

THE HOUSTON INDEPENDENT SCHOOL DISTRICT



AGENDA

**Board of Education
Meeting**

November 10, 2022

THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Index

- | | |
|--------------------------------------|---------------------------------------|
| A. Superintendent's Priority Items | G. Talent |
| B. Trustee Items | H. Business Operations |
| C. Closed Session (Closed to Public) | I. Finance |
| D. Deputy Superintendent | J. Other |
| E. School Offices | K. Policy |
| F. Academics | L. Superintendent's Information Items |

MEMBERS OF THE BOARD OF EDUCATION

Judith Cruz, *President*
Elizabeth Santos, *First Vice President*
Kathy Blueford-Daniels, *Second Vice President*
Sue Deigaard, *Secretary*
Myrna Guidry, Esq., *Assistant Secretary*
Dr. Patricia K. Allen
Kendall Baker
Dani Hernandez
Bridget Wade

Millard House II, *Superintendent of Schools*

BOARD OF EDUCATION AGENDA

November 10, 2022

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- A-3. Consideration And Approval Of The Federal Legislative Priorities For The 118th Congress And State Legislative Priorities For The 88th Texas Legislative Session
 - Executive Summary
 - HISD Legislative Priorities - 118th Congress
 - HISD Legislative Priorities - 88th Texas Legislative Session

B. TRUSTEE ITEMS

- B-1. Completion And Approval Of The Board's Quarterly Self-Evaluations And Review Of The Board's Staff Use Tracker
 - Staff Use Tracker
 - Board Quarterly Self-Evaluation (Blank)

C. CLOSED SESSION

- C-1. Personnel
 - a. Deliberate the duties of the superintendent of schools, chief officers, assistant superintendents, principals, employees, chief audit executive, and board members; evaluations of the superintendent and chief audit executive, consideration of compensation, and contractual provisions.
 - b. Consider and approve proposed appointments, reassignments, proposed terminations, terminations/suspensions, contract lengths, proposed nonrenewals, renewals, and resignations/retirements of personnel including teachers, assistant principals, principals, including resignation agreements and full and final release for chief officers, assistant superintendents, executive officers, and other administrators, and, if necessary, approve waiver and release and compromise agreements.
 - c. Hear complaints against and deliberate the appointment, evaluation, and duties of public officers or employees and resolution of same.

C-2. Legal Matters

- a. Matters on which the district's attorney's duty to the district under the Code of Professional Responsibility clearly conflicts with the Texas Open Meetings Law, including specifically any matter listed on this agenda and meeting notice.
- b. Pending or contemplated litigation matters and status report.
- c. Update on federal law enforcement activity on February 27, 2020.
- d. Legal discussion and advice concerning House Bill 1842 (84th Leg., 2015), Senate Bill 1882 (85th Leg., 2017), and the district's options.
- e. Legal discussion concerning Houston ISD v. Texas Education Agency, et al., in the 459th Judicial District Court, Travis County, Texas, Cause No. D-1-GN-19-003695.
- f. Legal Update on Special Education Accreditation Investigation.
- g. Receive legal advice from counsel regarding the district's redistricting engagement obligations, and obligations under applicable law.
- h. Update on legal issues regarding MWBE Disparity Study.
- i. Legal Update in the matter of Ramiro Florez v. HISD; in the District Court, Harris County, Texas, 152nd Judicial District; Cause No. 2018-37398.
- j. Consideration and approval to settle in the matter of Mayorca Young v. HISD; in the District Court, Harris County, Texas, 295th Judicial District; Cause No. 2021-14313.
- k. Consideration and approval to settle in the matter of Geico County Mutual Insurance Company v. HISD; in the Justice of the Peace Court, Precinct 5, Place 2, Harris County, Texas; Cause No. 201500376152.
- l. Consideration and approval to settle in the matter of Althia Armstrong v. HISD; in the District Court, Harris County, Texas, 11th Judicial District; Cause No. 2020-58723.

C-3. Real Estate

C-4. Security Devices or Security Audits

- a. Discussion Of Districtwide Intruder Detection Audit Report Findings And Corrective Actions Put Into Place

D. DEPUTY SUPERINTENDENT

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- E-1. Approval Of New Magnet Programs At Crispus Attucks Middle School; Richard Fonville Middle School; Patrick Henry Middle School; John McReynolds Middle School; Houston Math, Science, & Technology Center; James Madison High School; And Evan Worthing High School, And Change In Magnet Theme At George Scarborough High School
- Explanatory Sheet

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- Executive Summary
- F-3. Approval Of Fall 2022 Class-Size Waiver Requests
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- F-4. Approval Of Waiver Request For High Schools' Modified Schedule For State Assessment Days
- Explanatory Sheet
- F-5. Approval To Utilize State And Industry Certifying Agencies For Students Enrolled In Career And Technical Education Programming For The 2022–2023 And 2023–2024 School Years
- CTE Industry-Based Certifications Vendors List
- F-6. Approval Of The Goals And Measurable Objectives For School Improvement Plans
- Executive Summary

G. TALENT

- G-1. Approval Of Certified Appraisers For The Texas Teacher Evaluation And Support System For The School Year 2022–2023
- Explanatory Sheet

H. BUSINESS OPERATIONS

I. FINANCE

- I-1. Approval Of Vendor Awards For Purchases Over \$100,000 And Ratification Of Vendor Awards For Purchases Under \$100,000
 - Purchase Requests - *Revised*
- I-2. Approval Of Current And Anticipated Donations For Districtwide And School-Specific Programs And Authorization To Negotiate, Execute, And Amend Necessary Contracts Associated With These Donations
 - Attachment For Approval Of Donations - *Revised*
- I-3. Acceptance Of Grant Funds In Support Of Districtwide And School-Specific Programs And Authorization To Negotiate And Execute Contracts Required Under The Grants
 - Attachment For Acceptance Of Grants - *Revised*
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- I-4. Approval Of The November General Fund Budget Amendment
 - Executive Summary
 - November Budget Amendment
- I-5. Approval Of The Annual Comprehensive Financial Report For The Fiscal Year Ending June 30, 2022

J. OTHER

- J-1. Receive And Discuss Audit Of The Annual Comprehensive Financial Report For Fiscal Year 2021–2022
- J-2. Adoption Of Resolution To Pay Employees For Workday Missed As A Result Of District Closure Due To Houston Astros World Series Celebration - *New*
 - Resolution - *New*
 - CKC8(REGULATION) - *New*

K. POLICY

- K-1. Approval Of Proposed Revisions To Board Policy AE(LOCAL), *Educational Philosophy*, Regarding Goals And Constraints—Second Reading
 - AE(LOCAL), Second Reading

- K-2. Approval Of Proposed Revisions To Board Policy BBE(LOCAL), *Board Members: Authority*—Second Reading
- BBE(LOCAL), Second Reading
- K-3. Approval Of Proposed Revisions To Board Policy CPC(LOCAL), *Office Management: Records Management*—Second Reading
- CPC(LOCAL), Second Reading
- K-4. Approval Of Proposed Revisions To Board Policy DEC(LOCAL), *Compensation And Benefits: Leaves And Absences*—Second Reading
- DEC(LOCAL), Second Reading
- K-5. Approval To Adopt New Board Policy EHB(LOCAL), *Curriculum Design: Special Programs*—Second Reading
- EHB(LOCAL), Second Reading

L. SUPERINTENDENT'S INFORMATION ITEMS

- L-1. Budget To Actual Report
- Budget To Actual Report For Quarter Ended September 30, 2022

HEARING OF THE COMMUNITY

TRUSTEE REPORTS AND COMMENTS

Reports and comments from the board president and board members regarding meetings and conferences attended, including board committee meetings, schools visited, community and district activities, new initiatives, education programs, and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

REPORTS FROM THE SUPERINTENDENT

Reports and comments by the superintendent of schools regarding meetings and conferences attended, schools visited, community and district activities, new initiatives, and education programs, on which there will be no action. The items may be discussed, but no final action will be taken on these items at this meeting.

ADJOURN

REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

**SUBJECT: ACCEPTANCE OF BOARD MONITORING UPDATE: PRESENTATION
OF GOAL 3 PROGRESS MEASURE 3.1**

The Houston Independent School District (HISD) exists to strengthen the social and economic foundation of Houston by assuring its youth the highest-quality elementary and secondary education available anywhere.

In accordance with the Texas Education Agency (TEA) Lone Star Governance continuous improvement model and the Framework for School Board Development, the HISD Board of Education monitors progress towards the district's goals and compliance with certain goals and constraints.

Attached to this update are a presentation and report regarding goals and goal progress measures (GPMs). The following measures have new data this month:

Goal 3: The percentage of graduates that meet the criteria for college, career, and military readiness (CCMR) as measured in Domain 1 of the state accountability system will increase 8 percentage points from 63 percent for 2017–2018 graduates to 71 percent for 2022–2023 graduates reported in 2024.

- **GPM 3.1** - The percentage of students who by the end of grade 11 have demonstrated college readiness by satisfying the Texas Success Initiative (TSI) requirements via SAT, ACT, or Texas Success Initiative Assessment (TSIA) will increase eight percentage points from 24 percent in 2019 to 32 percent in 2024.

HOUSTON INDEPENDENT SCHOOL DISTRICT

Goal Progress Measure 3.1

November 10, 2022



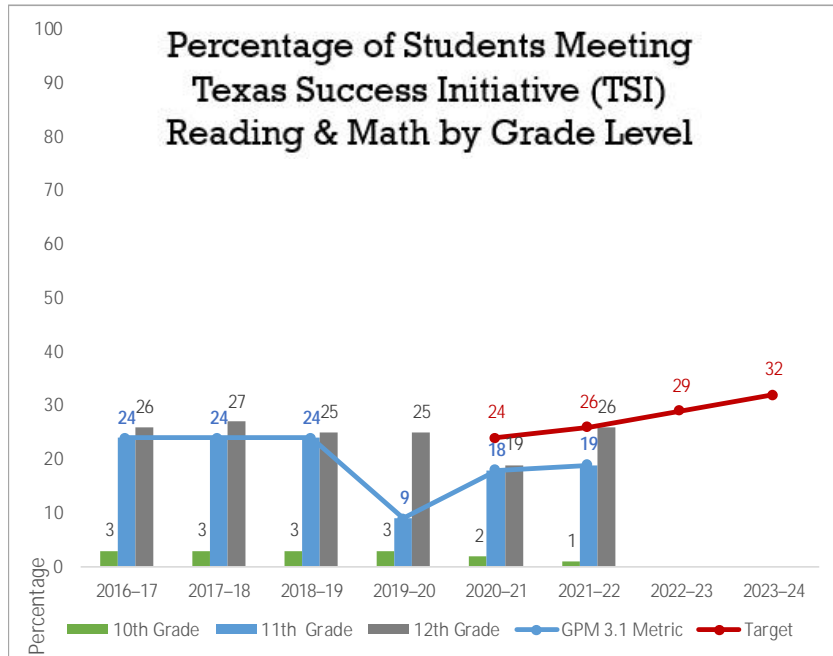
Goal 3.1, November 2022

Scholastic Aptitude Test (SAT), American College Testing (ACT), Texas Success Initiative Assessment (TSIA)

The percentage of students who by the end of 11th grade have demonstrated college readiness by satisfying the Texas Success Initiative (TSI) requirements via Scholastic Aptitude Test (SAT), American College Testing (ACT), or Texas Success Initiative Assessment (TSIA) will increase eight percentage points from 24 in 2019 to 32 in 2024.

Did Not Meet

- *Summer Public Education Information Management System (PEIMS), SAT student data files, TSIA student data files, ACT student data files.*
- *Students must have been enrolled on the last day of the school year.*
- *TSI data captured through July of each year.*



Note: The 2019–2020 results does not include the 2019–2020 SAT school day due to the administration being postponed from April 2020 to October 2020.

Superintendent's Response:

Coronavirus (COVID)-related learning loss impacted TSI readiness as it has other aspects of learning across Houston Independent School District (HISD) and Nation including a lack of grade-level academic progress. The Schools Office and the Division of College Readiness are working together to ensure teachers are equipped to integrate TSI relevant content into the classroom.

- **Scholastic Aptitude Test (SAT)**
 - Access to Khan Academy SAT practice.
 - "Master the Math Tuesdays" – After school, virtual workshop to teach specific content skills related to SAT and the TSIA 2.0.
 - Train teachers on how to integrate SAT preparation into classroom instruction.
 - Advancing Community Engagement and Service (ACES) tutors from the University of Houston work with cohorts of students to prepare for the school-day SAT.
 - Offering SAT crosswalk training to all high school campuses.
- **Texas Success Initiative Assessment (TSIA) 2.0**
 - Encouraging campuses to provide test preparation.
 - TSIA 2.0 Bootcamp in the spring for seniors not yet demonstrating college or career readiness who are in a cohort advising group.
- **American College Testing (ACT)**
 - College Readiness Manager (embedded at each comprehensive high school) has been trained on the differences between SAT and ACT and is equipped to identify students who might perform better on ACT.

High schools have \$1.7 million in dedicated Elementary and Secondary School Emergency Relief (ESSER) money that can be used for exam preparation and administration.

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Houston ISD		School Year				
		2017–18	2018–19	2019–20	2020–21	2021–22
All Students	10 th	3%	3%	3%	2%	1%
	11 th	24%	24%	9%	18%	19%
	12 th	27%	25%	25%	19%	26%
Econ. Dis.	10 th	3%	3%	3%	2%	1%
	11 th	18%	17%	6%	11%	12%
	12 th	22%	18%	19%	13%	19%
Students with Disabilities	10 th	0%	0%	0%	0%	0%
	11 th	2%	1%	1%	4%	5%
	12 th	1%	2%	1%	4%	4%
ELs**	10 th	1%	1%	1%	1%	1%
	11 th	4%	5%	2%	7%	14%
	12 th	4%	4%	6%	8%	21%

Note: The 2019–2020 results does not include the 2019–2020 SAT school day due to the administration being postponed from April 2020 to October 2020.

Houston ISD		School Year				
		2017–18	2018–19	2019–20	2020–21	2021–22
African American	10 th	2%	3%	2%	1%	1%
	11 th	15%	15%	5%	10%	10%
	12 th	18%	17%	16%	12%	16%
Hispanic	10 th	3%	4%	3%	2%	1%
	11 th	19%	20%	7%	14%	14%
	12 th	23%	20%	21%	15%	22%
White	10 th	2%	2%	1%	1%	1%
	11 th	47%	45%	15%	39%	41%
	12 th	53%	51%	51%	37%	49%
American Indian	10 th	10%	*	4%	3%	0%
	11 th	*	*	*	*	7%
	12 th	*	*	*	*	*
Asian	10 th	4%	6%	3%	3%	5%
	11 th	69%	68%	32%	64%	66%
	12 th	72%	69%	73%	64%	72%
Pacific Islander	10 th	*	*	*	*	*
	11 th	*	*	*	*	*
	12 th	*	*	*	*	*
Two or More	10 th	3%	1%	1%	0%	1%
	11 th	50%	38%	10%	26%	38%
	12 th	53%	54%	41%	30%	42%

*<25 graduates; **Includes Current and Monitored

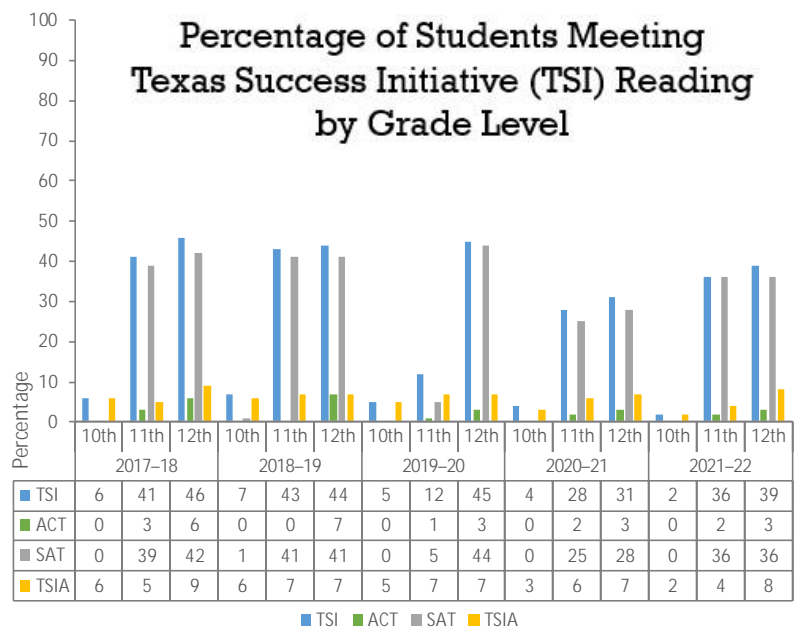
Goal 3.1, November 2022

Scholastic Aptitude Test (SAT), American College Testing (ACT), Texas Success Initiative Assessment (TSIA)

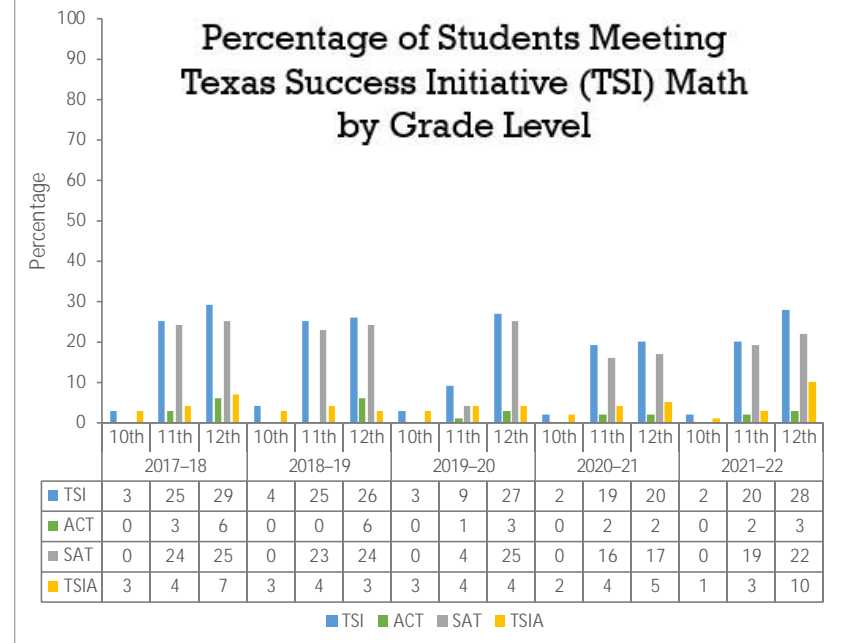
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Goal 3.1, November 2022

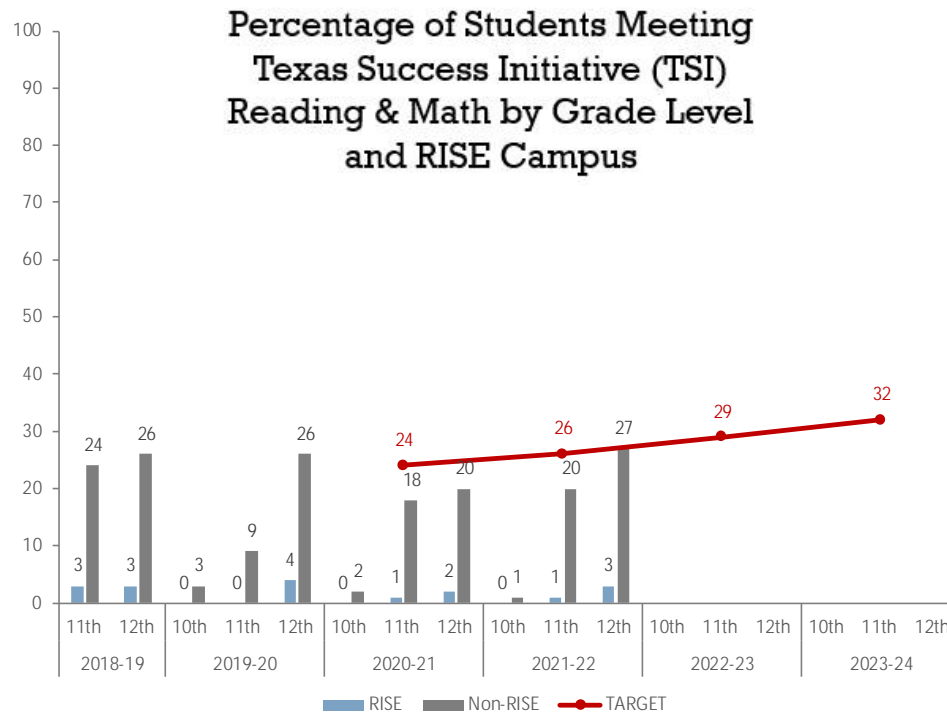
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Goal 3.1, November 2022

Scholastic Aptitude Test (SAT), American College Testing (ACT), Texas Success Initiative Assessment (TSIA)

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Assessment Participation Rates		2017–18	2018–19	2019–20	2020–21	2021–22
10th Grade	Total Students Participating	13,024	13,012	13,033	13,705	12,339
	ACT	0%	0%	0%	0%	0%
	SAT	2%	2%	0%	0%	4%
	TSIA Reading	9%	9%	8%	7%	5%
	TSIA Math	5%	5%	4%	4%	3%
11th Grade	Total Students Participating	11,240	11,096	11,458	11,687	11,135
	ACT	6%	0%	2%	3%	3%
	SAT	85%	85%	6%	48%	78%
	TSIA Reading	6%	11%	9%	11%	8%
	TSIA Math	5%	6%	6%	7%	7%
12th Grade	Total Students Participating	11,673	11,719	11,830	12,163	11,713
	ACT	15%	14%	6%	4%	5 %
	SAT	81%	80%	83%	57%	74 %
	TSIA Reading	22%	16%	12%	10%	24%
	TSIA Math	13%	5%	6%	8%	26 %

Note: The 2019–2020 results does not include the 2019–2020 SAT school day due to the administration being postponed from April 2020 to October 2020.

HOUSTON INDEPENDENT SCHOOL DISTRICT

Thank you



Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Community Engagement
Max Moll, Chief Community Engagement Officer

SUBJECT: CONSIDERATION AND APPROVAL OF THE FEDERAL LEGISLATIVE PRIORITIES FOR THE 118TH CONGRESS AND STATE LEGISLATIVE PRIORITIES FOR THE 88TH TEXAS LEGISLATIVE SESSION

This agenda item identifies the Houston Independent School District (HISD) federal and state legislative priorities. They are based on discussions with various HISD departments, federal legislative services providers, teachers, principals, students, parents, community members of the Legislative Advisory Committee (LAC), and the superintendent. Approval of this agenda item will give HISD specific policy and school finance recommendations to share with members of Congress and the Texas Legislature. After it is adopted by the board, the federal and state legislative priorities will be posted on the district's website.

A copy of HISD's federal and state legislative priorities is attached.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to all five core initiatives.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the federal and state legislative priorities, effective November 11, 2022.

EXECUTIVE SUMMARY

Board Agenda Item

BOE Meeting: November 10, 2022

Board Item: Approval of the Houston Independent School District (HISD) Federal and State Legislative Priorities

Rationale and Framing Context:

- All priorities are based on discussions the Government Relations Department had with various HISD department chiefs, federal and state legislative service experts, and the superintendent.
- The HISD federal legislative priorities for the 118th Congress and state legislative priorities for the 88th Texas Legislative Session consist of school safety, school finance, and assessment and accountability that will help provide the district the funding and flexibility needed to continue providing instructional continuity.
- The goal of these priorities is to provide an easy to understand framework to be sent to federal and state legislators and their staff.
 - These priorities were based on recommendations from the Legislative Advisory Committee.
 - The Legislative Advisory Committee is made up of 65 members from 9 different stakeholder groups:
 - 6 Elementary Teachers – Appointed by Area School Offices
 - 6 Middle School Teachers – Appointed by Area School Offices
 - 6 High School Teachers – Appointed by Area School Offices
 - 6 Other Campus Staff – Appointed by Area School Offices
 - 6 Principals – Appointed by Area School Offices
 - 10 Central Administrative Staff – Appointed by Cabinet
 - 9 Community Members – Appointed by Board of Education
 - 6 Parents – Appointed by Superintendent
 - 10 Students (grades 10–11) – Appointed by Superintendent

Cost and Funding Source: Not applicable



HOUSTON INDEPENDENT SCHOOL DISTRICT 118TH CONGRESS LEGISLATIVE PRIORITIES

SCHOOL SAFETY

- Encourage Congress and the current administration to increase funding to maintain and improve school safety
- Support measures that increase access to social, emotional, and mental health services for all students

SCHOOL FINANCE

- Encourage Congress and the current administration to increase the federal share of Individuals with Disabilities Education Act (IDEA) funding from 15 percent to statutorily authorized 40 percent and to encourage states to provide supplemental funding for IDEA
- Advocate for and support federal legislation and policies that assist kindergarten–grade 12 (K–12) schools in recruiting, retaining, and fairly compensating teachers and staff



HOUSTON INDEPENDENT SCHOOL DISTRICT 88TH TEXAS LEGISLATIVE SESSION PRIORITIES

SCHOOL SAFETY

- Provide effective supports and sufficient funding to maintain and improve the safety of students and staff

SCHOOL FINANCE

- Fulfill the state's promise to the Houston Independent School District (HISD) in 2013, when the Texas Education Agency (TEA) was ordering closure and annexation of North Forest ISD to HISD, to provide HISD with incentive aid and facilities funding
- Increase the amount of the Early Education Allotment to allow school districts to provide both reading and math supports and prekindergarten supports
- Provide the necessary state resources, including adjusting the Basic Allotment for inflation, for school districts to recruit, retain, and compensate teachers and support staff
- Provide incentives for institutions of higher education to work with school districts to create and sustain grow-your-own educator programs
- Eliminate penalties on school districts that provide property tax relief, such as local homestead exemptions to homeowners
- Require that local property taxes recaptured by the state be used to supplement the Foundation School Program and not be used to offset or supplant other state revenue used for public education

ASSESSMENT AND ACCOUNTABILITY

- Provide school districts with flexibility and sufficient additional funding to effectively implement House Bill (HB) 4545
- Provide meaningful assessments that are beneficial for instruction and that accurately measure student progress

Office of the Board of Education
Board of Education Meeting of November 10, 2022

Judith Cruz, District VIII Trustee and President

SUBJECT: COMPLETION AND APPROVAL OF THE BOARD'S QUARTERLY SELF-EVALUATIONS AND REVIEW OF THE BOARD'S STAFF USE TRACKER

On August 10, 2017, the Houston Independent School District (HISD) Board of Education approved conducting self-evaluations using the Texas Education Agency (TEA) Implementation Integrity Instrument each quarter in pursuit of compliance with the Lone Star Governance continuous improvement timeline.

In the spring of 2020, considering the effects of the COVID-19 pandemic and the interruption to normal school district operations, the process was suspended.

The board resumed this process in the spring of 2022. Approval of the 23rd-quarter self-evaluations and review of the Board's Staff Use Tracker is requested. A copy of the current Board's Staff Use Tracker and a blank copy of the Board Quarterly Self-Evaluation are attached. The board members will complete the self-evaluations during the meeting.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals, and is aligned to Core Initiative 4: Data-Driven Accountability.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education completes and approves the quarterly self-evaluations, and reviews the Board's Staff Use Tracker, effective November 11, 2022.

HOUSTON ISD BOARD'S STAFF USE REPORT – JULY 2022

Job Title	Avg Monthly Hrs Preparing	Avg Monthly Hrs Attending	Avg Monthly Hrs Debriefing	Total Hours	Average of Hourly_x0	Payout
Chief Community Engagement Officer	0	1	0	1	\$98	\$98
Chief Financial Officer	0	1	0	1	\$98	\$98
Chief of Schools	0	3.5	0	3.5	\$98	\$343
Chief Talent Officer	0	1	0	1	\$98	\$98
Deputy Superintendent	0	1	0	1	\$98	\$98
Executive Director, Talent Operations	10	0	0	10	\$73	\$730
Supt of Schools	0	1	0	1	\$166	\$166
						1631

HOUSTON ISD BOARD'S STAFF USE REPORT – AUGUST 2022

Job Title	Avg Monthly Hrs Preparing	Avg Monthly Hrs Attending	Avg Monthly Hrs Debriefing	Total Hours	Average of Hourly_x0	Payout
Chief Community Engagement Officer	0	12	0	12	\$98	\$1,176
Chief Financial Officer	4.5	12.5	0	17	\$98	\$1,666
Chief of Schools	3	12.02	0	15.02	\$98	\$1,472
Chief Technology Officer	1	8.5	0	9.5	\$98	\$931
Deputy Superintendent	0	9	0	9	\$98	\$882
Int User Device Tech	0	10	0	10	\$33	\$330
Special Assistant to the Superintendent	3	15	0	18	\$98	\$1,764
Special Asst to Deputy Superintendent	0	3	0	3	\$85	\$255
Sr Mgr, Technology Strategic Plannning	0	5	0	5	\$46	\$230
Sr User Device Admin	0	31	0	31	\$33	\$1,023
Supt of Schools	0	6	0	6	\$166	\$996
	11.5	124.02	0	135.52		\$10,725

Houston ISD Board's Staff Use Report – September 2022

Job Title	Avg Monthly Hrs Preparing	Avg Monthly Hrs Attending	Avg Monthly Hrs Debriefing	Total Hours	Average Hourly Rate	Payout
Chief Academic Officer	2	6.14	0	8.14	\$98	\$798
Chief Community Engagement Officer	0	5.75	0	5.75	\$98	\$564
Chief Financial Officer	0.5	5	0	5.5	\$98	\$539
Chief of Schools	10	8.25	0	18.25	\$98	\$1,789
Chief Operating Officer	1	3.75	0	4.75	\$73	\$347
Chief Talent Officer	4	6.67	0	10.67	\$98	\$1,046
Chief Technology Officer	0	5.5	0	5.5	\$98	\$539
Deputy Superintendent	0	5.5	0	5.5	\$110	\$605
Director	0.5	0	0	0.5	\$95	\$48
Document Control Administrator	2	2	2	6	\$33	\$198
Executive Director, Talent Operations	13	8	0	21	\$62	\$1,302
Executive Officer, Construction Services	2.25	0	0	2.25	\$73	\$164
Gen Mgr, Customer Care & Operations	1	0	0	1	\$62	\$62
Gen Mgr, Nutrition Services	1	0	0	1	\$62	\$62
Gen Mgr, Transport	3	0	0	3	\$62	\$186
Grounds Worker	180	0	0	180	\$33	\$5,940
Maintenance TL	16	0	0	16	\$33	\$528
Mgr, Translation Services	0.22	0	0	0.22	\$33	\$7
Officer, Facilities Services	11.5	5.75	3	20.25	\$73	\$1,478
Special Assistant to the Superintendent	1	5	3	9	\$98	\$882
Sr Exec Administrative Asst	6	0	0	6	\$47	\$282
Sr Mgr, Technology Strategic Planning	0.5	3.5	0	4	\$42	\$168
Sr User Device Admin	0	14	0	14	\$33	\$462
Supt of Schools	0	10	0	10	\$166	\$1,660
	255.47	94.81	8	358.28		\$19,656

QUARTERLY PROGRESS TRACKER

School Board:				Date:		Quarter:
Framework	Three Quarters Ago	Two Quarters Ago	One Quarters Ago	Current Quarter	Next Quarter Targets	Total Points Possible
Vision and Goals 1						15
Vision and Goals 2						15
Vision and Goals 3						10
Vision and Goals 4						5
Progress and Accountability 1						15
Progress and Accountability 2						5
Systems and Processes						15
Advocacy and Engagement						10
Synergy and Teamwork						10
Total						100

By signing below, I affirm that the Lone Star Governance Integrity Instrument was completed and is accurate

Board Member Signatures:	% Student Outcome Minutes	Vote Count for	Vote Count Against

EVALUATION NOTES

The standard of evidence for items where board action is required will be the minutes of the meeting during which the board voted to take the described action. Where an opinion of the board is required, a resolution or vote passed by the board will meet the standard of evidence. Any board completing a self-evaluation using the LSG Integrity Instrument that is supported or reviewed by an LSG Coach may submit the review for the LSG Leaderboard. If the board would like their self-evaluation reviewed by an LSG Coach, please email the completed LSG Integrity Instrument to LSG@tea.texas.gov.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of School Offices
Denise Watts, Chief of Schools

SUBJECT: APPROVAL OF NEW MAGNET PROGRAMS AT CRISPUS ATTUCKS MIDDLE SCHOOL; RICHARD FONVILLE MIDDLE SCHOOL; PATRICK HENRY MIDDLE SCHOOL; JOHN MCREYNOLDS MIDDLE SCHOOL; HOUSTON MATH, SCIENCE, & TECHNOLOGY CENTER; JAMES MADISON HIGH SCHOOL; AND EVAN WORTHING HIGH SCHOOL, AND CHANGE IN MAGNET THEME AT GEORGE SCARBOROUGH HIGH SCHOOL

The purpose of this agenda item is to approve new magnet programs at the following schools:

- Crispus Attucks Middle School (MS) – Science, Technology, Engineering, and Math (STEM)
- Richard Fonville MS – STEM
- Patrick Henry MS – Medical Careers
- John McReynolds MS – STEM Public Policy
- Houston Math, Science, & Technology Center (MSTC) High School (HS) – Careers in Medicine
- James Madison HS – Careers in STEM
- Evan Worthing HS – Careers in Agriculture and Aquatic Science

The schools selected represent one-third of Houston Independent School District (HISD) secondary schools that currently lack a magnet program. These schools are in the first of three phases to provide all HISD secondary schools with a specialized, themed magnet program.

Additionally, approval is requested for a change in theme for the George Scarborough HS magnet program, from Futures Academy to World Languages. The languages provided here will match those in HISD's existing language immersion elementary and middle schools and be the second world language program at the high-school level.

COST/FUNDING SOURCE(S): The total cost for this program is:

Attucks MS:

The general fund allocation for this program is \$20 per student, one teacher salary of \$62,700 for every 250 students, plus a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

Fonville MS:

The general fund allocation for this program is \$20 per student, one teacher salary of \$62,700 for every 250 students, plus a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

Henry MS:

The general fund allocation for this program is \$20 per student, one teacher salary of \$62,700 for every 250 students, plus a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

McReynolds MS:

The general fund allocation for this program is \$20 per student, one teacher salary of \$62,700 for every 250 students, plus a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

Houston MSTC HS:

The general fund allocation for this program is a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

Madison HS:

The general fund allocation for this program is a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

Worthing HS:

The general fund allocation for this program is a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

Scarborough HS:

The general fund allocation for this program is \$20 per student, one teacher salary of \$62,700

for every 500 students, plus a magnet coordinator position at \$62,700. This will be funded by GF1-1991020003-6399-PS11110000000000.

STAFFING IMPLICATIONS:

Magnet coordinators will be hired to support each new magnet program. Teachers will be hired that support implementation of the magnet program as enrollment grows.

ORGANIZATIONAL GOALS/IMPACT:

This agenda item supports all four district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves new magnet programs at Crispus Attucks MS; Richard Fonville MS; Patrick Henry MS; John McReynolds MS; Houston MSTC; James Madison HS; and Evan Worthing HS, and a change in magnet theme at George Scarborough HS, effective November 11, 2022.

BOARD AGENDA ITEM EXPLANATORY SHEET

AGENDA ITEM	TITLE (SUBJECT)	SCHEDULED MEETING
E-1	APPROVAL OF NEW MAGNET PROGRAMS AT CRISPUS ATTUCKS MIDDLE SCHOOL; RICHARD FONVILLE MIDDLE SCHOOL; PATRICK HENRY MIDDLE SCHOOL; JOHN MCREYNOLDS MIDDLE SCHOOL; HOUSTON MATH, SCIENCE, & TECHNOLOGY CENTER HIGH SCHOOL; JAMES MADISON HIGH SCHOOL; AND EVAN WORTHING HIGH SCHOOL, AND CHANGE IN MAGNET THEME AT GEORGE SCARBOROUGH HIGH SCHOOL	November 10, 2022
INITIATED BY: Office of Innovation and Strategic Initiatives		
<p>RATIONALE & BACKGROUND</p> <p>Currently, one-third of Houston Independent School District(HISD) schools do not have themed magnet programs. Most of these schools exist within geographic areas referred to as magnet deserts or areas where there are no magnet/limited options for students. Consequently, students who live and attend zoned schools who desire to attend a school that will allow them to pursue an area of interest must be bussed out of their zoned attendance area. Adding these magnet programs will provide students with options in the geographic areas in which they live and are zoned to attend school.</p> <p>To better coordinate and align resources and pre-existing programs, the magnet themes selected for each school build upon existing initiatives or current Career and Technical Education (CTE) programs. Student and family input also informed the selection of magnet themes for these schools.</p> <p>To derive and plan to launch the programming, the Office of Innovation has conducted the following community and school engagement opportunities:</p> <ul style="list-style-type: none"> • Spring meetings with Texas COVID Learning Accelerated Supports (TCLAS) stakeholders to align magnet and TCLAS initiatives at Henry, McReynolds, and Fonville. • TCLAS community engagement events for middle schools and surveys (which were sent in spring of 2022) to assess family interest in themes for the school. • Summer meetings with each campus' leadership team. • Schools were provided a general fund financial allocation for school year 2022–2023 to fund a magnet coordinator position and begin marketing efforts. • Magnet introductory meetings were held to orient staff. • Marketing support and training for new magnet coordinators were provided to launch planning and recruitment efforts. • Community meetings were held and thematic surveys distributed during campus-based open house events to further solicit input from families. • Fall community meetings for high-school leadership teams to discuss possible theme options. • Meetings with post-secondary programming, Academics, & Career and Technical Education (CTE) for Scarborough High School (HS), Houston (HS), and Worthing (HS) were held to coordinate and align efforts. 		

- **Crispus Attucks Middle School (MS)** – The campus developed a science, technology, engineering, and math (STEM) pathway program in 2020 and generated supportive feedback from its community and students. Based on this and the desire to increase both rigor and enrollment options, the campus was identified to officially establish a STEM magnet/school choice program.
 - o Staff presentation – August 17, 2022
 - o Open house – October 12, 2022
 - o Community meeting – October 20, 2022
- **Richard Fonville MS** – As part of the TCLAS grant for school transformation that Fonville was awarded, it was recommended that the school engage the community to redesign the learning experience for students. Based on this and the desire to provide a method which would increase academic performance standards, the campus and Office of Innovation engaged the Fonville community and identified STEM as the magnet/school choice program that they would like to move forward with.
 - o School redesign meetings – Fall 2021
 - o Staff presentation – August 17, 2022
 - o Parent/Teacher Organization (PTO) Meeting – September 22, 2022
 - o Open house – September 28, 2022
- **John McReynolds MS** – As part of the TCLAS grant for school transformation that McReynolds was awarded, it was recommended that the school engage the community to redesign the learning experience for students. Based on this and the desire to provide a method which would increase academic performance standards, the campus and Office of Innovation engaged the McReynolds community and identified STEM Public Policy as the magnet/school choice program that they would like to move forward with.
 - o School redesign meetings – Fall 2021
 - o Staff presentation – August 17, 2022
 - o Open house – September 28, 2022
- **Patrick Henry MS** – As part of the district plan related to the Accelerating Campus Excellence (ACE) initiative and school turnaround, it was recommended that Henry MS engage the community to redesign the learning experience for students. Based on this and the desire to provide a method which would increase enrollment, the campus and Office of Innovation engaged the community and identified Medical Careers as the magnet/school choice program that they would like to move forward with.
 - o School Redesign Meetings – Fall 2021
 - o Staff Meeting – August 17, 2022
 - o Open House – October 12, 2022
- **Houston Math, Science, & Technology Center (MSTC) High School (HS)** – One of the goals of the Office of Innovation and School Choice Department is to ensure that all comprehensive high schools adopt a magnet/school choice program within the next three years. Houston MSTC HS worked with its community to identify a program which would interest students and help drive academic performance. Based on these objectives, Houston MSTC selected Careers in STEM as its magnet/school choice option. This program also aligns to its feeder middle school's program.
 - o Staff presentation – August 18, 2022

- o Open house – September 14, 2022
- o Community meeting – October 17, 2022
- **James Madison HS** – One of the goals of the Office of Innovation and School Choice Department is to ensure that all comprehensive high schools adopt a magnet/school choice program within the next three years. Madison HS worked with its community to identify a program which would interest students and help drive academic performance. Based on these objectives, Madison selected Science, Technology, Arts, Engineering, and Math (STEAM) as its magnet/school choice option. This program also aligns to its feeder middle school's program.
 - o Staff presentation – August 18, 2022
 - o Open house – September 14, 2022
 - o Community meeting – October 18, 2022
- **Evan Worthing HS** – One of the goals of the Office of Innovation and School Choice Department is to ensure that all comprehensive high schools adopt a magnet/school choice program within the next three years. Worthing HS worked with its community to identify a program which would interest students and help drive academic performance. Based on these objectives, Worthing selected Careers in Agriculture and Aquatic Science as its magnet/school choice option. This program also aligns to its feeder middle school's program.
 - o Staff Presentation – August 18, 2022
 - o Open House – September 14, 2022
 - o Community Meeting – October 19, 2022
- **Scarborough HS** – This high school has a specialized associate of applied science degree magnet/school choice program that was heavily supported by college faculty from the district's partner community college. As this program has evolved, the staffing model has shifted which required a change in the program theme. To meet this change, the campus is formally requesting a modification to its current program, Futures Academy, to International Languages. This will serve as a high-school campus for those students who were enrolled in language immersion programs and will attract more students to the campus.

OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: NONE

ADMINISTRATIVE PROCEDURES REQUIRED: NONE

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

**SUBJECT: APPROVAL OF THE GOALS AND MEASURABLE OBJECTIVES FOR
THE DISTRICT IMPROVEMENT PLAN FOR 2022–2023**

Texas Education Code (TEC) §11.252 requires that each school district have a District Improvement Plan (DIP) that is developed, evaluated, and revised annually. In addition, the goals and measurable objectives for the district improvement plan must be approved by the board annually.

The purpose of the DIP is to guide district and campus staff members in the improvement of student performance for all student groups in order to attain state standards with respect to the academic excellence indicators and the performance index framework established by the Texas Education Agency.

The DIP is an annual strategic improvement plan informed by a comprehensive needs assessment of the district's performance in the areas of student achievement, student support, graduation support, and dropout prevention. The plan is inclusive of department objectives and strategies for improvement that are monitored for progress throughout the year and modified throughout the year as emergent district needs arise.

This item requests approval of the goals and measurable objectives for the 2022–2023 DIP. Goals and measurable objectives for the DIP are on file in Board Services for review.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to all five core initiatives.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the goals and measurable objectives for the 2022–2023 District Improvement Plan, effective November 11, 2022.

BOARD AGENDA ITEM EXECUTIVE SUMMARY

AGENDA ITEM	TITLE (SUBJECT)	SCHEDULED MEETING
F-1	APPROVAL OF THE GOALS AND MEASURABLE OBJECTIVES FOR THE DISTRICT IMPROVEMENT PLAN FOR 2022–2023	November 10, 2022
INITIATED BY: Academics Department, Shawn Bird, Ed.D., Chief Academic Officer		
<p>The intent of the District Improvement Plan (DIP) is to guide district and campus staff in the improvement of student performance for all student groups in order to attain state standards with respect to the achievement indicators.</p> <p>Texas Education Code (TEC) §11.252 requires that each school district have a DIP that is developed, evaluated, and revised annually. In addition, the goals and measurable objectives for the DIP must be approved by the board annually.</p> <p>The DIP is an annual strategic improvement plan informed by a comprehensive needs assessment of the district’s performance in the areas of student achievement, student support, graduation support, and dropout prevention. The plan is inclusive of department strategies and objectives for improvement that are monitored for progress throughout the year and modified throughout the year as emergent district needs arise.</p> <p>This item requests approval of the goals and measurable objectives for the 2022-2023 DIP. Goals and measurable objectives for the DIP are on file in Board Services for review.</p>		
OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: None		
ADMINISTRATIVE PROCEDURES REQUIRED: None		

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

SUBJECT: APPROVAL OF TARGETED IMPROVEMENT PLANS FOR COMPREHENSIVE SUPPORT CAMPUSES

All campuses designated as Comprehensive Support by the Texas Education Agency (TEA) are required to develop and submit a Targeted Improvement Plan (TIP). The TIP is informed by prioritized focus areas for improvement identified by either the Effective Schools Framework Diagnostic or a TEA-prescribed self-assessment process.

The TIP includes essential actions needed to address the identified focus areas for school improvement, goals for the improvement process, and persons responsible for implementing and monitoring the activities. Each campus's TIP is developed by the principal in collaboration with the school support officer and the assistant superintendent for that campus. All campuses designated as Comprehensive Support by the TEA are required to have their TIP approved locally by the Board of Education for the 2022–2023 school year.

This item seeks board approval of the TIPs for the following campuses: Edison Middle School (MS), Forest Brook MS, High School Ahead Academy, Liberty High School (HS), Middle College HS at Gulfton, Texas Connections Academy, and Young Elementary School.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to all five core initiatives.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the TIPs for Edison MS, Forest Brook MS, High School Ahead Academy, Liberty High School (HS), Middle College HS at Gulfton, Texas Connections Academy, and Young Elementary School, effective November 11, 2022.

BOARD AGENDA ITEM EXECUTIVE SUMMARY

AGENDA ITEM	TITLE (SUBJECT)	SCHEDULED MEETING
F-2	APPROVAL OF TARGETED IMPROVEMENT PLANS FOR COMPREHENSIVE SUPPORT CAMPUSES	November 10, 2022
INITIATED BY: Academics Office; Shawn Bird, Ed.D., Chief Academic Officer		
<p>BACKGROUND</p> <ul style="list-style-type: none"> • Texas Education Agency (TEA) Requirement: <ul style="list-style-type: none"> ○ For the 2022–2023 school year, all campuses designated as Comprehensive Support by the TEA are required to develop and submit a Targeted Improvement Plan (TIP). Comprehensive Support is an improvement designation based on the federal accountability system. <p>The TIP is informed by prioritized focus areas for improvement identified by either the Effective Schools Framework Diagnostic or a TEA-prescribed, self-assessment process.</p> <p>The TIP includes:</p> <ul style="list-style-type: none"> • Essential actions needed to address the identified focus areas for school improvement • Goals for the improvement process • Persons responsible for implementing and monitoring the activities • Process Oversight: <p>Each campus’s TIP is developed by the principal in collaboration with the school support officer and the assistant superintendent for that campus.</p> • Approval Requirement: <p>All campuses designated as Comprehensive Support by the TEA are required to have their TIP approved locally by the Board of Education for the 2022–2023 school year.</p> <p>This item seeks board approval of the TIPs for the following campuses: Edison Middle School (MS), Forest Brook MS, High School Ahead Academy, Liberty High School (HS), Middle College HS at Gultfton, Texas Connections Academy, and Young Elementary School.</p>		
OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: None		
ADMINISTRATIVE PROCEDURES REQUIRED: None		

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

SUBJECT: APPROVAL OF FALL 2022 CLASS-SIZE WAIVER REQUESTS

Each school district in Texas is required to conduct a class-size enrollment survey for grades pre-kindergarten through four. If any section(s) in those grades exceed the allowable class-size limit of 22 students per teacher, the Houston Independent School District (HISD) must submit to the Texas Education Agency (TEA) a class-size waiver request. Class-size data from September 26, 2022, was used to determine the number of waivers needed. The class-size waiver report must be approved by the Board of Education before it is submitted to TEA. Below is a summary of total waiver application submissions to TEA during prior school years.

School Year	Number of Class-Size Waivers
2022–2023	1,080
2021–2022	1,008
2020–2021	541
2019–2020	846
2018–2019	860

The full class-size waiver report is on file in Board Services and is available online.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 1: Effective Teacher in Every Classroom. The number of waivers requested indicates the need for additional teachers and classroom space to meet the state mandate.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the fall 2022 class-size waiver requests, effective November 11, 2022.

Fall 2022 Maximum Class Size Waiver Requests

PRE-KINDERGARTEN TO GRADE 4



ANNUAL REPORT – OCTOBER 4, 2022

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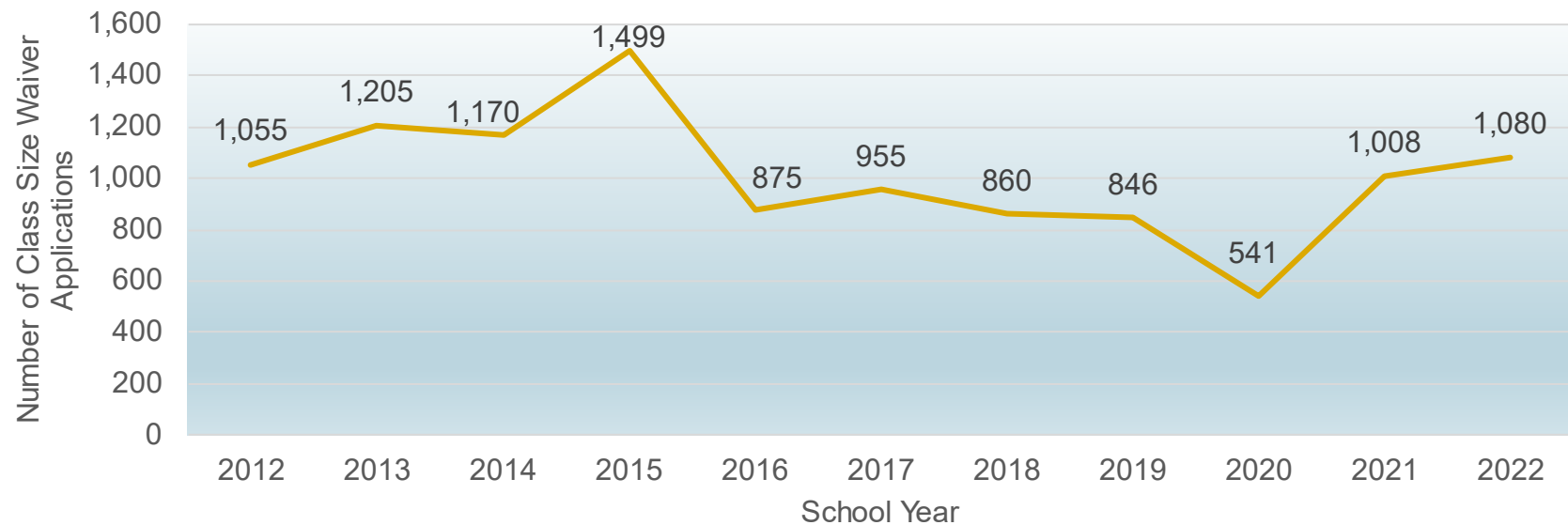
2022 Average Classroom Size By Grade Level.....12

Historical Elementary Class Size Waiver Requests by Grade Level, 2012 to 2022

GRADE	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
											Total N	N With Waivers	Pct With Waivers
PRE-KINDERGARTEN*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	112	720	147	20.4%
KINDERGARTEN	201	309	229	328	143	172	171	164	75	214	749	169	22.6%
GRADE 1	235	240	308	336	202	196	177	199	126	228	841	253	30.1%
GRADE 2	201	221	210	310	177	177	167	152	104	157	826	189	22.9%
GRADE 3	205	221	216	283	190	178	118	129	104	139	812	138	17.0%
GRADE 4	213	214	207	242	140	200	183	163	119	158	813	177	21.8%
MULTIGRADE	N/A	N/A	N/A	N/A	23	32	44	39	13	N/A	49	7	14.3%
TOTAL	1,055	1,205	1,170	1,499	875	955	860	846	541	1,008	4,810	1,080	22.5%

*The class size waiver statute has been applied to pre-kindergarten by legislative action as of September 30, 2021.

Historical Perspective: Class Size Waivers, 2012-2022



Change in Number of Waivers, By Campus, 2021 to 2022

Campus Name	Schools Office	2021	2022			Change in Waiver Applications Submitted
		Waivers	Total N Classes	N Waivers	% With Waivers	
Alcott ES	ESO3	0	14	2	14.3%	2
Almeda ES	ESO1	13	35	13	37.1%	0
Anderson ES	ESO1	16	31	2	6.5%	-14
Arabic Immersion	MSO	0	21	1	4.8%	1
Ashford ES	RISE	0	32	5	15.6%	5
Askew ES	ESO1	15	40	14	35.0%	-1
Atherton ES	ESO2	4	27	2	7.4%	-2
Baker Montessori	MSO	4	35	4	11.4%	0
Barrick ES	ESO2	5	22	4	18.2%	-1
Bastian ES	ESO3	12	30	12	40.0%	0
Bell ES	ESO1	7	31	3	9.7%	-4
Bellfort ECC	ESO3	3	19	4	21.1%	1
Benavidez ES	ESO1	17	43	13	30.2%	-4
Benbrook ES	ESO2	6	20	8	40.0%	2
Berry ES	ESO2	2	38	3	7.9%	1
Blackshear ES	ESO3	0	23	0	0.0%	0
Bonham ES	ESO1	20	39	24	61.5%	4
Bonner ES	ESO3	4	31	6	19.4%	2
Braeburn ES	ESO1	7	42	1	2.4%	-6
Briargrove ES	ESO2	14	36	11	30.6%	-3
Briarmeadow Charter	MSO	3	22	9	40.9%	6
Briscoe ES	ESO3	0	14	0	0.0%	0
Brookline ES	ESO3	3	36	0	0.0%	-3
Browning ES	ESO2	4	21	6	28.6%	2
Bruce ES	ESO2	0	20	0	0.0%	0
Burbank ES	ESO2	0	37	1	2.7%	1
Burnet ES	ESO3	0	20	0	0.0%	0
Burrus ES	ESO2	3	11	2	18.2%	-1

Campus Name	Schools Office	2021	2022			Change in Waiver Applications Submitted
		Waivers	Total N Classes	N Waivers	% With Waivers	
Bush ES	ESO1	15	34	15	44.1%	0
C. Martinez ES	RISE	0	15	3	20.0%	3
Cage ES	ESO3	0	23	2	8.7%	2
Carrillo ES	ESO3	5	17	7	41.2%	2
Codwell ES	ESO1	0	27	0	0.0%	0
Condit ES	ESO1	12	31	11	35.5%	-1
Cook ES	ESO2	2	24	12	50.0%	10
Coop ES	ESO2	3	27	7	25.9%	4
Cornelius ES	ESO3	9	36	1	2.8%	-8
Crespo ES	ESO3	2	26	4	15.4%	2
Crockett ES	ESO2	4	24	8	33.3%	4
Cunningham ES	ESO1	9	33	1	3.0%	-8
Daily ES	ESO1	25	29	24	82.8%	-1
Davila ES	ESO3	4	23	3	13.0%	-1
Deanda ES	ESO3	0	31	2	6.5%	2
DeChaumes ES	ESO2	9	35	5	14.3%	-4
DeZavala ES	ESO3	2	24	2	8.3%	0
Dogan ES	ESO2	2	23	5	21.7%	3
Durham ES	ESO2	3	25	6	24.0%	3
Durkee ES	ESO2	3	26	6	23.1%	3
E. White ES	ESO1	7	37	4	10.8%	-3
Eliot ES	ESO2	4	27	5	18.5%	1
Elmore ES	ESO2	1	27	6	22.2%	5
Elrod ES	ESO1	9	33	2	6.1%	-7
Emerson ES	ESO1	10	37	20	54.1%	10
Energized ECC	HSO	8	6	6	100.0%	-2
Energized ES	HSO	33	39	4	10.3%	-29
Farias ECC	ESO3	9	18	12	66.7%	3
Field ES	ESO2	4	20	6	30.0%	2
Foerster ES	ESO1	2	30	7	23.3%	5

Campus Name	Schools Office	2021	2022			Change in Waiver Applications Submitted
		Waivers	Total N Classes	N Waivers	% With Waivers	
Fondren ES	ESO1	4	18	4	22.2%	0
Fonwood ECC	ESO3	4	30	9	30.0%	5
Foster ES	ESO3	3	27	2	7.4%	-1
Franklin ES	ESO3	2	16	2	12.5%	0
Frost ES	ESO1	9	26	6	23.1%	-3
Gallegos ES	ESO3	2	26	5	19.2%	3
Garcia ES	ESO2	5	17	6	35.3%	1
Garden Oaks Montessori	MSO	5	41	3	7.3%	-2
Garden Villas ES	ESO3	2	19	4	21.1%	2
Golfcrest ES	ESO3	2	26	3	11.5%	1
Gregg ES	ESO1	4	19	7	36.8%	3
Gregory Lincoln K-8	MSO	1	25	2	8.0%	1
Grissom ES	ESO1	5	23	4	17.4%	-1
Gross ES	ESO3	7	21	7	33.3%	0
Halpin ECC	ESO3	1	24	4	16.7%	3
Hartsfield ES	ESO3	1	16	1	6.3%	0
Harvard ES	ESO1	19	27	5	18.5%	-14
Helms ES	ESO1	2	23	6	26.1%	4
Herod ES	ESO1	13	38	4	10.5%	-9
Herrera ES	ESO2	3	41	1	2.4%	-2
Highland Heights ES	RISE	4	24	8	33.3%	4
Hilliard ES	ESO2	5	23	10	43.5%	5
Hines-Caldwell ES	ESO1	13	31	10	32.3%	-3
Hobby ES	ESO1	7	22	7	31.8%	0
Horn ES	ESO1	12	36	7	19.4%	-5
Isaacs ES	RISE	0	15	0	0.0%	0
J. P. Henderson ES	ESO3	0	36	4	11.1%	4
J.R. Harris ES	ESO3	1	18	2	11.1%	1
Janowski ES	ESO2	4	26	0	0.0%	-4

Campus Name	Schools Office	2021	2022			Change in Waiver Applications Submitted
		Waivers	Total N Classes	N Waivers	% With Waivers	
Jefferson ES	ESO2	0	19	1	5.3%	1
Kashmere Gardens ES	ESO2	2	15	1	6.7%	-1
Kelso ES	ESO1	0	21	2	9.5%	2
Kennedy ES	ESO2	1	31	3	9.7%	2
Ketelsen ES	ESO2	3	21	4	19.0%	1
Kolter ES	ESO1	19	30	18	60.0%	-1
Lantrip ES	ESO3	7	22	4	18.2%	-3
Laurenzo ECC	ESO3	0	11	5	45.5%	5
Law ES	ESO1	5	27	6	22.2%	1
Lewis ES	ESO3	10	30	5	16.7%	-5
Lockhart ES	ESO3	5	19	1	5.3%	-4
Longfellow ES	ESO1	17	32	16	50.0%	-1
Looscan ES	ESO2	1	16	1	6.3%	0
Love ES	ESO1	0	21	2	9.5%	2
Lovett ES	ESO1	10	27	4	14.8%	-6
Lyons ES	ESO2	11	39	7	17.9%	-4
M. White ES	ESO1	10	35	11	31.4%	1
MacGregor ES	ESO2	6	21	5	23.8%	-1
Mading ES	ESO3	5	21	4	19.0%	-1
Mandarin Immersion	MSO	2	22	4	18.2%	2
Marshall ES	RISE	1	30	6	20.0%	5
McGowen ES	ESO2	1	17	4	23.5%	3
McNamara ES	ESO1	5	43	14	32.6%	9
Memorial ES	ESO1	6	27	6	22.2%	0
Milne ES	ESO1	10	27	11	40.7%	1
Mistral ECC	ESO3	7	17	8	47.1%	1
Mitchell ES	ESO1	4	25	8	32.0%	4
MLK ECC	ESO3	6	15	10	66.7%	4
Montgomery ES	ESO1	3	24	4	16.7%	1
Moreno ES	ESO2	3	31	3	9.7%	0

Campus Name	Schools Office	2021	2022			Change in Waiver Applications Submitted
		Waivers	Total N Classes	N Waivers	% With Waivers	
N. Q. Henderson	ESO2	3	11	2	18.2%	-1
Neff ECC	ESO3	0	33	19	57.6%	19
Neff ES	ESO1	0	30	9	30.0%	9
Northline ES	RISE	2	21	8	38.1%	6
Oak Forest ES	ESO2	14	34	12	35.3%	-2
Oates ES	ESO3	3	18	3	16.7%	0
Osborne ES	RISE	1	23	0	0.0%	-1
Paige ES	ESO2	2	26	1	3.8%	-1
Park Place ES	ESO3	8	34	12	35.3%	4
Parker ES	ESO3	10	35	12	34.3%	2
Patterson ES	ESO3	11	51	6	11.8%	-5
Peck ES	ESO3	5	27	0	0.0%	-5
Petersen ES	ESO1	3	23	1	4.3%	-2
Pilgrim Academy	MSO	18	34	21	61.8%	3
Piney Point ES	ESO1	20	52	21	40.4%	1
Pleasantville ES	ESO3	2	14	2	14.3%	0
Poe ES	ESO2	15	35	11	31.4%	-4
Port Houston ES	ESO3	1	17	0	0.0%	-1
Pugh ES	ESO3	0	20	4	20.0%	4
R. Martinez ES	ESO3	3	25	9	36.0%	6
R. P. Harris ES	ESO3	9	21	10	47.6%	1
Reagan K-8	MSO	8	25	17	68.0%	9
Red ES	ESO3	3	34	4	11.8%	1
Reynolds ES	ESO1	0	16	3	18.8%	3
River Oaks ES	ESO2	0	29	16	55.2%	16
Roberts ES	ESO2	5	27	20	74.1%	15
Robinson ES	RISE	1	28	5	17.9%	4
Rodriguez ES	ESO1	19	41	9	22.0%	-10
Roosevelt ES	ESO2	4	25	3	12.0%	-1
Ross ES	ESO2	0	17	3	17.6%	3

Campus Name	Schools Office	2021	2022			Change in Waiver Applications Submitted
		Waivers	Total N Classes	N Waivers	% With Waivers	
Rucker ES	RISE	0	25	2	8.0%	2
Sanchez ES	ESO3	4	30	4	13.3%	0
Scarborough ES	ESO2	7	32	2	6.3%	-5
School at St. George	ESO1	11	34	10	29.4%	-1
Scroggins ES	ESO2	6	17	8	47.1%	2
Seguin ES	RISE	0	22	0	0.0%	0
Shadowbriar ES	ESO1	15	26	4	15.4%	-11
Shadydale ES	ESO2	11	32	7	21.9%	-4
Shearn ES	ESO1	6	20	7	35.0%	1
Sherman ES	ESO2	6	28	6	21.4%	0
Sinclair ES	ESO1	8	37	6	16.2%	-2
Smith ES	RISE	4	37	9	24.3%	5
Southmayd ES	ESO3	2	26	3	11.5%	1
Stevens ES	ESO2	7	28	6	21.4%	-1
Sutton ES	ESO1	13	47	14	29.8%	1
T.H. Rogers	MSO	1	23	4	17.4%	3
The Rice School	MSO	0	29	4	13.8%	4
Thompson ES	ESO3	2	22	5	22.7%	3
Tijerina ES	ESO3	3	22	4	18.2%	1
Tinsley ES	ESO1	12	25	15	60.0%	3
Travis ES	ESO2	10	27	5	18.5%	-5
Twain ES	ESO1	9	35	11	31.4%	2
Valley West ES	ESO1	4	28	7	25.0%	3
Wainwright ES	ESO2	3	26	6	23.1%	3
Walnut Bend ES	ESO1	15	32	13	40.6%	-2
Wesley ES	ESO2	0	13	1	7.7%	1
West University ES	ESO2	10	48	7	14.6%	-3
Wharton K-8	MSO	0	27	4	14.8%	4
Whidby ES	RISE	0	23	0	0.0%	0
Whittier ES	ESO3	1	16	1	6.3%	0

Campus Name	Schools Office	2021	2022			Change in Waiver Applications
		Waivers	Total N Classes	N Waivers	% With Waivers	
Windsor Village ES	ESO3	2	30	2	6.7%	0
Woodson ES	ESO1	7	33	0	0.0%	-7
Young ES	RISE	1	24	3	12.5%	2

2022 Classroom Type Waivers by Schools Office

Program Type	Bilingual			ESL			Reg		
	N Classes	N With Waivers	% With Waivers	N Classes	N With Waivers	% With Waivers	N Classes	N With Waivers	% With Waivers
RISE	62	16	25.8%	23	2	8.7%	126	23	18.3%
ESO 1	328	126	38.4%	367	126	34.3%	481	131	27.2%
ESO 2	238	34	14.3%	136	49	36.0%	567	156	27.5%
ESO 3	327	90	27.5%	99	22	22.2%	473	106	22.4%
Middle Schools	31	19	61.3%	19	9	47.4%	40	12	30.0%
High Schools	--	--	--	1	0	0.0%	38	4	10.5%
Waiver Type Totals	986	285	28.9%	645	208	32.2%	1,725	432	25.0%

Program Type	Dual			Special Education			GT			Area Totals		
	N Classes	N With Waivers	% With Waivers	N Classes	N With Waivers	% With Waivers	N Classes	N With Waivers	% With Waivers	N Classes	N With Waivers	% With Waivers
RISE	45	8	17.8%	61	0	0.0%	--	--	--	319	49	15.4%
ESO 1	132	45	34.1%	269	3	1.1%	21	12	57.1%	1,629	446	27.4%
ESO 2	96	18	18.8%	190	0	0.0%	29	8	27.6%	1,261	265	21.0%
ESO 3	68	7	10.3%	215	2	0.9%	14	3	21.4%	1,252	237	18.9%
Middle Schools	11	10	90.9%	23	0	0.0%	17	4	--	304	73	24.0%
High Schools	--	--	--	--	--	--	0	0	--	45	10	22.2%
Waiver Type Totals	352	88	25.0%	758	5	0.7%	81	27	33.3%	4,810	1,080	22.5%

2022 Average Classroom Size by Grade Level

GRADE	Average Classroom Size	
	With Waiver	Without Waiver
PRE-KINDERGARTEN*	24.3	14.5
KINDERGARTEN	24.7	15.6
GRADE 1	24.9	14.9
GRADE 2	24.8	14.9
GRADE 3	24.7	15.1
GRADE 4	25.0	15.0
MULTI-LEVEL	24.7	N/A

*The class size waiver statute has been applied to pre-kindergarten by legislative action as of September 30, 2021.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

SUBJECT: APPROVAL OF WAIVER REQUEST FOR HIGH SCHOOLS' MODIFIED SCHEDULE FOR STATE ASSESSMENT DAYS

The purpose of this agenda item is to request that the Houston Independent School District (HISD) Board of Education approves an expedited waiver required by the Texas Education Agency (TEA) for all high schools to have an opportunity to offer a modified schedule for state assessment days.

RATIONALE

This waiver allows the district or charter school to modify the schedule of classes for high-school students (grades 9–12) who are not being tested so they may report to and attend the school after the state assessment testing period has ended. This reduces interruptions during the testing period. All students must be scheduled for at least 240 minutes of instruction. The time students test can be included as instructional time.

This is a waiver with renewals, and will span the 2022–2023, 2023–2024, and 2024–2025 instructional calendar years. The waiver will be submitted based on three instructional calendar years beginning with 2022–2023 and ending with 2024–2025.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the high schools' modified schedule for state assessment days waiver request, effective November 11, 2022.

BOARD AGENDA ITEM EXPLANATORY SHEET

AGENDA ITEM	TITLE (SUBJECT)	SCHEDULED MEETING
F-4	Approval Of Waiver Request For High Schools' Modified Schedule For State Assessment Days	November 10, 2022
INITIATED BY: Office of Federal and State Compliance		
<p>BACKGROUND:</p> <p>In accordance with Texas Education Code (TEC) §7.056(a-e), which provides a process by which schools may request waivers from local Board of Education policies, State Board of Education rules, or TEC requirements that inhibit student achievement, it is requested that the Houston Independent School District (HISD) Board of Education approves the waiver requests outlined below and detailed in the attached documents.</p> <p>Waiver requests involve modification or suspension of school guidelines from policies.</p> <p>This waiver allows the district or charter school to modify the schedule of classes for students who are NOT being tested to report to and attend school after the state assessment testing period has ended, therefore reducing interruptions during testing periods at the campus.</p> <p>All students must be scheduled for at least 240 minutes of daily instruction. The time students test can be included as instructional time.</p> <p>Students who are not being tested must still attend school for at least four hours on each state assessment testing day as required by HISD.</p>		
OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: NONE		
ADMINISTRATIVE PROCEDURES REQUIRED: THIS ITEM DOES REQUIRE CONSULTATION		

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

SUBJECT: APPROVAL TO UTILIZE STATE AND INDUSTRY CERTIFYING AGENCIES FOR STUDENTS ENROLLED IN CAREER AND TECHNICAL EDUCATION PROGRAMMING FOR THE 2022–2023 AND 2023–2024 SCHOOL YEARS

This agenda item seeks approval from the Houston Independent School District (HISD) Board of Education for students enrolled in Career and Technical Education (CTE) programming to utilize state and industry certifying agencies to gain industry and state recognized certifications and licensures. Students enrolled in CTE programming in HISD are eligible to take nationally and internationally recognized end-of-program certifications and licensures upon completion of course sequences. Students who earn a nationally or internationally recognized end-of-program certification will also earn a Performance Acknowledgement upon graduation and a designation of such on their high-school transcript.

The Texas Education Agency encourages districts to offer students the opportunity to earn any certification or licensure that adds benefit and value to a student's post-secondary career or college readiness. The Career Readiness department in HISD has programs of study that result in opportunities for students to take nationally or internationally recognized end-of-program certifications and licensures that correspond with high-growth and high-wage careers. Licensures and certifying agencies or industries which support approved CTE programming are provided in the attachment.

COST/FUNDING SOURCE(S): The total cost for this program is not expected to exceed \$1,000,000.00.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
Special Revenue Funds	2440000000	1060908000	AD21220000000000	6299000000	500000020449	\$500,000.00
Special Revenue Funds	2440000000	1060908000	AD21220000000000	6399000000	500000020449	\$500,000.00

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports HISD Goal 3: The percentage of graduates that meet the criteria for college, career, and military readiness (CCMR) as measured in Domain 1 of the state accountability system will increase 8

percentage points from 63 percent for 2017–2018 graduates to 71 percent for 2022–2023 graduates reported in 2024, and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the use of state and certifying agencies for students enrolled in CTE programming for the 2022–2023 and 2023–2024 school years, effective November 11, 2022.

Approval to Utilize State and Industry Certifying Agencies for Students Enrolled in Career and Technical Education Programming for the 2022–2023 and 2023–2024 School Years

PURPOSE

Adopting the list of certifying agencies allows the Career and Technical Education (CTE) Department to continue to fully fund the industry-based certification exams for students across the district. Students engaged in CTE coursework are prepared and eligible to sit for industry-based certifications aligned to their program of study. The Texas Education Agency (TEA) has recently released the updated list of industry-based certifications to be used for public school accountability for the 2022–2023 school year and it will apply to school accountability ratings in 2024.

OBJECTIVE

- Meet Houston Independent School District (HISD) Board Goal 3, Progress Measure 3.3: The percentage of students who by the end of grade 11 have demonstrated career readiness via an industry-based certification will increase 18 percentage points from 0 percent in 2019 to 18 percent in 2024 by:
 - Increasing the number of opportunities to attain industry-based certifications.
 - Increasing the total number of students earning an industry-based certification, improving high-school CCMR metrics.

CERTIFICATIONS

The Career Readiness department employs a variety of methods for selecting and vetting the certifying and licensing agencies or industries. Recommendations provided by industry partners and educators, the state of Texas, and disaggregated data obtained by the Texas Workforce Commission for the Gulf Coast regional labor market drive the certification recommendations offered within the HISD CTE programming. Because these recommendations are contingent upon other factors such as the current labor market for the Gulf Coast area and industry needs, the recommended list of certifications is not always predictable. The Career Readiness department is engaged in ongoing research to identify industry and business certifications and licensures appropriate for district students.

The request is for agencies that will support our programs and promote industry certification. Below is the 2022–2024 TEA approved list of certification providers. These licensures and certifying agencies or industries support approved CTE programming:

Current list (green new)
<i>(ISC)²</i>
360 Training
<i>Adobe Certified Professional</i>
AdvanceOnline
Air Conditioning Contractors of America (ACCA)
American Allied Health
American Association of Family and Consumer Sciences (AAFCS)
American Council of Exercise (ACE)
American Culinary Federation
American Dental Association Joint Commission of National Dental Examinations
American Health Information Management Association (AHIMA)
American Hotel & Lodging Educational Institute (AHLEI)
American Meat Science Association
American Medical Certification Association
American Medical Technologists (AMT)
American National Standards Institute (ANSI)
American Registry for Diagnostic Medical Sonography (ARDMS)
American Registry of Radiologic Technologies (ARRT)
American Safety Council
American Society of Clinical Pathology
American Society of Phlebotomy Technicians
American Welding Society (AWS)
<i>Apple Incorporation</i>
<i>Assessment Technologies Institute</i>
<i>Associated Builders and Contractors (ABC) Greater Houston</i>
<i>Autodesk Incorporation</i>
Automotive Service Excellence (ASE)
Automotive Service Excellence Education Foundation (ASE)
BASF
Benz School of Floral Design
<i>Biotility Applied Biotech Training</i>
<i>Board of Vocational Nursing and Psychiatric Technicians (BVNPT)</i>
C++ Institute
Cardiovascular Credentialing International
CareerSafe
Certification Board for Sterile Processing and Distribution (CBSPD)
<i>Certified Wireless Network Professionals (CWNP)</i>
<i>Certiport</i>
<i>CEV Multimedia</i>
ChildCare Education Institute

Cisco Systems, Incorporated
ClickSafety
Coastal Skies & Total Aircraft Services
Commission on Dietetic Registration
CompTIA
Council for Professional Recognition
Coursera
Dassault Systemes SolidWorks Corporation (DS Solidworks)
Dental Assisting National Board, Incorporation (DANB)
<i>ECCO Group</i>
Elanco
Environmental Protection Agency (EPA) Certification by Mainstream Engineering
Environmental Systems Research Institute (ESRI)
Equipment & Engine Training Council (EETC)
ESCO Group
<i>ESRI</i>
<i>Facebook Meta</i>
FANUC American Corporation
Federal Aviation Administration (FAA)
Google Cloud
Google for Education
Google Partners
Green Business Certification, Incorporation
Guerrero and Associates Investigation
Health and Safety Institute (HSI)
<i>HeathCarePathway.com</i>
Home Builders Institute (HBI)
HVAC Excellence
I-CAR
iCEV
Independent Electrical Contractors (IEC)
<i>Information Systems Audit and Control Association (ISACA)</i>
Institute for Law Enforcement and Protective Services Excellence (TEEX)
<i>Internal Revenue Services (IRS)</i>
International Academy of Emergency Dispatch (IAED)
International Association for Six Sigma Certification, LLC (IASSC)
International Code Council (ICC)
International Information System Security Certification Consortium (ISC) ²
International Society of Automation
International Society of Certified Electronics Technicians (ISCET)
<i>International Sports Science Association (ISSA)</i>
<i>Intuit</i>
<i>ISA Brand Family</i>

Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)
<i>Kaduceus</i>
Lab Resources
Manage First
Manufacturing Skill Standards Council (MSSC)
Mastercam
<i>Meta Technologies</i>
Microsoft
National Academy for Sports Medicine (NASM)
<i>National Alliance for Insurance Education and Research</i>
National Association for Health Professionals
National Association of Orthopedic Technologists (NAOT)
National Board for Certification in Occupational Therapy
National Board for Certifications of Orthopedic Technologists
National Board for Respiratory Care (NBRC)
National Board of Surgical Technology and Surgical Assisting
National Center for Competency Testing
National Center for Construction Education and Research
National Center for Construction Education and Research (NCCER)
National Coalition of Certification Centers (nc3)
National Exercise Trainers Association
National Healthcareer Association (NHA)
National Horse Judging Team Coaches' Association (NHJTCA)
<i>National Institute for Automotive Service Excellence (ASE)</i>
<i>National Institute for Certification in Engineering Technologies (NICET)</i>
National Institute of Metalworking Skills (NIMS)
National Registry of Emergency Medical Technicians
National Restaurant Association (NRA)
National Science Foundation's Center for Aerospace Technical Education
<i>NCCER</i>
<i>NOCTI</i>
NOCTI Business Solutions
Occupational Safety and Health Administration Education Center (OSHA)
Occupational Therapy Assistant Licensing in Texas (OTA)
Oracle
<i>Oracle University</i>
Pearson Education Incorporation
Pearson VUE
<i>Petro Chem</i>
Pharmacy Technician Certification Board (PTCB)
Population Services International (PSI)
Priority Dispatch
Professional Photographers of America (PPA)

Project Management Institute, Incorporation
PURE Safety
<i>Python Institute</i>
<i>Smart Automation Certification Alliance (SACA)</i>
<i>SME Education Foundation</i>
<i>SolidWorks</i>
<i>Space Tec Partners, Incorporation</i>
<i>Stukent</i>
Success Aviation
Summit Training Source
TECH 2000, Inc.
Test Out Corporation
Texas A&M AgriLife Extension
Texas A&M Engineering Extension Service
Texas A&M Research & Extension Center at Amarillo
Texas Board of Nursing
Texas Board of Veterinary Medical Examiners
Texas Cattle Feeders Association
Texas Certified Training Academy
Texas Commission of Environmental Quality
Texas Commission on Fire Protection (TCFP)
Texas Department of Agriculture
Texas Department of Licensing and Regulation (TDLR)
<i>Texas Department of Public Safety Approved Level III or Level IV Training Center</i>
Texas Department of Public Safety
Texas Department of State Health Services
Texas Education Agency (TEA)
Texas Health and Human Services
Texas Medical Board
Texas Nursery & Landscape Association (TNLA)
Texas Real Estate Commission
Texas State Board of Dental Examiners
<i>Texas State Board of Nursing</i>
Texas State Board of Pharmacy
Texas State Board of Plumbing Examiners
Texas State Floral Association (TSFA)
Texas Veterinary Medical Association (TVMA)
<i>The National Alliance for Insurance Education & Research</i>
<i>The National Board for Respiratory Care (NBRC)</i>
<i>The National Board of Surgical Technology and Surgical Assisting</i>
Top Gun Security Investigations
TRIO Education
<i>U.S. Green Building Council</i>

<i>UF Biotility</i>
<i>United States Environmental Protection Agency (EPA)</i>
Unity Technologies
Unity
Universal Robots A/S
University of South Florida Health (USF Health)
Web Design Certified (WD Certified)
WebProfessionals.org

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

SUBJECT: APPROVAL OF THE GOALS AND MEASURABLE OBJECTIVES FOR SCHOOL IMPROVEMENT PLANS

In accordance with Texas Education Code Section 11 and Texas Education Code Section 39 subchapter E, schools are required to submit campus performance objectives that are part of the School Improvement Plan (SIP) to the Houston Independent School District (HISD) Board of Education for approval. SIPs are approved by each school's faculty and are revised annually. School support officers and assistant superintendents reviewed and approved each school's SIP. The plan for each campus will be made available on its HISD website after the goals and measurable objectives are approved.

This item seeks board approval for the goals and measurable objectives for all HISD SIPs. A copy of each campus's goals and measurable objectives are on file for review in Board Services.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the goals and measurable objectives for all SIPs for the 2022–2023 school year, effective November 11, 2022.

BOARD AGENDA ITEM EXECUTIVE SUMMARY

AGENDA ITEM	TITLE (SUBJECT)	SCHEDULED MEETING
F-6	APPROVAL OF THE GOALS AND MEASURABLE OBJECTIVES FOR SCHOOL IMPROVEMENT PLANS	November 10, 2022
INITIATED BY: Performance and Accountability Department		
<p>BACKGROUND</p> <p>Each school year, the principal of each school campus, with the assistance of the site-based decision-making committee (SDMC), develops, reviews, and revises the school improvement plan (SIP) for the purpose of improving student performance for all student populations, including students in special education programs under Texas Education Code (TEC) Chapter 29, Subchapter A, with respect to the student achievement indicators and any other appropriate performance measures for special needs populations.</p> <p>As described in TEC 11.253(d), each SIP must:</p> <ol style="list-style-type: none"> 1. Assess the academic achievement for each student in the school using the achievement indicator system. 2. Set the campus performance objectives based on the achievement indicator system, including objectives for special needs populations, including students in special education programs under TEC Chapter 29, Subchapter A. 3. Identify how the campus goals will be met for each student. 4. Determine the resources needed to implement the plan. 5. Identify staff needed to implement the plan. 6. Set timelines for reaching the goals. 7. Measure progress toward the performance objectives periodically to ensure that the plan is resulting in academic improvement. 8. Provide for a program to encourage parental involvement at the campus. 9. Include goals and methods for violence prevention and intervention on campus. 10. If the campus is an elementary or middle school, set goals and objectives for the coordinated health program at the campus based on: <ol style="list-style-type: none"> a. Student fitness assessment data, including any data from research-based assessments such as the school health index assessment and planning tool created by the federal centers for disease control and prevention; b. Student academic performance data; c. Student attendance rates; d. The percentage of students who are educationally disadvantaged; e. The use and success of any method to ensure that students participate in moderate to vigorous physical activity; and f. Any other indicator recommended by the local school health advisory council. <p>Reviews and Approvals:</p> <ul style="list-style-type: none"> • Each school's final draft SIP is submitted to their SDMC. • The SDMC reviews the SIP with parents, community members, and the school's professional staff. • After all revisions are made and the principal approves the plan, the SDMC will present the plan to the school's professional staff for a vote of approval. Two-thirds of the professional staff must approve the plan by secret ballot. 		

- Next, principals submit a copy of the approved plan to the appropriate school support officer and assistant superintendent for additional review and approval, as evidenced by their signatures.
- Lastly, the superintendent presents an agenda item to the HISD Board of Education seeking approval of each campus's goals and measurable objectives, copies of which are on-file in Board Services

OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: None

ADMINISTRATIVE PROCEDURES REQUIRED: None

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Talent
Jeremy Grant-Skinner, Chief Talent Officer

SUBJECT: APPROVAL OF CERTIFIED APPRAISERS FOR THE TEXAS TEACHER EVALUATION AND SUPPORT SYSTEM FOR THE SCHOOL YEAR 2022–2023

Annually, efforts are made to ensure that the district maintains qualified teacher appraisers who meet specific training and certification requirements and who are assigned to an appropriate position as indicated in DNA(REGULATION). The purpose of this agenda item is to seek board approval for those individuals who have met the district's appraiser certification requirements for the school year 2022–2023. The list of certified appraisers is on file in the Talent Office.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 1: Effective Teacher in Every Classroom and Core Initiative 3: Rigorous Instructional Standards and Supports..

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the certified appraisers for the Texas Teacher Evaluation and Support System (T-TESS) for the 2022–2023 school year, effective November 11, 2022.

BOARD AGENDA ITEM EXPLANATORY SHEET

AGENDA ITEM Title (SUBJECT)	SCHEDULED MEETING
Approval of Certified Appraisers for the Texas Teacher Evaluation and Support System for the 2022–2023 School Year	November 10, 2022
INITIATED BY: Talent – Jeremy Grant-Skinner, Chief Talent Officer	
<p>BACKGROUND:</p> <p>In February 2022, the superintendent proposed and the Board of Education approved the use of the Texas Teacher Evaluation and Support System (T-TESS) as the district’s teacher performance appraisal tool beginning in the 2022–2023 school year. This decision was based on feedback gathered from stakeholder groups across the Houston Independent School District (HISD) in prior years and meant that the 2021–2022 school year was the last year for use of the former Teacher Appraisal and Development System (TADS). The transition from TADS to T-TESS was authorized and codified through revisions to Board Policy DN(LOCAL) – Performance Appraisal and Board Policy DNA(LOCAL) – Performance Appraisal: Evaluation of Teachers.</p> <p>As with TADS, a component of T-TESS is rubric-aligned ratings of professional practice based on classroom observations. One of the district’s earliest priorities for the transition to T-TESS was comprehensive training for teacher appraisers on the T-TESS rubric, observation, rating, and feedback. In order to be eligible to appraise teachers, including rating instructional practice observed in classrooms, any employee expected to be assigned as a teacher appraiser in the 2022–2023 school year was required to complete new T-TESS training. Norming and calibration of observer ratings and feedback is a critical part of an effective system of evaluation and support.</p> <p>DNA(REGULATION) requires an annual approval by the board of the district’s certification of teacher appraisers. In order to be locally certified as a teacher appraiser, an employee first must be assigned to an eligible position under Texas Education Agency (TEA) requirements, as reflected by their job code. The employee must have successfully completed the state’s three-day T-TESS training for teacher appraisers, which has been delivered for the 2022–2023 school year by Region 4 Educational Service Center, and have passed the certification assessment(s). In addition to T-TESS certification, Instructional Leadership Design (ILD) or Advancing Educational Leadership (AEL) certification was also required to be completed.</p> <p>For the 2022–2023 school year, the following positions can serve as appraisers when assigned to do so and only after completing all training and certification requirements (outlined above):</p> <ul style="list-style-type: none"> •Principal •Assistant Principal •Dean •School Support Officer •Director, Manager, Specialist (Special Education/Special Populations) •Alternative Certification Program Manager/Trainer 	

- Professional Development Trainer (Academics)

Any of the following campus positions that have no classroom duties at the same campus:

- Instructional Specialist;
- Curriculum Specialist;
- Teacher Specialist;
- Instructional Coordinator;
- Teacher Coordinator;
- Title I Coordinator; and
- Magnet Coordinator

In the spring of 2022, district administrators provided notice to all principals that campus-based employees in job titles other than Principal, Assistant Principal, and Dean would be restricted from future assignment as a teacher appraiser, as follows:

1. For the 2022–2023 school year, they are only eligible to serve as a teacher appraiser if they previously served as a teacher appraiser at the same campus in the 2021–2022 school year, and
2. Effective at the beginning of the 2023–2024 school year, they will no longer be eligible to serve as a teacher appraiser.

OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: Training and implementation support provided by the Talent Office and the Schools Office, technical infrastructure, and platforms to support implementation of the appraisal systems.

ADMINISTRATIVE PROCEDURES REQUIRED: This item requires consultation.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Finance
Glenn Reed, Chief Financial Officer

SUBJECT: APPROVAL OF VENDOR AWARDS FOR PURCHASES OVER \$100,000 AND RATIFICATION OF VENDOR AWARDS FOR PURCHASES UNDER \$100,000

The purpose of this item is to authorize vendor awards for purchases over \$100,000 and ratify vendor awards for purchases under \$100,000. Pursuant to Board of Education policy, contracts for purchases over \$100,000 are submitted to the Houston Independent School District (HISD) Board of Education for approval prior to the issuance of purchase orders and/or agreement letters. Procurement Services, authorized by board policy, enters into purchase agreements for bid projects less than \$100,000, subject to ratification by the Board of Education.

When determining the successful bidder, consideration is given to the quality of the articles supplied, conformity with developed specifications, suitability to the requirements of the educational system, and delivery terms. All advertised bids are in compliance with minority- and woman-owned business enterprise procedures. All contracts are negotiated and executed with the supplier(s) providing the best overall value for the district.

The attachment reflects the names of successful bidders, the budgets to be charged, and a description of the items to be purchased. A copy of each tabulation is on file in Board Services.

COST/FUNDING SOURCE(S): Funds for these recommended actions will be necessary only one time.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to all five core initiatives of the district.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves vendor awards for purchases over \$100,000 and ratifies vendor awards for purchases under \$100,000, effective November 11, 2022.

Approval of Purchase Over \$100,000
Recommended for 11/10/2022 Board Agenda

Project Information	23-07-07 – RFP / Heating, Ventilation, and Air Conditioning (HVAC) Parts and Supplies – (Bean) – (COO)
Project Description	The purpose of this project is to obtain HVAC parts and supplies districtwide. Based on annual appropriations, the projected expenditure is not to exceed \$5,000,000 for the duration of the project. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	471/25/12
Project Term	The project term is from November 11, 2022, through November 10, 2023, with four automatic annual renewals, not to extend beyond November 10, 2027
Amount not to Exceed (Project Term)	\$5,000,000

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Air Filters, Inc.	B-20%	H
BC Solutions, LLC dba Building Controls & Solutions; dba Amcon Controls; dba INTEC Controls; dba Control Products	B-20%	T
Carrier Enterprise LLC	C-D	OT
Competitive Choice, Inc.	A-100%	H
CPMR Houston, Inc.	A-100%	H
Daikin Applied Americas, Inc. dba Daikin Applied	C-D	OT
Delta T Equipment, LP	B-20%	H
EMPA Corporation dba Johnstone Supply	A-100%	H
HDP Ltd dba Hunton Distribution	C-3%	H
Medical Air Devices Ltd dba Indoor Environmental Solutions	B-20%	H
Roessler Equipment Co., Inc.	C-D	H

Approval of Purchase Over \$100,000
Recommended for 11/10/2022 Board Agenda

Project Information	23-08-12 – RFP / Telehealth Services for Students – (Garza) – (CAO)
Project Description	The purpose of this project is to obtain providers that can deliver direct telehealth services for students at virtual locations to support their physical, mental, and emotional health to ensure academic success. Based on annual appropriations, the projected expenditure is not to exceed \$5,000,000 for the duration of the project. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	762/86/20
Project Term	The project term is from November 11, 2022, through November 10, 2023, with four automatic annual renewals, not to extend beyond November 10, 2027
Amount not to Exceed (Project Term)	\$5,000,000

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Hazel Health, Inc.	C-12%	O

Approval of Cooperative Purchase Over \$100,000
Recommended for 11/10/2022 Board Agenda

Project Information	<u>23-10-03-03 – Cooperative / Enterprise Resource Planning (ERP) Software and Related Products and Services – (Ly) – (CIO)</u>
Project Description	<u>The purpose of this cooperative project is to obtain ERP software and related products and services, including but not limited to SAP products, used to support daily operations districtwide. Based on annual appropriations, the projected expenditure is not to exceed \$175,000 for the duration of the project. This is a cooperative agreement with the General Services Administration (GSA) utilizing Multiple Award Schedule (MAS) project 47QSWA18D008F in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).</u>
RFX's Sent/Viewed/Received	<u>N/A</u>
Project Term	<u>The project term is from November 11, 2022, through August 21, 2023, with five automatic annual renewals, if GSA executes its project renewal options, not to extend beyond August 21, 2028.</u>
Amount not to Exceed (Project Term)	<u>\$180,000</u>

Budget Information		
<u>Fund</u>	<u>Various Schools and/or Departments</u>	<u>Fund</u>
<u>Cost Center</u>		<u>Cost Center</u>
<u>Functional Area</u>		<u>Functional Area</u>
<u>General Ledger</u>		<u>General Ledger</u>
<u>I/O</u>		<u>I/O</u>

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
<u>Carahsoft Technology Corporation</u>	<u>N/A</u>	<u>O</u>

Approval of Cooperative Purchase Over \$100,000
Recommended for 11/10/2022 Board Agenda

Project Information	23-08-09-01 – Cooperative / Purchase, Maintenance, and Repair of Generators – (Garcia) – (COO)
Project Description	The purpose of this cooperative project is to purchase, inspect, maintain, and repair generators districtwide. Based on annual appropriations, the projected expenditure is not to exceed \$4,500,000 for the duration of the project. This is a cooperative agreement with BuyBoard utilizing cooperative project number 657-21 in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx's Sent/Viewed/Received	N/A
Project Term	The project term is from December 1, 2022, through November 30, 2023, with one automatic annual renewal, if BuyBoard executes its project renewal option, not to extend beyond November 30, 2024.
Amount not to Exceed (Project Term)	\$4,500,000

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Waukesha-Pearce Industries, LLC	N/A	H

Approval of Cooperative Purchase Over \$100,000
Recommended for 11/10/2022 Board Agenda

Project Information	23-09-01-01 – Cooperative / Purchase of Tires, Repairs, and Retreads – (James) – (COO)
Project Description	The purpose of this cooperative project is to obtain new tires, repairs, and retreads as well as other related parts and services for the Fleet Operations Department. Based on annual appropriations, the projected expenditure is not to exceed \$2,700,000 for the duration of the project. This is a cooperative agreement with BuyBoard utilizing cooperative project number 636-21 in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from November 11, 2022, through February 28, 2023, with one automatic annual renewal, if BuyBoard executes its project renewal option, not to extend beyond February 29, 2024.
Amount not to Exceed (Project Term)	\$2,700,000

Budget Information			
Fund	1993000000	Fund	Fund
Cost Center	XXXXXXXXXX	Cost Center	Cost Center
Functional Area	PS81990000000000	Functional Area	Functional Area
General Ledger	1310000000	General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Beasley Tire Service – Houston, Inc.	N/A	H
Southern Tire Mart, LLC	N/A	OT

Approval of Interlocal Purchase Under \$100,000
Recommended for 11/10/2022 Board Agenda

Project Information	23-10-01-40 – Interlocal / College Readiness Data Sharing Hub Design Services – (Scherer) – (CAO)
Project Description	The purpose of this interlocal project is to obtain a college readiness data central hub platform that will allow exchanging data for dual credit and college advising purposes. Based on annual appropriations, the projected expenditure is not to exceed \$48,000 for the duration of the project. This is an interlocal agreement with the University of Houston College of Education in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from November 11, 2022, through November 10, 2023.
Amount not to Exceed (Project Term)	\$48,000

Budget Information			
Fund	2820000000	Fund	Fund
Cost Center	1060902000	Cost Center	Cost Center
Functional Area	PS3180000000000	Functional Area	Functional Area
General Ledger	6299000000	General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
University of Houston	N/A	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	19-02-05 – RFP / Special Education Technology – (Gabino) – (CAO) – NTE Increase
Project Description	This project was originally approved by the Board of Education on June 18, 2019. The purpose of this project amendment is to request an increase to the spending limit authorization to obtain adaptive, assistive, instructional, and assessment technologies for eligible students for Special Education services. Based on annual appropriations, the projected expenditure is not to exceed \$4,000,000 for the duration of the project. The district applied the Best Value process in selecting the vendor to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/ Received	N/A
Project Term	The contract term is from June 19, 2019, through June 18, 2020, with four automatic annual renewals after the initial contract term, not to extend beyond June 18, 2024
Amount not to Exceed (Project Term)	\$4,000,000

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Attainment Company, Inc.	C-D	O
Audio Optical Systems of Austin, Inc.	C-D	T
BrainPOP, LLC	C-D	O
Kaplan Early Learning Company, Inc.	C-D	O
N2Y, LLC	C-D	O
Prentke Romich Company, Inc. dba PRC-Salttillo	C-1%	O
Super Duper, Inc. dba Super Duper Publications	C-D	O

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	19-09-01 – RFP / Horizontal/Vertical Louver Blinds and Installation – (Miller) – (COO) – NTE Increase
Project Description	This project was originally approved by the Board of Education on December 13, 2018. The purpose of this project amendment is to request an increase to the spending limit authorization and ratification of expenditures, in order to obtain horizontal/vertical louver blinds and installation services districtwide. Based on annual appropriations, the projected expenditure is not to exceed \$550,000 for the duration of the project. The district applied the “Best Value” process in selecting the vendor and awarded in accordance with Chapter 44 of the Texas Education Code (TEC), and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx’s Sent/Viewed/Received	N/A
Project Term	The project term is from December 14, 2018, through December 13, 2019, with four automatic annual renewals, not to extend beyond December 13, 2023.
Amount not to Exceed (Project Term)	\$550,000

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name:	M/WBE Commitment	Location
Post Oak Construction LLC	A-100%	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	22-11-09-02 – Cooperative / Cloud Infrastructure and Related Services – (Ly) – (CIO) – NTE Increase & Term Extension
Project Description	This project was originally approved by the Board of Education on January 13, 2022. The purpose of this project amendment is to request an increase to the spending limit authorization and a term extension to obtain cloud infrastructure and related services used by the Information Technology Department to manage critical information stored on the cloud, support virtual learning for students, and provide staff secure remote access to the district's systems. Based on annual appropriations, the projected expenditure is not to exceed \$2,250,000 for the duration of the project. This is a cooperative agreement with the Texas Department of Information Resources (DIR) utilizing cooperative project number DIR-TSO-4273 in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from January 14, 2022, through March 15, 2023, with no remaining renewals.
Amount not to Exceed (Project Term)	\$2,250,000

Budget Information			
Fund	1993000000	Fund	Fund
Cost Center	1050808000	Cost Center	Cost Center
Functional Area	AD53990000000000	Functional Area	Functional Area
General Ledger	6249000000	General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Netsync Network Solutions, Inc.	N/A	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	18-04-09 – RFP / Water Softener Equipment Services – (Carroll-Johnson) – (COO) – Term Extension
Project Description	This project was originally approved by the Board of Education on November 8, 2018. The purpose of this project amendment is to request a term extension to obtain installation, rental, and maintenance of water softener equipment. Based on annual appropriations, the projected expenditure is not to exceed \$200,000 for the duration of the project. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx's Sent/Viewed/Received	N/A
Project Term	The project term is from November 9, 2022, through February 7, 2023.
Amount not to Exceed (Project Term)	\$200,000

Budget Information					
Fund	7010010000	Fund	7490000020	Fund	Various Schools and/or Departments
Cost Center	5140832000	Cost Center	5440840000	Cost Center	
Functional Area	AD3599000000000000	Functional Area	AD3599000000000000	Functional Area	
General Ledger	6399000000	General Ledger	6649000000	General Ledger	
I/O		I/O		I/O	

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
AquaTex Water Conditioning, Inc.	A-100%	T
RS Water Holdings, LLC (dba Culligan of Houston)	C-D	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	18-04-14 – RFP / Repair of Refrigerated Vehicles – (Carroll-Johnson) – (COO) – Term Extension
Project Description	This project was originally approved by the Board of Education on November 8, 2018. On December 10, 2020, an amendment to increase the spending limit authorization was approved. The purpose of this project amendment is to request a term extension to repair parts and services for vehicles used by Nutrition Services and other departments. Based on annual appropriations, the projected expenditure is not to exceed \$480,000 for the duration of the project. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from November 9, 2022, through February 7, 2023.
Amount not to Exceed (Project Term)	\$480,000

Budget Information					
Fund	2400010000	Fund	2400010000	Fund	Various Schools and/or Departments
Cost Center	1040832000	Cost Center	1040832000	Cost Center	
Functional Area	PS35990000000000	Functional Area	PS35990000000000	Functional Area	
General Ledger	6399000000	General Ledger	6649000000	General Ledger	
I/O		I/O		I/O	

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Quality Reefer Service, Inc.	A-100%	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	23-08-17-23 – Cooperative / Academics Technology Solutions, Products, and Services – (Svitek) – (CAO) – Term Correction
Project Description	This project was originally approved by the Board of Education on September 8, 2022. The purpose of this project amendment is to request a term correction, with no additional increase in funding, to support students and staff served through the International Baccalaureate (IB) Diploma Programme and IB Career-related Programme. This is a cooperative agreement with The Interlocal Purchasing System (TIPS) utilizing cooperative project number 220105 in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from September 9, 2022, through May 31, 2023, with four automatic annual renewals, if TIPS executes its project renewal options, not to extend beyond May 31, 2027.
Amount not to Exceed (Project Term)	N/A

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Kognity USA, Inc.	N/A	O

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	22-06-03-01 – Cooperative / Costumes, Dancewear, Uniforms, and Accessories – (Gabino) – (CAO) – Additional Vendor(s)
Project Description	This project was originally approved by the Board of Education on August 11, 2022. The purpose of this project amendment is to award additional vendors, with no additional increase in funding, to obtain performance apparel, uniforms, costumes, dancewear, and accessories for performing arts districtwide. This is a cooperative agreement with BuyBoard utilizing cooperative project number 670-22 in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/ Received	N/A
Project Term	The project term is from August 12, 2022, through May 31, 2023, with two automatic annual renewals, if BuyBoard executes its project renewal options, not to extend beyond May 31, 2025.
Amount not to Exceed (Project Term)	N/A

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Fred J. Miller, Inc.	N/A	O
Varsity Brands Holding Co., Inc. dba Varsity Spirit Fashions and Supplies, LLC	N/A	T

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	19-02-29-A – RFP / IT Contractors – (Ly) – (CIO) – Vendor Name Change
Project Description	This project was originally approved by the Board of Education on December 12, 2019. The purpose of this project amendment is to change the name of an awarded vendor, with no additional increase in funding, to provide consulting services for Information Technology districtwide. Labyrinth Solutions, Inc. dba LSI Consulting has changed its business name to Labyrinth Solutions, LLC dba invenioLSI. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from December 13, 2019, through June 30, 2020, with four automatic annual renewals, not to extend beyond June 30, 2024.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Labyrinth Solutions, LLC dba invenioLSI	B-25%	O

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	21-06-02 – RFP / Instructional Curriculum Materials, Supplies, and Digital Resources – (Svitek) – (CAO) – Vendor Name Change
Project Description	This project was originally approved by the Board of Education on May 12, 2022. The purpose of this project amendment is to change the name of an awarded vendor through a contract reassignment beginning January 15, 2022, with no additional increase in funding, to provide supplemental curriculum materials, educational/instructional software, digital resources, and related items districtwide. MBR, Inc., dba Advanced Graphics, has changed its business name to Precision Business Machines, Inc., dba Advanced Graphics. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/ Received	N/A
Project Term	The project term is from July 1, 2022, through June 30, 2023, with four automatic annual renewals, not to extend beyond June 30, 2027.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Precision Business Machines, Inc., dba Advanced Graphics	C-D	T

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	21-06-02 – RFP / Instructional Curriculum Materials, Supplies, and Digital Resources – (Svitek) – (CAO) – Vendor Name Change
Project Description	This project was originally approved by the Board of Education on May 12, 2022. The purpose of this project amendment is to change the name of an awarded vendor through a contract reassignment beginning October 1, 2022, with no additional increase in funding, to obtain supplemental curriculum materials, educational/instructional software, digital resources, and related items districtwide. Houston A+ Challenge has changed its business name to Children at Risk, Inc. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/ Received	N/A
Project Term	The project term is from July 1, 2022, through June 30, 2023, with four automatic annual renewals, not to extend beyond June 30, 2027.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Children at Risk, Inc.	NP-0%	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	21-06-04 – RFP / Leadership, Teacher, and Staff Development – (Williams) – (CAO) – Vendor Name Change
Project Description	This project was originally approved by the Board of Education on May 12, 2022. The purpose of this project amendment is to change the name of an awarded vendor through a contract reassignment beginning October 1, 2022, with no additional increase in funding, to deliver interactive, research-based professional development focused on supporting teachers and other personnel and which includes face-to-face and online training. Houston A+ Challenge has changed its business name to Children At Risk, Inc. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/Received	N/A
Project Term	The project term is from July 1, 2022, through June 30, 2023, with four automatic annual renewals, not to extend beyond June 30, 2027.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Children At Risk, Inc.	NP-0%	H

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	22-08-12-01 – Cooperative / Instructional Materials, Classroom Teaching Supplies, and Equipment – (Ho) – (CAO) – Vendor Name Change
Project Description	This project was originally approved by the Board of Education on January 13, 2022. The purpose of this cooperative project amendment is to change the name of an awarded vendor, with no additional increase in funding, to obtain instructional materials, products, and services, not limited to special-education materials, technology equipment, supplies, professional development services, and a full line of related districtwide general classroom supplies/equipment for the Academics Department. Everase Corporation, Inc., has changed its business name to EverWhite Corporation. Global Online Language Services US, Inc., has changed its business name to Global Online Language Services US, Inc. dba Off2Class. This is a cooperative agreement with BuyBoard utilizing cooperative project number 653-21 in accordance with Chapter 44 of the Texas Education Code (TEC), Chapter 791 of the Government Code, and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFX's Sent/Viewed/ Received	N/A
Project Term	The project term is from January 14, 2022, through October 31, 2022, with two automatic annual renewals, if BuyBoard executes its project renewal options, not to extend beyond October 31, 2024.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name:	M/WBE Commitment	Location
EverWhite Corporation	N/A	O
Global Online Language Services US, Inc. dba Off2Class	N/A	O

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 11/10/2022 Board Agenda**

Project Information	22-09-12 – RFQ / Nursing Services – (Gabino) – (CAO) – Vendor Name Change
Project Description	This project was originally approved by the Board of Education on August 11, 2022. The purpose of this project amendment is to change the name of an awarded vendor, with no additional increase in funding, to obtain nursing services districtwide and for the Special Education Department per the Admission, Review, and Dismissal/Individual Education Program (ARD/IEP) Committee. Maxim Healthcare Services Holdings, Inc. has changed its business name to Maxim Healthcare Services Holdings, Inc. dba Maxim Healthcare Staffing Services, Inc. The district applied the Best Value process in selecting the vendors to be awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx's Sent/Viewed/ Received	N/A
Project Term	The project term is from August 12, 2022, through August 11, 2023, with four automatic annual renewals, not to extend beyond August 11, 2027.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Maxim Healthcare Services Holdings, Inc. dba Maxim Healthcare Staffing Services, Inc.	RFQ-0%	O

Code Legend**M/WBE - Minority and Women Business Enterprise Notations**

- (A) Certified M/WBE firm; if listed as A-100% indicates an M/WBE firm; if listed as A->100% the awardee will subcontract with an M/WBE firm(s).
- (B) Non-M/WBE firm; who will subcontract the indicated percentage with an M/WBE firm(s) to meet or exceed the District's goal.
- (C) Non-M/WBE firm; if listed as C-<%, the awardee will subcontract with an M/WBE firm(s) for a percentage less than the District's goal. If listed as, C-D, the awardee made a good faith effort.

Other Status Options

(NP-0%) - Non-profit

LOC – Location

Houston (H); Texas (T); Out of State (O); Out of State with Local Office (OT).

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Finance
Glenn Reed, Chief Financial Officer

SUBJECT: APPROVAL OF CURRENT AND ANTICIPATED DONATIONS FOR DISTRICTWIDE AND SCHOOL-SPECIFIC PROGRAMS AND AUTHORIZATION TO NEGOTIATE, EXECUTE, AND AMEND NECESSARY CONTRACTS ASSOCIATED WITH THESE DONATIONS

In accordance with board policy, all donations in aggregate of \$5,000 or more must be approved by the Houston Independent School District Board of Education.

The attachment reflects a summary of proposed donations.

COST/FUNDING SOURCE(S): Shown on the attached list.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed donations for districtwide and school-specific programs and authorizes the superintendent or a designee to negotiate, execute, and amend necessary contracts, effective November 11, 2022.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department	Donation Disbursement	Total Value of Donation
Charles Sims	Westbury High School (HS) Athletic Department	Track, Basketball, and Football Supplies, Uniforms, Meals, and Athletic Equipment	\$10,000.00

Charles Sims has donated \$10,000.00 to Westbury HS Athletic Department. The funds are to be used to purchase equipment, uniforms, meals, and supplies. This is a first-time donation from Mr. Sims to Westbury HS. This donation may only be used for the purpose intended.

Children's Museum Houston	Multilingual Programs	400 Family Passes	\$36,000.00 In-Kind
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Children's Museum Houston has donated 400 family passes with an in-kind value of \$36,000.00 to Multilingual Programs. Each family pass will allow up to six people to attend either the Children's Museum Houston or Fort Bend Children's Discovery Center one time. The family passes are intended to be distributed to families attending Multilingual Programs' upcoming Parent Conference: Igniting a Successful Mindset for Emergent Bilingual Students event. The Children's Museum has a history of supporting district initiatives. The conference will be held on Saturday, November 5, 2022. This donation may only be used for the purpose intended.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department	Donation Disbursement	Total Value of Donation
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GUI Global Products, Ltd.	Athletics Department	Equipment	\$117,832.00 In-Kind
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GUI Global Products, Ltd. has donated 10,123 Burnout with Gwee Gym Pro kits, valued at \$117,832.00 in-kind, to the Athletics Department. The kits are intended for middle- and high-school student athletes in the district to use. The Burnout with Gwee Gym Pro kits are designed to provide student athletes with Rapid Integral Performance Training (RIPT) during exercise use, which results by combining typical isolated moves with the equipment to produce compound movements, for an intense total body workout that continues burning calories hours after the workout is over. Upon school board approval, the kits will be distributed to all middle- and high-school University Interscholastic League (UIL) sports coaches. This donation may only be used for the purpose intended.

Houston Independent School District (HISD) Foundation	Jack Yates HS	Uniforms and Principal's Discretion	\$30,000.00
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HISD Foundation has donated \$30,000.00 to Jack Yates HS. The purpose of the donation is to provide uniforms to students who need them. If uniforms are no longer needed, the donated funds may be used for other programs at the principal's discretion. This donation may only be used for the purpose intended.

HSPVA Friends	Kinder High School for the Performing and Visual Art (HSPVA)	Extra Duty Pay	\$27,750.00
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HSPVA Friends has donated \$27,750.00 to Kinder HSPVA to provide support for two all-school musicals. The theatre productions will include Mamma Mia in October 2022 and The Wiz in February 2023. The donation is intended for extra duty pay for seven existing employees in the Theatre Arts Department and district security, and custodial staff. HSPVA Friends is a 501(c)(3) non-profit organization that collaborates with community leaders, artists, and parents to cultivate and disseminate private funding for arts activities at Kinder HSPVA for which public funding is either unavailable or insufficient. This donation may only be used for the purpose intended.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department	Donation Disbursement	Total Value of Donation
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Kayla D. Bruzzese	Barbara Bush Elementary School (ES)	Furniture for Resource Room, Incentives for Teachers, Uniforms	\$8,000.00
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Kayla D. Bruzzese has pledged to donate \$8,000.00 to Barbara Bush ES by providing a payment of \$1,000.00 per month for eight months. The purpose of the donation is to provide furniture for the resource room, incentives for teachers, and uniforms for students. This donation may only be used for the purpose intended.

Thuy Nguyen	Pershing Middle School (MS)	Support for Orchestra and Guitar Program	\$5,000.00
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Thuy Nguyen has donated \$5,000.00 to Pershing MS to support the Orchestra and Guitar Program. The purpose of the donation is to provide orchestra and guitar materials and/or instruments as needed by the program. This donation may only be used for the purpose intended.

Matt's Building Materials, Inc.	Wheatley HS	Boys' Basketball Team Equipment, Transportation, Fees, and Gym Maintenance	\$5,000.00
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Matt's Building Materials, Inc. has donated \$5,000.00 to Wheatley HS. The purpose of the donation is to provide basketball equipment and basketball gear, awards, tournament fees, travel assistance for game day, and media and gym maintenance for the boys' basketball team. This donation may only be used for the purpose intended.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department	Donation Disbursement	Total Value of Donation
Vertical Raise Trust	Scarborough HS Junior Reserve Officer Training Corps (JROTC)	Support for JROTC Program	\$8,000.00

Vertical Raise Trust has donated \$8,000.00 to the Scarborough HS JROTC program. The purpose of the donation is to provide for the costs of uniforms, equipment, transportation, training for cadets, and any related needs of the students in the program. Vertical Raise Trust is an online fundraising platform by which a parent of a JROTC student raised funds to pay for program costs. This donation may only be used for the purpose intended.

Changing Young Children's Lives Through Education (CYCLE)	Scarborough ES	Bicycles	\$9,400.00 In-Kind
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CYCLE has made an in-kind donation valued at \$9,400.00 to Scarborough ES. The donation consists of 100 bicycles to be distributed to second-grade students who have made reading gains. Upon school board approval, the 100 bicycles will be distributed to the second-grade students in December 2022. CYCLE has a history of supporting HISD schools to help students achieve at grade-level in reading. This donation may only be used for the purpose intended.

<u>HISD Foundation</u>	<u>Student Support Services</u>	<u>Payroll</u>	<u>\$120,000.00</u>
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The HISD Foundation has donated \$120,000.00 to Student Support Services to support the G-Unity Business Lab. Specifically, these funds are to be applied toward salaries for the teacher and student for three new campuses: Madison HS, Booker T Washington HS and Jack Yates HS. The purpose of the program is to educate eligible high-school students on business and entrepreneurial practices in order to foster the advancement of future independently-owned businesses. In turn the program will promote the development of youth in achieving their full intellectual, financial, social, physical, and emotional potential as responsible members of their communities. This donation may only be used for the purpose intended.

Total Value of Donations: ~~\$256,982.00~~ \$376,982.00

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Finance
Glenn Reed, Chief Financial Officer

SUBJECT: ACCEPTANCE OF GRANT FUNDS IN SUPPORT OF DISTRICTWIDE AND SCHOOL-SPECIFIC PROGRAMS AND AUTHORIZATION TO NEGOTIATE AND EXECUTE CONTRACTS REQUIRED UNDER THE GRANTS

In accordance with board policy, all grant funds in aggregate of \$5,000 or more must be approved by the Houston Independent School District (HISD) Board of Education.

The attachment reflects a summary of grants awarded to HISD.

COST/FUNDING SOURCE(S): Shown on the attached list.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education accepts the proposed grant funds for districtwide and school-specific programs and authorizes the superintendent of schools or designee to negotiate and execute contracts required under the grants, effective November 11, 2022.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
Houston Endowment Inc.	Career Readiness Department	Project Support for Junior Achievement's 3DE Program Partnership	\$375,000.00

Houston Endowment Inc. has awarded the district a \$375,000.00 grant to provide project support for the Early Promise School Model 3DE, a Junior Achievement initiative. Early Promise School Model 3DE is an innovative school model designed around competency-based case methodology that aims to re-engineer high-school education to be more relevant, experiential, and authentically connected to the complexities that exist beyond the classroom walls. By infusing real-world connectivity, student impact will lead to accelerated graduation rates with the requisite knowledge, skills, and competencies to be competitive in the workplace of tomorrow. Waltrip High School (HS) is the designated high school site participating in the project. The grant period is November 30, 2022, to December 31, 2023. The grant funds can only be used for the purpose intended.

Office of the Governor (OOG) / Criminal Justice Division	Student Support Services	Professional and Contracted Services, Supplies and Materials	\$117,965.55
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The OOG/Criminal Justice Division has awarded the Juvenile Justice & Truancy Prevention Program grant in the amount of \$117,965.55 to the Student Support Services department. The purpose of the grant is to implement a targeted truancy prevention and intervention program to increase school attendance, decrease delinquent behavior, and increase social and emotional community-based activities. This funding is for four high-needs schools [Furr High School (HS), North Forest HS, Wheatley HS, and Yates HS]. The use of cross-functional teams will help to identify students in need of intervention. The grant period is September 1, 2022, to August 31, 2023. The grant funds can only be used for the purpose intended. A resolution is on file with Board Services.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
Texas Education Agency (TEA)	Chief Academic Office	Extra Duty Pay, Professional and Contracted Services	\$200,000.00

TEA has awarded the district a 2022–2025 Strong Foundations Math and Literacy Framework Development Cycle 1 grant in the amount of \$200,000.00. The purpose of the grant is to assist school districts to create and implement a math or literacy framework. This grant is one component of the broader Strong Foundations Grant Program (Texas Education Code Sec. 29.0881) established through House Bill 4545, 87th Regular Session, 2021, that offers support and is intended to increase the percentage of third-grade students reading on grade level. The grant funds will be used for extra duty pay and professional and contracted services to implement a literacy instructional framework. The grant period is September 16, 2022, to April 30, 2025. The grant funds can only be used for the purpose intended.

U.S. Department of Education through the TEA	See attachment for list of schools	Title I, 1003 – School Improvement Grant	\$492,387.00
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The U.S. Department of Education through the TEA has awarded the district a Title I, 1003 – School Improvement Grant in the amount of \$492,387.00. The purpose of the Title I, 1003 - School Improvement Grant is to provide funds to local education agencies (LEAs) that are applying on behalf of their Comprehensive Support and Improvement (CSI) schools. These funds are supplemental to Title I, Part A funds. The Title I, 1003 - School Improvement Grant funds should be used to support the designated schools with their continuous improvement efforts and the implementation and/or in support of their targeted improvement plan. TEA aligned identification of schools for improvement with the state's accountability system. Additionally, TEA utilized the Closing the Gaps domain performance to identify CSI campuses. Campuses identified have consistently underperforming student groups, student groups that missed targets in at least the same three indicators and for three consecutive years and are considered “consistently underperforming”. Campuses identified as CSI schools are as follows: Edison Middle School (MS), Forest Brook MS, HS Ahead Academy, Liberty HS, Middle College HS at Gulfton, Texas Connections Academy at Houston, and Young Elementary School (ES) for the 2022 – 2023 school year.

Allowable expenditures for School Improvement Grant funds are payroll costs, professional and contracted services, supplies and materials, in-state and out-of-state travel for professional development and conferences, capital outlay, and indirect costs. The total estimated funding (new entitlement and estimated carryover) is \$492,387.00. The grant period ends on September 30, 2023. The grant funds can only be used for the purpose intended.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
<u>Environmental Protection Agency (EPA)</u>	<u>Transportation Department</u>	<u>25 Buses</u>	<u>\$6,225,000.00</u>

The EPA has awarded a 2022 Clean School Bus (CSB) Rebates grant in the amount of \$6,225,000.00 to the Transportation Department. The purpose of the grant is to help the school district replace 25 buses. The funding includes \$5,625,000.00 for 15 electric buses, \$300,000.00 for eligible charging infrastructure, and \$300,000.00 for 10 propane buses. As a condition of the award, the district must submit a Close Out Form to the EPA by October 31, 2024, that demonstrates that the new buses were delivered and the eligible charging infrastructure was also delivered and installed. The Close Out form also requires documentation that the old buses (years 2011 and older) were scrapped or, for vehicle model year 2011 and newer, documentation that those buses were scrapped, sold, or donated. The grant funds can only be used for the purpose intended.

Total Value of Grants: ~~\$1,185,352.55~~ **\$7,410,352.55**

List of Houston Independent School District Schools

Title I, 1003 – School Improvement Grant through the Texas Education Agency (TEA)

Sources of Funding:

Final Entitlement Amount

Recommended Budget for 2022-2023

\$301,000

Estimated Carryover Funds

\$191,387

Estimated Planning Budget

\$492,387

Campus	Estimated Planning Budget				
	Planning Entitlement	Estimated Carryover Funds	Estimated Total Funding	Indirect Costs	Funds to Allocate
Edison Middle School (MS) (046)	\$43,000	\$15,000	\$58,000	\$2,777	\$55,223
Forest Brook MS (476)	\$43,000	\$ -	\$43,000	\$2,059	\$40,941
High School (HS) Ahead Academy (456)	\$43,000	\$ 50,000	\$93,000	\$4,453	\$88,547
Liberty HS (324)	\$43,000	\$ 38,194	\$81,194	\$3,888	\$77,306
Middle College HS at Gulfton (484)	\$43,000	\$ 38,194	\$81,194	\$3,888	\$77,306
Texas Connections Academy at Houston (100)	\$43,000	\$ -	\$43,000	\$2,059	\$40,941
Young Elementary School (247)	\$43,000	\$ 50,000	\$93,000	\$4,453	\$88,547
	\$301,000	\$191,387	\$492,387	\$23,576	\$468,811

RESOLUTION

WHEREAS, The Houston Independent School District Board of Education finds it in the best interest of the students of Houston Independent School District that the Equity & Outreach Juvenile Justice Project be operated for the 2022–2023 school year; and

WHEREAS, the Houston Independent School District Board of Education agrees that in the event of loss or misuse of the Office of the Governor funds, the Houston Independent School District Board of Education assures that the funds will be returned to the Office of the Governor in full.

WHEREAS, the Houston Independent School District Board of Education designates Millard House II, Superintendent of Schools, as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter, or terminate the grant on behalf of the applicant agency.

NOW THEREFORE, BE IT RESOLVED that the Houston Independent School District Board of Education approves the submission and acceptance of this grant for the Equity & Outreach Juvenile Justice Project to the Office of the Governor.

Signed by: _____

Judith Cruz
Houston ISD Board President

Millard L. House II
Houston ISD Superintendent of Schools

Passed and approved this _____ of _____, 2022

Grant Number: 4033403

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Finance
Glenn Reed, Chief Financial Officer

SUBJECT: APPROVAL OF THE NOVEMBER GENERAL FUND BUDGET AMENDMENT

A report on the status of the 2022–2023 budget has been completed. This report reflects budget amendments that require approval by the Houston Independent School District (HISD) Board of Education in accordance with state guidelines, as well as budget-neutral adjustments made by schools and departments for ratification by the board. Although this update reflects all known changes and recommendations, additional changes may be needed. This item requests authority to make adjustments, if necessary, for the November Budget Amendment.

General Fund:

Revenues: No change

Appropriations:

Carryover from prior year encumbrances includes purchase orders and other obligations carried over from 2021–2022 and re-appropriated in 2022–2023. These obligations do not consume the current year budget as they will be reserved for encumbrances and fund commitments in the 2021–2022 Comprehensive Annual Finance Report.

Budget neutral amendments are budget transfers between functions and do not impact the bottom-line district budget. The total for this column is zero.

Other Financing Sources (Uses): No change

COST/FUNDING SOURCE(S): Adjustments to the budget will be appropriated as shown in the November Budget Amendment.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This item supports all four district goals and is aligned to all five core initiatives. In addition, it allows HISD to fulfill its purposes and strategic intent.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the November Budget Amendment reflecting fiscal adjustments to estimated appropriations for fiscal year 2022–2023, effective November 11, 2022.

General Fund:**Revenues:**

No Change

Appropriations:

Carryover from prior year encumbrances includes purchase orders and other obligations carried over from 2021–2022 and re-appropriated in 2022–2023. These obligations do not consume the current year budget as they will be reserved for encumbrances and fund commitments in the 2021–2022 Annual Comprehensive Finance Report.

Budget neutral amendments are budget transfers between functions and do not impact the bottom-line district budget. The total for this column is zero. Transfers are a result of positions changes, supplies, contracted services, capital, and other operating expenses with varying reasons specific to each campus and department. Budget transfers included:

- Schools transferring funds from function 11 (Instruction) to function 12 (Instructional resources and media services) for position actions.
- Schools transferring funds from function 11 (Instruction) to function 32 (Social work services) for position actions and miscellaneous contracted services.
- Schools transferring funds from function 11 (Instruction) to function 36 (Co-Curricular/extracurricular activities) for buybacks and stipends.
- Schools transferring funds from function 11 (Instruction) to function 51 (Plant maintenance and operations) for contracted maintenance and repairs, supplies-maintenance/operations, extra pay/overtime support pay.
- Schools transferring funds from function 11 (Instruction) to function 52 (Security and monitoring services) for extra pay/overtime support pay.
- Departments transferring funds from function 11 (Instruction) to function 31 (Guidance, counseling, and evaluation services) for special education testing materials.
- Departments transferring funds from function 13 (Curriculum and Instructional Staff Development) to function 33 (Health services) for position actions.
- Departments transferring funds from function 21 (Instructional leadership) to function 41 (General administration) for Centennial Celebration.
- Departments transferring funds from function 21 (Instructional leadership) to function 51 (Plant maintenance and operations) for miscellaneous contracted services.
- Departments transferring funds from function 34 (Student transportation) to function 41 (General administration) for capital outlay vehicles.
- Departments transferring funds from function 41 (General administration) to function 53 (Data processing services) for position actions.

- Departments transferring funds from function 51 (Plant maintenance and operations) to function 41 (General administration) for miscellaneous contracted services (Board Services Software)

HOUSTON INDEPENDENT SCHOOL DISTRICT

STATEMENT OF OPERATIONS BY FUNCTION

GENERAL FUND

BUDGET AMENDMENT FISCAL YEAR 2022-2023 (as adjusted)

For November 30, 2022

	2021-2022 Adopted Budget July 1, 2022	Approved Budget as of October 31, 2022	Carryover from Prior Year Encumbrances / Budget	Proposed Budget Amendments November 30, 2022	Budget Neutral Amendments November 30, 2022	Proposed Budget as of November 30, 2022
ESTIMATED REVENUES						
Local sources	\$ 1,900,655,772	1,900,655,772	-	-	-	1,900,655,772
State sources	190,733,783	190,733,783	-	-	-	190,733,783
Federal sources	71,905,107	71,905,107	-	-	-	71,905,107
Total estimated revenues	\$ 2,163,294,662	2,163,294,662	-	-	-	2,163,294,662
APPROPRIATIONS						
11 Instruction	\$ 1,149,772,623	1,167,893,260	13,073	-	(1,618,202)	1,166,288,130
12 Instructional resources and media services	16,758,401	17,692,822	-	-	234,112	17,926,934
13 Curriculum and Instructional Staff Development	36,198,801	36,157,240	-	-	(261,839)	35,895,402
21 Instructional leadership	32,520,525	27,412,983	48	-	(163,509)	27,249,523
23 School leadership	165,393,715	168,001,465	-	-	21,410	168,022,876
31 Guidance, counseling and evaluation services	71,930,212	73,233,089	7,421	-	124,931	73,365,442
32 Social work services	9,974,809	10,692,078	-	-	103,394	10,795,472
33 Health services	25,434,832	26,730,909	-	-	115,600	26,846,510
34 Student transportation	54,462,909	56,020,636	25,056	-	(61,836)	55,983,856
35 Food services	-	-	-	-	-	-
36 Co-Curricular/extracurricular activities	12,316,171	13,281,732	-	-	808,713	14,090,446
41 General administration	47,841,669	49,115,284	-	-	287,086	49,402,370
51 Plant maintenance and operations	215,192,846	224,300,670	113,803	-	117,218	224,531,691
52 Security and monitoring services	30,294,544	32,001,361	-	-	152,813	32,154,174
53 Data processing services	64,673,294	80,414,678	2,339,091	-	80,172	82,833,941
61 Community services	1,946,674	2,104,276	-	-	33,598	2,137,874
71 Debt Service	-	-	-	-	-	-
81 Facilities acquisition and construction	-	733,854	-	-	26,337	760,191
91 Contracted Instructional Services Between Public Schools	247,439,733	247,439,733	-	-	-	247,439,733
95 Juvenile justice alternative education programs	792,000	792,000	-	-	-	792,000
97 Tax reinvestment zone payments	68,625,372	68,625,372	-	-	-	68,625,372
99 Tax appraisal and collection	16,108,790	16,108,790	-	-	-	16,108,790
Total estimated appropriations	\$ 2,267,677,919	2,318,752,233	2,498,492	-	-	2,321,250,725
Excess (deficiency) of estimated revenues over (under) appropriations	\$ (104,383,257)	(155,457,571)	(2,498,492)	-	-	(157,956,063)
OTHER FINANCING SOURCES (USES)						
Proceeds from the sale of capital leases	\$ -	-	-	-	-	-
Transfers-in	20,000,000	20,000,000	-	-	-	20,000,000
Transfers-out	(16,386,200)	(16,386,200)	-	-	-	(16,386,200)
Total other financing sources (uses)	\$ 3,613,800	3,613,800	-	-	-	3,613,800
Net change before anticipated unspent funds	(100,769,457)	(151,843,771)				(154,342,263)
Anticipated unspent funds	70,000,000	70,000,000				70,000,000
Net Change	(30,769,457)	(81,843,771)				(84,342,263)
Beginning Fund Balance July 1, 2022 ⁽¹⁾	852,224,713	903,299,027				905,797,519
Projected Ending Fund Balance June 30, 2023	821,455,256	821,455,256				821,455,256
Nonspendable Fund Balance	20,562,375	20,562,375				20,562,375
Committed Fund Balance	97,481,219	97,481,219				97,481,219
Assigned Fund Balance ⁽²⁾⁽³⁾	147,088,893	147,088,893				147,088,893
Unassigned Fund Balance ⁽³⁾	556,322,769	556,322,769				556,322,769

(1) Fund balances will be updated once the Annual Comprehensive Financial Report is complete.

(2) Reflects liquidation of carryover encumbrances.

(3) Unspent funds at the end of 2022-2023 will flow into the assigned fund balance (Instructional Stabilization) or the unassigned fund balance

CAMPUS AND DEPARTMENT TRANSFERS BY FUNCTION**For November 30, 2022**

Function	Function Description	Budget Amendment	Campus Funds	Department Funds
11	Instruction	(\$1,618,202)	(\$1,499,702)	(\$118,500)
12	Instructional resources and media services	\$234,112	\$234,112	\$0
13	Curriculum and Instructional Staff Development	(\$261,839)	\$33,161	(\$295,000)
21	Instructional leadership	(\$163,509)	\$0	(\$163,509)
23	School leadership	\$21,410	\$16,301	\$5,109
31	Guidance, counseling and evaluation services	\$124,931	(\$2,860)	\$127,791
32	Social work services	\$103,394	\$116,894	(\$13,500)
33	Health services	\$115,600	(\$1,467)	\$117,067
34	Student transportation	(\$61,836)	\$0	(\$61,836)
35	Food services	\$0		\$0
36	Co-Curricular/extracurricular activities	\$808,713	\$808,713	\$0
41	General administration	\$287,086	\$0	\$287,086
51	Plant maintenance and operations	\$117,218	\$199,637	(\$82,419)
52	Security and monitoring services	\$152,813	\$127,088	\$25,725
53	Data processing services	\$80,172	(\$59,812)	\$139,984
61	Community services	\$33,598	\$23,598	\$10,000
71	Debt Service	\$0	\$0	\$0
81	Facilities acquisition and construction	\$26,337	\$4,337	\$22,000
		(\$0)	\$0	(\$0)

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Finance
Glenn Reed, Chief Financial Officer

**SUBJECT: APPROVAL OF THE ANNUAL COMPREHENSIVE FINANCIAL
REPORT FOR THE FISCAL YEAR ENDING JUNE 30, 2022**

Section 44.008 of the Texas Education Code requires all school districts to have their fiscal accounts audited annually by a certified or public accountant holding a permit from the Texas State Board of Public Accountancy. In April 2018, the Houston Independent School District Board of Education approved a contract with Weaver & Tidwell, LLP, for the audit of fiscal accounts for the fiscal year ended June 30, 2018, and four one-year renewals. The *Annual Comprehensive Financial Report* includes the fiscal year-end financial statements and the auditor's rendered opinion on the financial statements. The *Annual Comprehensive Financial Report* also includes the auditor's report on the district's internal control structure and compliance with state and federal regulations related to grants and other state and federal programs. The audit must be completed within 150 days after the end of the district's fiscal year, approved by the Board of Education, and filed with the Texas Education Agency by November 27, 2022.

COST/FUNDING SOURCE(S): The total cost of this service is \$460,000 and is funded by the General Fund.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 4: Data-Driven Accountability. It also supports the mission, vision, and beliefs of the district established by the Board of Education.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the *Annual Comprehensive Financial Report* for the fiscal year ended June 30, 2022, effective November 11, 2022.

DISCUSSION ITEM

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Internal Audit
Garland Blackwell, Chief Audit Executive

**SUBJECT: RECEIVE AND DISCUSS AUDIT OF THE ANNUAL COMPREHENSIVE
FINANCIAL REPORT FOR FISCAL YEAR 2021–2022**

In April 2018, the Houston Independent School District Board of Education approved a contract with Weaver & Tidwell, LLP (Weaver), for the audit of fiscal accounts in accordance with law. Each year, Weaver presents an update concerning the audit of the *Annual Comprehensive Financial Report*.

The purpose of this agenda item is for the board to receive and discuss Weaver's update.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Legal Services
Elneita Hutchins-Taylor, General Counsel

**SUBJECT: ADOPTION OF RESOLUTION TO PAY EMPLOYEES FOR WORKDAY
MISSED AS A RESULT OF DISTRICT CLOSURE DUE TO HOUSTON
ASTROS WORLD SERIES CELEBRATION**

The Houston Independent School District (HISD) Board of Education is asked to consider adoption of a resolution authorizing payment to all employees districtwide for November 7, 2022, and authorizing a districtwide waiver of one workday.

The administration recommends that district staff members receive compensation for this date during which they did not report to work due to a districtwide closure related to the Houston Astros parade. The administration further recommends that instructional and non-instructional staff members be paid in accordance with HISD CKC8(REGULATION) and other guidelines issued by the chief financial officer.

The resolution recites that the board finds a public purpose and a benefit to HISD exists to excuse and/or forgive the absence and pay employees for the day missed as a result of the parade. The closure, in addition to supporting the efforts of city officials to uplift the community, anticipated significant street and highway traffic problems which would affect buses throughout the district, and concerns about staffing and student absenteeism. HISD regulations and guidelines provide details on who is eligible to be paid and how the payment is determined. With respect to HISD employees who did not report to work because of the closure, the resolution follows the above-referenced regulation.

District employees, including hourly and those who are required to work to maintain operations and/or to facilitate assessment of facilities, will be paid pursuant to CKC8(REGULATION), and based upon the employee's normal duty schedule.

A copy of the above-referenced resolution and regulation are attached to this item.

COST/FUNDING SOURCE(S): Funds are budgeted in the 2022–2023 operating budget.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports the district's Strategic Plan and all four district goals, and is aligned to all five core initiatives.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the adoption of the resolution authorizing payment to district employees for November 7, 2022, effective immediately.

**ADOPTION OF RESOLUTION TO PAY EMPLOYEES FOR WORKDAY MISSED AS
A RESULT OF DISTRICT CLOSURE DUE TO HOUSTON ASTROS
WORLD SERIES CELEBRATION**

WHEREAS, the City of Houston, and specifically Houston Independent School District (“HISD” or the “District”) students and staff, would benefit from a boost to civic morale afforded by participation in the celebration of the historic World Series Championship of our beloved Houston Astros, and

WHEREAS, HISD supports the efforts of the mayor and all city officials in uplifting the spirit of Houstonians, and that a downtown Houston parade in celebration of the Houston Astros World Series Championship not only recognizes the team, but adds to rebuilding civic morale; and

WHEREAS, the City of Houston estimated that a crowd of more than one million people would be in downtown Houston along the three miles of parade route for the scheduled Astros parade at 12:00 noon on November 7, 2022, and that it was reasonable to anticipate significant traffic issues impacting every quadrant of the city as a result of the parade; and

WHEREAS, HISD transports a large number of students from school to home, and that had schools remained open on November 7, 2022, District school buses would be significantly impacted by the unusually heavy load on freeways, main city arteries, and other streets that school buses must utilize to transport students across the district; and

WHEREAS, the desire of large numbers of HISD students and staff to participate in the city celebration will cause a significant impact to district operations including student attendance and instruction, safe transportation of students, and student supervision as evidenced by prior experience from the 2017 World Series parade when a record number of employees submitted absence requests in the hours following the parade announcement; and

WHEREAS, the HISD Board of Education (“the Board”) believes that a public purpose exists to recognize and encourage the boost to civic morale afforded by allowing HISD employees a day off to join in the celebration of the Astros World Series Championship, and

WHEREAS, there is a public purpose served and a benefit to the district to encourage prudent and safe behavior by taking HISD school buses off the streets during the celebration; and

WHEREAS, there is a public purpose served and a benefit to the HISD to demonstrate support of its employees, enhance employee morale, and support the retention of employees; and

WHEREAS, the Board understands that it was in the best interest of HISD to close the district for official business on Monday, November 7, 2022;

WHEREAS, the Board understands that payment of employees for a one day absence due to student and public safety concerns, and support of City of Houston civic pride, enhances employee morale and impacts the district's ability to attract and retain staff; and

WHEREAS, the Board has determined that the one day missed due to the school closure for this celebration can be accommodated in accordance with district regulations and guidelines developed by the Chief Financial Officer; and

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees during the district's closure due to the Astros celebration; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on days employees were instructed by the administration to do so, or who were required by contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public;

THEREFORE, BE IT RESOLVED by the Board of Education that:

All of the above-referenced paragraphs are incorporated into and made a part of this resolution; and

The Board finds that a public purpose and a benefit to the HISD exists to pay employees for the one day absence due to school and work location

closures during the Astros celebration, and that payments for such days are necessary in the conduct of the public schools as provided by Texas Education Code, Section 45.105(c); and

The Board hereby authorizes the Superintendent of Schools to pay the day of absence of district employees for school and work location closure necessitated by the Astros celebration in accordance with district policy, regulations and past practice.

The board hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of his discretion to protect and preserve the public property and assets of the HISD, and for the safety and welfare of the employees, students, parents, taxpayers, and other citizens of the HISD, to the extent necessary as a result of the Astros celebration, through the effective date of this Resolution.

Approved this ____ day of November 2022.

Judith Cruz, President
HISD Board of Education

Attest:

Sue Deigaard, Secretary
HISD Board of Education

SAFETY PROGRAM/RISK MANAGEMENT
EMERGENCY PLANS

CKC8
(REGULATION)

**Emergency Closing
of District Facilities**

Inclement weather conditions may occur that adversely affect schools and offices and disrupt normal activities. Emergency response plans are in place to handle such situations. In the event that the emergency operation plan calls for an evacuation of all or part of the greater Houston metropolitan area or Harris County, the Houston Independent School District (HISD) will initiate procedures regarding employee release time and make provisions for handling payroll issues and concerns. [See CKC10(REGULATION), CKC2(REGULATION), and CKC3(REGULATION)]

Definitions

For the purpose of this regulation, the following definitions apply:

Storm-Surge Zones

Storm-surge zones are indicated on a map of the city by identifiable color-coded areas indicating the severity of the storm. During an actual televised storm, areas of the city are placed in these color-coded zones. The colors vary in intensity and indicate the storm is more intense in some areas and less intense in others.

Evacuation

During a major storm, the mayor of Houston may announce a plan to evacuate selected zones, zip codes, or all of the city of Houston. Evacuation is the organized, orderly departure from an area or storm-surge zone during a storm.

Essential Personnel

Essential personnel are District employees who are called to duty during District closures to perform disaster-related emergency work.

**Refuge of Last
Resort**

A facility intended to provide survival protection for the duration of any emergency situation is a refuge of last resort.

Release from Work

An HISD employee whose residence or property is immediately affected by an evacuation from predicted storm-surge zones will be released from work to make appropriate personal arrangements. The employee is to first notify his or her immediate supervisor that he or she will be leaving work or not be at work due to the storm-related evacuation. Time reporting will be accounted for using the guidelines shown in *Evaluation of Specified Zone* and *School and Facility Closing* below.

**Evacuation of
Specified Zone**

If evacuation from specified areas (i.e., storm-surge zones) has no affect on normal District operations, the employee will be required to use either vacation time, personal leave, or accumulated compensatory time for the time away from work. The employee must inform the supervisor of the type of leave time that will be used. If the employee does not have any vacation time, personal leave, or accumulated compensatory time, the employee will be docked.

**School and Facility
Closing**

Should HISD be required to close schools, facilities, and the Hattie Mae White Educational Support Center and cease all normal oper-

SAFETY PROGRAM/RISK MANAGEMENT
EMERGENCY PLANS

CKC8
(REGULATION)

ations, employees will be released from duty with a possible requirement to make up time that is missed while HISD is officially closed.

When a work location is reopened, employees assigned to that location are required to report for duty. If an employee is unable to report to work after his or her work location reopens, he or she will either not be paid or will have his or her leave bank charged for any time not worked from the date the work location reopened until such time as the employee reports for duty. An employee previously scheduled to take vacation or personal leave during the time facilities are closed will not have his or her leave bank charged for that previously approved absence, unless the employee took the leave as previously scheduled. In accordance with *29 Code of Federal Regulations Section 825.200(f) Family Leave Act of 1993*, employees on approved family and medical leave during periods when District facilities are closed for a period of one week or more shall have their entitlement to family medical and leave extended by a period equal to the period their work location was closed.

**Compensation
During Emergency
Closing**

An employee whose job is essential to maintaining emergency operations while the District is officially closed, as determined by the Superintendent or a designee, will be paid straight time (first 40 hours worked) and then overtime after 40 hours (at the time and half-rate) or receive compensatory time based on his or her employment status as described below. At such time as the Superintendent declares the District reopened, employee compensation reverts to standard practice in accordance with the *HISD Compensation Manual*.

**Nonexempt
Employees**

In addition to receiving their regular pay, nonexempt essential employees who physically report to a work location will be paid for the hours worked during the emergency closing. The first 40 hours worked during the emergency closing will be paid at the employee's straight time rate. All hours over 40 worked during the emergency closing will be paid at a rate of 1.5 times the employee's straight time rate.

Nonexempt employees, who have not been classified as essential employees, may be called in by their supervisor to physically report to a work location. In addition to receiving their regular pay, the employees will be paid for the hours worked during the emergency closing. The first 40 hours worked during the emergency closing will be paid at the employee's straight time. All hours over 40 worked during the emergency closing will be paid at a rate of 1.5 times the employee's straight time.

Nonexempt employees who are scheduled to work as required under the District's Refuge of Last Resort contract with the City of

SAFETY PROGRAM/RISK MANAGEMENT
EMERGENCY PLANS

CKC8
(REGULATION)

Houston will be paid for all hours worked at a rate of 1.5 times the employee's straight time rate. This provision only covers those positions identified in the contract for which the City is obligated to pay the District for the time worked.

Exempt Employees

Exempt employees will be given compensatory time not to exceed eight hours per day as determined by his or her immediate supervisor. If stipulated in the *HISD Compensation Manual*, the Superintendent, in emergency situations, may grant up to five additional days of compensation time each school year for work significantly beyond the scope of an employee's normal duties. This is in addition to the five compensatory days exempt employees are eligible to earn and accumulate each school year.

Exempt employees who are scheduled to work as required under the District's Refuge of Last Resort contract with the City of Houston will be paid for all hours worked on a straight time basis. This provision only covers those positions identified in the contract for which the City is obligated to pay the District for the time worked.

Closed but Providing Educational and Related Services

In emergency situations where the district is unable to resume normal business operations, but is able to provide educational and related services virtually or through some other delivery method, employees may be expected to perform their duties under circumstances different from their usual job site and manner of performance during an extended period of interruption of normal operations. In this situation, employees not designated as essential employees will be paid at their regular pay rate without regard to whether the employee is asked to report to a work location or is permitted to telework.

In accordance with *29 Code of Federal Regulations §825.200(f) Family Leave Act of 1993*, employees on approved family and medical leave during periods when District facilities are closed for a period of one week or more shall have their entitlement to family medical leave extended by a period equal to the period their work location was closed. In instances where the District is operating and providing educational services during an emergency closure and employees are asked to work but are unable to work, those employees will be charged for family medical leave in accordance with District policy.

Consultation

This regulation has been through consultation (Administrative: May 27, 2020; Instructional: May 27, 2020; Noninstructional: May 27, 2020).

Maintenance Responsibility

The chief of staff is responsible for maintenance of this regulation.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of the Board of Education
Judith Cruz, District VIII Trustee and President

**SUBJECT: APPROVAL OF PROPOSED REVISIONS TO BOARD POLICY
AE(LOCAL), EDUCATIONAL PHILOSOPHY, REGARDING GOALS
AND CONSTRAINTS—SECOND READING**

The purpose of this agenda item is to request that the Houston Independent School District (HISD) Board of Education approves a revision to Board Policy AE(LOCAL), *Educational Philosophy*, to update the goals, goal progress measures, and constraint progress measures. These changes add specificity to the timeline process to align with student outcomes focused governance.

The proposed update to Board Policy AE(LOCAL), *Educational Philosophy*, is attached.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to all five core initiatives.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed revisions to AE(LOCAL), *Educational Philosophy*, on second reading, effective November 11, 2022.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

Beliefs and Vision

The Board's Declaration of Beliefs and Vision for the Improvement of the District is as follows:

Beliefs

- We believe that equity is a lens through which all policy decisions are made.
- We believe that there should be no achievement gap between socio-economic groups or children of ethnic diversity.
- We believe that the District must meet the needs of the whole child providing wraparound services and social and emotional supports.
- We believe our classrooms/schools should be safe, vibrant, joyful spaces where students are guaranteed access to a challenging and deep educational experience.
- We believe that instruction should be customized/personalized to meet the learning needs for each individual child including students with disabilities, gifted and talented students, and English Language Learners so they have the support and opportunity they need to flourish.
- We believe that recruitment and retention of qualified and effective personnel are the keys to enhancing the quality of education and increasing student achievement.
- We believe that the community has a right to transparent operations across the District in all schools, departments, and divisions.
- We believe that meaningful engagement with the community is important in all major decision making.

Vision

Every child shall have equitable opportunities and equal access to an effective and personalized education in a nurturing and safe environment. Our students will graduate as critical thinkers and problem solvers; they will know and understand how to be successful in a global society.

Mission

To equitably educate the whole child so that every student graduates with the tools to reach their full potential.

Theory of Action

- If the District creates a culture of support and the expectation that every child can succeed regardless of existing challenges; and
- If the District allocates resources equitably, through a weighted funding formula based on student characteristics and performance, that distributes all resources to meet differentiated student needs; and

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

- If the District offers equitable access to high-quality diverse school settings that meet the needs of its diverse community of students; and
- If the District defines and funds essential positions or functions that guarantee a basic standard for student health, safety, and well-being at every campus.

Then campuses will be able to accomplish the Board's student outcome goals while honoring the Board's constraints.

Mandate for Change

Human Capital

The District's greatest strength is its human capital. The personal, face-to-face contact between teacher and child shall always be the central event in education. Changes in the District's structure, governance, and policies underscore the importance of this relationship; that is, through reform, they exist to support the relationship. In addition, the District sets high expectations for school leadership to inspire creative thinking and innovative approaches that lead to instructional and operational excellence.

- Employees identified as high performers using value-added data should be rewarded. The District must establish levels of compensation and differentiated salaries driven by performance, value-added data, and accountability for all employees.
- Reform measures must focus on higher standards for recruitment and selection, job performance and compensation, and professional development and career planning and must provide employees with a viable career path within the organization.

School
Empowerment

Schools must be empowered to develop and implement the methods that best achieve their unique and individual instructional goals. The District is fully committed to a decentralized system of schools, giving principals the authority over the educational and operational systems. In such a system, the Board of Education remains accountable to the public for high-quality educational services for all children. The Board provides guidance and support to schools by establishing clear, consistent Districtwide goals, high standards and expectations, and effective systems of evaluation; but the individual school is held accountable for innovation and instructional results within those District-wide parameters.

The Board believes that:

- Principals are the leaders of the decision-making process affecting their schools, and their leadership is measured not only by results but also by their collaboration with teachers, parents, and the community.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

- Recognizing that schools are where decisions should be made and that successful decentralization is a function of leadership capacity at the school level, the District shall establish a tiered system of differentiated autonomy focusing on instructional competencies, budget, and business operational systems. Schools demonstrating higher levels of student performance, innovation, and operational excellence (including school safety) are further empowered with greater autonomy and decision making. However, other schools may need greater support and guidance; and until they reach acceptable levels of performance, the District must manage for them critical areas such as curriculum, professional development, and operational systems. When guidance over decision making is needed, structured interventions shall help develop the competencies toward greater autonomy. Annual performance monitoring of instruction, operations, and attractiveness to the community served shall determine the level of principal autonomy or central office intervention at the school.

School Choice

School choice must remain an integral part of the HISD system. School choice ignites the spirit of competition, motivates excellence, promotes innovation, and empowers parents to match their children with the schools that best meet their children's needs. It is important for the District to focus more on developing, improving, and using creative educational tools so that every child at every school has access to the instructional program that best suits their unique interests.

Equal access to instructional excellence requires adequate and equitable allocation of resources. That, in turn, requires fair funding formulas. The District shall remain a system of schools rather than a school system where every campus offers the same programs.

- The District shall offer diverse school settings to meet the needs of its diverse community of students. All schools, whether they are specialty, magnet, or neighborhood, shall be accountable to identify educational and programmatic standards, including a common core of academic subjects, approved by the administration and the Board of Education. All students are expected to meet those standards.
- Achievement gaps between student groups are unacceptable. Closing achievement gaps requires unequal resources for unequal needs. Weighted funding allocations address individual differences, allowing the money to follow the child in accordance with their unique instructional needs and thereby ensuring access to the resources that enhance student achievement.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

- The District must be proactive in the early identification of schools that may have too few students enrolled to provide adequate resources. The District must be ready to provide the school with appropriate interventions.

Meaningful
Engagement

Meaningful engagement is defined as actively listening to constructive input, collecting and exchanging information, and sharing outcomes. The Board of Education understands and appreciates the need for constructive engagement with both the community and District employees and shall aggressively solicit their opinions and ideas without relinquishing its responsibility as an elected body. As a publicly funded entity, the District must maintain open and respectful relationships, both internally and externally, and be a model for a service-oriented culture. Schools belong to the people; communities shall be engaged in the decision-making process.

- Everyone in the District, including the Board and the Superintendent, must be responsive to the District's diverse communities. Consistent, meaningful two-way communication with those who support the District as well as those with differing philosophies is essential to establishing public trust and confidence. The District shall provide parents and the public (and, where appropriate, students) with formal, structured systems for input into decision making that sets high achievement standards for all children.
- All employees must be encouraged to play a more active, visible role in representing the District to the community.

Change in Action

For nearly two decades, the District's Board of Education has been guided successfully by an uncompromising statement of its beliefs and its visions for improving education in Houston. We, the 2009 Board of Education, shall continue to move the District forward. We shall work openly and creatively with administrators, teachers, parents, and community leaders to put in action this new mandate for change.

Change is essential if we are to make our children's education our very highest priority. We, alone, cannot affect school transformation; and we, alone, cannot simply demand it. As our predecessors clearly understood, meaningful improvement is not a top-down exercise. It must include and involve everyone at all levels of the organization and the community. We pledge to seek input and ownership by those who will be most affected by reform and restructuring in the District, and we shall guide the Superintendent to ensure that the District is collaborative on issues of such importance to the entire community. This is a solemn pledge, and it is a privilege to accept this great responsibility on behalf of the children of Houston.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

Decentralization

The District shall decentralize. Effectiveness requires that decision making be placed as close as possible to the teacher and the student. Decisions should be made in schools; accordingly, principals shall be the leaders of that decision-making process. To accomplish this goal:

- The Board shall provide guidance and support to local schools by establishing clear goals, high standards, and effective systems of evaluation, while at the same time giving schools maximum freedom to develop and implement the methods that best achieve those goals.
- The central office shall turn the traditional management pyramid upside down and become an enabler rather than an enforcer. Its role shall be to train, consult, provide resources, and evaluate.
- The individual school shall be the unit of accountability and improvement.
- Schools shall be responsive to their communities, providing parents and members of the community (and where appropriate, students) with formal, structured input into decision making.
- Schools shall be given control over budgets, delivery of curriculum, teaching methodologies, and personnel, provided they are led by a strong and effective principal, function as a team, and collaboratively develop a vision and a plan to achieve that vision.

The following core beliefs and principles shall guide District decentralization:

1. Academic success is paramount;
2. All resources shall be at the schools unless managerial issues such as efficiency dictate otherwise;
3. The District shall pursue a goal of equity in funding;
4. Accountability and resource allocation decisions shall be matched (linked); and
5. Good sense shall guide implementation.

**Purpose and
Strategic Intent**

The District exists to strengthen the social and economic foundation of Houston by assuring its youth the highest quality elementary and secondary education available anywhere.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

Goals and Progress Measures

The District's strategic intent shall be to earn so much respect from the citizens of Houston that the District becomes their prekindergarten–grade 12 educational system of choice.

The District has adopted goals and goal progress measures in accordance with the Texas Education Agency (TEA) Lone Star Governance continuous improvement model and the Framework for School Board Development.

Goal 1

The percentage of grade 3 students performing at or above grade level in reading as measured by the Meets Grade Level Standard on the State of Texas Assessments of Academic Readiness (STAAR) will increase 8 percentage points from 42 percent in ~~spring~~ June 2019 to 50 percent in ~~spring~~ June 2024.

- Goal Progress Measure 1.1

The percentage of grade 1 students reading on grade level as measured by the end-of-year literacy screener will increase eight percentage points from 63 percent in June 2019 to 71 percent in June 2024.

- Goal Progress Measure 1.2

The percentage of grade 2 students reading on grade level as measured by the end-of-year literacy screener will increase eight percentage points from 61 percent in June 2019 to 69 percent in June 2024.

- Goal Progress Measure 1.3

The percentage of grade 3 students reading on grade level as measured by the end-of-year literacy screener will increase eight percentage points from 57 percent in June 2019 to 65 percent in June 2024.

Goal 2

The percentage of grade 3 students performing at or above grade level in math as measured by the Meets Grade Level Standard on STAAR will increase 8 percentage points from 46 percent in ~~spring~~ June 2019 to 54 percent in ~~spring~~ June 2024.

- Goal Progress Measure 2.1

The percentage of grade 1 students performing on grade level in math as measured by the end-of-year math screener will increase eight percentage points from 64 percent in June 2019 to 72 percent in June 2024.

- Goal Progress Measure 2.2

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

The percentage of grade 2 students performing on grade level in math as measured by the end-of-year math screener will increase eight percentage points from 62 percent in June 2019 to 70 percent in June 2024.

- Goal Progress Measure 2.3

The percentage of grade 3 students performing on grade level in math as measured by the end-of-year math screener will increase eight percentage points from 69 percent in June 2019 to 77 percent in June 2024.

Goal 3

The percentage of graduates that meet the criteria for college, career, and military readiness (CCMR) as measured in Domain 1 of the state accountability system will increase 8 percentage points from 63 percent for 2017–2018 graduates reported in August 2019 to 71 percent for 2022–2023 graduates reported in August 2024.

- Goal Progress Measure 3.1

The percentage of students who by the end of grade 11 have demonstrated college readiness by satisfying the Texas Success Initiative (TSI) requirements via SAT, ACT, or Texas Success Initiative Assessment (TSIA) will increase eight percentage points from 24 percent in August 2019 to 32 percent in August 2024.

- Goal Progress Measure 3.2

The percentage of students who by the end of grade 11 have demonstrated college readiness via Advanced Placement/International Baccalaureate (AP/IB) examinations, dual credit coursework, or dual-enrollment credit eligibility will increase eight percentage points from 26 percent in August 2019 to 34 percent in August 2024.

- Goal Progress Measure 3.3

The percentage of students who by the end of grade 11 have demonstrated career readiness via an industry-based certification will increase 18 percentage points from 0 percent in August 2019 to 18 percent in August 2024.

Goal 4

The percentage of students receiving special education services reading at or above grade level as measured by the Meets Grade Level Standard on the STAAR 3–8 Reading and STAAR end-of-course (EOC) English I and II assessments will increase 8 percentage points from 21 percent in spring-June 2019 to 29 percent in spring-June 2024.

- Goal Progress Measure 4.1

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

The percentage of students receiving special education services in second- through fifth-grade reading on grade level as measured by the end-of-year literacy screener will increase eight percentage points from 14 percent in June 2019 to 22 percent in June 2024.

- Goal Progress Measure 4.2

The percentage of students receiving special education services in sixth- through eighth-grade reading on grade level as measured by the end-of-year literacy screener will increase eight percentage points from 7 percent in June 2019 to 15 percent in June 2024.

- Goal Progress Measure 4.3

The percentage of students receiving special education services enrolled in English I or II reading on grade level as measured by the end-of-year literacy screener will increase eight percentage points from 5 percent in June 2019 to 13 percent in June 2024.

**Constraints and
Constraint Progress
Measures**

Board's Constraints
for the Board

The District has adopted constraints and constraint progress measures in accordance with the TEA Lone Star Governance continuous improvement model and the Framework for School Board Development.

Constraint 1

The Board will not conduct its duties without including students, families, teachers, and community members (inclusive of those that speak languages other than English) in a manner that inspires broad community ownership of Board policy.

Constraint 2

The Board will not support recommendations or policy that contribute to historic patterns of disproportionate discipline.

Constraint 3

The Board will not allow five years to pass without an equity audit, a Legislative Budget Board (LBB) review, and a special education (SPED) review.

Constraint 4

The Board will not operate without an annual review of strengths and weaknesses and a plan for team building and Board professional development that includes anti-racist training.

Constraint 5

The Board will spend no less than 50 percent of its meeting time monitoring progress on student outcome goals – starting at zero today and shall be 50 percent by the end of the second quarter of 2022.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

Board's Constraints
for the
Superintendent

Constraint 1

The Superintendent will not allow the District to operate without a system to recruit/employ strong teachers, who meet the needs of students needing the most support.

- Constraint Progress Measure 1.1

The percentage of students receiving special education services served by strong teachers will increase three percentage points from 57 percent during the 2018–2019 school year in June 2019 to 60 percent during the 2023–2024 school year in June 2024.

- Constraint Progress Measure 1.2

The percentage of English as a Second Language (ESL) students served by strong teachers will increase six percentage points from 49 percent during the 2018–2019 school year in June 2019 to 55 percent during the 2023–2024 school year in June 2024.

- Constraint Progress Measure 1.3

The gap in retention rates of newly recruited teachers between identified campuses and other HISD campuses will decrease six percentage points from 20 percent during the 2019–2020 school year in June 2019 to 14 percent during the 2023–2024 school year in June 2024.

Constraint 2

The Superintendent will not allow the District to operate without students having effective, school-based wraparound support systems.

- Constraint Progress Measure 2.1

The number of annual interventions provided through Wraparound Services will increase from 628,753 during the 2019–2020 school year as measured in August 2020 to 883,253 during the 2023–2024 school year as measured in August 2024.

- Constraint Progress Measure 2.2

The percentage of campuses engaged with cross-functional Wraparound Advisory Councils (WAC), as measured by attending at least two WAC meetings during the year, will increase from 50 percent during the 2019–2020 school year as

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

measured in August 2020 to 100 percent during the 2023–2024 school year as measured in August 2024.

- Constraint Progress Measure 2.3

The number of wraparound service partnerships will increase by 56 partners from 72 partnerships in spring 2020 as measured in August 2020 to 128 partnerships in spring 2024 as measured in August 2024.

Constraint 3

The Superintendent will not allow the District to operate without notifying parents/guardians at least once each 12 weeks about how to help their student, if the student is one or more grade levels behind in literacy.

- Constraint Progress Measure 3.1

The percentage of students, one or more grade levels behind in literacy, whose parents/guardians are centrally documented as having been notified of their child's literacy level at least once every 12 weeks will increase 100 percentage points from 0 percent in spring June 2020 to 100 percent in spring June 2024.

- Constraint Progress Measure 3.2

The percentage of campuses with a centrally documented literacy plan, including parent outreach strategies, to address the needs of students one or more grade levels behind in literacy will increase 100 percentage points from 0 percent during the 2019–2020 school year as measured in August 2020 to 100 percent during the 2023–2024 school year as measured in August 2024.

Constraint 4

The Superintendent will not allow the District to operate without students receiving special education services meeting individualized education program (IEP) progress.

- Constraint Progress Measure 4.1

The percentage of students with up-to-date IEP progress recorded every six weeks in the IEP system will increase from 0 percent during the 2019–2020 school year as measured in July 2020 to 100 percent during the 2023–2024 school year as measured in July 2024.

- Constraint Progress Measure 4.2

The percentage of audited IEPs showing standards-based goals shall increase from 0 percent during the 2019–2020

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

school year as measured in July 2020 to 90 percent during the 2023–2024 school year as measured in July 2024.

- Constraint Progress Measure 4.3

The percentage of students demonstrating measurable progress for all IEP goals will increase from 0 percent during the 2019–2020 school year as measured in July 2020 to 75 percent during the 2023–2024 school year as measured in July 2024.

Constraint 5

The Superintendent shall not allow the District to operate without providing high-quality full-day prekindergarten 3, prekindergarten 4, and kindergarten programs for all students throughout the district at locations based on a data-driven centralized method for identifying areas of highest need.

- Constraint Progress Measure 5.1

The percentage of projected state prekindergarten 4 eligible students with access to an open seat in a full day early learning program within their zoned elementary boundary will increase eight percentage points from 74 percent in June 2021–2022 to 82 percent in June 2023–2024.

- Constraint Progress Measure 5.2

The district student to instructor ratio in prekindergarten will decrease from 15:1 in October 2019–2020 to 11:1 or less in October 2023–2024.

- Constraint Progress Measure 5.3

The percentage of prekindergarten and kindergarten classrooms requesting waivers will decrease by three percentage points from 24 percent in October 2019–2020 to 21 percent in October 2023–2024 without the average number of students in waiver classrooms above 26.

Core Values

The District's core values are as follows:

- Safety Above All Else.

Safety takes precedence over all else. A safe environment shall be provided for every student and employee.

- Student Learning is the Main Thing.

All decisions and actions, at any level, focus on and support the “main thing,” which is effective student learning.

- Focus on Results and Excellence.

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

Each employee shall focus on results and excellence in individual and organizational efforts.

- Parents are Partners.

Parents are valued partners in the educational process, serving as the child's teacher in the home. All school and District activities shall give proper consideration to the involvement of parents.

- Common Decency.

The District shall be responsive and accountable to the public and its employees. Community members and employees shall receive respectful and courteous treatment.

- Human Capital.

Through recruitment, retention, dismissal, and professional development programs, the District shall work to make sure students are served by the top talent available, from teachers to superintendents.

**Central Office
Accountability
System**

The overall goal of the District's central office accountability system is to provide resources and services to schools in an efficient and timely manner that promotes schools' progress in achieving their educational missions.

Specifically, the objectives of the District central office accountability system are to:

- Establish and monitor progress toward performance indicators for each central office department, including evaluations of each departmental improvement plan goals and objectives;
- Determine which central office departments are meeting the District's objectives through the use of "customer" surveys; and
- Determine whether central office departments that are failing to meet the objectives require assistance, reorganization, and/or replacement.

Effective Date

This policy shall be effective as of the adoption date, ~~February 11, 2022~~.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Legal Services
Elneita Hutchins-Taylor, General Counsel

**SUBJECT: APPROVAL OF PROPOSED REVISIONS TO BOARD POLICY
BBE(LOCAL), BOARD MEMBERS: AUTHORITY—SECOND READING**

The purpose of this agenda item is to request authority for the superintendent to approve settlement agreements, mediation agreements, and other documents related to Special Education disputes within a certain dollar amount, without seeking board approval. The district serves approximately 16,000 students with disabilities. Under state and federal law, parents and guardians of these students have the right to request a due process hearing, mediation, and other formal and informal means of addressing their concerns. Matters are often resolved by the district agreeing to provide additional services to the student, provide for student evaluations, and offer special programs or other measures to support the student. Currently, all formal settlement and resolution documents are brought to the board for approval, regardless of the amount involved in resolving the dispute.

It is always the district's goal to resolve these matters as expeditiously as possible so that students can access the programs and services needed to make educational and behavioral progress. Granting the superintendent authority to approve settlement/resolution documents for amounts under a specific threshold when both parties have reached agreement would support this effort. The administration proposes that the superintendent, upon recommendation of the general counsel, be authorized to approve and execute settlement/resolution documents involving costs not to exceed \$25,000. Further, during the closed session of a duly posted board meeting, the administration shall report to the board on the settlements approved by the superintendent pursuant to this agenda item.

A copy of BBE(LOCAL) indicating the proposed changes is attached.

COST/FUNDING SOURCE(S): Legal Services and Special Education budgets

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
GF1	1993000000	1080825000	AD4199000000000	6211000000	700000000155	\$100,000.00
General Revenue	1993000000	1060924000	AD2123000000000	6211100000	N/A	\$100,000.00

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 5: Culture Of Trust Through Action.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves proposed revisions to Board Policy BBE(LOCAL), *Board Members: Authority*, on second reading, effective November 11, 2022.

BOARD MEMBERS
AUTHORITY

BBE
(LOCAL)

Board Authority

The Board has final authority to determine and interpret the policies that govern the schools and, subject to the mandates and limits imposed by state and federal authorities, has complete and full control of the District. Official Board action shall be taken only in meetings that comply with the Open Meetings Act. [See BE(LEGAL)]

**Transacting
Business**

When a proposal is presented to the Board, a discussion shall be held and a decision reached. Although there may be dissenting votes, which are made a matter of public record, each Board decision shall be an action by the whole Board binding upon each member.

Delegation of
Authority to the
Superintendent
Regarding Certain
Special Education
Matters

Following a recommendation and approval from the general counsel or deputy general counsel, the Superintendent is authorized to approve and execute without board approval, settlement agreements related to Special Education matters including, e.g., due process hearings, Texas Education Agency complaints, and mediations, that total an amount not to exceed \$25,000. This shall include, but not be limited to, costs paid for educational funds for the benefit of a student; independent educational evaluations; training provided by an external professional to parents, students, or district employees; services provided by private third-party providers; reimbursements for educational services; transportation costs; and attorneys' fees. It shall not include the value of services provided by existing internal district staff. Legal Services shall provide a monthly report to the board containing information regarding settlement agreements executed under this provision.

Individual Authority

Board members as individuals shall not exercise authority over the District, its property, or its employees; however, individual Board members shall have the right to seek information from District records and employees in accordance with this policy.

Committing The
Board

An individual member may act on behalf of the Board only with the official express authorization of the Board. Without such authorization, no individual member may commit the Board on any issue.

Access To Records

Individual Board members, acting in their official capacity, have access to any records pertaining to District fiscal affairs, business transactions, governance, and personnel, including existing reports and internal correspondence that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code. [See GBA]

Individual members have access to personally identifiable student records that properly may be withheld from members of the general public only on a need-to-know basis and in accordance with policies FL(LEGAL) and (LOCAL).

BOARD MEMBERS
AUTHORITY

BBE
(LOCAL)

Confidentiality

At the time Board members are provided access to confidential records, the Superintendent or other District employee shall advise them of their responsibility to maintain the confidentiality requirements.

Requests For
Records

Individual members shall not direct or require District employees to prepare reports derived from an analysis of information in existing District records or to create a new record compiled from information in existing District records. [See also BE(LOCAL)]

Directives to the Superintendent regarding the preparation of reports shall be by:

- Board action;
- Request of an individual Board member made in a Board meeting after discussion by the Board as a whole; or
- Written request of an individual Board member.

Referring
Complaints

If citizens bring concerns or complaints to an individual Board member, he or she shall refer them to the Superintendent, who shall proceed according to the appropriate complaint policy. [See BED and GF] Where the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, it may also be appropriately considered for placement on the agenda.

Complaint Against
A Board Member

A person affected by any activity of a Board member may register a complaint with the President of the Board, or in the case of a complaint involving the President, with the First Vice-President of the Board.

The President or Vice-President shall act to resolve the complaint and may utilize the services of an experienced, trained mediator.

The person who initiated the complaint shall be advised of the resolution of his or her complaint.

Effective Date

This policy shall be effective as of the adoption date. .

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Information Technology
Scott Gilhousen, Chief Information Technology Officer

**SUBJECT: APPROVAL OF PROPOSED REVISIONS TO BOARD POLICY
CPC(LOCAL), OFFICE MANAGEMENT: RECORDS MANAGEMENT—
SECOND READING**

The purpose of this agenda item is to request that the Houston Independent School District (HISD) Board of Education approves revisions to Board Policy CPC(LOCAL), *Office Management: Records Management*, as recommended by the Texas Association of School Boards (TASB) and HISD administration.

RATIONALE

TASB recommends revisions to comply with changes to Texas State Library and Archives Commission (TSLAC) rules which add local policy requirements for district management of electronic records. In addition, the HISD administration recommends including the responsibilities of third-party custodians.

A copy of the proposed revisions to Board Policy CPC(LOCAL) is attached.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed revisions to Board Policy CPC(LOCAL), *Office Management: Records Management*, on second reading, effective November 11, 2022.

OFFICE MANAGEMENT
RECORDS MANAGEMENT

CPC
(LOCAL)

The Superintendent shall oversee the performance of records management functions prescribed by state and federal law:

- Records Administrator, as prescribed by Local Government Code 176.001 and 176.007 [See BBFA and CHE]
- Officer for Public Information, as prescribed by Government Code 552.201–.205 [See GBAA]
- Public Information Coordinator, as prescribed by Government Code 552.012 [See BBD]

**Local Government
Records Act**

“Local Government
Record”

Records
Management
Officer

The term “local government record” shall pertain to all items identified as such by Section 201.003 (8) of the Local Government Records Act.

The Board shall designate the position of records management officer as prescribed by Local Government Code 203.025, who shall administer the District’s records management program pertaining to local government records in compliance with the Local Government Records Act.

Notification

The records management officer shall file their name with the director and librarian of the Texas State Library and Archives Commission (TSLAC) within 30 days after the date of designation.

Electronic Records

The records management officer shall develop procedures for the management of electronic records that comply with the District’s records control schedules and meet the minimum components required by law.

The procedures shall:

- Specify the objectives of the electronic records management program;
- Identify the responsibilities of employees and any third-party custodians who create, receive, or maintain electronic records;
- Ensure the maintenance of electronic records until the expiration of the applicable retention period and final disposition; and
- Ensure that electronic records that must be protected from unauthorized use or disclosure are appropriately protected as required by law, regulation, or other applicable requirements.

Records Control
Schedules

The records management officer shall file with the TSLAC a written declaration that the District has adopted records control schedules

OFFICE MANAGEMENT
RECORDS MANAGEMENT

CPC
(LOCAL)

that comply with records retention schedules issued by the TSLAC as provided by law.

Website Postings

Website postings that are the only copy of the record that exists must be retained according to the District's records retention schedule. If the record copy is kept elsewhere (not on the District's website), then the version posted on the website is a duplicate and does not need to be retained for the full retention period.

Records Destruction Practices

All local government records shall be considered District property and any unauthorized destruction or removal shall be prohibited. The District shall follow its records control schedules, records management program, and all applicable laws regarding records destruction. However, the District shall preserve records, including electronically stored information, and suspend routine record destruction practices where appropriate and in accordance with procedures developed by the records management officer. Such procedures shall describe the circumstances under which local government records scheduled for destruction must be retained. Notification shall be given to appropriate staff when routine record destruction practices must be suspended and when they may be resumed.

Training

The records management officer shall receive appropriate training regarding the Local Government Records Act and shall ensure that custodians of records, as defined by law, and other applicable District staff are trained on the District's records management program, including this policy and corresponding procedures.

Effective Date

This policy shall be effective as of the adoption date, ~~December 10, 2021~~.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Talent
Jeremy Grant-Skinner, Chief Talent Officer

SUBJECT: APPROVAL OF PROPOSED REVISIONS TO BOARD POLICY DEC(LOCAL), COMPENSATION AND BENEFITS: LEAVES AND ABSENCES—SECOND READING

The purpose of this agenda item is to request that the Houston Independent School District (HISD) Board of Education approves revisions to Board Policy DEC(LOCAL), *Compensation and Benefits: Leaves and Absences*, as recommended by the Texas Association of School Boards (TASB) and HISD administration.

RATIONALE

TASB recommends changes to Board Policy DEC(LOCAL) to clarify the various leave options available to employees. HISD administration also seeks to increase the number of weeks available for family and medical leave in cases in which two employees are spouses.

A copy of the proposed revisions to Board Policy DEC(LOCAL) is attached.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item is not aligned to a core initiative but is ministerial for compliance purposes only.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed recommended changes to Board Policy DEC(LOCAL), *Compensation and Benefits: Leaves and Absences*, on second reading, effective November 11, 2022.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**COMPREHENSIVE
Leave
Administration**

The District's comprehensive leave program includes both paid leave and unpaid leave privileges. Eligibility for the various types of leave depends on the employee's position, the number of months of service per year, and the length of service. [See also DED(LOCAL) for provisions on vacation for 12-month employees.] The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

**COMPENSATED
LEAVE**

Paid leave includes state personal leave, local leave, state sick leave accumulated before May 1, 1995, and vacation leave.

In addition, an employee may be absent without loss of pay and without the absence being charged against the employee's accrued accumulated leave for assault leave, funeral leave as specified below, jury duty, witness subpoenas, professional business, professional consultation, dispute resolution meetings, reserve military duty, and Fulbright Teacher Exchange Programs. [See OTHER PAID LEAVES, below]

Paid leave provisions apply to all salaried and eligible hourly employees. Eligible hourly employees are those in standing, daily assignments that meet the criteria for membership in the Teacher Retirement System (TRS) of Texas. [See TRS Eligibility Requirements]

Paid leave provisions do not apply to individuals whose positions do not meet TRS eligibility criteria. Personnel on less than a 12-month duty schedule who are employed for additional periods of duty on a noncontract status during the summer months are not eligible to use or to accrue personal leave during these periods.

**ADVANCED
LEAVE**

In no instance may state or local leave be approved for more days than have been accumulated in prior years plus that which shall be earned during the employment period of the current school year. Should a recipient of advanced paid leave resign from employment with the District prior to earning the amount of leave advanced, the recipient will have the advanced leave pay deducted from his or her final check.

**RATE OF
ACCRUAL**

An employee shall accrue one day of paid leave per each month of service to be credited at the beginning of each school year. The first five days accrued shall be designated as state personal leave; the remainder of days accrued shall be designated as local leave.

TYPES OF LEAVE

Types of Leave	Paid/Unpaid	Number of Days Paid

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

State Personal Leave [See DEC(LEGAL)]	Paid	5 days per year
Local Personal Leave 10-month employees 11-month employees 12-month employees	Paid	5 days per year 6 days per year 7 days per year
Temporary Disability All leave-eligible employees For full-time educators, temporary disability shall be in accordance with Education Code 21.409. may be granted to other District employees with limitations established at TEMPORARY DISABIL- ITY, below	Unpaid	180 calendar days
Funeral Leave On the death of a spouse, parent, current parent-in-law, child, sib- ling, or other person re- siding in the employee's household	Paid	3 days per event
Vacation Leave For 12-month employees only		

**STATE PERSONAL
LEAVE**

The District has established a state personal leave program con-
sisting of five days of paid leave annually, as required by law. [See
DEC(LEGAL)]

**TYPES OF STATE
PERSONAL LEAVE**

Under authority of Education Code 22.003 and to preserve the em-
ployee's leave benefit while minimizing disruption to the instruc-
tional program, the Board requires employees to differentiate be-
tween uses of personal leave:

DISCRETIONARY

1. To be taken at the individual employee's discretion, subject to
limitations set out below. Each employee who accrues state
personal leave may take up to five days a year as discretion-
ary personal leave.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

NON- DISCRETIONARY	2. To be used for the same reasons and in the same manner as state sick leave accumulated prior to May 30, 1995. [See DEC(LEGAL) and see MEDICAL CERTIFICATION, below]
USE OF DISCRETIONARY LEAVE	A notice of request for discretionary state personal leave shall be submitted to the principal/work location supervisor or designee in advance of the anticipated absence; discretionary personal leave shall be granted on a first come, first served basis, with a maximum of five percent of campus employees in each category permitted to be absent at the same time for discretionary personal leave.
REQUEST FOR LEAVE	The principal or designee shall notify the employee in advance whether the request is granted or denied.
DURATION OF LEAVE	Discretionary personal leave may not be taken for more than three consecutive days.
SCHEDULE LIMITATIONS	Discretionary leave shall not be allowed during or on: <ol style="list-style-type: none">1. The first week of a new semester,2. The day before or after a school holiday,3. Days scheduled for end of semester or end of year exams,4. Days scheduled for state mandated assessments, or5. Professional or staff development days.
LOCAL LEAVE	Employees may use local leave with full pay when unable to report to work due to personal illness, illness of an immediate family member, or for a death in the immediate family. Up to three days of paid local leave may be used also for excused personal business. If the condition preventing the employee from attending work qualifies for family and medical leave, the District shall classify any leave taken as FMLA leave. If the employee exhausts all paid leave and is still unable to return to work, he or she may be placed on temporary disability leave. [See DEC(LEGAL) and local provisions below]
MEDICAL CERTIFICATION	Certification by a doctor who is duly registered and licensed under the Medical Practice Act of Texas, a licensed chiropractor, a Christian Scientist practitioner, or a licensed podiatrist (chiropracist) shall be required for personal illness absences in excess of seven consecutive duty days. Absences in excess of seven days are subject to verification by the District Health and Medical Services Department. When an employee's absences become a concern or a pattern of absences becomes established, the principal/supervisor may

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

~~review with the employee the reason for such absences. Such absences may be subject to medical verification.~~

Definitions

Immediate Family

~~For the purposes of state sick leave accrued before May 30, 1995, and local sick leave, t~~The term “immediate family” shall include is defined as:

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person ~~related to the employee by blood or marriage who is residing in the employee’s household at the time of illness or death.~~

~~For purposes of the Family and Medical Leave Act (FMLA), the definitions of “family” shall include only items 1, 2, and 3 on the above list, but shall exclude spouse, parent, son, or daughter-in-law, and parent-in-law.~~next of kin are found in DECA(LEGAL).

Family Emergency

The term “family emergency” shall be limited to ~~natural~~ disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

~~TEMPORARY
DISABILITY~~ Leave
Day
~~EDUCATORS~~

A “leave day” for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee’s usual assignment, whether full-time or part-time. Temporary disability (unpaid) leave shall be granted to full-time educators who meet the statutory criteria. [See DEC(LEGAL)] The maximum length of such leave shall be 180 calendar days and reinstatement to active duty shall be in accordance with statutory guidelines and the appropriate administrative regulations (“regulations”).

School Year

A “school year” for purposes of earning, using, or recording leave shall mean the term of the employee’s annual employment as set by the District for the employee’s usual assignment, whether full-time or part-time.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee’s immediate family that requires the services of a licensed practitioner for a prolonged period

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

OTHER
EMPLOYEES

A temporary disability (unpaid) leave may be granted also to other eligible employees for a maximum of 180 calendar days, upon approval by the Superintendent or designee. Application for this leave shall be submitted in accordance with the established regulations. Reinstatement to regular employment shall be on a position available basis only.

REINSTATEMENT
OR RESIGNATION

An employee reaching the end of the temporary disability leave period shall provide timely written notice, as required by the regulations, of his or her intention to resume active duty or to request an extension of leave. A request for extended leave may be granted by the Superintendent or designee. [See also FITNESS FOR DUTY CERTIFICATION, below]

Failure to comply with specific regulation provisions shall constitute good cause for termination of contract employees, in accordance with law and District policies. [See DF policy series]

LEAVE
ACCUMULATION

The following shall apply to state and local leave, which are cumulative on an unlimited basis:

COMPUTATION

1. Each eligible full time employee shall earn leave at the rate of one working day per month of assigned responsibility to be credited to the employee at the beginning of each school year (12 days for 12-month employees, 11 days for 11-month employees, ten days for ten-month employees.) This includes both state personal leave and local leave.
2. Salaried employees working less than full time shall accumulate proportional time. For TRS-eligible hourly employees, a leave day is defined as the number of hours equivalent to a scheduled workday for the position.

ORDER OF USE

For purposes of personal illness, illness or death in the immediate family, family emergency, or other nondiscretionary reasons, available leave shall be used as determined by the employee. If an employee selects an account where balances are exhausted, the following order shall be used until balances are exhausted:

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

1. ~~Local leave.~~
2. ~~State personal leave.~~
3. ~~State sick leave accumulated prior to the 1995-96 school year.~~
4. ~~Vacation leave.~~
5. ~~Supplemental Sick Leave Bank (SSLB).~~

RECORDING

~~All leave shall be recorded in accordance with the District's Finance Procedures Manual.~~

Availability

~~The District shall make state personal leave and local leave for the current year shall be available for use at the beginning of the employee's duty schedule school year. When~~

State Leave Proration

~~If an employee who has used more leave than he or she has earned ceases to be separates from employment with the District before their last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed by the District, the cost of the unearned leave days shall be deducted from the employee's final paycheck.~~

~~If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond their pro rata entitlement for the school year.~~

Medical Certification

~~An employee shall submit medical certification of the need for leave if:~~

1. ~~The employee is absent more than seven consecutive work-days because of personal illness or illness in the immediate family;~~
2. ~~The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or~~
3. ~~The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.~~

~~In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]~~

State Personal Leave and Local Leave

~~The Board requires employees to differentiate the manner in which state personal leave and local leave is used.~~

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Nondiscretionary
Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

Request for
Leave

In deciding whether to approve or deny a request for discretionary use of state personal leave and/or local leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave and/or local leave shall not exceed three consecutive workdays.

Schedule
Limitations

Discretionary use of leave shall not be permitted during or on:

1. The first week of a new semester;
2. The day before or after a school holiday;
3. Days scheduled for end-of-semester or end-of-year exams;
4. Days scheduled for state-mandated assessments; or
5. Professional or staff development days.

Local Leave

Each employee shall earn five, six, or seven paid local leave days per school year based on months of service and in accordance with administrative regulations.

Local leave shall be used for personal illness, illness of an immediate family member, death in the immediate family, or family emergency. Up to three days of paid leave per year may be used for personal business.

An employee may contribute local leave to the Supplemental Sick Leave Bank in accordance with this policy.

Local leave shall accumulate without limit.

Funeral Leave

Each employee who is eligible for the comprehensive leave program shall be granted three days of bereavement leave per occurrence upon the death of a spouse, child, parent, current parent-in-law, sibling, or any other person residing in the employee's home at

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the time of death. Such leave shall be taken with no loss of pay or other paid leave.

Additional days in excess of the three days, or leave for other funerals not covered by this provision, shall be deducted from the employee's accrued leave.

A regular hourly employee shall not be eligible for funeral leave and may use accrued leave for a death in the employee's immediate family.

**Supplemental Sick
Leave Bank (SSLB)**

The District shall establish a Supplemental Sick Leave Bank that employees may join through contribution of local leave.

Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee experiences a catastrophic illness or injury and has exhausted all paid leave and any applicable compensatory time.

Implementation procedures for the SSLB shall be published in the *Finance Procedures Manual*.

**Professional
Business**

Short leaves with full pay may be granted to employees for visiting schools, for attending important professional meetings, or for carrying out some special assignments on recommendation of the department head and the Superintendent. An employee may be asked to file a written report. Each administrator may be allowed professional leave without salary deduction for attending national and state professional meetings, visiting schools, and attending other professional meetings, at their own expense, upon approval of the immediate supervisor and department head.

Procedures for authorization and reimbursement for a professional trip are outlined in the *Finance Procedures Manual*.

**Board Meeting /
Professional
Consultation**

When meetings between the Board or designee and the representative organization are scheduled during normal working hours of a school day, the members shall be relieved, as necessary, from all regular duties without loss of pay in order to permit their attendance at such meetings.

**Employment Dispute
Resolution Meetings**

When it is necessary for any party of interest to attend an employment dispute resolution meeting, they shall, upon notice, be released without loss of pay in order to permit participation in the foregoing activities. Any employee who appears as a witness in such investigation or meetings shall be accorded the same right. [See DGBA(LOCAL) and appropriate regulations]

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Unpaid Leave

Political Leave

Upon application, an employee shall be granted an unpaid leave of absence not to exceed four years, for the purpose of seeking or, if elected, serving in a public office.

Developmental Leave

An employee may be granted an unpaid leave for one year for the purpose of engaging in a study designed to improve the employee's professional competence. Such leave request shall be accompanied by a statement describing how the leave is designed to improve professional competence. A study leave shall be effective at the beginning of the semester following the date of request. Upon request, such leave may be extended for one additional year. Upon returning, the employee must provide proof of the academic work completed.

An employee with five years of service with the Teacher Retirement System of Texas (TRS) may purchase up to two years of credit for developmental leave by notifying TRS in advance of the intention to take such leave, having the District certify that the leave request will meet the requirements of improving professional competency, and making the appropriate deposit with TRS.

Family and Medical Leave

The 12-month period within which employees shall be eligible for 12 weeks of family and medical leave (FMLA) leave shall run concurrently with applicable paid leave and compensatory time, as applicable from July 1 to June 30.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be July 1 through June 30.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 18 weeks.

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

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<u>Leave at the End of Semester</u>	<u>When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.</u>
<u>Temporary Disability Leave</u>	<u>Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</u>
<u>Certified Employees</u>	
<u>All Other Employees</u>	<u>All other employees shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave.] Reinstatement to regular employment shall be on a position-available basis only.</u>
<u>Notification</u>	<u>An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.</u>
<u>Concurrent Use of Paid Leaves</u>	<u>The District shall require the use of all applicable state and local leave, personal leave, and vacation leave, if applicable in the order determined by the employee to use, followed by temporary disability leave when applicable and paid leave, including any compensatory time, concurrently with family and medical FMLA leave. An employee's family and medical leave entitlement shall run concurrently with a workers' compensation absence if the injury is classified as a serious health condition. [See DEC(LEGAL)]</u>
<u>FMLA LEAVE</u>	
<u>WORKERS' COMP ABSENCE</u>	
<u>Workers' Compensation</u>	<u>Note:</u> <u>Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.</u>
	<u>An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.</u>
<u>Paid Leave Offset</u>	<u>The District shall permit the option for paid leave offset in conjunction with pay the difference between the weekly income benefit received under workers' compensation and the employee's regular weekly compensation and shall charge leave proportionately up to the employee's accumulated leave income benefits.</u>
<u>Court Appearances</u>	<u>Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.</u>

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Absences for court appearances related to an employee's personal business shall be deducted from the employee's accrued leave or, at the employee's option, be taken as leave without pay.

ASSAULT LEAVE

Assault leave, during which the employee's workers' compensation wage benefits shall be supplemented by the District up to the pre-assault weekly salary, with no deduction from the employee's accumulated paid leave benefits, shall run concurrently with family and medical leave. [See DEC(LEGAL)]

FUNERAL LEAVE

Regular employees eligible for the comprehensive leave program may receive funeral leave and be absent without loss of pay and without deduction from their accrued leave in the case of death of a spouse, child, parent, current parent-in-law, sibling, or any person residing in the employee's home at the time of death, for a period not to exceed three days per occurrence.

Additional days and all other funerals shall be charged to the employee's accrued leave balance. Regular hourly employees may use personal leave days for a death in the employee's immediate family.

Payment for Unused Leave

The 1972 Plan

An employee hired before October 10, 1972, who leaves employment with the District shall be eligible to receive payment for accumulated, unused paid leave if ~~he or she~~they:

1. ~~Has~~Have been ~~continually~~continuously employed by the District since initial employment; and
2. ~~Has~~Have become eligible for retirement in accordance with the provisions of Teacher Retirement System of Texas TRS.

An employee who meets all criteria shall receive payment for the unused portion of any accumulated, unused paid leave ~~benefits at his or her~~their current daily rate of pay, not to exceed one-half of the contract year or the number of days available as of August 31, 1986, whichever is less.

If an employee dies while under contract, any accumulated personal leave benefits, not to exceed one-half of the contract year or the number of days available as of August 31, 1986, shall be paid to the estate of the deceased.

Exception

Unless otherwise approved by the Board, an employee is not eligible for buy-back of unused state sick leave, state personal leave, and local ~~personal~~ leave if ~~he or she~~they:

1. ~~Is~~Are terminated from employment with the District;
2. Resigns or retires in lieu of termination or nonrenewal;

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3. ~~Is Are~~ under investigation for a terminable offense (while the investigation continues); or
4. ~~Is Are~~ found guilty in an investigation for a terminable offense.

Attendance Incentive Plan

The District may "buy back" any accrued but unused state leave from employees, in accordance with options of the Attendance Incentive Plan described below. Employees wishing to participate in any of these options shall apply in writing, observing time lines and following procedures specified by the payroll department.

Option 1

*Employee
incentive bank*

Beginning with the 2009-10 school year, an employee who has used five or less leave days (state leave, state sick leave, local leave) during the school year shall have the option of identifying and transferring up to five state leave days to an employee's Incentive Leave Bank. Any days added to an employee's Incentive Bank shall be eligible for a cash payout at retirement. The days eligible for transfer each year are as follows:

Days of Leave Used ¹	Number of State Days Eligible for Transfer Annually
1	4
2	3
3	2
4	1
5	0

¹state leave, state sick leave, local leave

All leave time in an employee's Incentive Plan may be taken as leave when other leave accounts are exhausted or transferred to another school district.

Requirements for the Employee Incentive Bank shall be published annually by Human Resources.

Option 2

*Full Buy-Back at
Retirement*

Beginning with the 1997-98 school year, an employee in good standing who retires in accordance with provisions of the Teacher Retirement System of Texas shall receive full buyback at retirement based on the following:0.

1. Accumulated but unused state personal leave and state sick leave balances as of August 31, 2009; and
2. Accumulated but unused balance in the Employee Incentive Bank.

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Payout is 100 percent of each day's value calculated at the employee's current rate the last day of the contract year in which the days were accrued. The rate of pay does not include stipends, extra duty pay, overtime, incentive pay, or the like. This provision shall not apply to local leave days, except in the special circumstances noted at The 1972 Plan, below.

This benefit shall be calculated automatically upon retirement for each employee who completes an affidavit certifying that he or she is retiring under TRS. Verification shall be obtained from TRS that the employee actually retired before the benefits are granted.

These retirement benefits shall not be available to an employee under investigation, or whose employment is terminated by the District, or who resigns or retires in lieu of termination or nonrenewal, unless otherwise approved by the Board.

The 1972 Plan

If the employee was continuously employed by the District prior to October 10, 1972, and is eligible to receive partial payment for accrued personal leave, the employee shall be eligible also for payment of an additional benefit under this section up to a maximum amount equivalent to one half the employee's annual contract salary. The additional payment shall be equal to the lesser of the following:

1. The accumulated but unused state personal leave and state sick leave balances; or
2. The number of days remaining in the employee's combined local leave bank after the number of days eligible for payment under the 1972 Plan are subtracted, whichever is less.

The 1972 Plan applies only to employees hired prior to October 10, 1972. The number of days eligible for payment under the 1972 Plan was frozen on August 31, 1986.

**SUPPLEMENTAL
SICK LEAVE BANK
(SSLB)**

All employees who have applied and been approved to use the Supplemental Sick Leave Bank (SSLB) may be absent with full pay for the number of days, up to 30, approved by the District's health care insurance carrier. Implementation procedures shall be as indicated in the *Finance Procedures Manual*.

An employee must contribute to the bank one local leave day per fiscal year. The contribution shall entitle the employee to a maximum of 30 supplemental leave days for that fiscal year.

**FAMILY AND
MEDICAL LEAVE —
CERTIFICATION OF
HEALTH CONDITION**

Employees who request a leave of absence under the Family and Medical Leave Act for their serious health condition or that of a family member must provide the District with documentation from the health care provider that supports their request for such leave. Such written certification should be provided, when possible, in

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advance or at the start of the leave. The certification form is available from the Department of Human Resources.

If an employee's leave is foreseeable and he or she fails to submit the required certification within the time frame requested (which shall be no less than 15 days after the receipt of the request for leave), the employee's family and medical leave may be delayed until the required certification is provided. If repeated requests for the certification are ignored, family and medical leave may be denied.

If the need for leave is not foreseeable, an employee must provide the medical certification within the time frame requested (which shall be no less than 15 days after the receipt of the request for leave) or as soon as reasonably possible under the particular facts and circumstances. If an employee fails to provide a medical certification within a reasonable time under the pertinent circumstances, the continuation of his or her family and medical leave may be delayed. If a certification is never produced, the leave will not constitute family and medical leave and will result in a review of the period of absence for appropriate disciplinary action, which may include termination.

**VERIFICATION
OF FAMILY
RELATIONSHIP**

An employee requesting leave for the birth or placement of a child with the employee for adoption or state-approved foster care, or to care for a family member with a serious health condition, may be required to provide reasonable documentation of a family relationship. The Department of Human Resources shall inform the employee of any need for such verification.

**COMBINED LEAVE
FOR SPOUSES**

If both spouses are employed by the District, family and medical leave to care for their newborn child, or upon the adoption or placement of a child, or to care for a parent with a serious health condition may be limited to a combined total of 12 weeks, as determined by the needs of the District.

**INTERMITTENT
LEAVE**

In addition to the uses for intermittent leave provided for by the Family and Medical Leave Act [see DEC(LEGAL)], the District shall permit intermittent leave for the care of an employee's newborn child and for the adoption or placement of a child with the employee.

**TEACHER
REINSTATEMENT**

A teacher desiring to return to work at or near the conclusion of a semester shall be reinstated in accordance with the END-OF-TERM LEAVE section in DEC(LEGAL).

RESIGNATION

If, at the expiration of the family and medical leave, the employee is able to return to work but chooses not to do so, the District shall require reimbursement of the employee benefits contribution made

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by the District during the period in which such leave was taken as unpaid leave.

**INTERMITTENT OR
REDUCED LEAVE
SCHEDULE**

If the leave involves an intermittent or a reduced work schedule for the employee's own serious health condition or for the care of a family member with a serious health condition, the Certification of Physician Form must be submitted by the health care provider stating that the leave is medically necessary or will assist the employee's recovery, and must indicate the expected duration and schedule of such intermittent leave.

**FITNESS-FOR-DUTY
CERTIFICATION**

Upon returning to work from a medical leave of absence of more than seven calendar days' duration, an employee shall be required to provide certification from the employee's health care provider that the employee is able to return to work. The cost, if any, of a fitness-for-duty certification shall be borne by the employee. Failure to provide the required return to work certification may result in a delay of job restoration until the certification is provided.

**COUNTING FMLA
LEAVE**

If an employee chooses to take leave for "periods of a particular duration" in the case of intermittent or reduced schedule leave, the entire period of leave taken shall count as FMLA leave. [See DEC(LEGAL) for Family and Medical Leave provisions]

**OTHER PAID
LEAVES**

In order to encourage involvement and active participation in professional activities, family life, and public service, an employee may request to be absent with full pay for the purposes outlined below. Any employee desiring such leave should submit a request to the appropriate superior (principal, department head, or supervisor) at least ten school days in advance of the pending absence and make a written request on the short leave form. Such leave shall not be charged against the employee's accumulated leave balance.

**JURY DUTY AND
OTHER COURT
APPEARANCES**

An employee shall be granted leave with pay and without loss of accumulated leave for jury duty. The employee shall be required to present documentation of the service and shall be allowed to retain any compensation for jury duty. However, absences for court appearances related to an employee's personal business shall be deducted from the employee's personal leave or shall be taken by the employee as leave without pay.

**Professional
Business**

Short leaves with full pay may be granted to employees for visiting schools, for attending important professional meetings, or for carrying out some special assignments on recommendation of the department head and the Superintendent. An employee may be asked to file a written report. Each administrator may be allowed professional leave without salary deduction for attending national and state professional meetings, visiting schools, and attending

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other professional meetings, at his or her own expense, upon approval of the immediate supervisor and department head.

Procedures for authorization and reimbursement for a professional trip are outlined in the *Finance Procedures Manual*.

Professional
Consultation

When meetings between the Board or designee and the representative organization are scheduled during normal working hours of a school day, the members shall be relieved, as necessary, from all regular duties without loss of pay in order to permit their attendance at such meetings.

Employment
Dispute Resolution
Meetings

When it is necessary for any party of interest to attend an employment dispute resolution meeting, he or she shall, upon notice, be released without loss of pay in order to permit participation in the foregoing activities. Any employee who appears as a witness in such investigation or meetings shall be accorded the same right. [See DGBA(LOCAL) and appropriate regulations]

Fulbright Teacher
Exchange Program

The District shall participate in the Fulbright Teacher Exchange Program to help promote mutual understanding between the people of the United States and the people of other countries through educational exchange. Teachers and administrators wishing to participate in the exchange program may apply to the Superintendent or designee in accordance with administrative regulations.

UNPAID LEAVES

POLITICAL LEAVE

Upon application, an unpaid leave of absence not to exceed four years shall be granted to any employee for the purpose of seeking or, if elected, serving in a public office.

DEVELOPMENTAL
LEAVE

An employee may be granted an unpaid leave for one year for the purpose of engaging in a study designed to improve the employee's professional competence. Such leave request shall be accompanied by a statement describing how the leave is designed to improve professional competence. A study leave shall be effective at the beginning of the semester following the date of request. Upon request, such leave may be extended for one additional year. Upon returning, the employee must provide proof of the academic work completed.

An employee with five years of service with TRS may purchase up to two years of credit for developmental leave by notifying TRS in advance of the intention to take such leave, having the District certify that the leave request will meet the requirements of improving professional competency, and making the appropriate deposit with TRS.

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

Office of Academics
Shawn Bird, Chief Academic Officer

**SUBJECT: APPROVAL TO ADOPT NEW BOARD POLICY EHB(LOCAL),
CURRICULUM DESIGN: SPECIAL PROGRAMS—SECOND READING**

The purpose of this agenda item is to request that the Houston Independent School District (HISD) Board of Education adopts new Board Policy EHB(LOCAL), *Curriculum Design: Special Programs*, as recommended by the Texas Association of School Boards (TASB).

RATIONALE

New Board Policy EHB(LOCAL), *Curriculum Design: Special Programs*, which requires the district to provide regular training opportunities for teachers of students with dyslexia, is recommended by TASB to meet Texas Education Agency (TEA) policy requirements for the ongoing TEA special education cyclical monitoring reviews.

A copy of the proposed new Board Policy EHB(LOCAL) is attached.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES ESTABLISH BOARD POLICY.

RECOMMENDED: That the Board of Education approves the recommended adoption of Board Policy EHB(LOCAL), *Curriculum Design: Special Programs*, on second reading, effective November 11, 2022.

CURRICULUM DESIGN
SPECIAL PROGRAMS

EHB
(LOCAL)

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

Effective Date

This policy shall be effective as of the adoption date, .

REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of November 10, 2022

SUBJECT: BUDGET TO ACTUAL REPORT

Board Policy CE(LOCAL) requires that the budget officer or designee prepare and submit to the board a quarterly budget to actual report for the General Fund, the Child Nutrition Fund, and the Debt Service Fund.

The quarterly budget to actual report for the quarter ending September 30, 2022, for fiscal year 2022–2023 contains comparisons of budget to current financial data for the General Fund, Child Nutrition Fund, and Debt Service Fund.

This is an informational report for the Board of Education reporting the progress of actual revenues and expenditures for current year as of September 30, 2022 vs. the same period in 2021. It also contains the percentage of revenues and expenditures recognized in the same period. There is no board action or vote required on this report.

General Fund | Function Financial Summary

For the Period Ending September 30

		Actual as of September 30, 2021	Budget as of September 30, 2021	YTD % of PY Actual	Actual as of September 30, 2022	Budget as of September 30, 2022	YTD % of Budget
	REVENUES						
	Local sources	\$4,911,609	\$1,906,723,497	0.26%	\$5,098,191	\$1,900,655,772	0.27%
	State sources	34,528,600	157,174,069	21.97%	22,947,440	190,733,783	12.03%
	Federal sources	2,125,291	17,230,000	12.33%	2,065,422	71,905,107	2.87%
	TOTAL REVENUE	\$41,565,501	\$2,081,127,566	2.00%	\$30,111,053	\$2,163,294,662	1.39%
	EXPENDITURES FUNCTIONS						
11	Instruction	\$216,849,107	\$1,219,725,489	17.78%	\$205,378,994	\$1,169,336,461	17.56%
12	Instructional Media	1,229,251	9,179,735	13.39%	3,225,523	17,550,283	18.38%
13	Curriculum & Personnel Development	7,612,673	36,607,001	20.80%	6,860,213	36,412,584	18.84%
21	Instructional Leadership	6,388,865	25,102,169	25.45%	4,957,864	27,565,935	17.99%
23	School Leadership	38,268,748	150,508,589	25.43%	38,577,272	168,374,383	22.91%
31	Guidance & Counseling	20,442,308	68,262,243	29.95%	19,530,550	73,531,026	26.56%
32	Social Work Services	3,311,613	19,533,893	16.95%	2,758,601	10,470,033	26.35%
33	Health Services	5,615,512	24,807,360	22.64%	4,760,449	25,820,905	18.44%
34	Pupil Transportation	11,725,846	61,402,426	19.10%	11,520,968	57,083,187	20.18%
35	Food Services	(\$2,689)	5,000	(53.77%)	17,923	0	
36	Extracurricular Activities	8,011,816	12,081,671	66.31%	8,112,325	12,342,233	65.73%
41	General Administration	9,255,794	42,086,063	21.99%	8,235,476	49,041,927	16.79%
51	Plant Maintenance & Operations	52,331,853	235,050,888	22.26%	47,848,182	223,810,582	21.38%
52	Security & Monitoring Services	5,996,135	29,864,123	20.08%	5,728,845	30,768,805	18.62%
53	Data Processing Services	21,427,521	117,635,884	18.22%	18,468,112	79,906,619	23.11%
61	Community Service	561,453	2,751,291	20.41%	372,959	2,100,775	17.75%
71	Debt Service	9,610,036	16,092,017	59.72%	0	0	
81	Facilities Acq. & Construction	1,480,232	3,806,181	38.89%	25,727	699,009	3.68%
91	Contracted Instructional Services Between Public Schools	0	213,265,281	0.00%	0	247,439,733	0.00%
93	Payments to Fiscal Agent	0	0		0	0	
95	Payments to JJAEP Programs	0	792,000	0.00%	0	792,000	0.00%
97	Payments to Tax Increment Fund	0	69,106,766	0.00%	0	68,625,372	0.00%
99	Other Intergovernmental Charges	3,900,919	16,108,790	24.22%	3,840,960	16,108,790	23.84%
	TOTAL EXPENDITURES	\$424,016,995	\$2,373,774,860	17.86%	\$390,220,944	\$2,317,780,643	16.84%
	SURPLUS / (DEFICIT)	(\$382,451,494)	(\$292,647,294)		(\$360,109,891)	(\$154,485,981)	
	OTHER FINANCING SOURCES / (USES)						
	Proceeds from the sale of Capital Leases	\$21,156,000	\$22,366,685	94.59%	\$0	\$0	
	Other Financing Sources	\$0	\$20,000,000	0.00%	\$0	\$20,000,000	0.00%
	Other Financing Uses	0	(19,020,390)	0.00%	0	(16,386,200)	0.00%
	TOTAL OTHER FINANCING SOURCES / (USES)	\$21,156,000	\$23,346,295	90.62%	\$0	\$3,613,800	0.00%
	Result of Operations	(\$361,295,494)	(\$269,300,999)		(\$360,109,891)	(\$150,872,181)	

Debt Service Fund | Function Financial Summary

For the Period Ending September 30

	Actual as of September 30, 2021	Budget as of September 30, 2021	YTD % of PY Actual	Actual as of September 30, 2022	Budget as of September 30, 2022	YTD % of Budget
REVENUES						
Local sources	\$89,961	\$327,582,527	0.03%	\$443,213	\$349,306,871	0.13%
State sources	\$0	\$2,000,000	0.00%	\$0	\$3,262,825	0.00%
Federal sources						
TOTAL REVENUE	\$89,961	\$329,582,527	0.03%	\$443,213	\$352,569,696	0.13%
EXPENDITURES FUNCTIONS						
Debt Service	60,660,648	355,975,998	17.04%	52,422,179	374,724,771	13.99%
TOTAL EXPENDITURES	\$60,660,648	\$355,975,998	17.04%	\$52,422,179	\$374,724,771	13.99%
SURPLUS / (DEFICIT)	(\$60,570,687)	(\$26,393,471)		(\$51,978,966)	(\$22,155,075)	
OTHER FINANCING SOURCES / (USES)						
Other Financing Sources	\$2,251,958	\$26,744,350		\$0	\$22,155,075	
TOTAL OTHER FINANCING SOURCES / (USES)	\$2,251,958	\$26,744,350		\$0	\$22,155,075	
Result of Operations	(\$58,318,729)	\$350,879		(\$51,978,966)	\$0	

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Child Nutrition Fund | Function Financial Summary

For the Period Ending September 30

	Actual as of September 30, 2021	Budget as of September 30, 2021	YTD % of PY Actual	Actual as of September 30, 2022	Budget as of September 30, 2022	YTD % of Budget
REVENUES						
Local sources	428,427	31,009	1381.62%	194,485	3,925,452	4.95%
State sources	0	537,594	0.00%	0	537,594	0.00%
Federal sources	20,005,108	137,631,368	14.54%	8,140,172	129,011,655	6.31%
TOTAL REVENUE	\$20,433,535	\$138,199,971	14.79%	\$8,334,657	\$133,474,701	6.24%
EXPENDITURES FUNCTIONS						
Food Services	19,575,088	135,619,794	14.43%	23,662,113	124,573,839	18.99%
Plant Maintenance & Operations	324,312	1,311,504	24.73%	712,744	1,221,952	58.33%
TOTAL EXPENDITURES	\$19,899,400	\$136,931,298	14.53%	\$24,374,857	\$125,795,791	19.38%
SURPLUS / (DEFICIT)	\$534,135	\$1,268,673		(\$16,040,200)	\$7,678,910	
OTHER FINANCING SOURCES / (USES)						
Other Financing Sources	\$0	\$2,647,890		\$0	\$0	
TOTAL OTHER FINANCING SOURCES / (USES)	\$0	\$2,647,890		\$0	\$0	
Result of Operations	\$534,135	\$3,916,563		(\$16,040,200)	\$7,678,910	