		1
Counselor	1				1		1
Coordinator- Academic Transition			1			1	1
Teacher Classroom	1	2	7		3	7	10
Paraprofessional: Clerical & Technical Classifications:							
Aide		2			1	1	2
Secretary		1				1	1
Auxiliary: Manual Trades Classification							
Custodian		1				1	1
Food Service Cashier							
TOTAL STAFF:	3	5	7		6	9	15
TOTAL STAFF PERCENTAGES:	20%	33%	47%		40%	60%	100%

2022 JDC/DAEP Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	5	7		6	9	15
TOTAL Staff as a Percentage:	20%	33%	47%		40%	60%	100%
2021 JDC/DAEP Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	5	7		6	9	15
TOTAL Staff as a Percentage:	20%	33%	47%		40%	60%	100%
2020 JDC/DAEP Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	4.5	7	0	5.5	10	15.5
TOTAL Staff as a Percentage:	19%	29%	45%	0	35%	65%	100%

KOENNECKE

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1			1	1
Asst. Principal		1			1	1	1
Teacher- Classroom		14	20		2	32	34
Dean- Academic		1				1	1
Coordinator- ACE		1				1	1
Counselor			1		1		1
Librarian			1			1	1
Nurse		1				1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		5	5		1	9	10
Clerk- Attendance			1			1	1
Manager Technology Lab		1				1	1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head		1				1	1
Custodian		1		1	2		2
Food Service- Assistant		1				1	1
Food Service-		2				2	2
Food Service- Manager			1			1	1
Monitor- Lunchroom		2	1			3	3
TOTAL STAFF:	0	32	31	1	6	58	64
TOTAL STAFF PERCENTAGE:	0	50%	48%	2%	9%	91%	100%

2022 Koennecke Elementary Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	32	31	1	6	58	64
TOTAL Staff as a Percentage:	0	50%	48%	2%	9%	91%	100%
2021 Koennecke Elementary Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	34	31	1	6	60	66
TOTAL Staff as a Percentage:	0%	52%	47%	2%	9%	91%	100%
2020 Koennecke Elementary Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	36	30	1	7	60	67
TOTAL Staff as a Percentage:	0%	54%	45%	1%	10%	90%	100%

McQueeny

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1			1	1
Asst. Principal			1			1	1
Teacher- Classroom	1	6	15		2	20	22
Coordinator- Site Ace		1				1	1
Counselor		1				1	1
Librarian			1			1	1
Nurse		1				1	1
Technologist			1			1	1
Paraprofessional: Clerical & Technical Classifications							
Aide	1	2	2		1	4	5
Clerk- Attendance			1			1	1
Manager Technology Lab			1			1	1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head		1			1		1
Custodian		1	1		1	1	2
Food Service- Assistant		1				1	1
Food Service Cashier		1				1	1
Food Service- Manager		1				1	1
Monitor- Lunchroom		1	1			2	2
TOTAL STAFF:	2	18	25		7	39	45
TOTAL STAFF PERCENTAGES:	4%	40%	56%		16%	87%	100%

2022 McQueeny Elementary Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	18	25		7	39	45
TOTAL Staff as a Percentage:	4%	40%	56%		16%	87%	100%
2021 McQueeny Elementary Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	17	24		7	36	43
TOTAL Staff as a Percentage:	5%	40%	56%		16%	84%	100%
2020 McQueeny Elementary Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	18	22	0	7	35	42.5
TOTAL Staff as a Percentage:	5%	43%	52%	0%	17%	83%	100%

MBLC

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1		1		1
Director of Nurses			1			1	1
Teacher- Classroom		1	5		3	3	6
Counselor		1			1		1
Paraprofessional: Clerical & Technical Classifications							
Aide		1			1		1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head		1			1		1
Food Service- Manager/Assistant		1				1	1
TOTAL STAFF:	0	6	7	0	7	6	13
TOTAL STAFF PERCENTAGE:	17%	48%	35%	0%	65%	35%	100%

2022 MBLC Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	6	7	0	7	6	13
TOTAL Staff as a Percentage:	17%	48%	35%	0%	65%	35%	100%
2021 MBLC Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	5.5	4	0	7.5	4	11.5
TOTAL Staff as a Percentage:	17%	48%	35%	0%	65%	35%	100%
2020 MBLC Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	5.5	4	0	7.5	4	11.5
TOTAL Staff as a Percentage:	17%	48%	35%	0%	65%	35%	100%

Patlan

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal		1				1	1
Asst. Principal		1				1	1
Teacher- Classroom	1	15	15		2	29	31
Dean- Academic		1				1	1
Counselor			1			1	1
Librarian		1				1	1
Nurse			1			1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		4	2		1	5	6
Clerk- Attendance		1				1	1
Manager Technology Lab			1			1	1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head		1			1		1
Custodian		1				1	1
Food Service- Assistant		1				1	1
Food Service- Cashier		2				2	2
Crossing Guard		1			1		1
Food Service- Manager		1				1	1
Monitor- Lunchroom		2				2	2
TOTAL STAFF:	1	34	68	0	5	50	55
TOTAL STAFF PERCENTAGE:	5%	48%	47%	0%	5%	95%	100%

2022 Patlan Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	34	68	0	5	50	55
TOTAL Staff as a Percentage:	5%	48%	47%	0%	5%	95%	100%
2021 Patlan Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	3	29	28	0	3	57	60
TOTAL Staff as a Percentage:	5%	48%	47%	0%	5%	95%	100%
2020 Patlan Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	2	27	27.5	0	9	47.5	56.5
TOTAL Staff as a Percentage:	3%	48%	49%	0%	16%	84%	100%

RODRIGUEZ

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal		1				1	1
Asst. Principal			1			1	1
Teacher- Classroom		19	12		3	28	31
Dean- Academic		1				1	1
Coordinator- ACE Site		1			1		1
Counselor		1				1	1
Librarian			1			1	1
Nurse			1			1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		8	5			13	13
Clerk- Attendance			1			1	1
Manager Technology Lab		1				1	1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head		1				1	1
Custodian		1	1		1	1	2
Food Service- Assistant		2				2	2
Food Service- Cashier							
Food Service- Manager		2				2	2
Monitor- Lunchroom		2				2	2
TOTAL STAFF:	0	41	22	0	5	58	63
TOTAL STAFF PERCENTAGE:	0	65%	35%	0%	8%	92%	100%

2021 Rodriguez Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	41	22	0	5	58	63
TOTAL Staff as a Percentage:	0	65%	35%	0%	8%	92%	100%
2020 Rodriguez Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	39	27	0	4	62	66
TOTAL Staff as a Percentage:	0	60%	41%	0%	6%	94%	100%
2019 Rodriguez Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	30	24.5	0	5	50.5	55.5
TOTAL Staff as a Percentage:	2%	57%	40%	0%	13%	87%	100%

VOGEL

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal			1			1	1
Asst. Principal			1			1	1
Assoc. Principal			1			1	1
Teacher- Classroom		7	20		2	25	27
Dean- Academic			1			1	1
Coordinator- ACE			1		1		1
Counselor		1				1	1
Librarian			1			1	1
Nurse			1			1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		1	8			9	9
Clerk- Attendance		1				1	1
Manager Technology Lab		1				1	1
Secretary- Principal		1				1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head			1			1	1
Custodian		1	1		1	1	2
Food Service- Assistant			1			1	1
Food Service- Cashier	1	1				2	2
Food Service- Manager		1				1	1
Monitor- Lunchroom		2			1	1	2
TOTAL STAFF:	1	17	38	0	5	51	56
TOTAL STAFF PERCENTAGE:	2%	100%	68%		9%	91%	100%

2022 Vogel Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	17	38	0	5	51	56
TOTAL Staff as a Percentage:	2%	100%	68%		9%	91%	100%
2021 Vogel Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	14	32		2	45	47
TOTAL Staff as a Percentage:	2%	100%	68%		4%	96%	100%
2020 Vogel Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	17	25	0	4	38	42
TOTAL Staff as a Percentage:	0%	40%	60%	0%	10%	90%	100%

WEINERT

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal		1				1	1
Asst. Principal		1				1	1
Teacher- Classroom		13	21		7	27	34
Dean- Academic			1			1	1
Coordinator- ACE		1			1		1
Counselor		1				1	1
Librarian			1			1	1
Nurse		1				1	1
Paraprofessional: Clerical & Technical Classifications							
Aide		5	4			9	9
Clerk- Attendance		1				1	1
Manager Technology Lab		1				1	1
Secretary- Principal			1			1	1
Auxiliary: Manual Trades Classifications							
Custodian- Head			1			1	1
Custodian		1			1		1
Food Service- Assistant		1				1	1
Food Service-		0				0	0
Food Service- Manager		1				1	1
Monitor- Lunchroom		2				2	2
TOTAL STAFF:	0	30	29	0	9	50	59
TOTAL STAFF PERCENTAGE:		51%	49%	0%	15%	85%	100%

LONGITUDINAL

2022 Weinert Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	30	29	0	9	50	59
TOTAL Staff as a Percentage:		51%	49%	0%	15%	85%	100%
2021 Weinert Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	0	24	30	3	4	53	57
TOTAL Staff as a Percentage:		42%	53%	5%	7%	93%	100%
2020 Weinert Elementary School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	1	22	32	2	2	55	57
TOTAL Staff as a Percentage:	2%	39%	56%	4%	4%	96%	100%

SEGUIN HIGH SCHOOL

Professional & Technical Classifications:	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
Principal		1			1		1
Assoc. Principal			1		1		1
Asst. Principal	1	1	3		4	1	5
Administrator- Intern			1			1	1
Ballet Folklorico Instructor		1			1		1
Colorguard Instructor			1			1	1
Coordinator: Athletic			3		3		3
Coordinator: CCMR			1			1	1
Coordinator: Girls' Athletics			1			1	1
Coordinator: Testing			1			1	1
Counselor		3	2			5	5
Dean: Academic		1				1	1
Director: Athletic			1		1		1
Director: CCMR		1			1		1
Director: Fine Arts		1			1		1
Librarian			1			1	1
Nurse		1				1	1
Teacher- Classroom	9	40	82		54	77	131
Technologist		1	1		1	1	2
Paraprofessional: Clerical & Technical Classifications							
Aide	2	4	4		2	8	10
Clerk- Business			1			1	1
Clerk/Coordinator- Attendance	1	1	1			3	3
Clerk- Athletic Ticket			0.5			0.5	0.5
Clerk- CCMR			1			1	1
Clerk-LPAC		1				1	1
Clerk- SPED	1					1	1
Controller- Data			1			1	1
Monitor- Hall	2	2			1	3	4
Nurse Aide			1			1	1
Receptionist- SHS			1			1	1
Registrar		1				1	1
Secretary (Principal, Counselor, Discipline, Athletic Director)		2	2			4	4
Auxiliary: Manual Trades Classifications							
Custodian- Head		2			1	1	2
Custodian	1	13	1		8	7	15
Food Service- Assistant		1					1
Food Service-	1	9	2		1	11	12
Food Service- Manager/Asst.	1					1	1
TOTAL STAFF:	19	87	114.5	0	81	138.5	220.5
TOTAL STAFF PERCENTAGE:	9%	39%	52%	0%	37%	63%	100%

LONGITUDINAL

2022 Seguin High School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	19	87	114.5	0	81	138.5	221.5
TOTAL Staff as a Percentage:	9%	39%	52%	0%	37%	63%	100%
2021 Seguin High School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	16	87	122.5	1	83	140.5	225.5
TOTAL Staff as a Percentage:	7%	39%	54%	0%	37%	62%	100%
2020 Seguin High School Totals	Ethnicity Breakdown				Sex		Totals
	Black	Hispanic	White	Other	Male	Female	
TOTAL STAFF:	17	78	111.5	2	76	132.5	208.5
TOTAL Staff as a Percentage:	8%	37%	53%	1%	36%	64%	100%

Section IV:
SUMMARY BREAKDOWN
OF
MINORITY HIRES

Professional Positions (actual by campus):
(African American/ Hispanic Staffing Breakdown)

Schools	2020		2021		2022		Total Campus Professionals by Year		
	AA	H	AA	H	AA	H	20	21	22
Ball ECC	0	13	1	10	1	11	24	24	26
Briesemeister	3	20	2	19	2	19	60	66	63
Jefferson	0	4	1	7	3	7	31	31	33
Jim Barnes	5	19	6	23	1	19	63	66	67
JDC/Burges	2	3.5	2	3	2	3	12.5	11.5	13
Koennecke	0	20	0	20	0	18	46	44	41
MBLC	0	3.5	0	2.5	0	2	7.5	7.5	9
McQueeney	1	9	1	10	1	9	29.5	30	29
Patlan	1	16	1	14	1	19	40	41	37
Rodriguez	0	22	0	23	0	23	42	38	38
Seguin HS	8	43	8	52	10	51	149	165	161
Vogel	0	7	0	7	0	8	27	31	35
Weinert	0	12	0	13	0	18	39	38	41
District Totals	20	192	22	203.5	21	207	590.5	614	615

Professional Positions (percentages by campus):
(African American/ Hispanic Staffing Breakdown)

Schools	2020		2021		2022		CHANGES SINCE 2020 BY SCHOOL (%)	
	AA	H	AA	H	AA	H	A	H
Ball ECC	0	54%	4%	42%	4%	42%	4%	-12%
Briesemeister	5%	33%	3%	27%	3%	30%	-2%	-3%
DAEP/JDC	19%	29%	17%	26%	15%	23%	-4%	-6%
Jefferson	0%	13%	3%	26%	9%	21%	9%	8%
Jim Barnes	8%	30%	9%	32%	1%	28%	-7%	-2%
Koennecke	0%	43%	2%	45%	0%	44%	0%	1%
MBLC	0%	47%	0%	36%	3%	22%	3%	-25%
McQueeney	3%	31%	3%	33%	3%	31%	0%	0%
Patlan	3%	40%	2%	34%	3%	51%	0%	11%
Rodriguez	0%	52%	0%	61%	0%	61%	0%	9%
Seguin HS	5%	29%	5%	32%	6%	32%	1%	3%
Vogel	0%	26%	0%	23%	0%	23%	0%	-3%
Weinert	0%	31%	0%	37%	0%	44%	0%	13%

Paraprofessional Positions (actual by campus):
(African American/ Hispanic Staffing Breakdown)

Schools	2020		2021		2022		Total Campus Paraprofessionals by Year		
	AA	H	AA	H	AA	H	20	21	22
Ball ECC	0	25	0	25	0	25	30	30	33
Briesemeister	1	10.5	0	7.5	0	11.5	17.5	14.5	16.5
Jefferson	0	4	1	5	0	5	7	16	12
Jim Barnes	0	11	0	7	0	8	19	16	16
DAEP/JDC	1	1	1	1	0	3	2	2	3
Koennecke	0	8	0	7	0	7	10	12	13
MBLC	2	0	2	0	0	2	2	2	2
McQueeney	1	1	1	1	1	3	5	6	8
Patlan	2	6	1	7	0	6	11	10	9
Rodriguez	0	9	0	10	0	10	15	14	16
Seguin HS	6	6	5	12	6	11	22.5	31.5	29.5
Vogel	0	5	0	3	0	4	6	8	12
Weinert	1	4	0	5	0	7	9	11	12
District Totals	14	90.5	11	90.5	7	102.5	156	173	182

Paraprofessional Positions (percentages by campus):
(African American/ Hispanic Staffing Breakdown)

Schools	2020		2021		2022		CHANGES SINCE 2019 BY SCHOOL (%)	
	AA	H	AA	H	AA	H	AA	H
Ball ECC	0%	83%	0%	83%	0%	76%	0%	-7%
Briesemeister	6%	60%	0%	52%	0%	70%	-6%	10%
DAEP/JDC	50%	50%	50%	50%	0%	100%	-50%	50%
Jefferson	0%	57%	60%	31%	0%	42%	0%	-15%
Jim Barnes	0%	58%	0%	44%	0%	50%	0%	-8%
Koennecke	0%	80%	0%	58%	0%	54%	0%	-26%
MBLC	100%	0%	100%	0%	0%	100%	-100%	100%
McQueeney	20%	20%	17%	17%	13%	38%	-7%	18%
Patlan	19%	55%	10%	70%	0%	67%	-19%	12%
Rodriguez	0%	60%	0%	71%	0%	63%	0%	3%
Seguin HS	27%	27%	16%	38%	20%	37%	-7%	-10%
Vogel	0%	83%	0%	38%	0%	33%	0%	-50%
Weinert	11%	44%	0%	45%	0%	58%	-11%	14%

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.

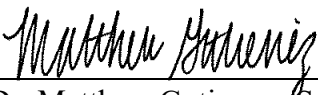
REFERENCE and COMPLIANCE: AE (LOCAL): Educational Philosophy and TEC §4.001, 4.002

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

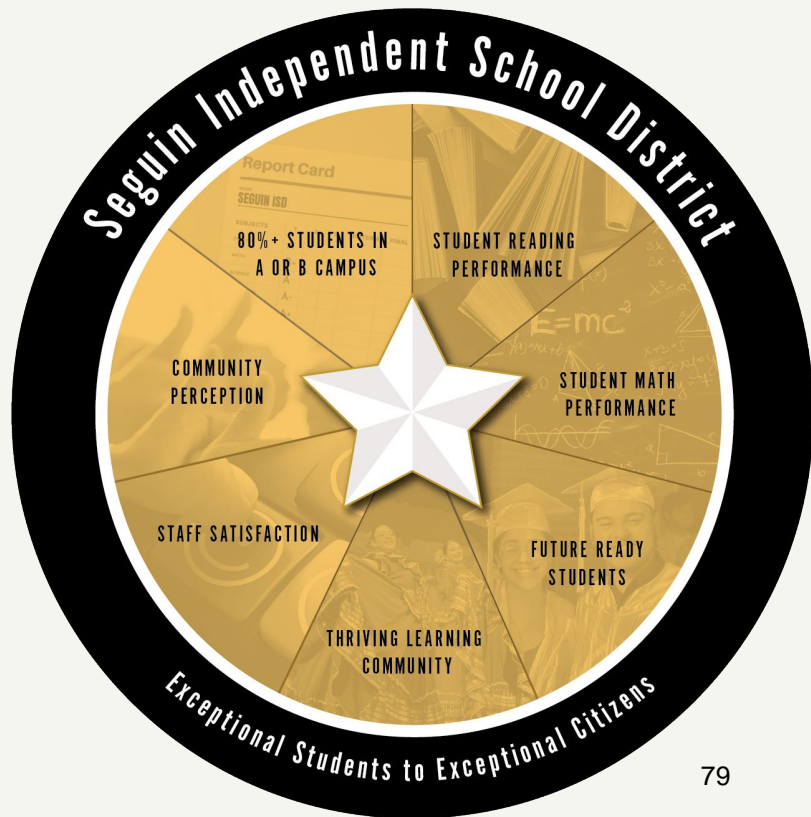
Submitted by:  Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614



Seguin ISD Strategic Plan 2025 Monthly Update

December 13, 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

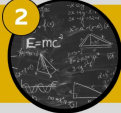
Seguin Independent School District

STRATEGIC GOALS



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.



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.



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.



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.



Staff Satisfaction

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



Community Perception

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



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 ₈₀



Strategic Initiatives Dashboard At-A-Glance

Progress on 80 Strategic Actions (by Task Force) through November 2022

Equitable Student Experiences Task Force

Fall 2022 Strategic Initiative: Defining Seguin ISD's Pathways

	Oct Status	Nov Status
4.3.1 Identify SISD's pathways to an exceptional future.	On Track	On Track
4.3.2 Identify existing programming (PK-12) that aligns to pathways	On Track	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	On Track
4.3.4 Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)	Nearly Off Track	Nearly Off Track

College, Career, Military Readiness (CCMR) Task Force

Fall 2022 Strategic Initiative: CCMR Support

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

Curriculum + Blended Learning Task Force

Fall 2022 Strategic Initiative: Launching Blended Learning

	Oct Status	Nov 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	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.	Off Track	Off Track
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	On Track

HR + Staff Culture Task Force

Fall 2022 Strategic Initiative: Ongoing Teacher Supports

	Oct Status	Nov Status
5.1.1 Embed team building opportunities specific to campus need during the school day.	On Track	On Track
5.1.2 Administer short and specific surveys twice yearly for staff feedback.	On Track	On Track
5.1.3 Every campus will send a representative to be a part of the district TCC.	Complete	Complete
5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC	On Track	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.	On Track	On 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.	Complete	Complete
5.3.2 Critical areas will be provided a stipend for recruitment and retention.	On Track	On Track
5.3.5 Explore Whole Child Support opportunities during established PLCs.	On Track	On Track

Community Engagement Task Force

Fall 2022 Strategic Initiative: Ongoing Community Engagement Events

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

Whole Child Task Force

Fall 2022 Strategic Initiative: Ongoing Whole Child Support

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)

Oct Status	Nov Status
Nearly Off Track	Nearly Off Track

4.5.1 Research and implement a tool to collect baseline data on the belonging needs of students, families, and staff.

Nearly Off Track	On Track
------------------	----------

4.5.2 Create district-wide community engagement opportunities.

On Track	On Track
----------	----------

4.7.1 Convene a master schedule work group to ensure time is protected for Whole Child supports.

Off Track	Nearly Off Track
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4.7.3 Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.

Off Track	Off Track
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4.7.4 Provide mental health resources and support at every campus.

On Track	On Track
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School Safety + Discipline Task Force

Fall 2022 Strategic Initiative: Ongoing Attendance + Discipline Supports

	Oct Status	Nov 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	On Track
4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track	On Track
4.8.3 Maintain efficient and clear districtwide process regarding attendance.	On Track	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	On 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	On Track
4.10.1 Seguin ISD will provide ongoing safety training and support.	On Track	On Track

Facilities Task Force

Fall 2022 Strategic Initiative: Ongoing Facilities Support

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



Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

Task Force: Community Engagement

Chair: Sean Hoffmann

Strategic Priority #3: Developing Relationships with Families and The Community

Goal #6

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



Performance Objective 6.1: By Spring 2023, SISD will increase the number of parents who are involved in parent groups on campuses from 11% to 25% as measured by the Panorama survey.

Performance Objective 6.2: By Fall 2023, SISD will improve the district's image as measured by Net Promoter score in Vision Week survey data.

Performance Objective 6.3: By Spring 2023, SISD will increase the percentage of parents by 10% who indicate that school communication for involvement opportunities is favorable as measured by the Panorama survey.



Strategic Actions: Fall 2022

6.1.1 Create strategic and meaningful family- and parent-friendly campus activities.

6.1.3 Increase opportunities to offer parental involvement partnerships to include professional learning.

6.2.1 Showcase student, staff, campus and district achievements through ever-evolving social media outlets.

6.2.3 Nurture relationships with local and regional media to market SISD's student-centered programs and initiatives.

6.3.1 Publicize the various communication platforms that are utilized by campuses and the district to share information.



Bright Spot

All Community Engagement strategic actions are on track for Fall 2022 implementation. The Communications Team continues to work together and with campus teams to improve community perception of Seguin ISD.

Highlights

- Five Parenting Partners graduates at Rodriguez ES
- Hosted first monthly collaborative time for campus communications liaisons, focusing on social media training and discussing best practices
- Campus community engagement activities are regularly promoted on district social media



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing



Area of Focus

Continuing to monitor student, staff, and parent community perception.

Problem Solving Actions

- Reviewing the Vision Week findings, including the Net Promoter Score, to identify trends in community perception
- Collaborating with the Office of Innovation regularly to ensure communication of Systems of Great Schools work



Strategic Goals

Quarterly Update: Goal 6

Goal #6

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

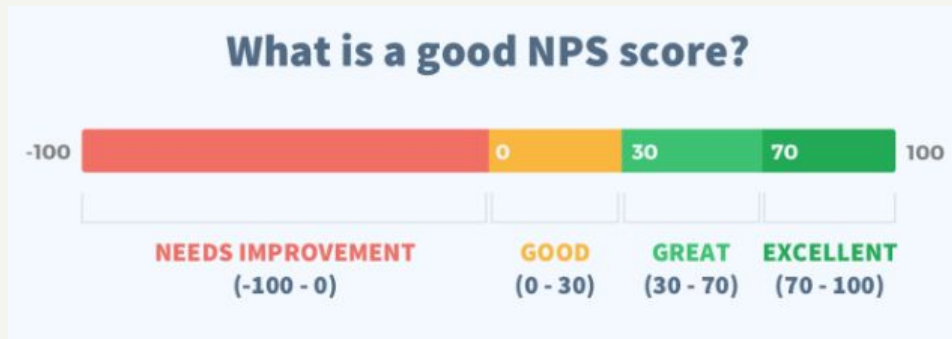
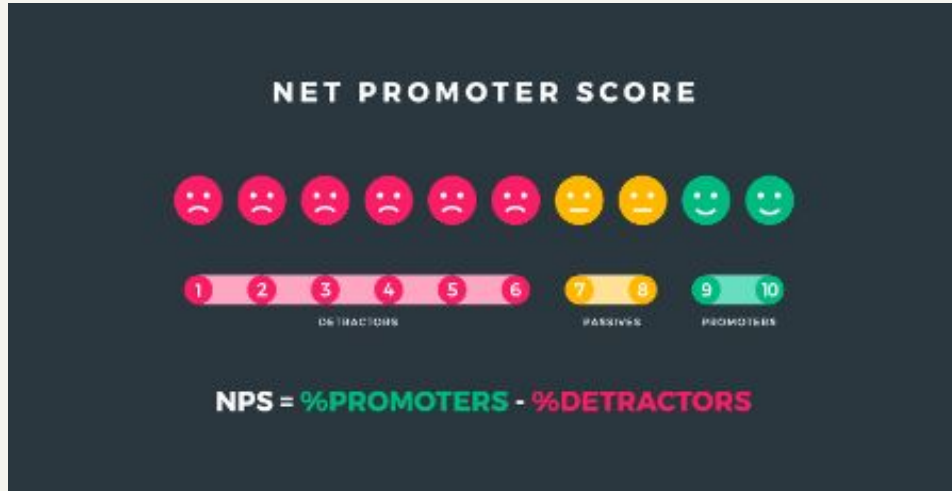


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Performance Objective 6.3: By Spring 2023, SISD will increase the percentage of parents by 10% who indicate that school communication for involvement opportunities is favorable as measured by the Panorama survey.

Net Promoter Score (NPS)



"...is a metric used in **customer experience programs**. NPS measures the **loyalty of customers** to a company. NPS scores are measured with a **single-question survey** and reported with a number from the range -100 to +100, a higher score is desirable.

NPS is often held up as the **gold standard customer experience metric**. First developed in 2003, it's now used by millions of businesses to measure and track **how they're perceived** by their customers."

Qualtrics Website

Seguin ISD Vision Week + NPS



Grade 3-5 Students: How much do you love your school?

Not at all 😞

The most! ❤️

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

Grade 6-12 Students: Would you recommend your school to a friend or sibling?

Absolutely not

Absolutely

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

Parents: Would you recommend Seguin ISD to a friend?

Absolutely not

Absolutely

0	1	2	3	4	5	6	7	8	9	10
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Seguin ISD Vision Week Response Rates

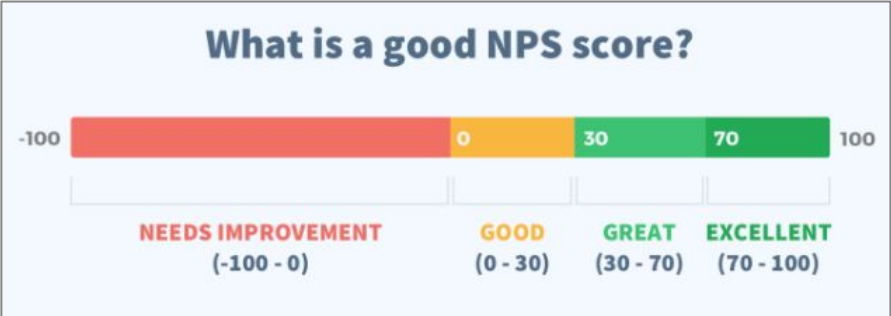
	2022-2023 SY Sample Size	2021-2022 SY Sample Size
All Respondents	3521	893
Students	3094	596
Parents	280	204
Community Members	147	93

Seguin ISD Vision Week NPS Results

NPS Breakdown - District Wide

District wide NPS score include input from students, SISD parents, and community members.

	2022 - 2023 SY				2021 - 2022 SY			
Diff 2021 to 2022	NPS SCORE	Promoter	Passive	Detractor	NPS SCORE	Promoter	Passive	Detractor
0	-3	36%	24%	39%	-3	39%	25%	42%



Seguin ISD Vision Week NPS Results

NPS Breakdown - Elementary (K-5) Student Survey Data

		2022 - 2023 SY					2021 - 2022 SY				
Diff 2021 to 2022	School	NPS SCORE	Promoter	Passive	Detractor	Sample Size	NPS SCORE	Promoter	Passive	Detractor	Sample Size
-49	JEFFERSON ES	18	53%	13%	35%	135	67	67%	33%	0%	3
9	KOENNECKE ES	42	61%	21%	18%	251	33	61%	11%	28%	87
44	MCQUEENEY ES	44	64%	16%	20%	75	0	33%	33%	33%	3
-22	PATLAN ES	11	45%	22%	33%	157	33	67%	0%	33%	3
91	RODRIGUEZ ES	51	67%	16%	16%	184	-40	20%	20%	60%	5
28	VOGEL ES	28	58%	12%	30%	193	0	50%	0%	50%	6 100
87	WEINERT ES	12	49%	15%	36%	173	-75	0%	25%	75%	4

Seguin ISD Vision Week NPS Results

NPS Breakdown - Secondary (6-12) Student Survey Data

		2022 - 2023 SY					2021 - 2022 SY				
Diff 2021 to 2022	School	NPS SCORE	Promoter	Passive	Detractor	Sample Size	NPS SCORE	Promoter	Passive	Detractor	Sample Size
2	A.J. BRIESEMEISTER MS	-32	22%	25%	54%	577	-34	21%	24%	55%	411
-7	JIM BARNES MS	-19	27%	27%	46%	620	-12	32%	24%	44%	34
-52	SEGUIN HIGH SCHOOL	-33	18%	32%	51%	669	19	43%	33%	24%	21
44	EARLY COLLEGE HIGH SCHOOL	17	42%	33%	25%	12	-27	0%	73%	27%	11
29	MBLC AT SAEGERT	63	69%	25%	6%	48	33	67%	0%	33%	101 3

Seguin ISD Vision Week NPS Results

NPS Breakdown - Parent Survey Data

	2022- 2023 SY					2021 - 2022 SY				
Diff 2021 to 2022	NPS SCORE	Promoter	Passive	Detractor	Sample Size	NPS SCORE	Promoter	Passive	Detractor	Sample Size
-9	8	39%	30.9%	31%	280	17	46%	28%	28%	204

NPS Breakdown - Community Survey Data

	2022- 2023 SY					2021 - 2022 SY				
Diff 2021 to 2022	NPS SCORE	Promoter	Passive	Detractor	Sample Size	NPS SCORE	Promoter	Passive	Detractor	Sample Size
-25	4	39.%	25%	35%	147	29	48.%	32%	19%	93

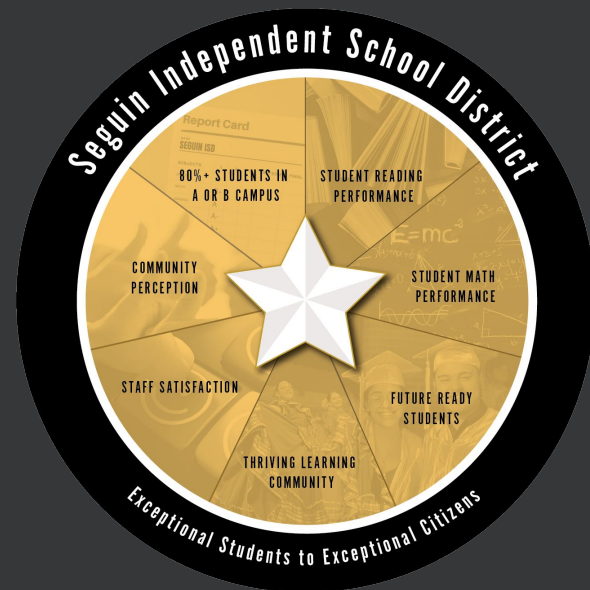
Next Steps



Action Step	Completion Timeline
Full Vision week report, with Net Promoter Score Overview, posted on district website	November 2022
Share Net Promoter Scores with Campus Principals	January 2023
Administer EOY NPS Survey (with support from Cospero)	April 2023



January Meeting: Dashboard Update, Bright Spot, Area of Focus



INFORMATION ITEM: **Elementary Literacy Data Review**

RECOMMENDATION: That the Board of Trustees receives an update regarding elementary literacy screener data and 3rd - 5th grade common formative assessments.

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 Improve student learning through improved instructional practice

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Presentation

RESOURCE PERSONNEL: Andrea Jaramillo, Deputy Chief of Innovation and Learning

Submitted by:  Date Submitted: 12/13/22
 (Signature) Dr. Matthew Gutierrez, Superintendent
 (Name) 1221 E. Kingsbury St., Seguin, TX 78155
 (Address) (830) 401-8614
 (Telephone)



Elementary Literacy Data Review

December 13, 2022



Strategic Priorities



Objectives the District wants to achieve:

1. Creating + Supporting Future Ready Students
2. Supporting + Valuing Staff
3. Developing Relationships with Family + the Community
4. Creating a Thriving Learning Community





ISIP Data Review

K - 5 Literacy Screener



September 2022			October 2022			November 2022		
	Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)		Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)		Level 1 & 2 (Red & Yellow)	Level 3-5 (Greens)
State	53%	47%	State	53%	47%	State	52%	48%
District	58%	42%	District	56%	43%	District	55%	45%
Weinert	51%	49%	Weinert	51%	49%	Weinert	50%	50%
Vogel	52%	47%	Vogel	55%	45%	Vogel	51%	48%
Jefferson	64%	36%	Jefferson	68%	33%	Jefferson	67%	34%
McQueeney	52%	49%	McQueeney	52%	48%	McQueeney	46%	54%
Rodriguez	69%	31%	Rodriguez	66%	34%	Rodriguez	66%	33%
Koennecke	53%	47%	Koennecke	49%	51%	Koennecke	50%	50%
Patlan	64%	37%	Patlan	58%	41%	Patlan	57%	43%

Biliteracy Report



	K: 90/10		1st: 80/20		2nd: 70/30		3rd: 60/40		4th: 50/50	
	Sp	Eng	Sp	Eng	Sp	Eng	Sp	Eng	Sp	Eng
Rodriguez	45%	19%	40%	17%	28%	14%	22%	27%	36%	36%
Koennecke	43%	28%	45%	20%	31%	28%	21%	27%	47%	47%
Patlan	41%	47%	43%	30%						



RLA Module Assessments



3rd Grade Module Assessments

*STAAR data source - txschools.gov **Module data source - Eduphoria	STAAR 2022	Module 1 September 2022	Module 2 October 2022	Module 3 November 2022	Module 4 December 2022
District	68%, 40%, 25%	41%, 11%, 3%	29%, 5%, 1%	44%, 11%, 3%	46%, 26%, 7%
Jefferson	60%, 30%, 11%	20%, 4%, 0%	18%, 4%, 0%	No Data	14%, 0%, 0%
Koennecke	68%, 42%, 24%	47%, 11%, 5%	28%, 2%, 2%	41%, 12%, 3%	No Data
McQueeney	78%, 51%, 42%	56%, 7%, 6%	46%, 12%, 2%	49%, 17%, 9%	70%, 47%, 16%
Patlan	64%, 39%, 26%	51%, 23%, 6%	23%, 2%, 2%	51%, 10%, 4%	63%, 42%, 13%
Rodriguez	71%, 37%, 23%	29%, 6%, 0%	14%, 7%, 0%	36%, 6%, 0%	No Data
Vogel	56%, 39%, 25%	46%, 17%, 2%	44%, 10%, 0%	56%, 14%, 2%	50%, 25%, 5%
Weinert	75%, 45%, 27%	35%, 10%, 3%	23%, 0%, 0%	27%, 3%, 0%	No Data

4th Grade Module Assessments

*STAAR data source - txschools.gov **Module data source - Eduphoria	STAAR 2022	Module 1 September 2022	Module 2 October 2022	Module 3 November 2022	Module 4 December 2022
District	71%, 47%, 23%	58%, 21%, 8%	45%, 14%, 4%	64%, 23%, 7%	72%, 32%, 11%
Jefferson	64%, 40%, 17%	45%, 5%, 4%	48%, 20%, 0%	69%, 33%, 5%	82%, 47%, 19%
Koennecke	73%, 52%, 27%	72%, 33%, 14%	59%, 19%, 4%	79%, 29%, 12%	88%, 43%, 12%
McQueeney	72%, 44%, 13%	63%, 19%, 5%	34%, 6%, 3%	55%, 19%, 4%	49%, 7%, 0%
Patlan	75%, 47%, 19%	55%, 23%, 11%	51%, 14%, 7%	58%, 21%, 4%	No Data
Rodriguez	71%, 51%, 21%	66%, 15%, 3%	47%, 13%, 4%	No Data	No Data
Vogel	68%, 49%, 26%	44%, 15%, 7%	28%, 3%, 0%	43%, 3%, 2%	No Data
Weinert	70%, 44%, 33%	64%, 30%, 12%	49%, 25%, 7%	74%, 28%, 11%	72%, 32%, 15% ¹¹³

5th Grade Module Assessments

*STAAR data source - txschools.gov **Module data source - Eduphoria	STAAR 22	Module 1 September 22	Module 2 October 22	Module 3 November 22	Module 4 December 22
District	75%, 46%, 26%	65%, 31%, 10%	63%, 20%, 6%	65%, 26%, 12%	69%, 32%, 17%
Jefferson	76%, 46%, 28%	No Data	45%, 10%, 0%	41%, 10%, 2%	47%, 15%, 5%
Koennecke	72%, 49%, 32%	63%, 31%, 12%	75%, 32%, 14%	84%, 36%, 24%	73%, 45%, 21%
McQueeney	80%, 44%, 24%	56%, 21%, 3%	No Data	52%, 18%, 5%	53%, 18%, 8%
Patlan	82%, 54%, 31%	60%, 30%, 9%	62%, 16%, 5%	67%, 26%, 7%	80%, 36%, 20%
Rodriguez	79%, 45%, 22%	62%, 28%, 3%	62%, 9%, 2%	61%, 8%, 0%	88%, 25%, 0%
Vogel	72%, 48%, 25%	68%, 38%, 17%	51%, 16%, 6%	64%, 29%, 11%	63%, 21%, 10%
Weinert	68%, 40%, 24%	73%, 36%, 10%	73%, 30%, 9%	72%, 42%, 26%	84%, 45%, 33% ¹¹⁴

Next Steps



- ❑ Continue to provide HIGH LEVELS of Tier 1 instruction.
 - ❑ Academic Deans - Continue to hyper monitor on assessment days and continue to be strategic in planning for PLCs
 - ❑ Principals - Continue to be present during PLCs and present in classrooms providing feedback to teachers.
- ❑ Provide assistance at the campus/teacher level by pulling small groups and co teaching
- ❑ Continue district planning days with teacher teams



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.

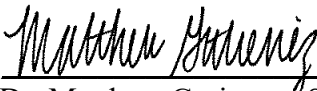
REFERENCE and COMPLIANCE: Strategic Priority #1 Creating and Supporting Future Students

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Briesemeister Presentation
Jim Barnes Presentation

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

Submitted by:  Date Submitted: 12/13/22
 (Name) Dr. Matthew Gutierrez, Superintendent
 (Address) 1221 E. Kingsbury St., Seguin, TX 78155
 (Telephone) (830) 401-8614

INFORMATION ITEM:

Safety Audit Findings (closed session)

RECOMMENDATION:

That the Board of Trustees receive information regarding the Districtwide Intruder Detection Audit Report Findings.

RATIONALE:

The top priority of Seguin ISD and the State of Texas is keeping students and staff safe everyday. The Texas School Safety Center recently conducted an Intruder Detection Audit. The audit found areas we can improve safety for students and staff.

REFERENCE and COMPLIANCE:

CKC (LEGAL) (LOCAL) Safety Program/Risk Management Emergency Plans

PAPERWORK IMPACT:

Minimal

BUDGET IMPACT INFORMATION:

None

EXHIBITS:

None

RESOURCE PERSONNEL:

Nikki Elaine Bittings, Chief Student Services Officer

Submitted by:

(Signature)



Date Submitted: 12/13/22

(Name)

Dr. Matthew Gutierrez, Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

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, November 15, 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; Cynthia Moreno, Chief Human Resources Officer; Dr. Hector Esquivel, Seguin High School Principal, Linda Guzman, A.J. Briesemeister Middle School Principal; Jason Schmidt, Jim Barnes Middle School Principal; Daniel Hebert, Auditor with Belt Harris Pechacek, LLLP; 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 Myla Garcia, fifth grade student from Jefferson Elementary School, 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 thanked the Administration Team and Seguin ISD community for their engagement efforts in Bond 2022, which passed on November 8, 2022. Dr. Gutierrez congratulated new trustee Joshua Bright and welcomed him to the Team of 8. He also thanked Glenda Moreno for her four years of leadership service and guidance.

D. Board Member Reports:

Mrs. Thomas-Jimenez informed the community about a link on the website under Board Reports where the Board will provide updates and information on recent activities, meetings, conferences and school events they have attended or participated in. Each board member shared about one event.

2. Recognition/Campus Presentations

A. Campus Highlight

The presentation was provided courtesy of Seguin High School. Dr. Esquivel, principal, shared information on Seguin High School Celebration Station, an initiative that celebrates student and staff success.

B. Student/Staff/Board/Community Recognition

The Board of Trustees recognized the following students and staff for their outstanding accomplishments:

- **Superintendent’s Elementary, Middle and High School Students of the Month**

Dr. Gutierrez was honored to recognize Jeremiah Garcia, fourth grade student at Jefferson Elementary, Tyrone Luckey, eighth grade student at Barnes Middle School and Yvette Hernandez, a sophomore at Seguin High School for going above and beyond as leaders and exceptional students in and out of the classroom. They are all excellent role models working hard to achieve their goals while assisting their peers.

- **Superintendent’s Awards**

Dr. Gutierrez was honored to recognize Heather Brown, Matador Guard Director, Fine Arts Administrative Assistant, Seguin ISD Performing Arts Center Coordinator, and Seguin High School Student Council Advisor, as the November recipient of the Superintendent’s Leadership Award for going above and beyond daily duties to cultivate, inspire, empower and support our staff, students, and Seguin community.

3. Audience with the Board

Gilbert Moreno signed up to salute the Board.

4. Reports/Information Items:

A. Seguin ISD Vision Week 2022 Finding

The Board of Trustees received an update on findings from Vision Week 2022. Vision Week is an annual community engagement effort that supports Seguin ISD’s participation in the Systems of Great Schools (SGS) Network. Vision Week was held September 12-25, 2022 in partnership with Cospero. Targeted stakeholder groups included students, parents of Seguin ISD students, parents of non-Seguin ISD students and community members. Outreach efforts included surveys, pop up vision boards, and student vision sheets. A total of 3,635 survey responses were received.

B. Middle School Performance Pay Program

The Board of Trustees received information about the 2022 - 2023 middle school performance pay program. During the 2022 - 2023 school year, Seguin ISD will provide middle school teachers who teach a tested subject area \$5,000.00 to each teacher who meets a predetermined goal set by Seguin ISD. We believe that high performing teachers should be compensated for increasing student achievement as measured by the 2023 STAAR assessments.

C. Seguin ISD Teacher Incentive Allotment (TIA) Planning

The Board of Trustees received an update on the plan to implement the Teacher Incentive Allotment (TIA). House Bill (HB) 3 established the Teacher Incentive Allotment (TIA) to recognize effective teachers on three different levels: Recognized, Exemplary and Master. These teacher designations generate additional teacher-focused allotment funding for districts in order for them to reward their top performers. Developing a local teacher designation system requires significant planning, robust stakeholder engagement, adequate time to prepare all necessary materials for rollout and a strong communication plan prior to the first implementation year.

D. Introduction of Newly Appointed Administrators

The Board of Trustees acknowledged the newly appointed 2022-2023 Administrative Hires.

- **Dwight McKnight – Jefferson Assistant Principal**
- **Jennifer Hendryx – Vogel Academic Dean**
- **Emilie Rohde – Vogel Associate Principal**
- **Sara Elley – Vogel Assistant Principal**

E. Seguin ISD Strategic Plan 2025 Monthly Update

The Board of Trustees received an update on the implementation of 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 monthly to the Board began in September 2022.

F. Secondary Monthly Report

The Board of Trustees received an update regarding Seguin High School and both middle schools, A.J. Briesemeister and Jim Barnes Middle Schools. 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.

The Board recessed from 8:41 p.m. until 8:50 p.m.

- 5. Closed Meeting** –The Board went into closed session at 8:51 p.m..
 - 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.
 - 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** – The Board reconvened at 9:24 p.m. No action was taken.
 - Possible action to approve professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of employee(s).
- 7. Consent Agenda Items – Consider and Possible Approval:**
 - Approval of Board Minutes for:**
Special Meeting, October 21, 2022
Regular Meeting, October 25, 2022

B. Approval of Tax Collection Reports for October 2022

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for October 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 Donations Received October 2022

The Board of Trustees approved the donations received by the District during the month of October 2022 in the amount of \$2,250.00 from various business and individuals. District Board policy CDC (Local) states "...any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

D. Approval of Tax Roll Levy for 2022 Tax Year

The Board of Trustees approved the 2022 tax roll levy as presented. In accordance with the Texas Property Tax Code, the Board of Trustees shall approve the tax roll levy for the Seguin Independent School District. The property tax levy is calculated after certified values are received from the Guadalupe Appraisal District and the District sets the tax rates.

E. Adoption of Resolution Stating Review of Investment Policy and Designation of Investment Officers

The Board of Trustees adopt the resolution stating review of investment policy and investment strategies for the Seguin Independent School District and naming Investment Officers for the District. The resolution states that the Board of Trustees has reviewed the investment policy, and names the Superintendent, the Chief Financial Officer, and the General Ledger Specialist as the District's investment officers.

F. Approval of Resolution Approving Independent Sources of Instruction Relating to Investment Responsibilities

The Board of Trustees approved the resolution approving independent sources of instruction relating to investment responsibilities. School Board policy CDA (Legal) requires investment officers attend an investment training session not less than once in a two-year period and receive specific required hours of instruction relating to investment responsibilities from an independent source approved by the Board of Trustees. The investment officers are the Superintendent, the Chief Financial Officer, and the General Ledger Specialist.

G. 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
Tucker, Misty	Seguin High School	10/14/2022

Resignations:

Hadamek, Jacqueline, Jefferson Elementary, effective 11/30/22

Ms. Hadamek, 4th Grade Teacher, has resigned due to relocation.

Ms. Hadamek has 3 months with Seguin ISD.

Willemin, Allison, Student Services, effective 11/18/22

Ms. Willemin, Student Services Specialist, has resigned due to relocation.

Ms. Willemin has 9 years with Seguin ISD.

H. Acknowledge Public Information Act Requests October - November, 2022

The Board of Trustees received information regarding the Public Information Act requests received since October 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 Mrs. Moreno to approve Consent Action Items:

A. Approval of Board Minutes for:

Special Meeting, October 21, 2022

Regular Meeting, October 25, 2022

B. Approval of Tax Collection Reports for October 2022

C. Approval of Donations Received October 2022

- D. Approval of Tax Roll Levy for 2022 Tax Year**
- E. Adoption of Resolution Stating Review of Investment Policy and Designation of Investment Officers**
- F. Approval of Resolution Approving Independent Sources of Instruction Relating to Investment Responsibilities**
- G. Personnel Information – Professional Employees**
- H. Acknowledge Public Information Act Requests October - November, 2022**

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

8. Action Items:

A. Approval of the Annual Comprehensive Financial Report for the Year Ended June 30, 2022

Mr. Guerra moved, seconded by Mrs. Moreno to approve the Annual Comprehensive Financial Report (ACFR) for the year ended June 30, 2022. The firm of Belt Harris Pechacek, LLLP audited the financial statements of the District for the year ended June 30, 2022, and their reports are included in the annual financial report. The ACFR that includes additional statistical information will be submitted to the Government Financial Officers Association of the United States and Canada for review. The District has consistently received the Certificate of Achievement for Excellence in Financial Reporting since 1990.

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

9. Board Comments and Request

Mrs. Moreno expressed her appreciation and gratitude to the Board of Trustees, the Leadership Team, Dr. Gutierrez, students, staff and Seguin ISD community during these last four years and wished new trustee Joshua Bright the best of luck.

All prior Board requests have been addressed.

10. Adjourn

Ms. Duncan moved, seconded by Mr. Amador to adjourn the meeting. The meeting adjourned at 9:39 p.m.

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

Secretary/December 13, 2022

President/December 13, 2022

Minutes of Special Meeting

The Board of Trustees

Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD was held Friday, November 18, 2022, beginning at 12:00 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

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

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 Innovation & Learning; Cynthia Moreno, Chief Human Resources Officer; Nancy Ramirez, Superintendent Secretary and media.

1. Call to Order

A. Mrs. Thomas-Jimenez called the meeting to order at 12:00 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

No one signed up to address the Board.

3. Action Item:

A. Board Action to Appoint a Trustee to Serve as Board Secretary

Ms. Duncan moved, seconded by Mr. Jenkins to appoint trustee, Ben Amador as Secretary. The previous Board Secretary is no longer holding office. The Board of Trustees will reorganize and select Board Officers at the next regular board meeting on December 13, 2022.

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

Nays: None

B. CONSIDERATION AND APPROVAL OF A RESOLUTION CANVASSING THE RETURNS AND DECLARING THE RESULTS OF A BOND ELECTION; AND OTHER MATTERS IN CONNECTION THEREWITH

Mr. Amador moved, seconded by Mrs. Crettenden to approve the Resolution Canvassing the Returns and Declaring the Results of a Bond Election; and Other Matters Therewith. On August 4, 2022, the Board of Trustees ordered an election to be held on November 8, 2022, for the purpose of determining whether the resident, qualified voters of the District would authorize the issuance of general obligation bonds by the District in the amount of \$131,000,000 (PROPOSITION A) and \$7,500,000 (PROPOSITION B), respectively. The purpose of this action is to canvass the returns of this election and make appropriate determinations as required by law.

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

Nays: None

C. Canvas and Certify the Results of a General Election for Trustees in Single Member Districts 2, 4, 5 and 7

Mr. Amador moved, seconded by Ms. Duncan to canvas and certify the results of the General Election for Trustees in Single Member Districts 2, 4, 5 and 7. On August 17, 2022, the Board of Trustees ordered an election to be held on November 8, 2022, for the purpose of electing Trustees in Single Member Districts 2, 4, 5, and 7. The purpose of this action is to canvass the returns and make appropriate determinations as required by law. Under Texas Election Code, Section 67.003, the Board shall canvass and certify the official election results of the General Election no later than the eleventh day after the November 8, 2022, General Election. The Guadalupe Elections Administrator, Lisa Hayes has submitted the election results along with her certification.

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

Nays: None

4. Open Session:

A. Administer Statement of Elected Officers in:

District 2 – Alejandro R. Guerra

District 4 – Linda Duncan

District 5 – Denise Crettenden

District 7 – Joshua Bright

The Board of Trustees administered the Statement of Elected Officers be sworn to and signed by elected trustees. In accordance with the following codes: The Tex. Const. Art. XVI Sec. 1 (b), and Board Policy BBB (LEGAL). All newly elected trustees signed the Statement of Elected Officer.

B. Administer Oath of Office to Elected Trustees in:

District 2 – Alejandro R. Guerra

District 4 – Linda Duncan

District 5 – Denise Crettenden

District 7 – Joshua Bright

The newly elected trustees took the oath of office. Trustees in Voting Districts 2, 4, 5 and 7 are elected to four year terms that will expire in 2026. The oath is in accordance with the following codes: The Tex. Const. Art. XVI, Sec. 1 (a), Education Code 11.061 and Board Policy BBB (LEGAL).

5. Adjourn

Mr. Amador moved, seconded by Mr. Bright to adjourn the meeting. The meeting adjourned at 12:14 p.m.

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

Nays: None

ACTION ITEM: **Approval of Proposed Budget Amendments & Financial Statements for October 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 October 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, RTSBA
Sally Eckhart, Budget Coordinator

Submitted by:  Date Submitted: 12/13/22
(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
October 2022

	Budget				Actual			Budget Remaining	
	Adopted Budget	October 1, 2022	Proposed Amendment(s)		October 31, 2022	October 1, 2022	Current Month		October 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	295,778	299,446	35,625,350
Property Taxes-Delinquent	1,565,467	1,565,467	-	-	1,565,467	401,508	59,621	461,129	1,104,338
Property Taxes-Penalty & Interest	589,549	589,549	-	-	589,549	74,909	15,736	90,645	498,904
Interest Income	300,000	300,000	-	-	300,000	144,960	75,764	220,724	79,276
Other Local Income	106,000	106,000	-	-	106,000	171,717	167,409	339,126	-
State	27,589,065	27,589,065	-	-	27,589,065	4,916,666	3,766,225	8,682,892	18,906,173
Federal	1,167,000	1,167,000	-	-	1,167,000	61,907	209,049	270,956	896,044
REVENUE	67,241,877	67,241,877	-	-	67,241,877	5,775,335	4,589,582	10,364,917	57,110,086
EXPENSE									
11 - Instruction	37,553,166	37,761,359	-	167,184	37,928,543	4,541,005	3,529,885	8,070,890	29,857,653
12 - Instructional Resources & Media Svcs	1,023,887	1,023,887	-	(10,058)	1,013,829	198,078	80,566	278,644	735,185
13 - Curr & Instructional Staff Development	651,794	641,684	-	(80,608)	561,076	98,037	26,078	124,116	436,960
21 - Instructional Leadership	2,204,014	2,224,014	-	(162,177)	2,061,837	483,856	172,461	656,317	1,405,520
23 - School Leadership	4,857,232	4,857,306	-	(164,650)	4,692,656	920,824	399,549	1,320,373	3,372,283
31 - Guidance & Counseling Services	2,647,822	2,649,665	-	(11,261)	2,638,404	424,215	222,360	646,575	1,991,829
32 - Social Work Services	515,652	537,151	-	95,230	632,381	137,302	57,005	194,307	438,074
33 - Health Services	759,739	759,739	-	34,292	794,031	88,227	65,327	153,555	640,476
34 - Student Transportation	2,703,871	2,703,871	-	117,534	2,821,405	504,892	278,876	783,768	2,037,637
35 - Food Service	-	-	-	-	-	-	-	-	-
36 - Co-curricular Activities	2,041,009	2,061,009	-	120,359	2,181,368	467,237	166,066	633,303	1,548,065
41 - General Administration	2,348,125	2,348,125	-	(38,538)	2,309,587	743,781	332,283	1,076,065	1,233,522
51 - Plant Maintenance & Operations	6,712,126	6,712,126	-	(39,250)	6,672,876	1,947,456	688,830	2,636,286	4,036,590
52 - Security & Monitoring Services	535,602	514,103	-	10,862	524,965	140,548	60,323	200,871	324,094
53 - Data Services	1,976,884	1,976,884	-	(38,671)	1,938,213	682,463	155,292	837,754	1,100,459
61 - Community Services	75,270	75,270	-	(248)	75,022	4,340	1,372	5,712	69,310
71 - Debt Services	-	-	-	-	-	665,000	-	665,000	(665,000)
81 - Facilities Acquisition & Construction	-	-	-	-	-	145,737	86,617	232,355	(232,355)
99 - Intergovernmental Charges (Appraisal Svcs)	635,684	635,684	-	-	635,684	142,353	-	142,353	493,331
EXPENSE	67,241,877	67,481,877	-	-	67,481,877	12,335,351	6,322,892	18,658,243	48,823,634
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ (240,000)	\$ -	\$ -	\$ (240,000)	(6,560,016)	(1,733,310)	(8,293,326)	8,286,452
Other Sources	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
RESULT OF ACTIVITIES	\$ -	\$ (240,000)	\$ -	\$ -	\$ (240,000)	(6,560,016)	(1,733,310)	(8,293,326)	

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
October, 2022

Budget Report - Attachment 1
13-Dec-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
October 2022

	Budget				Actual			Budget Remaining	
	Adopted Budget	October 1, 2022	Proposed Amendment(s)		October 31, 2022	October 1, 2022	Current Month		October 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	13,922	5,587	19,510	490
Other Local Income	571,000	571,000	-	-	571,000	54,515	25,295	79,810	491,190
State	70,000	70,000	-	-	70,000	-	14,450	14,450	55,550
Federal	4,489,000	4,489,000	-	-	4,489,000	1,071,521	612,899	1,684,420	2,804,580
REVENUE	5,150,000	5,150,000	-	-	5,150,000	1,139,958	658,232	1,798,190	3,351,810
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	766,728	643,747	1,410,475	3,726,775
36 - Co-curricular Activities									
41 - General Administration									
51 - Plant Maintenance & Operations	12,000	12,000	-	-	12,000	3,307	1,251	4,558	7,442
52 - Security & Monitoring Services	750	750	-	-	750	177	44	221	529
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	770,212	645,042	1,415,254	3,734,746
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	369,746	13,191	382,936	(382,936)
Other Sources	-	-	-	-	-				
Other Uses	-	-	-	-	-				
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 369,746	\$ 13,191	\$ 382,936	

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
October, 2022

Budget Report - Attachment 1
13-Dec-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
Debt Service Fund
October 2022

	Budget				Actual			Budget Remaining	
	Adopted Budget	October 1, 2022	Proposed Amendment(s)		October 31, 2022	October 1, 2022	Current Month		October 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	131,708	133,216	15,066,784
Property Taxes-Delinquent	200,000	200,000	-	-	200,000	168,437	24,540	192,977	7,023
Property Taxes-Penalty & Interest	136,682	136,682	-	-	136,682	29,963	6,018	35,982	100,700
Interest Income	-	-	-	-	-	40,577	11,369	51,946	-
Other Local Income	-	-	-	-	-	-	-	-	-
State	-	-	-	-	-	356,145	-	356,145	-
Federal									
	15,536,682	15,536,682	-	-	15,536,682	596,631	173,635	770,266	15,174,507
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	9,154,191	400	9,154,591	6,382,091
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
	15,536,682	15,536,682	-	-	15,536,682	9,154,191	400	9,154,591	6,382,091
REVENUE OVER/(UNDER) EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	(8,557,560)	173,235	(8,384,325)	\$ 8,792,416
Other Sources	-	-	-	-	-			-	
Other Uses	-	-	-	-	-			-	
OTHER SOURCES AND USES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
RESULT OF ACTIVITIES	\$ -	\$ -	\$ -	\$ -	\$ -	(8,557,560)	\$ 173,235	\$ (8,384,325)	

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

Revenues:

Total Revenue Increase (Decrease) \$ -

Expenditures:

Total Expenditures Increase (Decrease) \$ -

Other Sources:

Total Other Sources Increase (Decrease) \$ -

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

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

RATIONALE: A Request for Proposals (RFP#: 21-01) was issued on August 7, 2020, for Vehicle Maintenance, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the one response received, all met the RFP requirements. With approval from the Board of Trustees, the following respondent will be added to the list of approved vendors for this RFP: Beasley Tire Service. 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

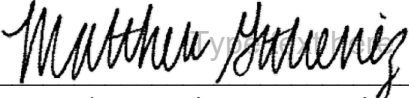
PAPERWORK IMPACT: None

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
Nikki Elaine Bittings, Chief Student Services Officer
Jennifer Raske Martinez, Purchasing Coordinator, CTSBO

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



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

Date Submitted: 12/13/2022

SEGUIN INDEPENDENT SCHOOL DISTRICT
VENDOR RECOMMENDATION FORM

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

BID CLOSING DATE: June 30, 2023

ISSUING DEPARTMENT(S): TRANSPORTATION AND MAINTENANCE

VENDOR	SERVICES PROVIDED	Recommended
Beasley Tire Service	Tires and repair services	Y

Note:

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

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

INFORMATION ITEM:

Authorization of Agreement Between Seguin ISD and Tangram Rehabilitation Network for Residential Care Services at a Cost of \$101,600.

RECOMMENDATION:

That the Board of Trustees authorize an agreement between Seguin ISD and Tangram Rehabilitation Network, Inc to provide day treatment services to student(s) eligible for applicable special education services pursuant to the Individuals with Disabilities Education Act (IDEA) from October 24, 2022, through May 26, 2023.

RATIONALE:

Specialized therapeutic services are required as per Individualized Education Plan.

REFERENCE and COMPLIANCE:

EHBAC (LEGAL) Special Education
EHBA (LEGAL) Special Programs
Strategic Priority 1: Improve student learning through improved instructional practice.

PAPERWORK IMPACT:

None

BUDGET IMPACT / INFORMATION:

Funds are provided in the 2022-23 budget. Federal Funds are utilized for this placement. The district will apply for a High Cost Fund grant through Texas Education Agency to offset the cost of this placement.

EXHIBITS:

Contract

RESOURCE PERSONNEL:

Mark Cantu, Deputy Superintendent
Haley Martin-Dean, Director of Special Education
Anthony Hillberg, Chief Financial Officer, CPA, RTSBA
Jennifer Raske Martinez, Purchasing Coordinator, CTSBO

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



Date Submitted: 12/13/22

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

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

Contract Period: October 24, 2022 to May 26, 2023

Contract Amount: \$800.00 per diem for 127 days, totaling = \$101,600.00 for contract period

Student:

- 1) This Contract and Agreement ("Contract") is entered into by and between Seguin Independent School District hereinafter called "District" and Tangram Rehabilitation Network, Inc. d.b.a. Texas Hill Country School, hereinafter called "Contractor", for the purpose of providing services to a student eligible for special education services pursuant to the "IDEA" who is both under the age of twenty-two (22) years and is a resident of the state of Texas.
- 2) The Contractor will provide the specialized facilities and qualified and appropriately certified personnel, in accordance with 34 CFR 300.16 and 19 TAC 231.1 necessary to supply all services covered by this contract (with the exception of transportation services to and from Texas Hill Country School) without cost or charge to parents, guardians, surrogate, or adult student.
- 3) The Contractor will ensure that at all times a properly certified teacher, as set forth above, will supervise all instruction encompassed by this Contract.
- 4) Written authorization by the parent, guardian, or adult client is necessary to release any confidential information, as related to the services covered by this Contract. The only exception would be any court ordered release of information. Contractor agrees to comply with the Family Educational Rights and Privacy Act (FERPA)
- 5) During the Contract Period, if the Contractor becomes unable to or fails to provide specialized facilities or personnel necessary under this Contract, the District may withhold payment to Contractor until said facilities and/or personnel are regained. Mediation or arbitration will be used for conflict resolution.
- 6) The District and the Contractor agree and understand that the parent(s) or Guardian(s) of this student have voluntarily given their permission for this Student to participate in all activities of the Texas Hill Country School and to receive the services indicated below and provided under the terms of this Contract.
 - a) Day School Services that include supervision while on-site, behavioral management services, psychological services, and meals as indicated
 - b) Educational services supervised by properly certified teacher

- c) Related Service including, as indicated,
 - i) Behavior Therapy
 - ii) Health Service
 - iii) Counseling – group conflict resolution
 - iv) Occupational and Speech therapy

- 7) Transition Services, including mileage are billed separately from Day School Services contracts and are not considered part of this agreement. Transition services include:
 - a) In-Home Training
 - b) Parent Training
 - c) Teacher / Staff Training
 - d) In-Service Training
 - e) Any supervision / training provided by the Contractor on Seguin Independent School District premises

- 8) **The District will pay to the Contractor for its complete and satisfactory performance of this contract One Hundred One Thousand, Six Hundred Dollars (\$101,600.00) for all the services covered by this contract. Daily per diem \$800.00 for each of the 127 scheduled instructional days of the Texas Hill Country School Calendar. This sum shall be earned and payable in monthly installment in the amounts specified in each monthly billing. Days of absences that are not pre-approved or planned will be billed at the daily rate. This first payment is due on November 25, 2022 and shall be due and payable on or before the same day of each succeeding calendar month thereafter until the entire sum is paid in full. Failure to pay for service rendered may result in the individual's discharge from the program and/or initiation of collection procedures.**

- 9) The District and Contractor will collaborate at the end of each individual grading period to assess any adjustments that may need to be made to fees established at the conception of this agreement. Fees may be adjusted if supports are increased/decreased in accordance with student behavioral and instructional needs. If it is determined that an adjustment is necessary, a new contract will be executed. During this instance the thirty-day notice may be waived.

- 10) The Contractor will maintain its records and accounts for a minimum of three years to assure a proper accounting to the District of all moneys, state and federally applicable to this contract. The Contractor will compile and furnish to the District and the parent/legal guardian any reports that the District requires to comply with applicable

laws, rules, and regulations of the State of Texas Board of Education and in order to comply with all applicable federal regulations, and executive orders

- a) Individual Education Plans ("IEP"): To be furnished by the school district A.R.D committee. The IEP will be jointly implemented and monitored by the Contractor and the School District.
 - b) Progress and reports related to the IEP; To be furnished by the Contractor.
 - c) Copies of all psychological evaluation reports or evaluations released to other related services.
 - d) The District is responsible for providing annual re-evaluation of appropriateness of instructional arrangement.
 - e) The three-year Full and Individual Evaluation shall be the responsibility of the District.
 - f) A.R.D. is the responsibility of the sending School District.
- 11) The term of this Contract shall begin on October 24, 2022. The Contract may be terminated unilaterally by either party with thirty-day [30] notice or student is absence for seven consecutive days. In the event that the Contract is terminated prior to the Contract Period, fees and charges shall be pro-rate to the date of discharge. If the A.R.D. committee decides that the student should be admitted residentially, a new contract will be executed. During this instance the thirty-day notice may be waived.
 - 12) This instrument constitutes the entire agreement by and between the parties for the purpose of accomplishing the results and object herein contained and as stated in the Admission, Review, and Dismissal Committee Report ("A.R.D.").
 - 13) The expected outcomes of this contract include but are not limited to successful treatment as indicated by progress on treatment plan goals, behavior, stabilization, graduation, transition to less restrictive environments, and/or fulfillment of specified time period on contract.
 - 14) At the end of the contracting period the contractor will provide the District with all paperwork regarding the student.
 - 15) Notice required by this agreement shall be made in writing and delivered to the parties to and at:

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

San Marcos, Texas 78666

Seguin ISD
Halcy Martin-Dean, Director of Special Education
1221 E. Kingsbury
Seguin, TX 78155

Seguin ISD
Rebecca Bloxham, Special Education Coordinator
1221 E. Kingsbury
Seguin, TX 78155

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

Accepted and approved on behalf of Texas Hill Country School this the 17 day of October 2022.

By: Jane Stewart

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

Accepted and approved on behalf of Seguin Independent School District this the 17th day of October 2022.

By: Halcy Martin-Dean

Title: Director of Special Education

Seguin ISD
Duly authorized

ACTION ITEM: **Consideration and Approval of School Health Advisory Council Annual Report, SHAC Goals and Committee Members**

RECOMMENDATION: Recommended that the Board of Trustees approve annual SHAC report and appointment of SHAC membership roster.

RATIONALE: Texas Education Code Chapter 28, Section 28.004 requires school boards to appoint a minimum of 5 members to the School Health Advisory Council. The majority of the members appointed must be parents who are not employed by the district. One appointed member must serve as the chair or co-chair of the council.

In addition, the board of trustees is required to receive annually a written report on SHAC recommendations and activities for the past year.


REFERENCE and COMPLIANCE: EHAA (LEGAL) Basic Instructional Program, Required Instruction (All Levels)

PAPERWORK IMPACT: Routine paperwork is required in the updating of the policy manuals.

BUDGET IMPACT/ INFORMATION: No significant impact.

EXHIBITS: Exhibit 1- 2022 SHAC Annual Report
Exhibit 2- 2023 SHAC Membership Roster

RESOURCE PERSONNEL: Pete Silvius, Director of Whole Child Initiatives

Submitted by:  Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

**Seguin ISD
School Health Advisory Council
2022 Annual Report**

The Seguin ISD SHAC Chair- Mark Dibble.

Ongoing SHAC goals-

- 1.) Promote student nutrition
- 2.) Increase opportunities and access to physical activity for all students, staff and community.
- 3.) Increase parental/community involvement to include support of coordinated school health and the SHAC.
- 4.) Educate the whole child with health and wellness at the center of academic achievement.

Notable achievements of 2022-

SHAC continued to provide input and support for SISD Covid-19 response plans-

The SHAC was provided Covid-19 response procedures and protocol updates and provided feedback.
(SHAC Goal 3, 4)

SHAC supports the efforts of the Child Nutrition Department-

The SHAC created and released a parent survey to solicit input related to thoughts regarding coffee being made available for sale at Seguin High School. The majority of the responses 48% were neutral to the question of-Should coffee be made available at the HS? 30% responded that it was a good idea and 21% responded that it was a bad idea.
(SHAC Goal 1, 3, 4)

SHAC reviews child abuse prevention curriculum materials-

At the direction of the SISD School Board Resolution on June 28th 2022 the SHAC reviewed two child abuse prevention curriculum options that included RadKIDS and Child Safe/Teen Safe. The SHAC unanimously recommended that both curriculums could be used in Seguin schools for abuse prevention.
(SHAC Goal 3, 4)

SHAC membership

The SHAC welcomed a few new members and looks forward to their continued participation.
(SHAC Goal 3)

2023- School Health Advisory Council Members recommended for appointment:

Name	Position	Representation
Mark Dibble	Chair	Parent
Carmen Davila	Member	Parent
Cecily Dwyer	Member (new)	Parent
Ken Heebner	Member	Parent
Alyson Kirchner	Member	Parent
Jennifer Lankford	Member	Parent
Kirsten Legore	Member	Parent
Mallory Roberts	Member	Parent
Angela Sjolander	Member	Parent
Edith Zeisloft	Member	Parent
Sarah Anderson	Member	Community
Veronica Blair	Member (new)	Community
Katarina Eberhard	Member (new)	Community
Michelle Meehan	Member	Community
Rebecca Schroeder	Member	Community
Megan Schwartzkopt	Member	Community

Non-voting SISD advisory members-

Pete Silvius	Facilitator	SISD
Jacob Galvan	Member	SISD
Audrey Parker	Member	SISD

INFORMATION 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.

**BOARD'S
ACKNOWLEDGEMENT
RESIGNATIONS:**

Driskill, Christina, Barnes Middle School, effective 1/4/2022
Ms. Driskill, ELA Teacher, has resigned due to relocation out of state.
Ms. Driskill has 2 years with Seguin ISD.

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

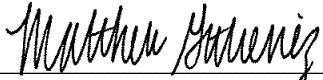
**REFERENCE and
COMPLIANCE:** DC (LEGAL), DC (LOCAL), Employment Practices

**BUDGET IMPACT/
INFORMATION:** None

**PAPERWORK
IMPACT:** This item will result in follow up communication with the employee.

EXHIBITS: None

**RESOURCE
PERSONNEL:** Cynthia Moreno, Chief Human Resource Officer

Submitted by:  Date Submitted: 12/13/22
(Signature) Dr. Matthew Gutierrez, Superintendent
(Name) 1221 E. Kingsbury St., Seguin, TX 78155
(Address) (830) 401-8614
(Telephone)

INFORMATION ITEM: **Acknowledge Public Information Act Requests November 2022**

RECOMMENDATION: That the Board of Trustees acknowledge Public Information Act requests received since Nov. 3, 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: Nov. 3-30, 2022 Public Information Act request roster

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

Submitted by: Matthew Gutierrez Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

Seguin ISD PIA requests received from Nov. 3-30, 2022

<u>Date</u>	<u>Requester</u>	<u>Requested documents</u>	<u>Status</u>	<u>Action</u>
112222 028	Dr. Ruth Watson-Houston	A list of 24 items related to the employment of Stephanie Hill.	In progress	
113022 029	Kathy Kober	1) IFDs for all units for Algebra 1 from TEKS Resource, 2) IFDs for all units for Algebra 2 from TEKS Resource, 3) PLC agendas and lesson planning information from Algebra 1 from the 2021-2022 school year, 4) PLC agendas and lesson planning information from Algebra 2 from the 2021-2022 school year 5) Course descriptions for Algebra 1 and Algebra 2 with learning outcomes 6) TSIA practice tests and curriculum used for test preparation	In progress	

ACTION ITEM: **Consideration and Approval to Utilize RadKIDS, Child Safe, Teen Safe Instructional Materials and Programing**

RECOMMENDATION: Recommended that the Board of Trustees approve the use of RadKIDS, Child Safe and Teen Safe programing and related materials for abuse prevention instruction.

RATIONALE: House Bill 1525 and Senate Bill 9 amended Section 28.004 of the Texas Education Code, in part, related to requirements that the Board must follow when adopting curriculum materials for providing instruction to students related to human sexuality as well as the prevention of child abuse, family violence, dating violence and sex trafficking.

The Seguin ISD School Health Advisory Council (SHAC) has met twice in a public meeting to discuss RadKIDS, Child Safe and Teen Safe. The SHAC has made a unanimous recommendation to adopt RadKIDS, Child Safe and Teen Safe for use in Seguin ISD schools.

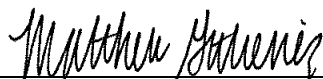
REFERENCE and COMPLIANCE: EHAA (LEGAL) Basic Instructional Program, Required Instruction (all Levels)

PAPERWORK IMPACT: Routine paperwork is required in the updating of the policy manuals.

BUDGET IMPACT/ INFORMATION: No significant impact.

EXHIBITS: Presentation

RESOURCE PERSONNEL: Pete Silvius, Director of Whole Child Initiatives

Submitted by:  Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) Seguin ISD - 1221 E. Kingsbury - Seguin, TX 78155
(Telephone) (830)401-8614



radKIDS is a personal empowerment safety program that teaches children the following topics and more!

- ◆ Home, school, and out & about safety
- ◆ Vehicle and bike safety
- ◆ Fire, water, gun, and drug safety
- ◆ Phone and Internet safety
- ◆ Bullying prevention
- ◆ Physical resistance against violence and abduction
- ◆ Good, bad, and uncomfortable touch

WHY RADKIDS AND WHAT MAKES THIS EDUCATIONAL TOOL DIFFERENT?



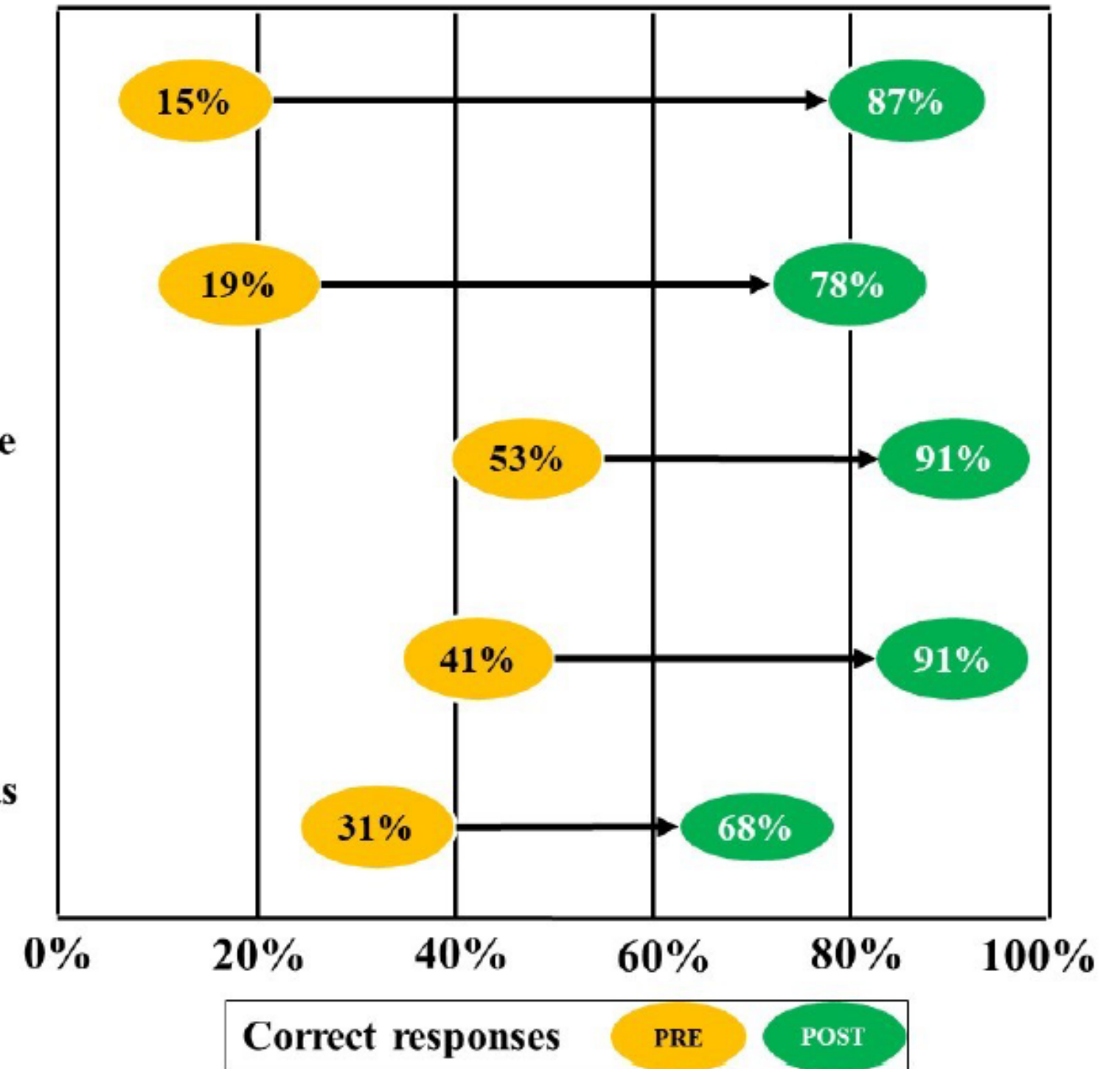
- Personal Skill Based not Expectations
- Self Value and Self Worth to Establish Personal Boundaries
- Behavior Recognition
- Critical Thinking Skills
- Personal and Environmental rather than topic based
- Physical Resistance to Violence Skills
- Therapeutic and Resiliency

Evidence-based

Surveys with 270 elementary school children showed improvements in resisting sexual assault, non-violent responses to bullying, resiliency in rejecting victimizing behavior of others, using resources to avoid and resist victimization, and safety planning.

Child Growth in Safety Knowledge, Attitudes, & Behavior *Pre-Post Percentage of Change Shown in Child Surveys*

- Would report inappropriate touching to a trusted adult
- Recognizes hitting is not the best way to stop a bully
- Understands not to internalize blame for victimization
- Understands how to respond to a threatening dog
- Would call 911 if someone was going to harm them



All radKIDS know these 3 rules:

1. No one has the right to hurt me because **I AM SPECIAL!**
2. I don't have the right to hurt **anyone else**, including myself, **UNLESS** they are trying to hurt me, and then I can **STOP** them!
(and we're going to show you how!)
3. If anyone tries to hurt me, trick me, or make me feel bad inside, it is **NOT MY FAULT**, so **I CAN TELL!**

Logistics

- Twelve 45-55 minute sessions during PE class across twelve weeks
- Takes at least 2 instructors, but 4 or more is preferred
- Combines classroom style discussion, drills to reinforce topics learned, and physical moves that children can use to protect themselves
- Family manual goes home on first day of radKIDS
- Graduation ceremony at end of program to show parents and celebrate what the kids have learned

MONIQUE BURR

FOUNDATION FOR CHILDREN
PREVENTION EDUCATION PROGRAMS



- Evidence-based
- Easy and practical for schools to implement
- Developmentally appropriate for students in grades K-12
- Based on polyvictimization research
- Provides universal strategies to better protect children, including five easy-to-remember Safety Rules
- Educates children, school staff, and parents

Grades K-5 Topics Covered

Lesson 1

- Safety awareness
- Shared responsibility for safety
- Safe Adults
- Types of abuse
- Red Flags
- Safety Rules

Lesson 2

- Bullying
- Cyberbullying
- Digital abuse
- Digital safety tips
- Digital citizenship
- Safety Rules

Mental Health Lesson

- Mental Health and Wellness
- Healthy vs. Unhealthy Choices
- Coping Skills
- Introduction to Substances
- Refusal Skills
- Help and Resources

Grades 6-12 Topics Covered

Lesson 1

- Cyberbullying
- Digital abuse and safety
- Digital self-awareness
- Digital self-management
- Digital citizenship
- Physical abuse
- Emotional abuse

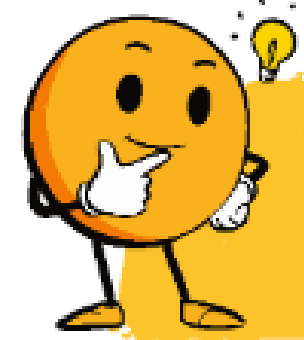
Lesson 2

- Neglect
- Relationship abuse
- Bullying
- Sexual abuse
- Sex trafficking
- Sexual assault

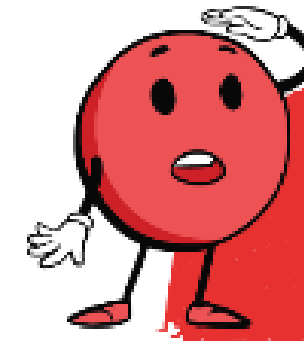
Mental Health Lesson

- Mental Illness
- Reducing Stigma
- Mental Health and Wellness
- Coping Skills and Resilience
- Substance Use/Abuse
- The Effects of Drugs
- Refusal Skills
- Self-Harm & Suicide
- Help and Resources

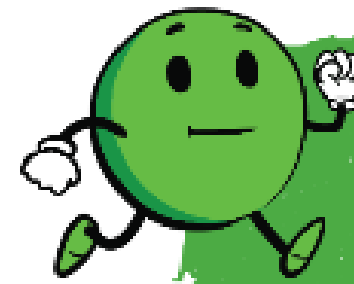
MBF 5 Safety Rules[®]



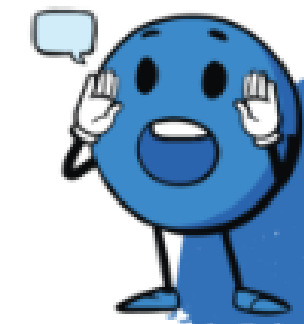
Know What's Up



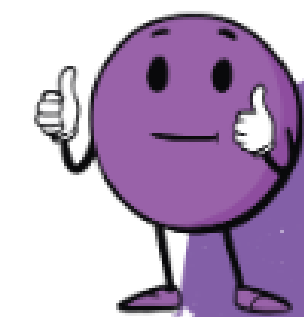
Spot Red Flags



Make a Move



Talk It Up



No Blame | No Shame

Logistics

- Two 55-minute classroom lessons (one additional mental health lesson for K-5, three additional for 6-12)
- Different curriculum for each grade with age-appropriate content
- Can be implemented by a variety of professionals (school counselors, teachers, health educators, nurses, coaches, local community partners, such as child advocacy centers, etc.)
- Certified Facilitators are trained prior to implementing program in classrooms via live or online training options

ACTION ITEM: **Discussion and Approval of the Fund Balance Compliance Requirement**

RECOMMENDATION: That the Board of Trustees approve the annual calculation of unassigned fund balance in compliance with board policy CE(LOCAL) as of June 30, 2022.

RATIONALE: The Annual Comprehensive Financial Report (ACFR) for fiscal year 2021-22 is now complete. Board policy CE(LOCAL) requires the District to maintain an annual unassigned general fund balance in the General Operating Fund of 25 percent of the general operating expenditures. The required calculation, attached, is to be performed based on the ACFR for each fiscal year.

REFERENCE and COMPLIANCE: CE (LOCAL) Annual Operating Budget

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Fund Balance Compliance Test

RESOURCE PERSONNEL: Anthony Hillberg, Chief Financial Officer, CPA, RTSBA

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



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

Date Submitted: 12/13/22

**SEGUIN ISD
GENERAL OPERATING FUND
FUND BALANCE TEST PER BOARD POLICY CE(LOCAL)
2021-22**

21-22 Beginning Total Fund Balance (21-22 Schedule C-2 Audit)		31,689,946
21-22 Revenue (Schedule C-2 Audit)	66,419,239	
21-22 Expenses (Schedule C-2 Audit)	<u>(62,438,594)</u>	
21-22 Result of Operations		3,980,645
21-22 Other Financing Sources - Transfers In (Schedule C-2 Audit)		<u>900,239</u>
21-22 Ending Available Fund Balance		36,570,830
Fund Balance (Nonspendable and Restricted amounts)		
Inventories		(253,966)
Prepaid Items		(8,874)
Grants (Early Education Allotment)		(468,865)
21-22 Ending Unassigned Fund Balance		<u>35,839,125</u>

21-22 Total Expense (Schedule C-2 Audit)		62,438,594
Less: Non-Operating Expenses		
* Total Non-Operating Expenses		<u>(2,290,114)</u>
21-22 Actual Operating Expenses		60,148,480
25% Unassigned Fund Balance Criteria as per Board Policy CE(LOCAL)		25%
21-22 Unassigned Fund Balance MINIMUM REQUIREMENT		15,037,120

21-22 Unassigned Fund Balance (Schedule C-1 Audit)		35,839,125
21-22 Unassigned Fund Balance In Excess of MINIMUM REQUIREMENT		<u>20,802,005</u>

***** CE(LOCAL) Requirement met for 21-22 *****

* Detail of 21-22 Actual Non-Operating Expense (use of fund balance assignments) :

	21-22		
	Assigned Amount	Actual Expense	Remaining
Elementary and High School Ballet Folklorico Uniforms & Equipment	37,500	34,795	2,705
High School Mariachi Uniforms & Instruments	39,000	9,860	29,140
High School Marching Band Uniforms & Instruments	207,000	199,243	7,757
District Telephone System Replacement	220,060	162,234	57,826
Zero-Turn Mower	10,000	9,745	255
Forklift	48,000	39,010	8,990
Repaint: One Maintenance Truck and Weinert Elementary Campus	189,000	176,120	12,880
Baseball & Softball Field Resurfacing	250,000	211,646	38,354
Specialized Ballfield Mower	25,000	-	25,000
Career & Technology Education (CTE) Trailer	18,255	18,222	34
Wood Fiber for Existing Playgrounds	50,000	39,070	10,930
Bus Replacement	422,563	422,563	-
21-22 Qualified Zone Academy Bond Payment (#5 of 15)	665,000	665,000	-
Baseball & Softball Complex Design Services	410,000	115,090	294,910
Exterior Tables and Umbrellas for SHS	30,000	27,799	2,201
Architectural Bond project renderings	100,000	43,750	56,250
Bond Planning Facilitation Contract	16,000	-	16,000
Early Education Allotment FY 20-21 Spending Requirement	525,823	115,967	409,856
	<u>3,263,201</u>	<u>2,290,114</u>	973,087

ACTION ITEM: **Adopt a Resolution for the Assignment of Fund Balance**

RECOMMENDATION: That the Board of Trustees adopt the Resolution for the Assignment of Fund Balance as presented.

RATIONALE: School districts have the authority to assign General Operating Fund balances for specific purposes. In order to make changes within fund balance classifications, the School Board must adopt those changes by resolution. Districts use this practice to plan for large one-time purchases and to prepare for upcoming projects or initiatives.

REFERENCE and COMPLIANCE: CE (LEGAL) and CE (LOCAL) Annual Operating Budget

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: Funding provided by assigning unassigned fund balance.

EXHIBITS: Resolution

RESOURCE PERSONNEL: Anthony Hillberg, Chief Financial Officer, CPA, RTSBA

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



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

Date Submitted: 12/13/22

**RESOLUTION OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
ASSIGNMENT OF FUND BALANCE**

WHEREAS, the Governmental Accounting Standards Board (“GASB”) has adopted Statement 54 (“GASB 54”), a new standard for governmental fund balance reporting and governmental fund type definitions; and

WHEREAS, Seguin Independent School District (“Seguin ISD”) has implemented GASB Statement 54 requirements; and

WHEREAS, Seguin ISD desires adjustments to Assigned Fund Balance; and

NOW THEREORE BE IT RESOLVED THAT Seguin ISD hereby adopts the following policy:

FUND BALANCE POLICY

Fund balance measures the net financial resources available to finance expenditures of future periods.

The District’s Unassigned General Fund Balance will be maintained to provide the District with sufficient working capital and a margin of safety to address local and regional emergencies without borrowing. The Unassigned General Fund Balance may only be appropriated by resolution of the Board of Trustees.

Fund Balance of the District may be committed for a specific purpose by formal action of the Seguin ISD Board of Trustees and may be amended or modified at a later date.

When appropriate for fund balance to be assigned, the Board delegates authority to the Superintendent or the Chief Financial Officer.

In circumstances where expenditure is to be made for a purpose for which amounts are available in multiple fund balance classifications, the order in which resources will be expended is as follows: restricted fund balance, committed fund balance, assigned fund balance, and unassigned fund balance.

NOW THEREFORE BE IT RESOLVED that Seguin ISD Board of Trustees assigns Unassigned Fund Balance for the following:

High School Mariachi Uniforms & Instruments	26,500
<i>(SHS varsity uniforms 21-22 roll-forward)</i>	
High School Marching Band Uniforms & Instruments	3,750
<i>(SHS marching band fall uniform 21-22 roll-forward)</i>	
District Telephone System Replacement	67,800
<i>(21-22 roll-forward)</i>	
Baseball & Softball Complex Design	440,500
<i>(21-22 roll-forward \$285,000, additional \$155,500)</i>	
Pre-Bond Conceptual Design Projects <i>(reimbursable from Bond 2022)</i>	43,750
<i>(21-22 roll-forward)</i>	
Pre-Bond Planning Costs <i>(reimbursable from Bond 2022)</i>	16,000
<i>(21-22 roll-forward)</i>	
Safety & Security Project Designs <i>(reimbursable from Bond 2022)</i>	20,000
Destination Imagination Travel & Other Advanced Competition Reserve.....	50,000
Additional Teacher Pay for October 19, 2022	60,000
Remaining 21-22 Early Education Allotment	468,865
22-23 Qualified Zone Academy Bond Payment (#6 of 15)	665,000
22-23 COVID-19 Funding Reserve	<u>6,000,000</u>
 Subtotal	 <u>\$7,862,165</u>

**RESOLUTION OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
ASSIGNMENT OF FUND BALANCE**

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF TRUSTEES OF SEGUIN INDEPENDENT SCHOOL DISTRICT EXECUTING BELOW ON THIS, THE _____ DAY OF _____, 2022__.

Trustees voting in favor of the Resolution:

_____	_____
_____	_____
_____	_____
_____	_____

The undersigned, being the Secretary of the Board, hereby certifies that the foregoing represents a true copy of a Resolution of the Seguin ISD Board of Trustees, duly held on _____, 2022__, which Resolution is in full force and effect, and has not been revoked or amended.

Board Secretary

Dated: _____

ACTION ITEM: **Adopt a Resolution to Delegate Authority Regarding Construction Matters**

RECOMMENDATION: That the Board of Trustees adopt a Resolution to Delegate Authority Regarding Construction Matters.

RATIONALE: The Board of Trustees has the discretionary authority to enter into contracts as authorized under the Education Code or other law and delegate contractual authority to a superintendent as appropriate (Education Code 11.1511(c)(4)). District Administration requests the Seguin ISD Board of Trustees exercise this authority and delegate certain construction related matters to the Superintendent, or designee, to increase operational efficiency of the construction bid process.


REFERENCE and COMPLIANCE: BAA (LEGAL) Board Legal Status: Powers and Duties

PAPERWORK IMPACT: None

BUDGET IMPACT / INFORMATION: None

EXHIBITS: Resolution

RESOURCE PERSONNEL: Anthony Hillberg, Chief Financial Officer, CPA, RTSBA

Submitted by:  Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

**RESOLUTION OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
DELEGATE AUTHORITY REGARDING CONSTRUCTION MATTERS**

WHEREAS, the Board of Trustees desires to delegate to the Superintendent, or his designee, authority to take actions necessary to comply with Chapter 44 of the Texas Education Code, and Chapters 2254 and 2269 of the Texas Government Code as follows: to determine the construction delivery method offering the best value to the District; to prepare and issue requests for qualifications and proposals; to evaluate responses, proposals, and qualifications submitted by architects, engineers, contractors, and other construction services providers in order **to make recommendations to the Board** regarding the award of contracts; and upon approval of such recommendations, to negotiate and execute contracts with the selected firms on terms beneficial to and on behalf of the District.

NOW, THEREFORE, the Board of Trustees of Seguin Independent School District, at a lawfully called meeting of the Board, held in compliance with the Texas Open Meetings Act, do hereby confirm and ratify the following actions taken and adopt the following Resolution:

BE IT HEREBY RESOLVED THAT:

- The Board of Trustees desires to delegate to the Superintendent, or his designee, authority to take actions necessary to comply with Chapter 44 of the Texas Education Code, and Chapters 2254 and 2269 of the Texas Government Code as follows:
 - to determine the construction delivery method offering the best value to the District;
 - to prepare and issue requests for qualifications and proposals;
 - to evaluate responses, proposals, and qualifications submitted by architects, engineers, contractors, and other construction services providers in order to **make recommendations to the Board** regarding the award of contracts;
 - and upon approval of such recommendations, to negotiate and execute contracts with the selected firms on terms beneficial to and on behalf of the District.

[SIGNATURE PAGE FOLLOWS]

**RESOLUTION OF THE SEGUIN INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
DELEGATE AUTHORITY REGARDING CONSTRUCTION MATTERS**

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF TRUSTEES OF SEGUIN INDEPENDENT SCHOOL DISTRICT EXECUTING BELOW ON THIS, THE _____ DAY OF _____, 202__.

Trustees voting in favor of the Resolution:

_____	_____
_____	_____
_____	_____
_____	_____

The undersigned, being the Secretary of the Board, hereby certifies that the foregoing represents a true copy of a Resolution of the Seguin ISD Board of Trustees, duly held on _____, 202__, which Resolution is in full force and effect, and has not been revoked or amended.

Board Secretary

Dated: _____

ACTION ITEM: **Discussion and Possible Action to Reorganize and Select Board Officers**

RECOMMENDATION: Discussion and possible action to reorganize and select Board Officers.

RATIONALE: According to Education Code 11.061 (c), the Board shall elect officers at the first meeting after each election. In addition to the required post-election organization, the Board may also organize at other times.


REFERENCE and COMPLIANCE: BDAA (LEGAL) (LOCAL) - Officers and Officials: Duties and Requirements of Board Officers

PAPERWORK IMPACT: None

BUDGET IMPACT/ INFORMATION: None

EXHIBITS: Board Policy BDAA (LEGAL) (LOCAL) Officers and Officials, Duties and Requirements of Board Officers

RESOURCE PERSONNEL: Dr. Matthew Gutierrez, Superintendent

Submitted by:  Date Submitted: 12/13/22
(Signature) _____
(Name) Dr. Matthew Gutierrez, Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LEGAL)

Selection of Officers At the first meeting after each election and qualification of trustees, the members shall organize by selecting:

1. A president, who must be a member of the board.
2. A secretary, who may or may not be a member of the board.
3. Other officers and committees the board considers necessary.

Education Code 11.061(c)

Reorganization In addition to the required post-election organization, a board may also organize at other times. *Atty. Gen. Op. MW-531 (1982)*

Duties/Powers of Board President The duties and powers of the president of a board include, but are not limited to, the following:

1. Call a meeting of the board for the purpose of adopting a budget and provide for the publication of notice of the budget and proposed tax rate meeting under Education Code 44.004. [See CE and CCG]
2. Submit the annual financial statement to a newspaper for publication under Local Government Code 140.006. [See CFA]
3. Execute a mineral deed or lease under Education Code 11.153. [See CDB]
4. Execute the deed for the sale of property, other than minerals, held in trust for public school purposes under Education Code 11.154(b). [See CDB]

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

Board Officers	The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. The Board may assign a District employee to provide clerical assistance to the Board. Officers shall be elected by majority vote of the members present and voting.
Vacancy	A vacancy among officers of the Board shall be filled by majority action of the Board.
Term and Duties	Board officers shall serve for a term of one year or until a successor is elected. Officers may succeed themselves in office. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.
President	In addition to the duties required by law, the President of the Board shall: <ol style="list-style-type: none">1. Preside at all Board meetings unless unable to attend.2. Have the right to discuss, make motions and resolutions, and vote on all matters coming before the Board.
Vice President	The Vice President of the Board shall: <ol style="list-style-type: none">1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President.2. Become President only upon being elected to the position.
Secretary	The Secretary of the Board shall: <ol style="list-style-type: none">1. Ensure that an accurate record is kept of the proceedings of each Board meeting.2. Ensure that notices of Board meetings are posted and sent as required by law.3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer.4. Sign or countersign documents as directed by action of the Board.