

THE HOUSTON INDEPENDENT SCHOOL DISTRICT



AGENDA

**Board of Education
Meeting**

August 09, 2018

THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Index

- | | |
|--------------------------------------|---------------------------------------|
| A. Superintendent's Priority Items | G. Human Resources |
| B. Trustee Items | H. Business Operations |
| C. Closed Session (Closed to Public) | I. Finance |
| D. Academic Services | J. Other |
| E. School Offices | K. Policy |
| F. Student Support | L. Superintendent's Information Items |

MEMBERS OF THE BOARD OF EDUCATION

Rhonda Skillern-Jones, *President*
Jolanda Jones, *First Vice President*
Anne Sung, *Second Vice President*
Sergio Lira, Ed.D., *Secretary*
Holly Maria Flynn Vilaseca, *Assistant Secretary*
Wanda Adams
Diana Dávila
Sue Deigaard
Elizabeth Santos

Grenita Lathan, Ph.D., *Interim Superintendent of Schools*

BOARD OF EDUCATION AGENDA

August 09, 2018

2:00 p.m. – BOARD SERVICES CONFERENCE ROOM

- CALL TO ORDER
- ADJOURN TO CLOSED OR EXECUTIVE SESSION UNDER SECTIONS 551.004, 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, AND 551.084, CHAPTER 551 OF THE TEXAS GOVERNMENT CODE FOR THE PURPOSES LISTED UNDER SECTION C
- RECESS

5:00 p.m. – BOARD AUDITORIUM

- REGULAR BOARD MEETING RECONVENES FOR OPEN SESSION
- MEDITATION AND PLEDGE OF ALLEGIANCE
- RECOGNITIONS
- SPEAKERS TO AGENDA ITEMS

BUSINESS AGENDA

- CONSIDERATION AND POSSIBLE ACTION ON MATTERS DISCUSSED IN CLOSED OR EXECUTIVE SESSION
- CONSIDERATION AND APPROVAL OF MINUTES FROM PREVIOUS MEETINGS

Table of Contents

A. SUPERINTENDENT'S PRIORITY ITEMS

- A-1. Approval Of Personal Services Performed By The Superintendent, Including Speaking Engagements, Panel Discussions, Workshops, Etc., In Accordance With Texas Education Code Section 11.201(E)
- A-2. Board Monitoring Update: Presentation Of Goal 1 And Goal 3 Progress And Constraint 3 Progress Measures 3.1, 3.2, And 3.3
 - August 2018 GPM And CPM Update (Presentation) - *Revised*
- A-3. Presentation Regarding Strategy And Innovation Updates
 - August 2018 Beginning Of Year Updates - Office Of Strategy And Innovation
- A-4. 2018 STAAR Results Grades 3–8
 - 2018 STAAR 3–8 Results

B. TRUSTEE ITEMS

- B-1. Approval Of The Board's Quarterly Self-Evaluations, Time Use Tracker, And Quarterly Progress Tracker In Accordance With The Texas Education Agency Implementation Integrity Instrument
 - Sixth Quarter Progress Tracker, Board Time Use Tracker, And Implementation Integrity Instrument

B-2. Appointment Of A Houston Independent School District Representative To The Tax Increment Reinvestment Zone 19 Board Of Directors - *Withdrawn*

B-3. Adoption Of Resolution Against Human Trafficking And Sex Trafficking Of Children - *New*

- Human Trafficking Resolution - *New*

C. CLOSED SESSION

C-1. Personnel

- Deliberate the duties of the interim superintendent of schools, chief officers, assistant superintendents, principals, employees, chief audit executive, and board members (including board committees); evaluations of the interim superintendent and chief audit executive, consideration of compensation, and contractual provisions.
- 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, chief officers, assistant superintendents, and other administrators, and, if necessary, approve waiver and release and compromise agreements.
- Hear complaints against and deliberate the appointment, evaluation, and duties of public officers or employees and resolution of same.

C-2. Legal Matters

- 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
- Pending or contemplated litigation matters and status report
- Legal discussion and advice concerning House Bill 1842 (84th Leg., 2015), Senate Bill 1882 (85th Leg., 2017), and the district's options
- Receive legal advice concerning the process for selecting a permanent superintendent.
- Consideration and authority to settle in the matter of Mayron Paz Aguirre v. Houston Independent School District, in the 270th District Court of Harris County, TX; Cause No. 2017-72793

- f. Status report in the matter of Sharon Koonce and Bertie Simmons v. Houston Independent School District, in the 61st Judicial District Court of Harris County, Texas; Cause No. 2017-71325
- g. Status report in the matter of Richard Patton v. Houston Independent School District, in the 295th Judicial District Court of Harris County, Texas; Cause No. 2016-51917
- h. Status report in the matter of Littell, Bettina a/n/f I. L., a minor and Yvonne Benavides a/n/f A. B. v. Houston Independent School District, in the U. S. District Court for the Southern District of Texas, Houston, Division; Civil Action No. 4:14-CV-03369
- i. Discuss possible action concerning Infinite Campus, Inc. contract with legal counsel and receive legal advice regarding contract status and options, including termination
- j. Consideration and authority to intervene and settle the subrogation lien of Tangela Constantine-Bell against Edgar Pena and Geico Insurance for workers' compensation benefits; Geico Insurance Claim No. 055937198 0101018
- k. Consideration and authority to intervene and settle the subrogation lien of Joyce Harris against PFP Abatement Group, LLC and Prime Contractors, Inc. for workers' compensation benefits
- l. Consideration and authority to intervene and settle the subrogation lien of Rita Moreno against Natasha Hebert for workers' compensation benefits
- m. Consideration and authority to settle the subrogation lien of Brianeshia Kelley against Rosa Castro Gomez And The Littleton Group Insurance for workers' compensation benefits; The Littleton Group Insurance Claim No. 0142407234
- n. Consideration and authority to settle the subrogation lien of Brian Sensabaugh against Maria Ester Estrada and ACCC Insurance for workers' compensation benefits; ACCC Insurance Claim No. 0801150-4
- o. Consideration and authority to settle the subrogation lien of Tammie James against Julio Alberto Martinez and ACCC Insurance for workers' compensation benefits; ACCC Insurance Claim No. U0807960-0
- p. Consideration and authority to settle the subrogation lien of Larry Nabors Against Jonathan Hulse and Travelers Insurance for Workers' Compensation Benefits; Travelers Insurance Claim No. H1H1698

C-3. Real Estate

D. ACADEMIC SERVICES

- D-1. Authority To Renew Partnerships With Avance-Houston, Inc.; Gulf Coast Community Services Association; Harris County Department Of Education; And Baker Ripley, For Head Start Prekindergarten Collaborative Programs
- HISD 2018–2019 Head Start Collaborative Schools
- D-2. Authority To Execute An Agreement Renewal With The Harris County Juvenile Board
- D-3. Authority To Negotiate And Execute A Charter Renewal Agreement With Kandy Stripe Academy For The 2018–2019 School Year

E. SCHOOL OFFICES

F. STUDENT SUPPORT

G. HUMAN RESOURCES

- G-1. Approval Of The 2018–2019 HISD Compensation Manual - *New*
- 2018–2019 Compensation Manual FAQ - *New*
 - Salary Table Comparison 10–11 to 11–12 - *New*
 - Salary Table Comparison 15–16 to 16–17 - *New*
 - Salary Table Comparison 17–18 to 18–19 - *New*
 - 2017–2018 Teacher Initial Compensation Placement Tables - *New*

H. BUSINESS OPERATIONS

- H-1. Authority To Negotiate, Execute, And Amend A Contract For The Improvement And Reconstruction Of The SPARK Park At Whidby Elementary School
- H-2. Authority To Negotiate, Execute, And Amend A Contract For The Improvement And Reconstruction Of The SPARK Park At Milne Elementary School
- H-3. Approval Of A Contract Amendment To The SPARK Park Agreement
- H-4. Authority To Negotiate, Amend, And Execute An Interlocal Agreement With Montgomery County Hospital District

I. FINANCE

- I-1. Approval Of Vendor Awards For Purchases Over \$100,000 And Ratification Of Vendor Awards For Purchases Under \$100,000
- Purchasing 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
 - Detailed Budget For 21st CCLC Cycle 9 Year 3
 - Detailed Budget For Literacy Initiative
 - Detailed Budget For Farm To School Grant
 - Detailed Budget For 21st CCLC Cycle 10 Year 1
 - Detailed Budget For Community Partnerships Grant
- I-4. Approval Of A Contract For The Purchase Of Attendance Credits From The State For The 2018–2019 Recapture Payment
- I-5. Approval Of Plan Year 2019 Employee Medical Program
- Exhibit 1: 2019 Cigna Plan Design Summaries
- I-6. Approval Of 2019 Voluntary Benefit Plans And Employee Assistance Program
- J. OTHER**
- J-1. Approval To Adopt Texas Education Agency Innovative Courses For Use In Career And Technical Education Programs
- J-2. Authority To Negotiate And Execute A Contract With Thompson & Horton, LLP, and Ellen Williams For Legislative Services - *Revised*
- K. POLICY**
- K-1. Approval To Waive Board Policy BF(LOCAL), Board Policies, And Approval Of Proposed Revisions To Board Policy FFI(LOCAL), Student Welfare: Freedom From Bullying—First Reading - *Revised*
- FFI(LOCAL), First Reading
- L. SUPERINTENDENT'S INFORMATION ITEMS**
- L-1. Debt Management Activity Report
- Debt Management Activity Report - *Revised*

HEARING OF CITIZENS

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. There will be no action concerning these items.

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 August 9, 2018

SUBJECT: BOARD MONITORING UPDATE: PRESENTATION OF GOAL 1 AND GOAL 3 PROGRESS AND CONSTRAINT 3 PROGRESS MEASURES 3.1, 3.2, AND 3.3

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 constraints.

Attached to this update are a presentation and reports regarding goal progress measures (GPMs) and constraint progress measures (CPMs). The following measures have new data this month.

Goal 1: The percentage of students reading and writing at or above grade level for grade 3 through English II will increase by three percentage points annually between spring 2017 and spring 2020.

Goal 3: Among students who exhibit below satisfactory performance on state assessments, the percentage who demonstrate at least one year of academic growth will increase three percentage points annually in reading and in math between Spring 2017 and Spring 2020.

Constraint 3: The superintendent shall not allow achievement gaps for student groups, including African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English language learners (ELLs), to increase in reading, writing, and mathematics.

- CPM 3.1—The reading performance gap will decrease by 1 percentage point annually for African-American, Hispanic, economically disadvantaged students, students receiving special education services, and ELLs through 2020.
- CPM 3.2—The writing performance gap will decrease by 1 percentage point annually for African-American, Hispanic, economically disadvantaged students, students receiving special education services, and ELLs through 2020.
- CPM 3.3—The mathematics performance gap will decrease by 1 percentage point annually for African-American, Hispanic, economically disadvantaged students, students receiving special education services, and ELLs through 2020.

HOUSTON INDEPENDENT SCHOOL DISTRICT

Goals 1 and 3

CPMs 3.1, 3.2, and 3.3

Date: 8/9/2018

Presenter:

Carla Stevens

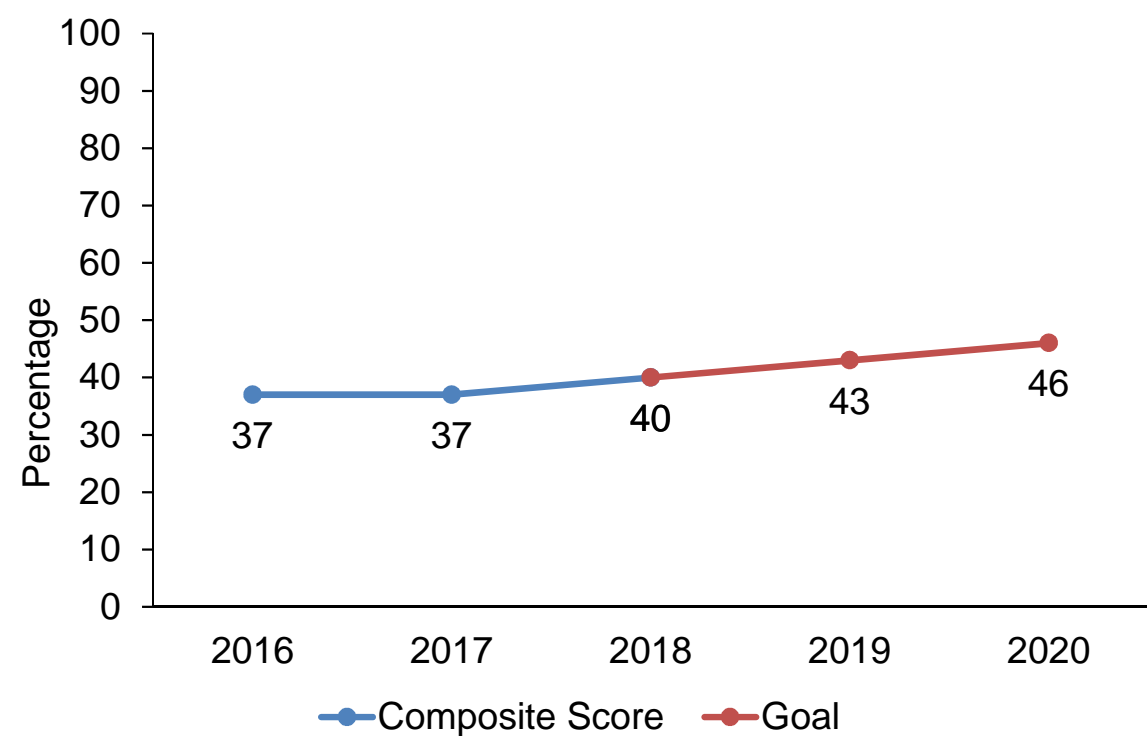
*Assistant Superintendent,
Research and Accountability*



Goal 1

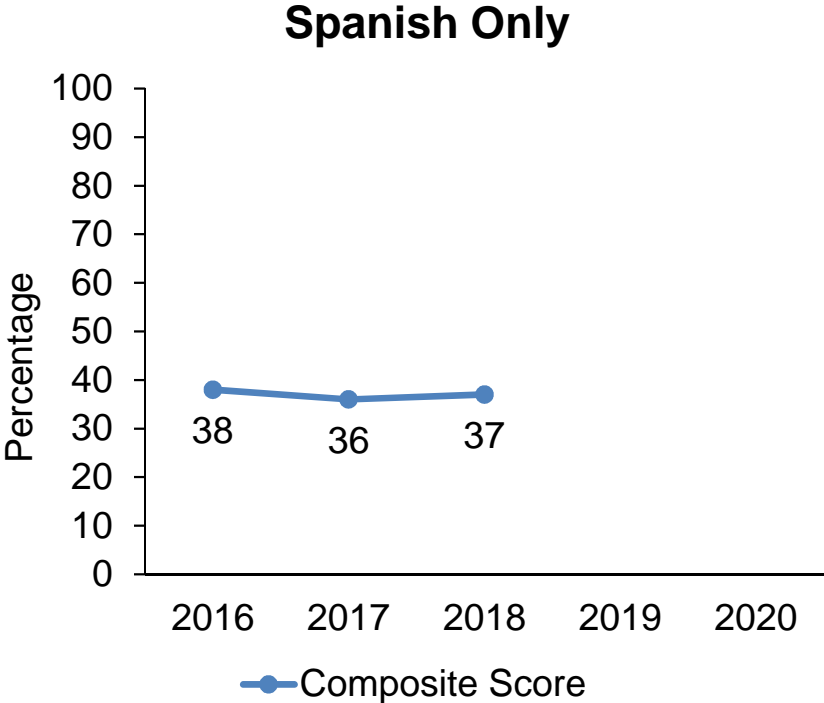
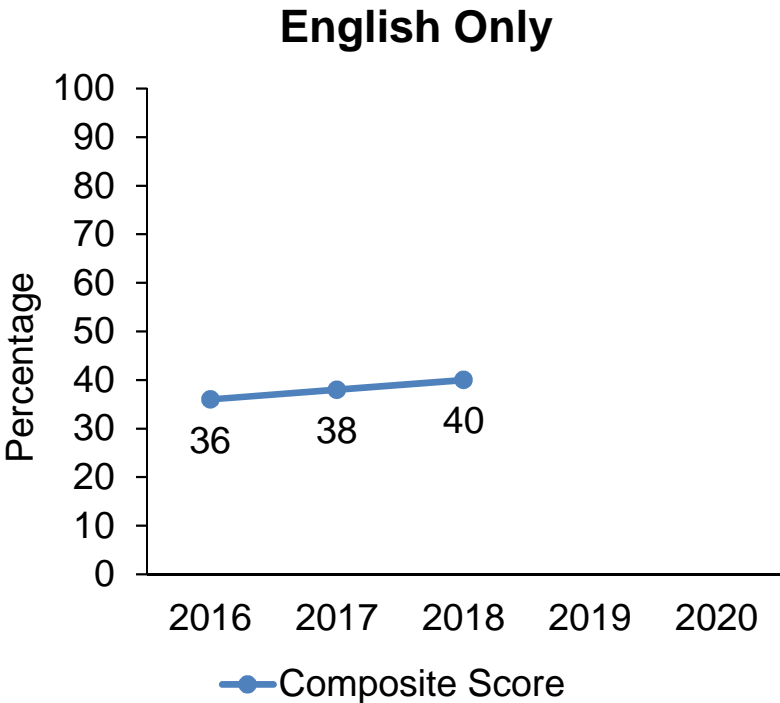
- Percent of students reading and writing at or above grade level for grades 3 through English II will increase by three percentage points annually between Spring 2017 and Spring 2020.

Percent of STAAR Reading/Writing Tests At or Above Grade Level

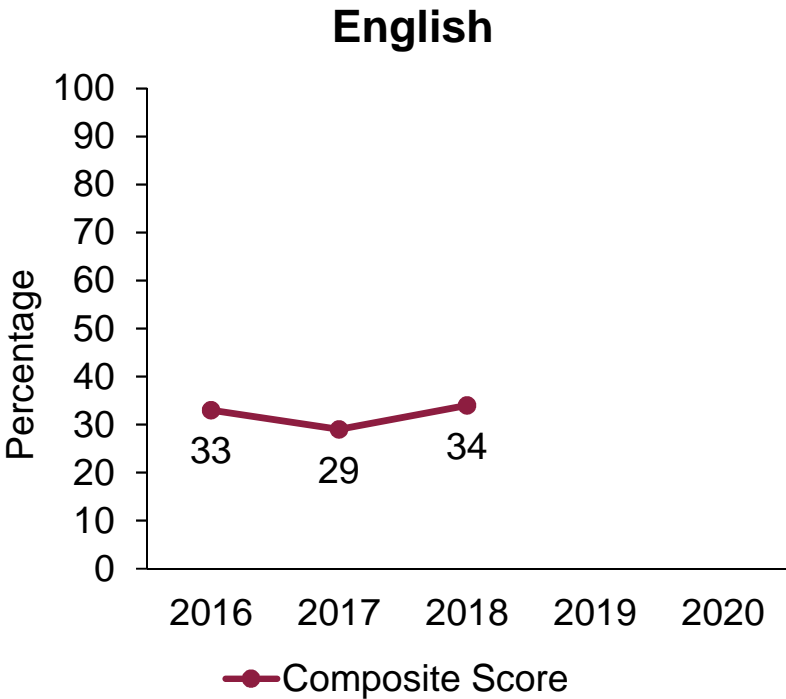


- District **Met Goal**.
- STAAR EOC English I and II results include first-time testers only.
- STAAR Grades 3–8 Reading and Writing results include both English and Spanish test versions.
- Excludes STAAR Alt. 2.
- 2017 is the baseline year.

Percent of STAAR Reading Grades 3–5 Tests At or Above Grade Level



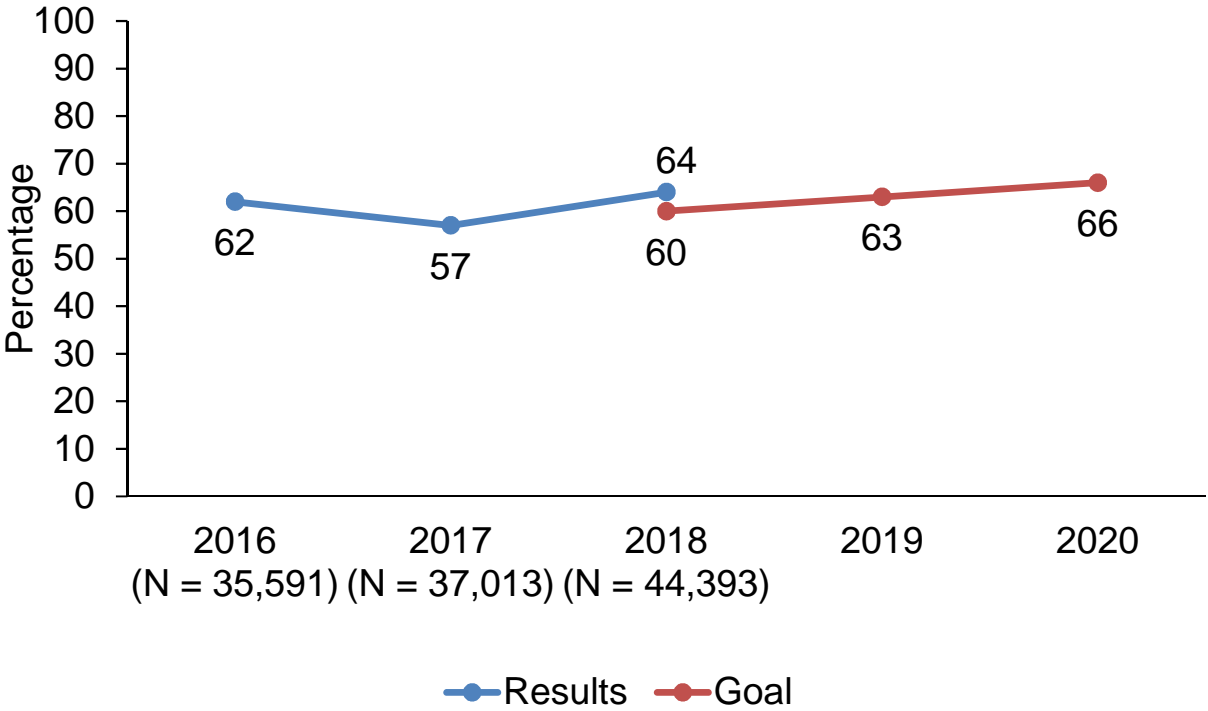
Percent of STAAR Writing Grade 4 Tests At or Above Grade Level



Goal 3

- Among students who exhibit below satisfactory performance on state assessments, the percentage who demonstrate at least one year of academic growth will increase three percentage points annually in reading and math between Spring 2017 and Spring 2020.

Reading and Math Composite Score of Percentage of Prior Year Below Satisfactory Testers Meeting Expected or Accelerated Growth



- **District Met Exceeded Goal.**
- Results include students who did not meet the approaches grade level standard on the prior year assessment and received a STAAR progress measure for the current year.
- Data recalculated based on new state calculations
- Excludes STAAR Alt. 2.
- 2017 is the Baseline Year.

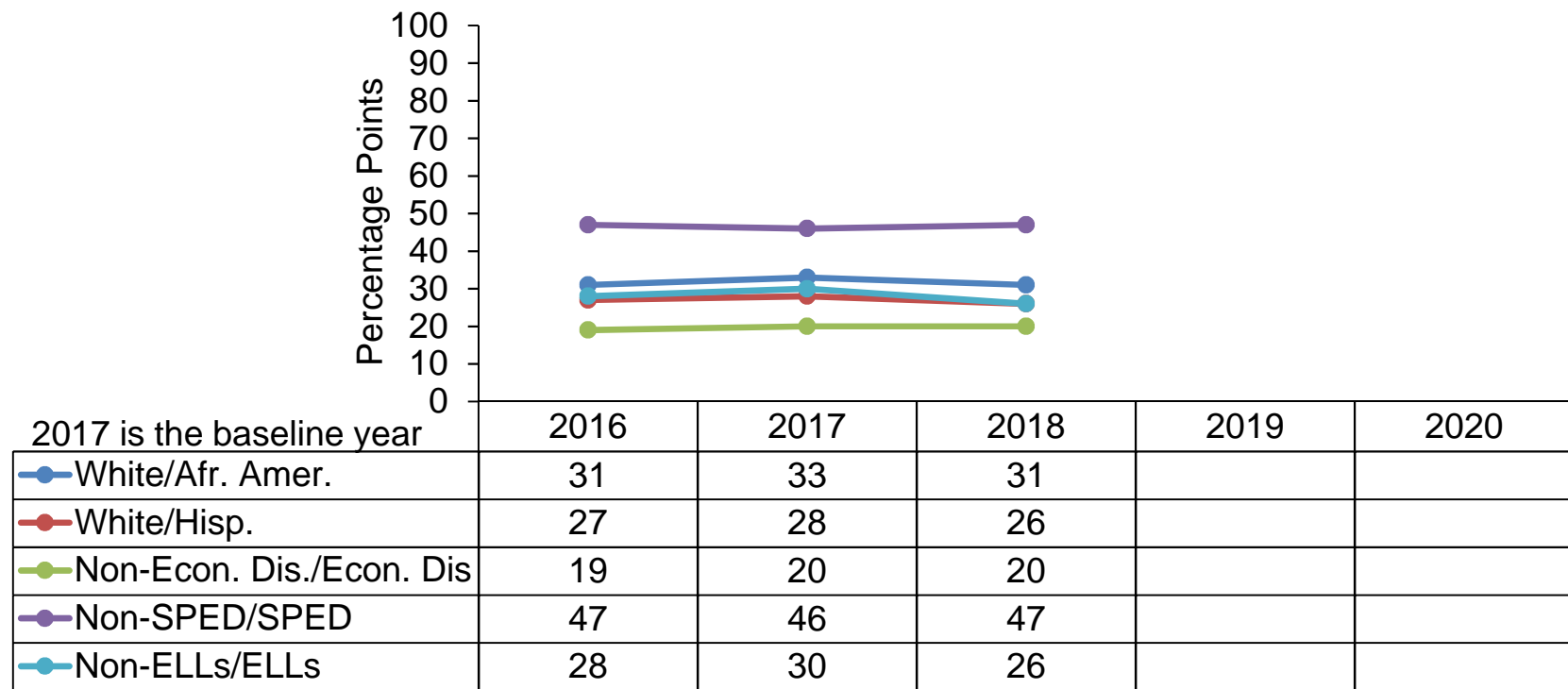
Constraint 3

- The superintendent shall not allow achievement gaps for student groups, including African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English language learners (ELLs), to increase in reading, writing, and mathematics.

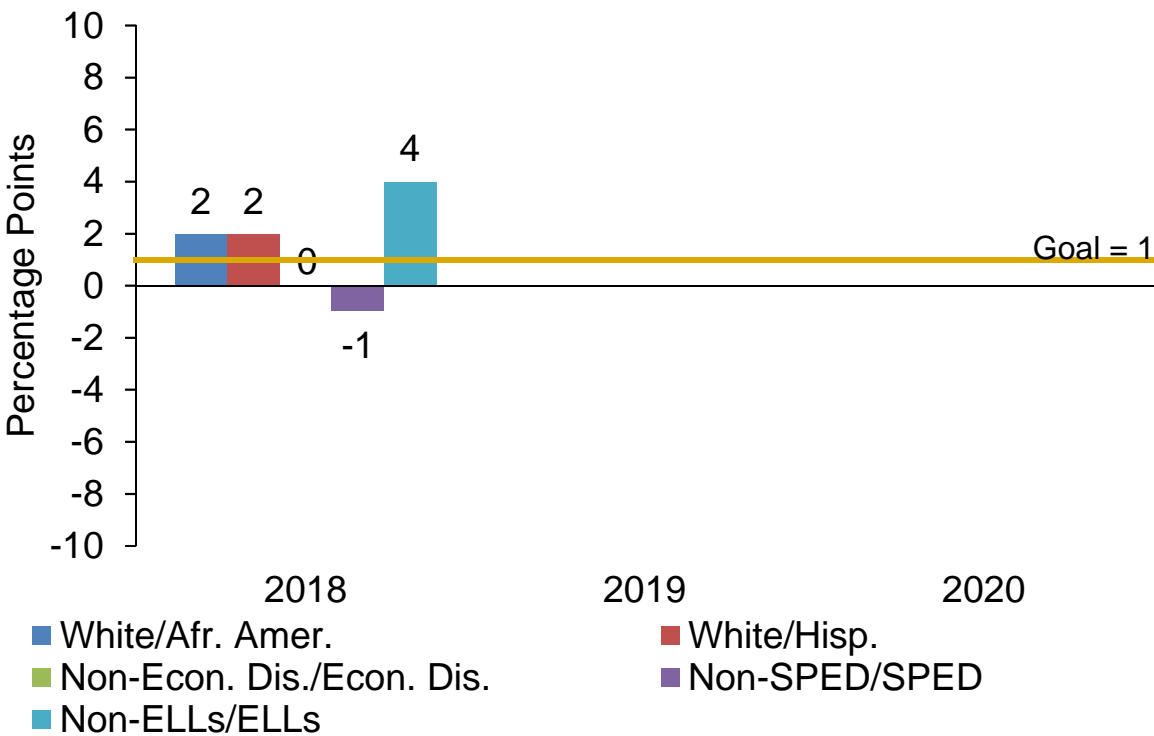
Constraint Progress Measure 3.1

- The reading performance gap will decrease by 1 percentage point annually for African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English language learners (ELLs) through 2020.

STAAR Reading (Grades 3–8 and EOC) – % At or Above Approaches Percentage Point Gap



STAAR Reading Performance Gap Change from 2017

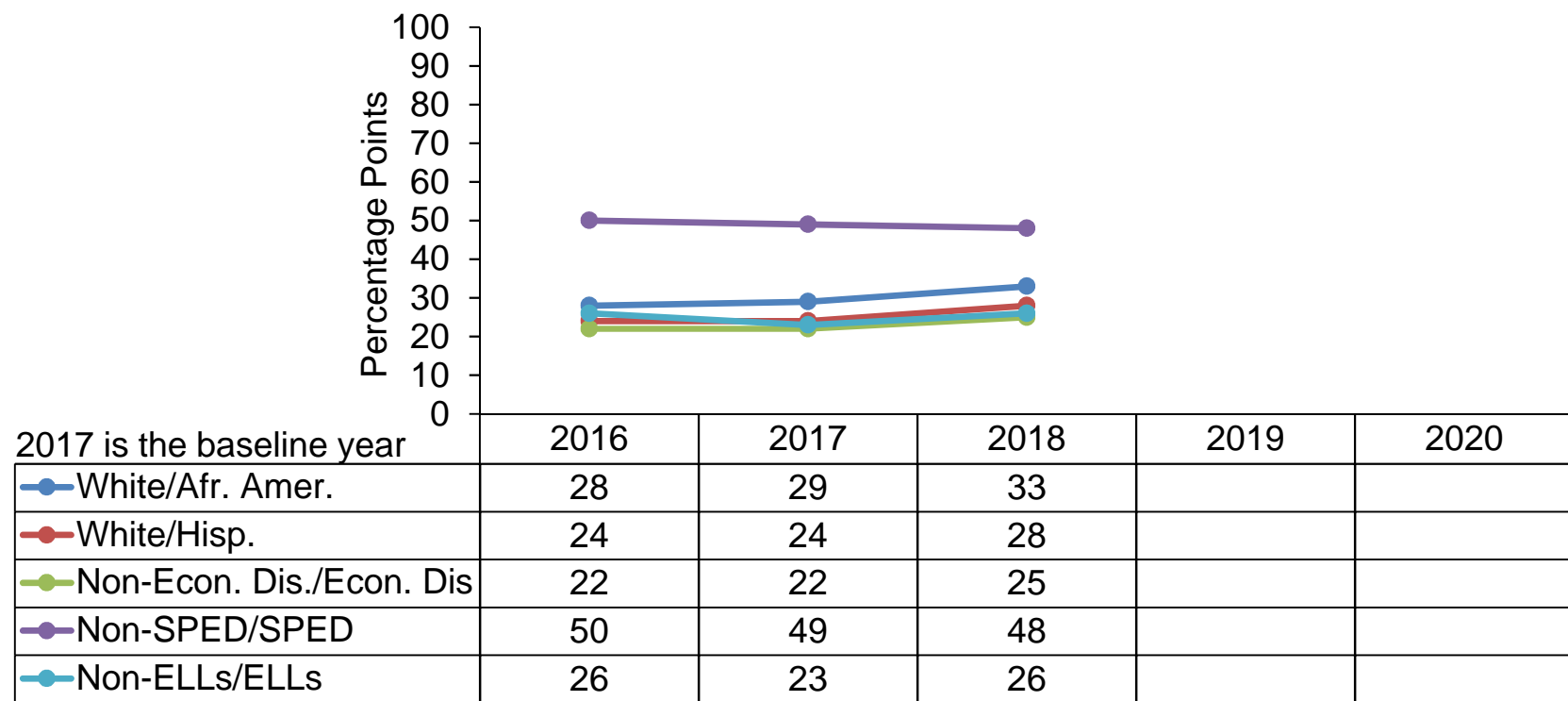


- 3 out of 5 Indicators **Met or Exceeded Goal.**
- Results include STAAR 3–8 Reading English and Spanish, English I, and English II.
- Excludes STAAR Alt. 2.

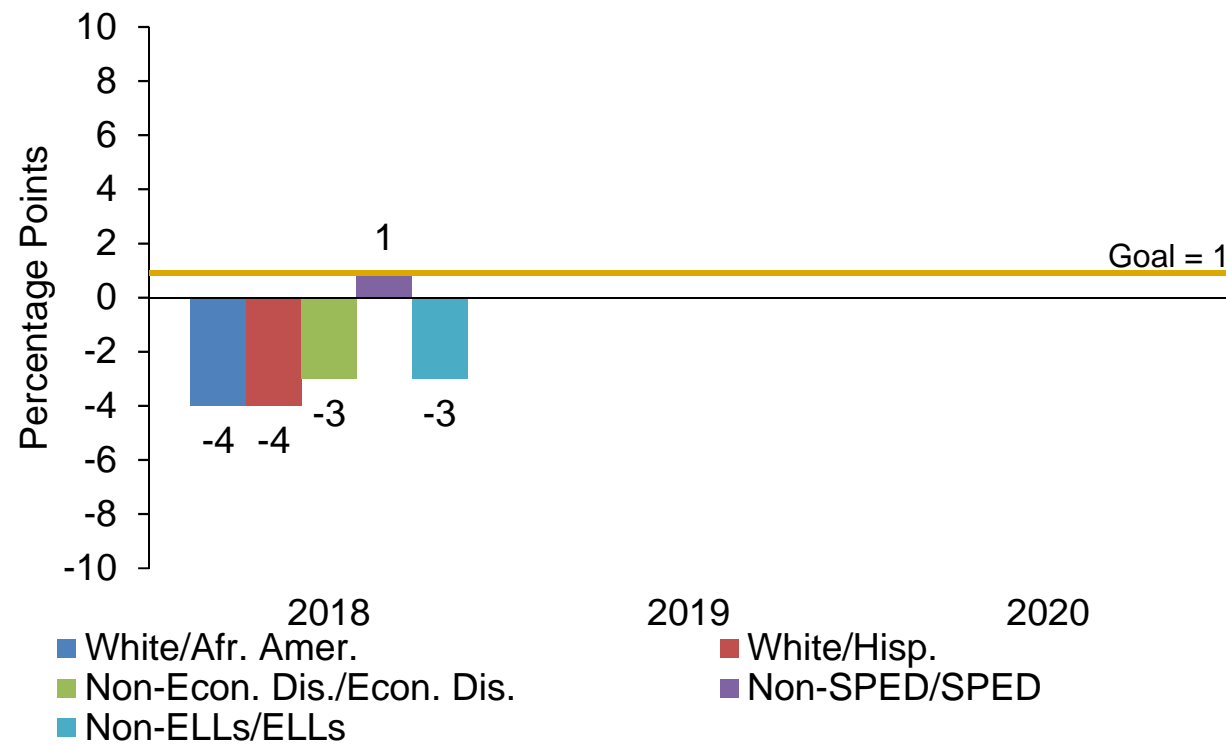
Constraint Progress Measure 3.2

- The writing performance gap will decrease by 1 percentage point annually for African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English language learners (ELLs) through 2020.

STAAR Writing (Grades 4 and 7) – % At or Above Approaches Percentage Point Gap



STAAR Writing Performance Gap Change from 2017

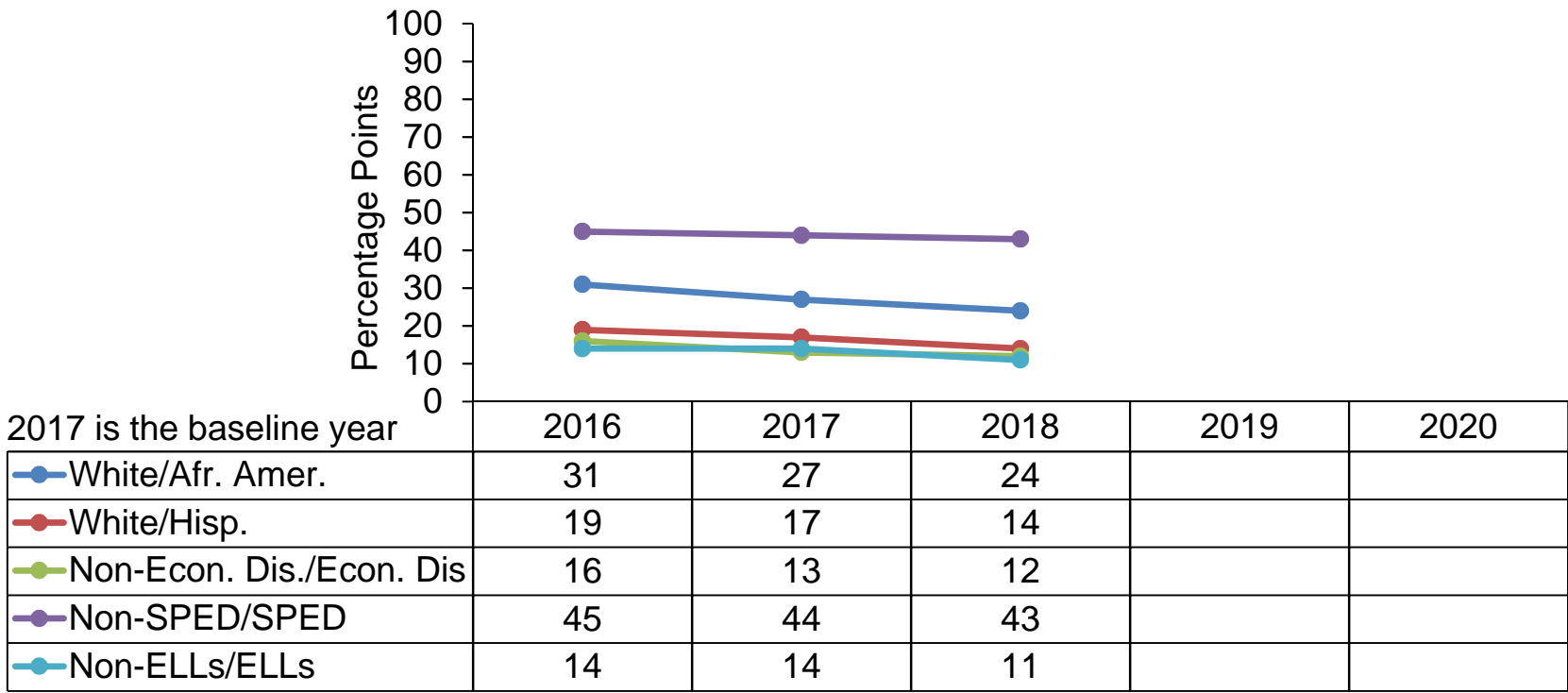


- 1 out of 5 Indicators **Met Goal**.
- Results include STAAR 4 and 7 Writing - English and Spanish language.
- Excludes STAAR Alt. 2.

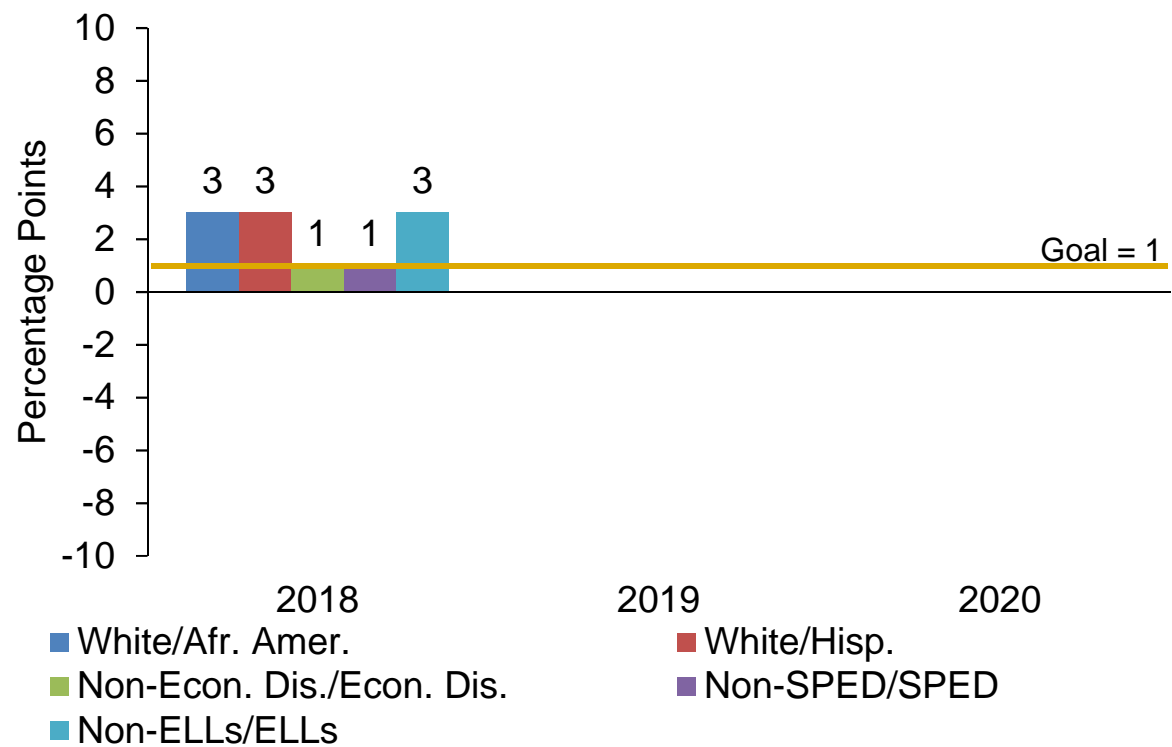
Constraint Progress Measure 3.3

- The mathematics performance gap will decrease by 1 percentage point annually for African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English language learners (ELLs) through 2020.

STAAR Math (Grades 3–8 and EOC) – % At or Above Approaches Percentage Point Gap



STAAR Math Performance Gap Change from 2017



- 5 out of 5 Indicators **Met or Exceeded Goal.**
- Results include Algebra I EOC and STAAR 3–8 Math English and Spanish.
- Excludes STAAR Alt. 2.

HOUSTON INDEPENDENT SCHOOL DISTRICT

Thank you

Date: 00/00/2014
Presenter:
First and last name
Title



REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

**SUBJECT: PRESENTATION REGARDING STRATEGY AND INNOVATION
UPDATES**

Various district strategic initiatives were shared during the May 10, 2018, meeting of the Houston Independent School District (HISD) Board of Education. These include the district's Superintendent and Board of Education Awards, the HISD Student Summer Leadership Program, Launch HISD, and Ascending to Men (ATM).

Attached to this item is a presentation of updates on the initiatives listed above, as well as a new partnership with Houston Community College and The University of Houston—Downtown to provide HISD students with increased access to higher education.



A GLOBAL DISTRICT IN A GLOBAL CITY

Beginning of Year Updates
Office of Strategy & Innovation

August 2018

HOUSTON INDEPENDENT SCHOOL DISTRICT

HOUSTON CONNECT / HOUSTON PROMISE

A partnership between Houston ISD, Houston Community College, and the University of Houston-Downtown to increase access to higher education and provide students with increased levels of support and wraparound services that will result in increased postsecondary educational attainment.

- Summer Bridge Programming
- TSI Preparation
- Financial Aid
- Wraparound Services



LEADER

ADAPTABLE &
PRODUCTIVECOLLEGE-READY
LEARNERCRITICAL
THINKERSKILLED
COMMUNICATORRESPONSIBLE
DECISION MAKER

HISD

HISD STUDENT SUMMER LEADERSHIP PROGRAM

“Grow Your Own” initiative that provides HISD high school students and alumni in college with opportunity to gain real-world experience in various fields

- 23 HISD students and recent graduates worked across various departments in the district over the summer.
- Plans to expand initiative in the future.

Video Link



LEADER



ADAPTABLE &
PRODUCTIVE



COLLEGE-READY
LEARNER



CRITICAL
THINKER



SKILLED
COMMUNICATOR



RESPONSIBLE
DECISION MAKER



HISD

SUPERINTENDENT & BOARD OF EDUCATION AWARD

Scholarship & award that recognizes high school seniors who have exemplified great character and resilience by facing and overcoming adversity and obstacles in their lives

- Scholarships awarded to a senior from every HISD high school.
- Plan to grow program in the 2018-2019 school year.



LEADER

ADAPTABLE &
PRODUCTIVECOLLEGE-READY
LEARNERCRITICAL
THINKERSKILLED
COMMUNICATORRESPONSIBLE
DECISION MAKER

HISD

HISD ASCENDING TO MEN (ATM)

An initiative aimed at increasing achievement and post-secondary readiness among African-American and Hispanic Males

- Galvanized community support
- TEA Community Partnerships Grant
- Texas Male Student Leadership Summit at UT Austin
- Programming to begin Fall 2018



LEADER



ADAPTABLE &
PRODUCTIVE



COLLEGE-READY
LEARNER



CRITICAL
THINKER



SKILLED
COMMUNICATOR



RESPONSIBLE
DECISION MAKER



HISD

EXPANDED ACADEMIC AND COLLEGE/CAREER ADVISING

Comprehensive college and career exploration, readiness, and success initiative at all HISD middle & high school campuses (Launch)

- 45 Supplemental CCR advisors working in all middle and high school campuses
- Project EXPLORE at 10 MS campuses
- Postsecondary Transition Support
- College Readiness Initiative for Student Athletes



LEADER

ADAPTABLE &
PRODUCTIVECOLLEGE-READY
LEARNERCRITICAL
THINKERSKILLED
COMMUNICATORRESPONSIBLE
DECISION MAKER

HISD

HISD PARENT UNIVERSITIES

Monthly sessions educating parents about HISD initiatives, resources and parent engagement strategies.

- Held at four regionally dispersed locations on a monthly basis.
- Will include sessions on a variety of topics to introduce parents to introduce parents to HISD programs, resources and parent engagement strategies.



LEADER



ADAPTABLE &
PRODUCTIVE



COLLEGE-READY
LEARNER



CRITICAL
THINKER



SKILLED
COMMUNICATOR



RESPONSIBLE
DECISION MAKER



HISD

THANK YOU

HISD


LEADER


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REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

SUBJECT: 2018 STAAR RESULTS GRADES 3–8

The results from the 2018 State of Texas Assessments of Academic Readiness (STAAR) exams for third through eighth grades have arrived in the district. The results presented are for reading, mathematics, writing, science, and social studies. Results previously presented for STAAR reading and mathematics in fifth and eighth grades have been incorporated as well.

Attached is a presentation with the district's results for the spring 2018 administration of the STAAR exams in third through eighth grades.

HOUSTON INDEPENDENT SCHOOL DISTRICT

2018 STAAR 3 – 8 Results

Date: 08/9/2018

Presenter:

Carla Stevens

Assistant Superintendent

Research and Accountability



STAAR 3 – 8

Performance Results

- District, A180, and Sup't Schools Results
- District and State Comparison
- Results by Race and Ethnicity
- Results by Econ. Dis. Status
- Prior Year Failer Performance

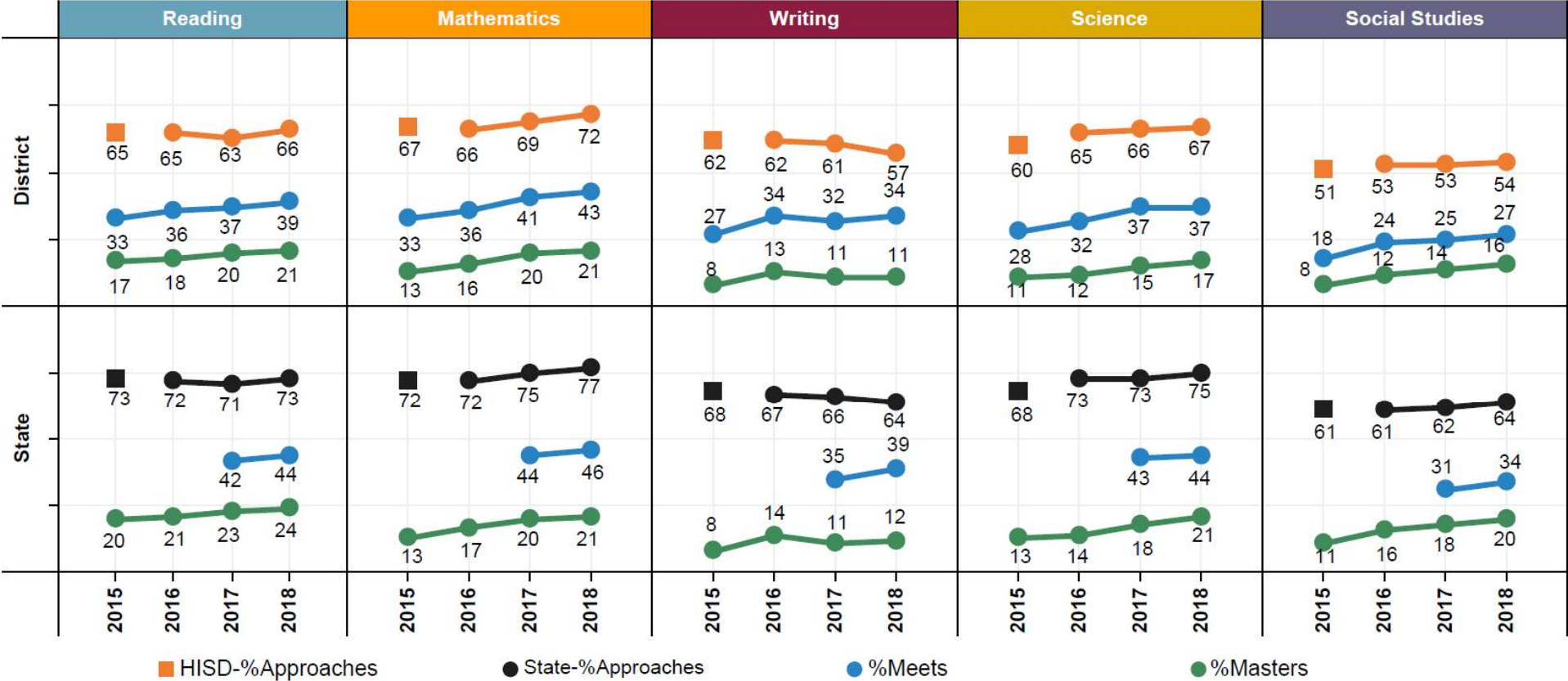
HISD and Achieve 180 STAAR English and Spanish Combined for 2018
All Students All Grades Reading, Mathematics, and Writing (1st Admin.)
Percent Met Approaches Grade Level Standard

	Spring 2017		Spring 2018		1 year Change
	# Tested	% App.	# Tested	% App.	2017 to 2018
HISD Reading	91,479	63%	91,291	66%	+3% pt.
Superintendent's Schools	2,447	37%	2,353	44%	+7% pt.
Achieve 180 School Office	10,816	50%	10,642	57%	+7% pt.
Achieve 180 Program	13,263	48%	12,995	54%	+6% pt.
HISD Mathematics	88,248	69%	87,938	72%	+3% pt.
Superintendent's Schools	2,375	38%	2,336	49%	+11% pt.
Achieve 180 School Office	10,510	52%	10,274	59%	+7% pt.
Achieve 180 Program	12,885	49%	12,610	57%	+8% pt.
HISD Writing	30,666	61%	30,579	57%	-4% pt.
Superintendent's Schools	820	36%	811	31%	-5% pt.
Achieve 180 School Office	3,659	44%	3,479	43%	-1% pt.
Achieve 180 Program	4,479	43%	4,290	41%	-2% pt.

HISD and Achieve 180 STAAR English and Spanish Combined for 2018
All Students All Grades Science and Social Studies (1st Admin.)
Percent Met Approaches Grade Level Standard

	Spring 2017		Spring 2018		1 year Change
	# Tested	% App.	# Tested	% App.	2017 to 2018
HISD Science	29,279	66%	29,716	67%	+1% pt.
Superintendent's Schools	783	41%	778	43%	+2% pt.
Achieve 180 School Office	3,672	53%	3,726	55%	+2% pt.
Achieve 180 Program	4,455	51%	4,504	53%	+2% pt.
HISD Social Studies	13,214	53%	13,021	54%	+1% pt.
Superintendent's Schools	368	18%	351	25%	+7% pt.
Achieve 180 School Office	2,084	34%	2,036	35%	+1% pt.
Achieve 180 Program	2,452	32%	2,387	33%	+1% pt.

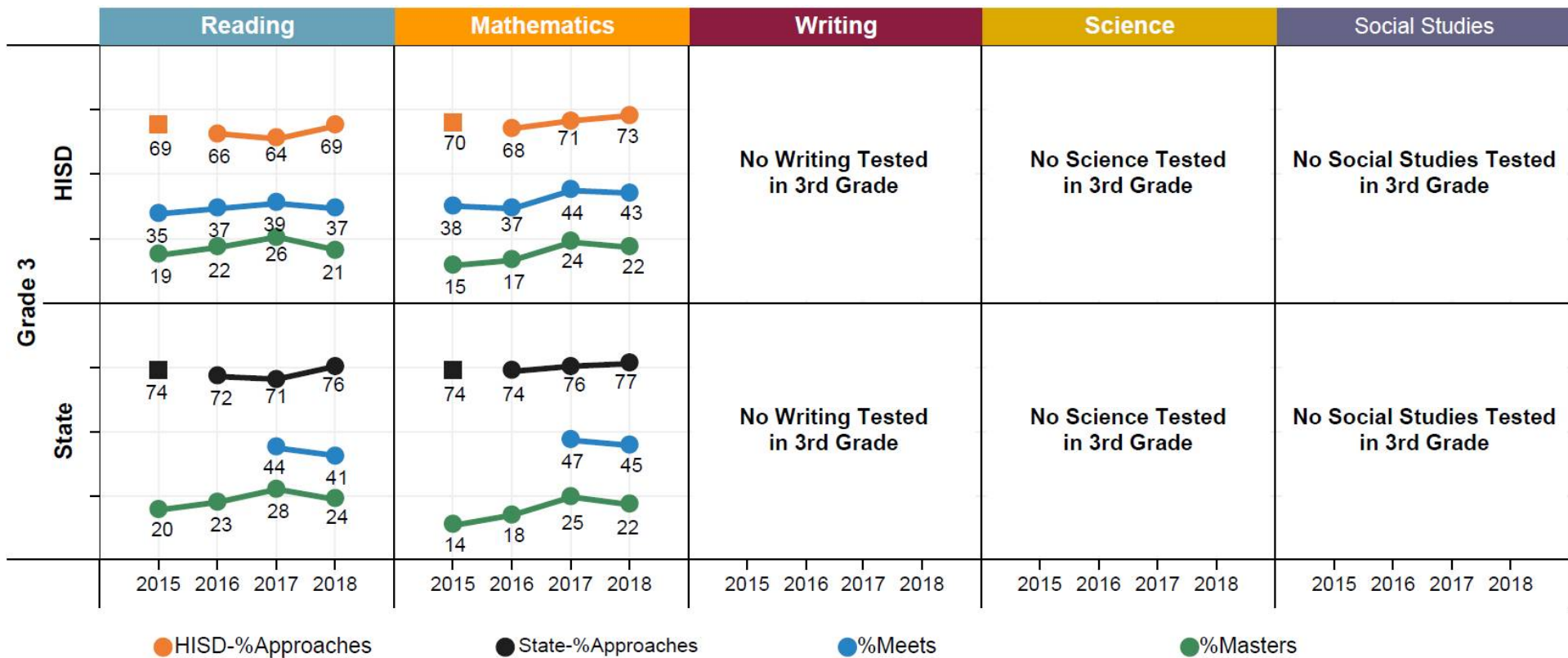
District and State Results Grades 3–8(Eng. and Span. Comb.)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment Management System Analytic Portal.
Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.
All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.
Excludes STAAR Alt. 2 Test.

District and State Results

3rd Grade (Eng. and Span. Comb.)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment Management System Analytic Portal.

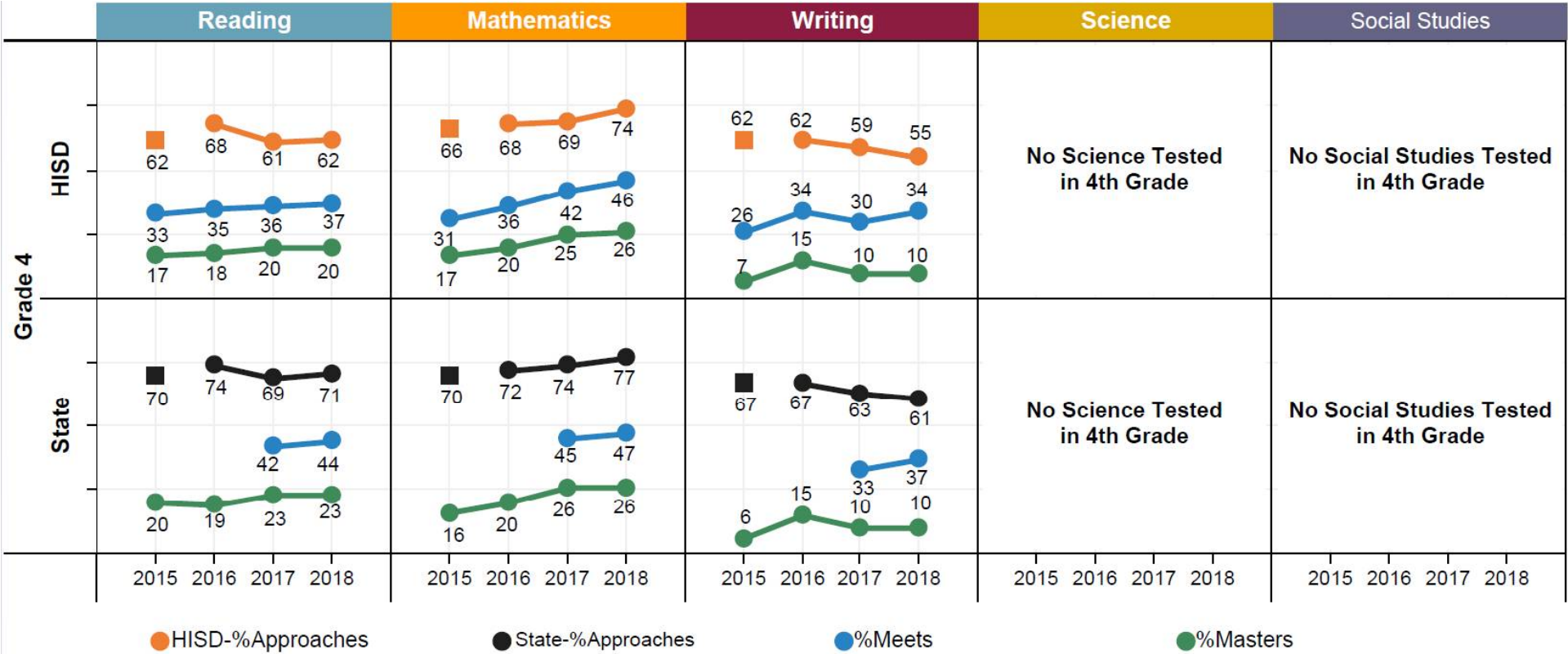
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Excludes STAAR Alt. 2 Test.

District and State Results

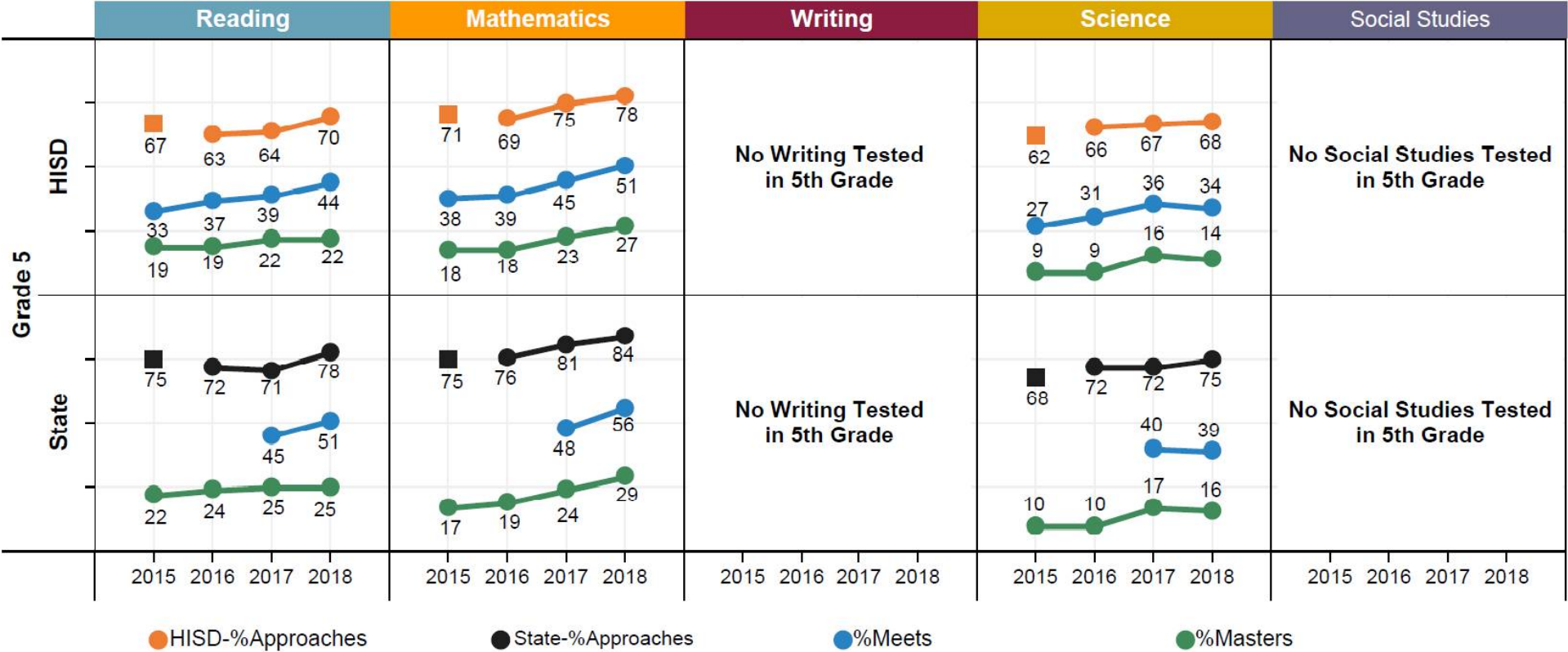
4th Grade (Eng. and Span. Comb.)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment Management System Analytic Portal.
Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.
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Excludes STAAR Alt. 2 Test.

District and State Results

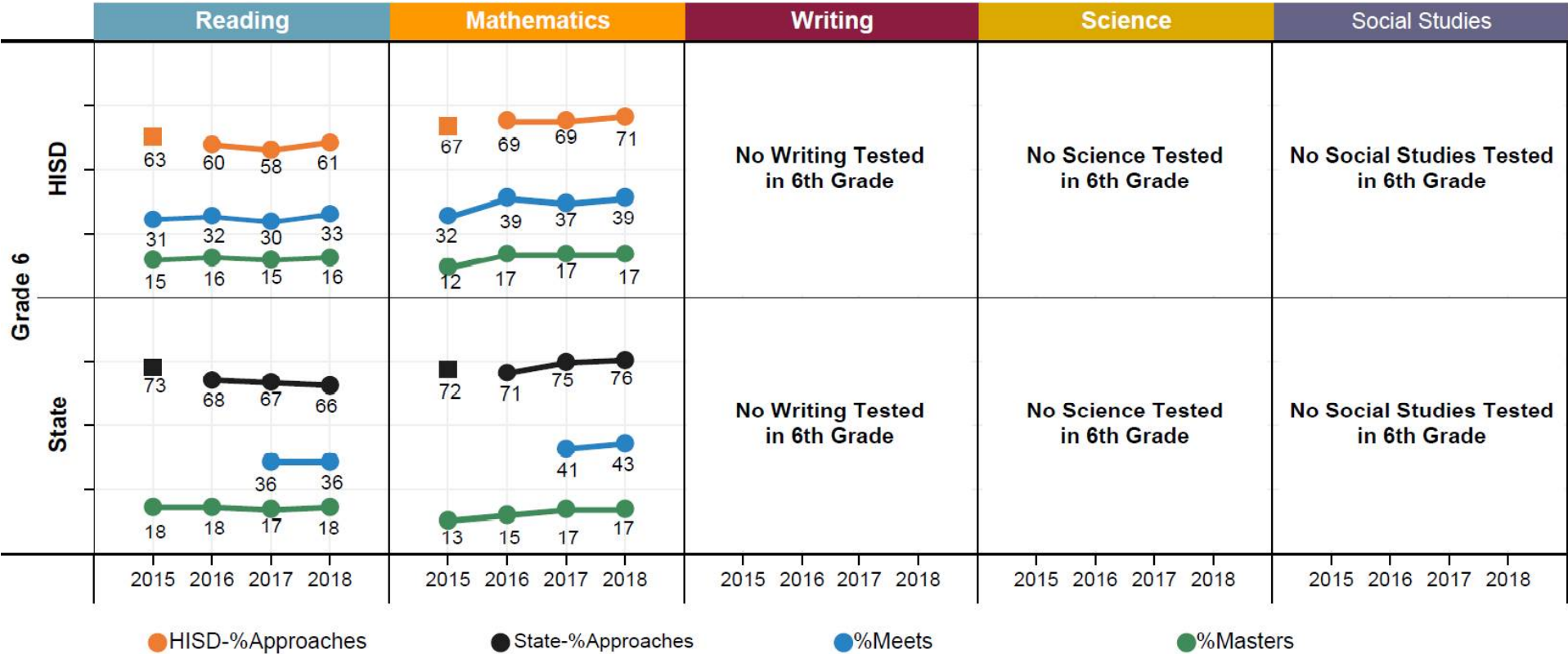
5th Grade (Eng. and Span. Comb.)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment Management System Analytic Portal.
Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.
All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.
Excludes STAAR Alt. 2 Test.

District and State Results

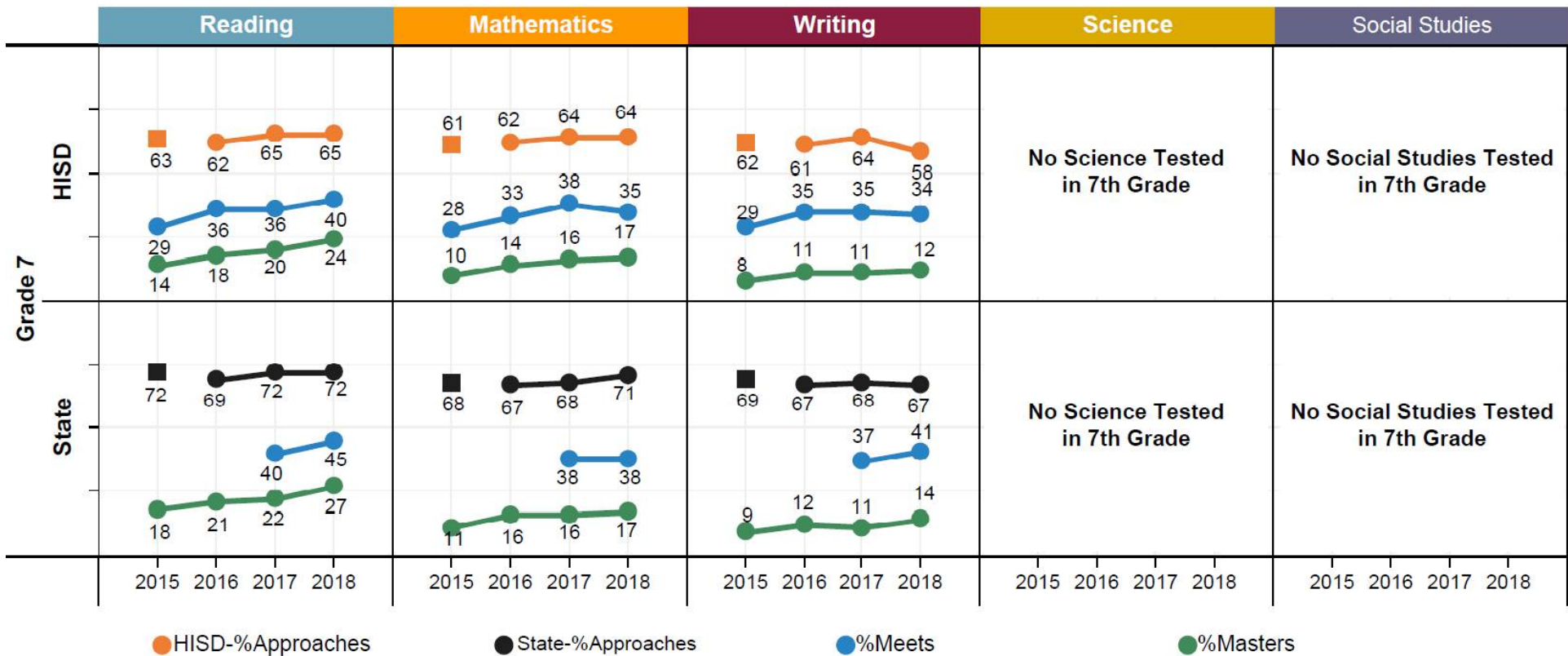
6th Grade (English Only)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment Management System Analytic Portal.
Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.
All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.
Excludes STAAR Alt. 2 Test.

District and State Results

7th Grade (English Only)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment Management System Analytic Portal.

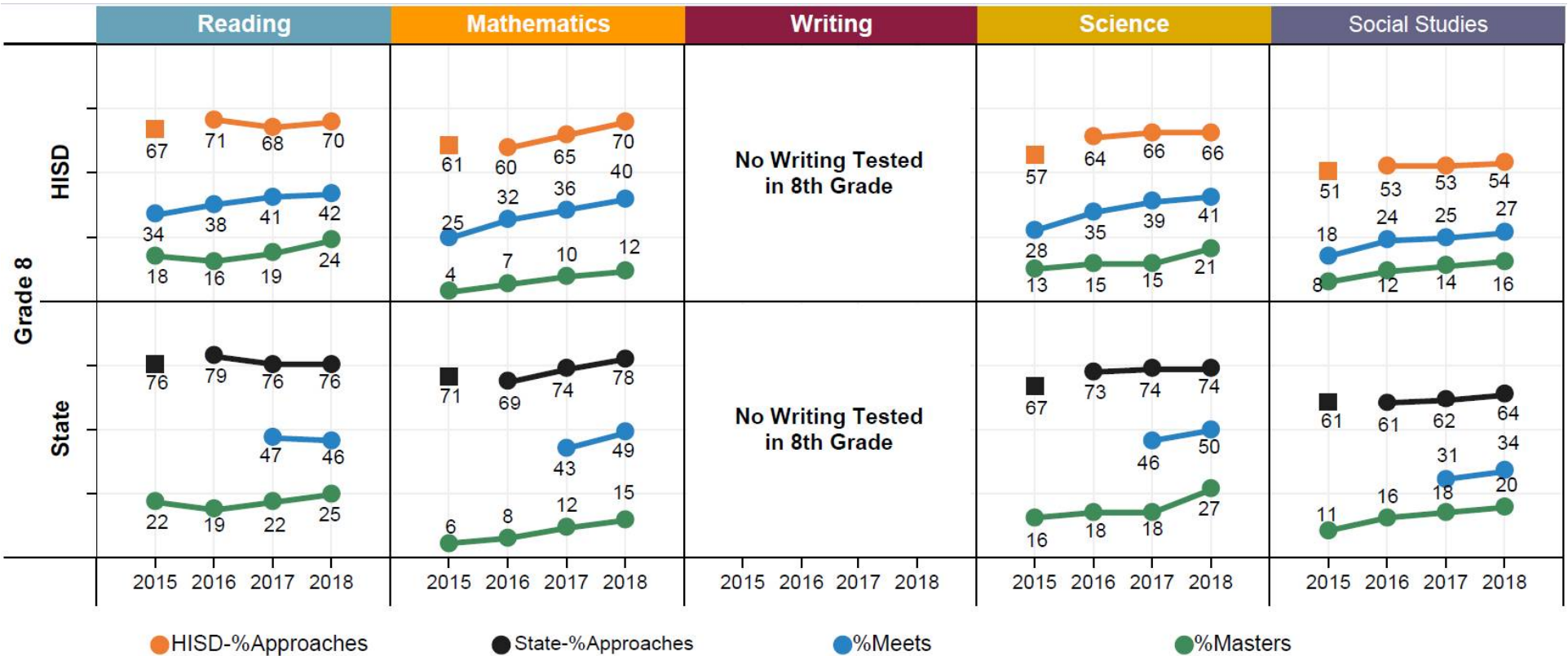
Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.

All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.

Excludes STAAR Alt. 2 Test.

District and State Results

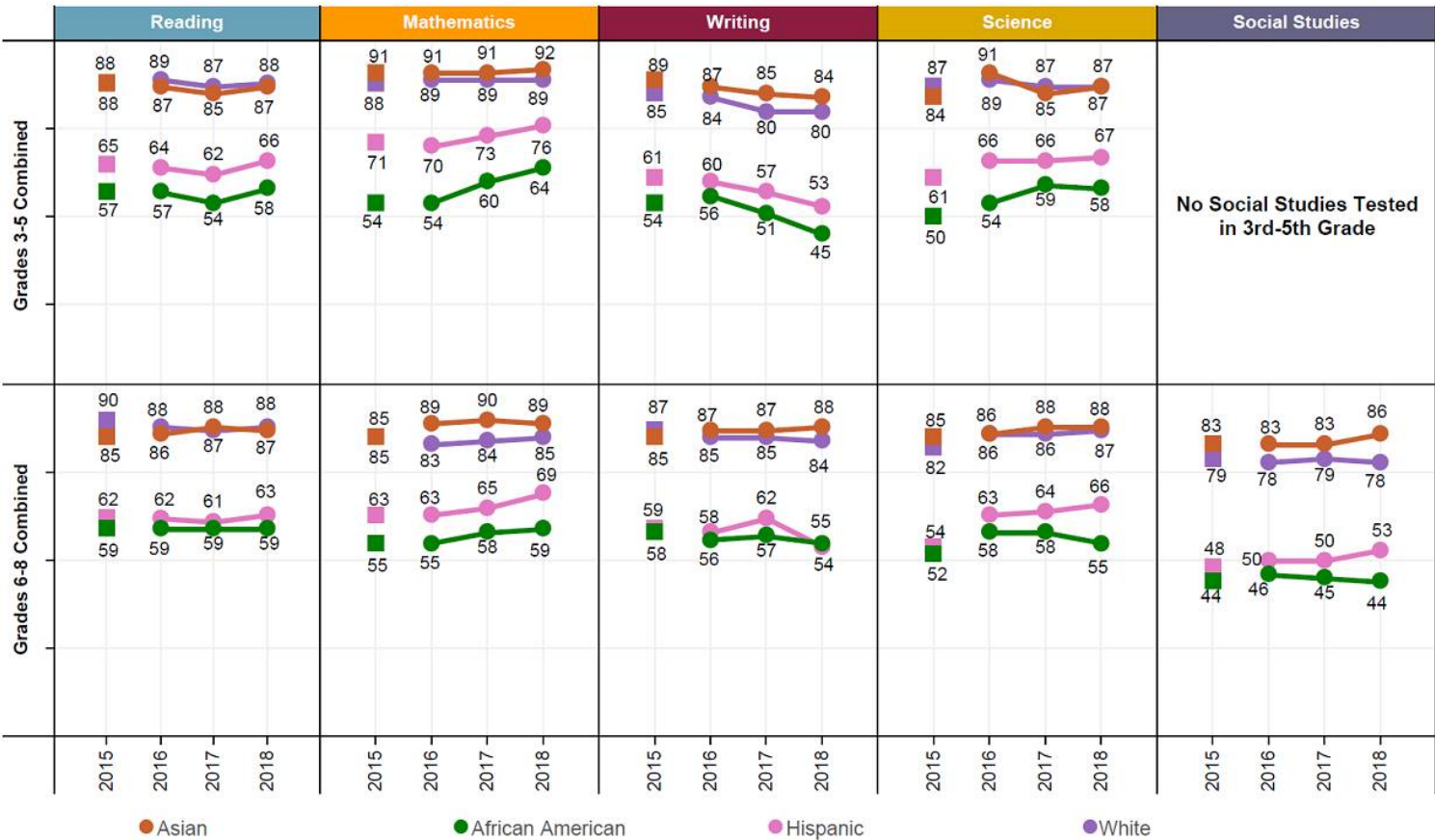
8th Grade (English Only)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years. Texas Assessment System Analytic Portal.
Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.
All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.
Excludes STAAR Alt. 2 Test.

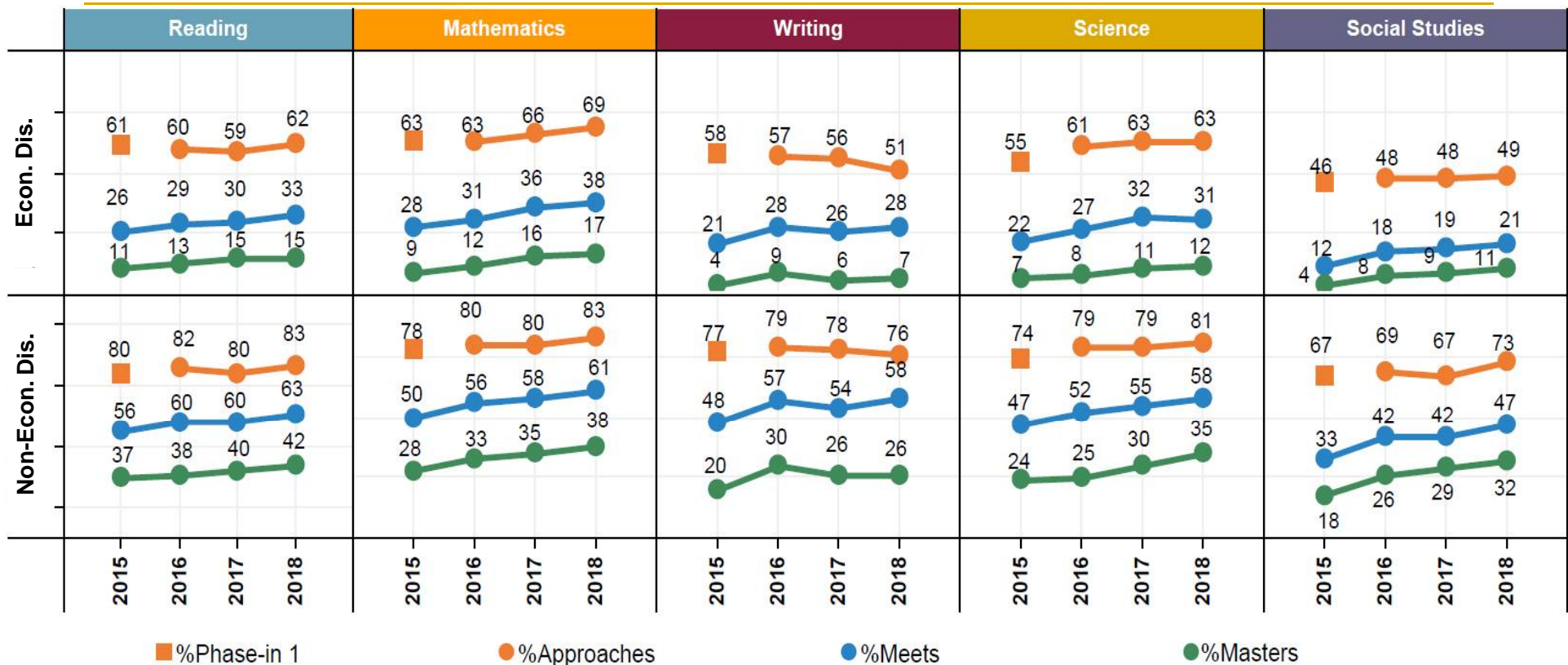
District Results by Ethnicity

%Approaches (Eng. and Span. Comb.)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years.
Note: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.
All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.
Excludes STAAR Alt. 2 Test.

District Results by Econ. Dis. Status Grades 3–8 (Eng. and Span. Comb.)



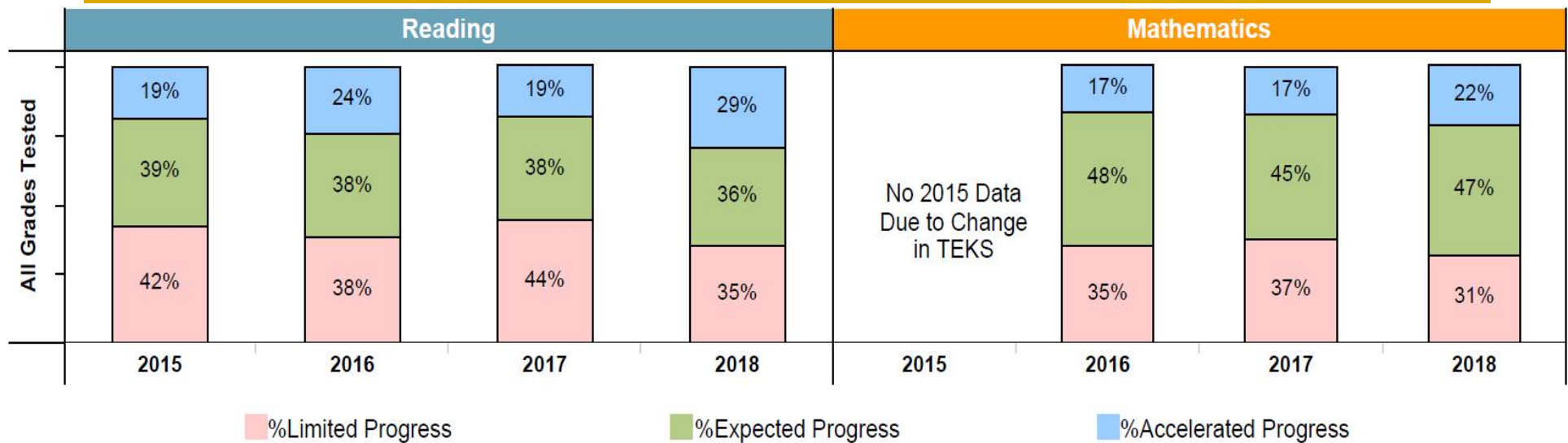
Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years.

Notes: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.

All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.

Excludes STAAR Alt. 2 Test.

STAAR Progress of Prior Year Failers Grades 3–8 (Eng. and Span. Comb.)



Source: TEA-Pearson-ETS STAAR Student Data Files; Various Years.

Note: Due to the removal of STAAR L and A in 2017, 2015 and 2016 results have been updated to include STAAR L and A test versions.

All points reflect the most current data available and may differ slightly from data previously reported. For grades and subjects with multiple administrations, 1st administration results are used.

Excludes STAAR Alt. 2 Test.

% Exp. Or Accel.	2015	2016	2017	2018
Reading	58%	62%	57%	65%
Mathematics	---	65%	62%	69%

HOUSTON INDEPENDENT SCHOOL DISTRICT

Thank you

Date: 08/9/2018
Presenter:
Carla Stevens
Assistant Superintendent
Research and Accountability



Office of the Board of Education
Board of Education Meeting of August 9, 2018

Rhonda Skillern-Jones, President and District II Trustee

SUBJECT: APPROVAL OF THE BOARD'S QUARTERLY SELF-EVALUATIONS, TIME USE TRACKER, AND QUARTERLY PROGRESS TRACKER IN ACCORDANCE WITH THE TEXAS EDUCATION AGENCY IMPLEMENTATION INTEGRITY INSTRUMENT

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.

Approval of the sixth-quarter self-evaluations, Board Time Use Tracker, and Quarterly Progress Tracker is requested. Copies of the sixth-quarter Board Time Use Tracker and the Quarterly Progress Tracker are attached, along with a sample copy of the Implementation Integrity Instrument.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 approves the quarterly self-evaluations, Board Time Use Tracker, and Quarterly Progress Tracker, effective August 10, 2018.

Board's Quarterly Progress Tracker**Houston ISD 6th Quarter Reporting**

Section	Three Quarters Ago	Two Quarters Ago	One Quarter Ago	Current Quarter	Next Quarter Targets	Extra Meetings Needed	Total Points Possible
Vision 1	1				11		15
Vision 2	1				11		15
Vision 3	3						10
Vision 4		.5					5
Accountability 1		1					15
Accountability 2			.5				5
Structure							15
Advocacy							10
Unity							10
Total	5	1.5	.5	0	22		100

Affirmations

By signing below, I affirm as a Board Member that this Lone Star Governance Quarterly Progress Tracker is complete and accurate.

Board Member	Initial Here To Affirm Adherence To All Board Operation Procedures	Signature
Rhonda Skillern-Jones Board President		
Jolanda Jones Board First Vice-President		
Anne Sung		
Sergio Lira		
Holly Maria Flynn Vilaseca		
Elizabeth Santos		
Susan Deigaard		
Diana Dávila		
Wanda Adams		

Board's Time Use Tracker

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting			Selecting student outcome goals, GPMs, and/or targets
Vision	Student Outcome Goal Monitoring	8 minutes	1%	Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
Vision	Constraints Setting			Selecting constraints, CPMs, theories of action, and/or targets
Vision	Constraints Monitoring	34 minutes	3%	Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
Accountability	Superintendent Evaluation			Annual evaluation of superintendent/district performance
Accountability	Board Self-Evaluation			Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
Structure	Voting	69 minutes	5%	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
Advocacy	Community Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
Advocacy	Student/Family Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
Advocacy	Community Training			Board-hosted and Board Member-led or co-led training on Lone Star Governance
Unity	Board Training			The Board fulfilling statutorily required, LSG-related, or other trainings
Other	Other	1182 minutes	91%	Any time spent on an activity that is not one of the above
Student Outcome Goal-focused Mins		42 minutes	3%	Student Outcome Goal Setting and Monitoring combined
Total Minutes		1294 minutes	100%	All minutes combined



Board's Time Use Tracker

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting			Selecting student outcome goals, GPMs, and/or targets
Vision	Student Outcome Goal Monitoring	74 min	9%	Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
Vision	Constraints Setting	25 min	3%	Selecting constraints, CPMs, theories of action, and/or targets
Vision	Constraints Monitoring			Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
Accountability	Superintendent Evaluation			Annual evaluation of superintendent/district performance
Accountability	Board Self-Evaluation			Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
Structure	Voting	179 min	21%	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
Advocacy	Community Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
Advocacy	Student/Family Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
Advocacy	Community Training			Board-hosted and Board Member-led or co-led training on Lone Star Governance
Unity	Board Training			The Board fulfilling statutorily required, LSG-related, or other trainings
Other	Other	565 min	67%	Any time spent on an activity that is not one of the above
Student Outcome Goal-focused Mins		74 min	9%	Student Outcome Goal Setting and Monitoring combined
Total Minutes		843 minutes	100%	All minutes combined



Board's Time Use Tracker

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting			Selecting student outcome goals, GPMs, and/or targets
Vision	Student Outcome Goal Monitoring	51 min	6%	Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
Vision	Constraints Setting			Selecting constraints, CPMs, theories of action, and/or targets
Vision	Constraints Monitoring			Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
Accountability	Superintendent Evaluation			Annual evaluation of superintendent/district performance
Accountability	Board Self-Evaluation			Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
Structure	Voting	149 min	18%	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
Advocacy	Community Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
Advocacy	Student/Family Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
Advocacy	Community Training			Board-hosted and Board Member-led or co-led training on Lone Star Governance
Unity	Board Training			The Board fulfilling statutorily required, LSG-related, or other trainings
Other	Other	628 min	76%	Any time spent on an activity that is not one of the above
Student Outcome Goal-focused Mins		51 min	6%	Student Outcome Goal Setting and Monitoring combined
Total Minutes		828 minutes	100%	All minutes combined



Implementation Integrity Instrument - Houston ISD

Quarter 6 - Board Self Evaluation

*Enter your District # 101912.

*Please note that in order to earn the points for any one column, all of the conditions within the column must be true.

*For each row, select the column and fill in the blank space below with the number of points indicated.

Trustee District: _____

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Vision 1 Page 40						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Vision 2 Page 41						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	3	9	10	
Vision 3 Page 42						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	0.5	1	4	5	
Vision 4 Page 43						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Accountability 1 Page 44						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	0.5	1	4	5	
Accountability 2 Page 45						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Structure Page 46						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	3	9	10	
Advocacy Page 47						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	3	9	10	
Unity Page 48						

Total:

Office of the Board of Education
Board of Education Meeting of August 9, 2018

Rhonda Skillern-Jones, President and District II Trustee

SUBJECT: APPOINTMENT OF A HOUSTON INDEPENDENT SCHOOL DISTRICT REPRESENTATIVE TO THE TAX INCREMENT REINVESTMENT ZONE 19 BOARD OF DIRECTORS

The Houston Independent School District (HISD) participates in 16 tax increment reinvestment zones (TIRZ) with the City of Houston. As a participant, HISD is entitled to appoint a representative to the board of directors of each zone, upon the preceding director's term expiration.

This agenda item is to authorize appointment of the following representative to begin a two-year term of service on the indicated TIRZ board of directors:

- Robert Icsezen – TIRZ 19 (Upper Kirby): The term will expire in July 2020.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

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

THIS ITEM DOES NOT REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education approves the appointment of Robert Icsezen to the TIRZ 19 board of directors, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of the Board of Education
Rhonda Skillern-Jones, President and District II Trustee

**SUBJECT: ADOPTION OF RESOLUTION AGAINST HUMAN TRAFFICKING AND
SEX TRAFFICKING OF CHILDREN**

The Houston Independent School District (HISD) consistently states that the safety of its students is its top priority. This concern extends beyond school grounds to each student's home and community.

Human trafficking and sex trafficking are growing threats to our children. The organization Children at Risk, in its publication *The Sex Trafficking Marketplace: Addressing Demand through Legislation and Tactics*, states that, "Texas is believed to be a particular hotspot for human trafficking due to its large cities, international airports, busy interstate highways, and vast border with Mexico." The National Center for Missing and Exploited Children notes, "The only way not to find this problem in any community is simply not to look for it... Child sex trafficking has devastating consequences for its minor victims, including long-lasting physical and psychological trauma, disease, or even death."

Recognizing this risk to our children, the HISD Board of Education is asked to approve the attached resolution to encourage the expansion and strengthening of efforts to combat human and child sex trafficking in Houston.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

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

THIS ITEM DOES NOT REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education adopts the resolution against human trafficking and sex trafficking of children, effective August 10, 2018.

**RESOLUTION OF THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION AGAINST HUMAN TRAFFICKING
AND SEX TRAFFICKING OF CHILDREN**

WHEREAS, the laws of the State of Texas assign to the local Board of Education the duty to govern and oversee the management of the public schools of the District, which includes the duty to adopt a vision statement for the District and policies in furtherance of the board's responsibilities;

WHEREAS, human trafficking is an egregious human-rights violation, a form of modern slavery which forces its victims to provide labor services or sell their bodies for sex;

WHEREAS, there is a need for the nation's major city school systems to express their positions on human trafficking, which affects their students and the children residing in their cities;

WHEREAS, the International Labor Organization estimates there are more than 40 million victims of human trafficking worldwide, with hundreds of thousands in the United States, and 25 percent of them are children, some of whom are in our schools;

WHEREAS, in 2016, the National Center for Missing and Exploited Children estimated that one in six endangered runaways reported to them were likely victims of sex trafficking;

WHEREAS, according to the University of Texas at Austin (UT) Institute on Domestic Violence and Sexual Assault, there are an estimated 300,000 victims of human trafficking living in Texas, of which nearly 80,000 are minors who were sex trafficked;

WHEREAS, Texas has the nation's second-highest number of human trafficking cases reported, behind California;

WHEREAS, Houston has been identified as a hub for human trafficking, in part due to its proximity to the border with Mexico, and the ease of dispersing victims throughout the nation via the Interstate 10 corridor;

WHEREAS, across Texas, hundreds of illegal massage businesses (IMBs) act as fronts for human trafficking and sexual exploitation;

WHEREAS, a Children at Risk study found that over 35,000 Texas children attend public schools that are within 1,000 feet of a suspected IMB;

WHEREAS, Harris County has the largest concentration of suspected IMBs in Texas, with 23 schools, representing more than 16,000 students, located within 1,000 feet of a suspected IMB;

WHEREAS, research by the Polaris Project indicates that the majority of trafficking victims come from vulnerable groups including undocumented migrants, runaways, and at-risk youth, oppressed and marginalized groups, and the poor, and this occurs specifically because they are easiest to recruit and control, and many of these young people are our students;

WHEREAS, our schools can be part of the front line to combat human trafficking and child sex trafficking through greater awareness and training of paraprofessionals, teachers, and school personnel;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Houston Independent School District supports the fight to end human trafficking, and especially condemns the ongoing exploitation and profit from sex trafficking of children;

NOW, BE IT FURTHER RESOLVED that the Board of Education of the Houston Independent School District supports the appropriate training of school and district personnel so they may identify indicators of children at risk and signs of child trafficking;

NOW, BE IT FURTHER RESOLVED that the Board of Education of the Houston Independent School District supports the appropriate training of school and district personnel so they may recognize and safely report suspicious activity to the appropriate authorities and agencies such as the National Human Trafficking Resource Center Hotline and the National Center for Missing and Exploited Children;

NOW, BE IT FURTHER RESOLVED that the Board of Education of the Houston Independent School District supports legislation to eradicate human sex trafficking by supporting prosecution of purveyors and clients in Texas, the United States, and globally.

ADOPTED this 9th day of August, 2018.

Rhonda Skillern-Jones, President
Board of Education
Houston Independent School District

Attest:

Sergio Lira, Secretary
Board of Education
Houston Independent School District

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Academic Services
Noelia Longoria, Interim Chief Academic Officer

SUBJECT: AUTHORITY TO RENEW PARTNERSHIPS WITH AVANCE-HOUSTON, INC.; GULF COAST COMMUNITY SERVICES ASSOCIATION; HARRIS COUNTY DEPARTMENT OF EDUCATION; AND BAKER RIPLEY, FOR HEAD START PREKINDERGARTEN COLLABORATIVE PROGRAMS

The purpose of this agenda item is to seek approval from the Houston Independent School District (HISD) Board of Education to negotiate and execute agreement renewals with specific external agencies to create effective prekindergarten collaboratives. HISD collaborates with four federally funded Head Start Agencies that serve regional sectors of Harris County within the HISD boundaries. Collectively, all four agencies partner with 25 HISD schools. Within the schools, the HISD and Head Start teachers collaborate and deliver instruction to dually enrolled students in 103 prekindergarten classrooms.

During the 2018–2019 school year, the HISD/AVANCE-Houston, Inc., Head Start Prekindergarten Collaborative will continue at Robert Browning and James Ketelsen elementary schools. The HISD/Gulf Coast Community Services Association (GCCSA) Head Start Prekindergarten Collaborative will continue at Bellfort Early Childhood Center and Mamie Bastian, Marcellus Foster, Benjamin Franklin, Victor Hartsfield, Anna Kelso, and Robert Patterson elementary schools. The HISD/Harris County Department of Education (HCDE) Head Start Prekindergarten Collaborative will continue at Fonwood Early Childhood Center and Matthew Dogan and Leeona Pugh elementary schools. The HISD/Baker Ripley Head Start Prekindergarten Collaborative will continue at Sharon Halpin, Martin Luther King, Jr., and Gabriela Mistral early childhood centers, and Kate Bell, Roy P. Benavidez, James Bonham, Cecile Foerster, Ila McNamara, Sylvan Rodriguez, and Charles Shearn elementary schools.

The Head Start agencies will offer comprehensive services to eligible children at the designated schools. These services include medical, dental, nutritional, and psychological services for students and classes for parents. Preschoolers with disabilities will be enrolled according to HISD guidelines for special education and prekindergarten. The class sizes, program options, and hours of operation at each site will depend upon the mutually agreed-upon needs of the community, each individual campus, and the Head Start program. This determination will be made after the student-certification process is completed at each site. As space becomes available in schools or in standalone Head Start sites, additional classrooms, Head Start staff members, and HISD teachers may be added as agreed upon by all parties involved.

One HISD teacher and at least one Head Start staff member will serve each HISD/Head Start collaborative class. The HISD teachers will work 7.75 hours each day,

with a 30-minute duty-free lunch and a 45-minute planning period. The HISD teachers will be funded through state revenues generated by the average daily attendance of eligible students.

The Head Start agencies will furnish the classrooms in the collaboratives with appropriate furniture, materials, supplies, and playground equipment, if needed. The Head Start agencies provide teachers/teacher aides, materials, copying, and supplies as well as cover indirect costs with in-kind funds.

These collaboratives, while adhering to Head Start performance standards, will provide an appropriate program supported by and correlated to the HISD prekindergarten district curriculum, standards in *Developmentally Appropriate Practice in Early Childhood Programs, Revised Edition* (National Association for the Education of Young Children, 2008), and the Texas Education Agency's prekindergarten guidelines.

The integrated partnership between the Head Start agencies and HISD provides a shared responsibility for preparing students to be "school ready". The 2017–2018 data analysis report provided by the Research and Accountability Department indicates that dually-enrolled students had higher mean standard scores on both the Iowa and Logramos Assessments English Language Arts (ELA) total and mathematics subtests compared to their standalone peers. Economically-disadvantaged students who participated in a Head Start collaborative or standalone program achieved a higher mean standard score than their economically-disadvantaged peers in the district on the kindergarten Logramos ELA subtest (164.4 vs. 162.2) and the mathematics subtest (158.9 vs. 157.3). On the IOWA assessment, economically-disadvantaged students who attended Head Start obtained mean standard scores comparable to their economically-disadvantaged peers in the district on the kindergarten ELA subtest (122.7 vs. 123.0) and the mathematics subtest (121.4 vs. 121.5).

The HISD Collaborative Head Start program will be evaluated by tracking prekindergarten students from Head Start classes to kindergarten and analyzing their performance on IOWA and Logramos.

A list of the Head Start collaboratives is attached.

COST/FUNDING SOURCE(S): The total cost of this program is not expected to exceed \$11,892,027.60, of which HISD will pay \$5,499,900 for salaries for HISD teachers.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
General Fund	1991010001	1012XXX000	PS11110000000000	6119000000	N/A	\$5,499,900.00
In-kind contributions						\$6,392,127.60

The balance of \$6,392,127.60 will be covered by in-kind contributions from the four Head Start agencies:

- \$901,133.60–AVANCE-Houston, Inc.
- \$1,200,925–GCCSA
- \$1,225,125–HCDE
- \$3,064,944–Baker Ripley

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three HISD goals and is aligned to Core Initiative 1: Effective Teacher in Every Classroom. It provides additional services to prekindergarten students eligible for Head Start.

THIS ITEM DOES REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education authorizes the superintendent of schools or a designee to negotiate and execute agreement renewals for HISD/Head Start Prekindergarten Collaborative Programs with AVANCE-Houston, Inc.; GCCSA; HCDE; and Baker Ripley, effective August 10, 2018.

HISD/HEAD START COLLABORATIVES PROJECTIONS 2018–2019

AVANCE-HOUSTON, INC., HEAD START

Antoinette Montgomery		713-812-0033 x115	
School	HISD Teachers	Head Start Teachers	Total Students
Browning Elementary School (ES)	4	4	80
Ketelsen ES	4	4	80

BAKER RIPLEY INC./AGENCY HEAD START

Mia Morrow		713-273-3274	
School	HISD Teachers	Head Start Teachers	Total Students
Bell ES	3	3	57
Benavidez ES	6	6	108
Bonham ES	4	4	76
Foerster ES	4	4	80
Halpin Early Childhood Center (ECC)	7	7	66
McNamara ES	6	6	38
Mistral ECC	3	3	136
MLK ECC	8	8	144
Shearn ES	4	4	72
Rodriguez ES	5	5	81

GULF COAST COMMUNITY SERVICES ASSOCIATION

Tiamoiya Lee		713-393-4728	
School	HISD Teachers	Head Start Teachers	Total Students
Bastian ES	4	4	80
Bellfort ECC	8	8	160
Foster ES	1	1	20
Franklin ES	3	3	60
Hartsfield ES	4	4	131
Kelso ES	2	2	40
Patterson ES	3	3	40

HARRIS COUNTY DEPARTMENT OF EDUCATION/PROJECT HEAD START

Venetia Peacock		713-672-9343		
School	SSO	Teachers		Total Students
		HISD	HS	
Dogan ES	Erick Pruitt	4	4	80
Fonwood ECC	Julia Dimmitt	6	6	114
Pugh ES	Erick Pruitt	4	4	74

**HISD/HEAD START
COLLABORATIVES
2018–2019 In-Kind Budget**

Contractual – AVANCE Houston Chapter, Inc.

Head Start Personnel (Teachers/Teacher Aides)

Materials, Copying, and Supplies

Indirect Costs

Total **\$892,211.52**

Contractual – Gulf Coast Community Services Association

Head Start Personnel (Teachers/Teacher Aides)

Materials, Copying, and Supplies

Indirect Costs

Total **\$1,200.925**

Contractual – Harris County Department of Education

Head Start Personnel (Teachers/Teacher Aides)

Materials, Copying, and Supplies

Indirect Costs

Total **\$1,225.125**

Contractual – Baker Ripley

Head Start Personnel (Teachers/Teacher Aides)

Materials, Copying, and Supplies

Indirect Costs

Total **\$3,064,944**

GRAND TOTAL **\$6,383,205.50**

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Academic Services
Noelia Longoria, Interim Chief Academic Officer

**SUBJECT: AUTHORITY TO EXECUTE AN AGREEMENT RENEWAL WITH THE
HARRIS COUNTY JUVENILE BOARD**

The purpose of this agenda item is to request that the Houston Independent School District (HISD) Board of Education authorizes the superintendent of schools or a designee to execute an agreement renewal with the Harris County Juvenile Board (HCJB). This action will ensure the implementation and continuation of the Juvenile Justice Alternative Education Program (JJAEP) for expelled students for school year 2018–2019.

Chapter 37 of the Texas Education Code (TEC) requires that the HCJB establish and operate a JJAEP for youth who are expelled from school for the offenses described in TEC Sections 37.007, 37.0081, and 37.302, or who are ordered to attend the JJAEP by a juvenile court, as described in Section 54.04 (b) of the Texas Family Code. A school district may contract with the HCJB for placement in the JJAEP of students who are expelled from school in accordance with the school district's code of student conduct.

The cost for this service is based on the number of student spaces reserved each school year. For school year 2018–2019, HISD will reserve a maximum of 40 spaces and the maximum total cost to the district for 180 days at \$110 per space will not exceed \$792,000. Of the reserved spaces, HISD will only be charged for actual spaces used and will be reimbursed for spaces not used minus a ten-dollar administrative fee. In addition, HISD will provide transportation to and from the JJAEP program at an estimated cost not to exceed \$100,000.

A copy of the proposed contract is on file in Board Services.

COST/FUNDING SOURCE(S): The total cost of this service will not exceed \$892,000.00.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
General Funds	1991010008	1014320000	PS95280000000000	6299000000	N/A	\$792,000
General Funds	1993000000	1040810200	PS34990000000000	6129020000	N/A	\$100,000

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 authorizes the superintendent of schools or a designee to execute a renewal of the agreement with the Harris County Juvenile Board, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Academic Services
Noelia Longoria, Interim Chief Academic Officer

SUBJECT: AUTHORITY TO NEGOTIATE AND EXECUTE A CHARTER RENEWAL AGREEMENT WITH KANDY STRIPE ACADEMY FOR THE 2018–2019 SCHOOL YEAR

The Houston Independent School District (HISD) requests that the Board of Education authorizes the superintendent of schools or a designee to negotiate and execute a charter renewal agreement with Kandy Stripe Academy for the 2018–2019 school year.

In accordance with Texas Education Code subsections 12.051 through 12.064, a school district may grant a charter to an educational entity when it submits a petition to the local Board of Education and when a letter of agreement is executed between the local district and the petitioners. Kandy Stripe Academy has petitioned HISD to establish a charter school and has requested to enter into a renewed agreement with HISD for its implementation. This agreement includes a program description, services to be provided by HISD, a compensation process, data management procedures, and standards for accountability.

Profile and Accountability Data for Kandy Stripe Academy are on file in Board Services.

COST/FUNDING SOURCE(S): The total cost for this contract is estimated at \$1.6 million. It will be based on actual student enrollment at Kandy Stripe Academy and will not exceed state Tier I funding, less five percent to cover the cost of HISD's administrative expenses.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
General Funds	1991010008	10XXXXX000	PS11XX0000000000	6299000000	N/A	\$1,600,000

STAFFING IMPLICATIONS: Kandy Stripe Academy will be staffed according to enrollment. District staffing for oversight of the charter is required.

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports, Core Initiative 4: Data-Driven

Accountability, and Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education authorizes the superintendent of schools or a designee to negotiate a renewal agreement with Kandy Stripe Academy for the 2018–2019 school year, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Human Resources
Julia Dimmitt, Chief Human Resources Officer

SUBJECT: APPROVAL OF THE 2018–2019 HISD COMPENSATION MANUAL

The Houston Independent School District (HISD) *Compensation Manual* outlines the policies and procedures that govern compensation for the district. Major changes for 2018–2019 include:

- **Updates:** Clarifying statements and general updates to the *Compensation Manual* in order to accurately reflect programs in place.
- **Stipends:** The list of HISD stipends has been updated to reflect current programs and requirements.

A detailed summary of the *Compensation Manual* changes and a full copy of the proposed 2018–2019 HISD *Compensation Manual* are on file in Board Services.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

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

THIS ITEM DOES REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education approves the 2018–2019 HISD *Compensation Manual*, effective August 10, 2018.

2018-2019 Compensation Manual FAQs

Has the Compensation Manual always been presented to the Board?

Board Services provided July 8, 2004 as the first recorded date that the Compensation Manual was presented to the Board.

During what month has the Compensation Manual been presented to the Board?

2008-2009 - June
 2009-2010 - June
 2010-2011 - August
 2011-2012 - August
 2012-2013 - July
 2013-2014 - June
 2014-2015 - June
 2015-2016 - June
 2016-2017 - June
 2017-2018 - August
 2018-2019 - August

Is there an increase to the budget when employees advance a step?

Yes, there is a cost (increase to budget) when employees advance a step.

What is the current increase to the budget for 2018-2019 to advance teachers one step?

The cost (increase to budget) is estimated to be \$6 million.

Does a step advance impact all employees?

No, for example, if step 1 includes teachers with 0-3 years of experience, the teachers with 0, 1, & 2 years of experience will not move and would not receive an increase. (See attachment #1)

What determines whether salary tables are changed?

The salary tables are dependent and driven by the Board approved budget.

How are employees impacted during a year with no increase, such as this upcoming school year?

Most importantly, employees will receive the same salary. Their pay will not be reduced. They will remain on the same step and they are given their year of experience credit. (See attachment #2)

When was the last time the Board did not approve a salary increase for teachers and others on a step table?

Teachers did not receive an increase during the 2011-2012 SY nor in the 2016-2017 SY. Others, such as Principals, Assistant Principals, and Deans did not receive an increase during 2010-2011 SY, 2011-2012 SY, and 2016-2017 SY. (See attachment #3)

Can an employee estimate what future increases they will be given?

No, the salary tables have included a statement (since 2013-2014) saying, *"Salary Schedules change each year. Employees cannot estimate future salaries based on their current step or experience assignment from prior years"*. (See attachment #4, page 4)

What other updates are included in the Compensation Manual for 2018-2019?

Statements are added to the Compensation Manual for clarity so that Managers and Staff better understand policy. A few examples are:

- Added language to explain the rate that will be paid to a reassigned employee with a contract after the contract period has ended if they are then assigned to a job with a fixed rate salary.
- Added “or designee” to statement that the superintendent of schools or designee will approve the level of all jobs assigned pay grades of grade 34/T15 or higher.
- Added a statement a salary must only go to the superintendent or Compensation Committee for approval if it has not already been approved or determined according to regular procedures as stated in the Compensation Manual.
- Left the hourly rates but removed the daily rates for Associate Teachers to emphasize that they will be paid for all hours worked.
- Added the statement, “The district follows Title I rules for summer school.”
- Changed “experience credit” to “a creditable year of service” on the HISD pay scales

As schools and programs change, we update the Compensation Manual to reflect those changes:

- Replaced the list of campuses identified as hard to staff high schools and middle schools with a statement explaining the method of their selection for 2018-2019.
- Changed “Chief School Officers” to “Area Superintendents” in List of Jobs with Fixed Rates.
- Deleted the rates for discontinued jobs, for example, Associate Outdoor Education leader and Psychology Intern.

Statements are included to memorialize the budget or program changes.

- Included statements that no employee groups will be receiving annual pay increases for the 2018-2019 school year in accordance with the board approved 2018-2019 budget.
- Various changes to stipends. Stipends are reviewed by the appropriate departments each year. These departments then inform the Compensation department to retain, revise, or discontinue stipends for the coming year. Stipends are only included in the Compensation Manual if they have Budget department approval. The proposed stipends are included in the Compensation Manual.

Attachment #1

SY 2010-2011 BACHELORS (Grade 7)								
Step	EXP	RT1-10M Annual	RT2-10.5M Annual	RT3-11M Annual	RT4-11.5M Annual	RT5-12M Annual	Daily Rate (10M)	Hrly Rate (10M)
1	0-1	\$44,987	\$47,236	\$49,486	\$51,735	\$53,984	\$240.57	\$31.05
2	2	\$45,437	\$47,709	\$49,981	\$52,253	\$54,524	\$242.98	\$31.36
3	3	\$45,952	\$48,250	\$50,547	\$52,845	\$55,142	\$245.73	\$31.71
4	4	\$46,467	\$48,790	\$51,114	\$53,437	\$55,760	\$248.49	\$32.07
5	5	\$46,982	\$49,331	\$51,680	\$54,029	\$56,378	\$251.24	\$32.42
6	6-8	\$48,436	\$50,858	\$53,280	\$55,701	\$58,123	\$259.02	\$33.43
7	9-10	\$49,761	\$52,249	\$54,737	\$57,225	\$59,713	\$266.10	\$34.34
8	11	\$50,211	\$52,722	\$55,232	\$57,743	\$60,253	\$268.51	\$34.65
9	12	\$50,774	\$53,313	\$55,851	\$58,390	\$60,929	\$271.52	\$35.04
10	13-14	\$52,798	\$55,438	\$58,078	\$60,718	\$63,358	\$282.34	\$36.44
11	15-17	\$54,561	\$57,289	\$60,017	\$62,745	\$65,473	\$291.77	\$37.65
12	18-19	\$56,098	\$58,903	\$61,708	\$64,513	\$67,318	\$299.99	\$38.71
13	20-22	\$57,751	\$60,639	\$63,526	\$66,414	\$69,301	\$308.83	\$39.86
14	23-25	\$59,404	\$62,374	\$65,344	\$68,315	\$71,285	\$317.67	\$41.00
15	26-27	\$61,051	\$64,104	\$67,156	\$70,209	\$73,261	\$326.48	\$42.13
16	28-29	\$62,701	\$65,836	\$68,971	\$72,106	\$75,241	\$335.30	\$43.27
17	30+	\$66,182	\$69,491	\$72,800	\$76,109	\$79,418	\$353.91	\$45.67

SY 2011-2012 BACHELORS (Grade 7)								
Step	EXP	RT1-10M Annual	RT2-10.5M Annual	RT3-11M Annual	RT4-11.5M Annual	RT5-12M Annual	Daily Rate (10M)	Hrly Rate (10M)
1	0-2	\$44,987	\$47,236	\$49,486	\$51,735	\$53,984	\$240.57	\$31.05
2	3	\$45,437	\$47,709	\$49,981	\$52,253	\$54,524	\$242.98	\$31.36
3	4	\$45,952	\$48,250	\$50,547	\$52,845	\$55,142	\$245.73	\$31.71
4	5	\$46,467	\$48,790	\$51,114	\$53,437	\$55,760	\$248.49	\$32.07
5	6	\$46,982	\$49,331	\$51,680	\$54,029	\$56,378	\$251.24	\$32.42
6	7-9	\$48,436	\$50,858	\$53,280	\$55,701	\$58,123	\$259.02	\$33.43
7	10-11	\$49,761	\$52,249	\$54,737	\$57,225	\$59,713	\$266.10	\$34.34
8	12	\$50,211	\$52,722	\$55,232	\$57,743	\$60,253	\$268.51	\$34.65
9	13	\$50,774	\$53,313	\$55,851	\$58,390	\$60,929	\$271.52	\$35.04
10	14-15	\$52,798	\$55,438	\$58,078	\$60,718	\$63,358	\$282.34	\$36.44
11	16-18	\$54,561	\$57,289	\$60,017	\$62,745	\$65,473	\$291.77	\$37.65
12	19-20	\$56,098	\$58,903	\$61,708	\$64,513	\$67,318	\$299.99	\$38.71
13	21-23	\$57,751	\$60,639	\$63,526	\$66,414	\$69,301	\$308.83	\$39.86
14	24-26	\$59,404	\$62,374	\$65,344	\$68,315	\$71,285	\$317.67	\$41.00
15	27-28	\$61,051	\$64,104	\$67,156	\$70,209	\$73,261	\$326.48	\$42.13
16	29-30	\$62,701	\$65,836	\$68,971	\$72,106	\$75,241	\$335.30	\$43.27
17	31+	\$66,182	\$69,491	\$72,800	\$76,109	\$79,418	\$353.91	\$45.67

SY 2010-2011 MASTERS (Grade 8)

		RT1-10M	RT2-10.5M	RT3-11M	RT4-11.5M	RT5-12M	Daily	Hrly
Step	EXP	Annual	Annual	Annual	Annual	Annual	Rate	Rate
1	0-1	\$46,017	\$48,318	\$50,619	\$52,920	\$55,220	\$246.08	\$31.76
2	2	\$46,467	\$48,790	\$51,114	\$53,437	\$55,760	\$248.49	\$32.07
3	3	\$46,982	\$49,331	\$51,680	\$54,029	\$56,378	\$251.24	\$32.42
4	4	\$47,497	\$49,872	\$52,247	\$54,622	\$56,996	\$253.99	\$32.78
5	5	\$48,012	\$50,413	\$52,813	\$55,214	\$57,614	\$256.75	\$33.13
6	6-8	\$49,466	\$51,939	\$54,413	\$56,886	\$59,359	\$264.52	\$34.14
7	9-10	\$50,791	\$53,331	\$55,870	\$58,410	\$60,949	\$271.61	\$35.05
8	11	\$51,241	\$53,803	\$56,365	\$58,927	\$61,489	\$274.02	\$35.36
9	12	\$51,804	\$54,394	\$56,984	\$59,575	\$62,165	\$277.03	\$35.75
10	13	\$53,828	\$56,519	\$59,211	\$61,902	\$64,594	\$287.85	\$37.15
11	14	\$54,328	\$57,044	\$59,761	\$62,477	\$65,194	\$290.52	\$37.49
12	15-16	\$56,098	\$58,903	\$61,708	\$64,513	\$67,318	\$299.99	\$38.71
13	17-19	\$57,751	\$60,639	\$63,526	\$66,414	\$69,301	\$308.83	\$39.86
14	20-21	\$59,404	\$62,374	\$65,344	\$68,315	\$71,285	\$317.67	\$41.00
15	22-23	\$61,051	\$64,104	\$67,156	\$70,209	\$73,261	\$326.48	\$42.13
16	24-25	\$62,701	\$65,836	\$68,971	\$72,106	\$75,241	\$335.30	\$43.27
17	26-27	\$64,355	\$67,573	\$70,791	\$74,008	\$77,226	\$344.14	\$44.41
18	28	\$64,805	\$68,045	\$71,286	\$74,526	\$77,766	\$346.55	\$44.72
19	29+	\$69,550	\$73,028	\$76,505	\$79,983	\$83,460	\$371.93	\$48.00

SY 2011-2012 MASTERS (Grade 8)

		RT1-10M	RT2-10.5M	RT3-11M	RT4-11.5M	RT5-12M	Daily	Hrly
Step	EXP	Annual	Annual	Annual	Annual	Annual	Rate	Rate
1	0-2	\$46,017	\$48,318	\$50,619	\$52,920	\$55,220	\$246.08	\$31.76
2	3	\$46,467	\$48,790	\$51,114	\$53,437	\$55,760	\$248.49	\$32.07
3	4	\$46,982	\$49,331	\$51,680	\$54,029	\$56,378	\$251.24	\$32.42
4	5	\$47,497	\$49,872	\$52,247	\$54,622	\$56,996	\$253.99	\$32.78
5	6	\$48,012	\$50,413	\$52,813	\$55,214	\$57,614	\$256.75	\$33.13
6	7-9	\$49,466	\$51,939	\$54,413	\$56,886	\$59,359	\$264.52	\$34.14
7	10-11	\$50,791	\$53,331	\$55,870	\$58,410	\$60,949	\$271.61	\$35.05
8	12	\$51,241	\$53,803	\$56,365	\$58,927	\$61,489	\$274.02	\$35.36
9	13	\$51,804	\$54,394	\$56,984	\$59,575	\$62,165	\$277.03	\$35.75
10	14	\$53,828	\$56,519	\$59,211	\$61,902	\$64,594	\$287.85	\$37.15
11	15	\$54,328	\$57,044	\$59,761	\$62,477	\$65,194	\$290.52	\$37.49
12	16-17	\$56,098	\$58,903	\$61,708	\$64,513	\$67,318	\$299.99	\$38.71
13	18-20	\$57,751	\$60,639	\$63,526	\$66,414	\$69,301	\$308.83	\$39.86
14	21-22	\$59,404	\$62,374	\$65,344	\$68,315	\$71,285	\$317.67	\$41.00
15	23-24	\$61,051	\$64,104	\$67,156	\$70,209	\$73,261	\$326.48	\$42.13
16	25-26	\$62,701	\$65,836	\$68,971	\$72,106	\$75,241	\$335.30	\$43.27
17	27-28	\$64,355	\$67,573	\$70,791	\$74,008	\$77,226	\$344.14	\$44.41
18	29	\$64,805	\$68,045	\$71,286	\$74,526	\$77,766	\$346.55	\$44.72
19	30+	\$69,550	\$73,028	\$76,505	\$79,983	\$83,460	\$371.93	\$48.00

SY 2010 - 2011 DOCTORATE (Grade 9)

		RT1-10M	RT2-10.5M	RT3-11M	RT4-11.5M	RT5-12M	Daily	Hrly
Step	EXP	Annual	Annual	Annual	Annual	Annual	Rate	Rate
1	0-1	\$47,047	\$49,399	\$51,752	\$54,104	\$56,456	\$251.59	\$32.47
2	2	\$47,497	\$49,872	\$52,247	\$54,622	\$56,996	\$253.99	\$32.78
3	3	\$48,012	\$50,413	\$52,813	\$55,214	\$57,614	\$256.75	\$33.13
4	4	\$48,527	\$50,953	\$53,380	\$55,806	\$58,232	\$259.50	\$33.49
5	5	\$49,042	\$51,494	\$53,946	\$56,398	\$58,850	\$262.26	\$33.85
6	6-8	\$50,496	\$53,021	\$55,546	\$58,070	\$60,595	\$270.03	\$34.85
7	9-10	\$51,821	\$54,412	\$57,003	\$59,594	\$62,185	\$277.12	\$35.76
8	11	\$52,271	\$54,885	\$57,498	\$60,112	\$62,725	\$279.52	\$36.07
9	12	\$52,830	\$55,472	\$58,113	\$60,755	\$63,396	\$282.51	\$36.46
10	13	\$54,278	\$56,992	\$59,706	\$62,420	\$65,134	\$290.26	\$37.46
11	14	\$54,778	\$57,517	\$60,256	\$62,995	\$65,734	\$292.93	\$37.80
12	15-16	\$57,751	\$60,639	\$63,526	\$66,414	\$69,301	\$308.83	\$39.86
13	17	\$58,201	\$61,111	\$64,021	\$66,931	\$69,841	\$311.24	\$40.17
14	18-19	\$61,051	\$64,104	\$67,156	\$70,209	\$73,261	\$326.48	\$42.13
15	20-21	\$62,701	\$65,836	\$68,971	\$72,106	\$75,241	\$335.30	\$43.27
16	22-23	\$64,355	\$67,573	\$70,791	\$74,008	\$77,226	\$344.14	\$44.41
17	24-25	\$66,005	\$69,305	\$72,606	\$75,906	\$79,206	\$352.97	\$45.55
18	26	\$66,455	\$69,778	\$73,101	\$76,423	\$79,746	\$355.37	\$45.86
19	27+	\$72,920	\$76,566	\$80,212	\$83,858	\$87,504	\$389.95	\$50.32

SY 2011-2012 DOCTORATE (Grade 9)

		RT1-10M	RT2-10.5M	RT3-11M	RT4-11.5M	RT5-12M	Daily	Hrly
Step	EXP	Annual	Annual	Annual	Annual	Annual	Rate	Rate
1	0-2	\$47,047	\$49,399	\$51,752	\$54,104	\$56,456	\$251.59	\$32.47
2	3	\$47,497	\$49,872	\$52,247	\$54,622	\$56,996	\$253.99	\$32.78
3	4	\$48,012	\$50,413	\$52,813	\$55,214	\$57,614	\$256.75	\$33.13
4	5	\$48,527	\$50,953	\$53,380	\$55,806	\$58,232	\$259.50	\$33.49
5	6	\$49,042	\$51,494	\$53,946	\$56,398	\$58,850	\$262.26	\$33.85
6	7-9	\$50,496	\$53,021	\$55,546	\$58,070	\$60,595	\$270.03	\$34.85
7	10-11	\$51,821	\$54,412	\$57,003	\$59,594	\$62,185	\$277.12	\$35.76
8	12	\$52,271	\$54,885	\$57,498	\$60,112	\$62,725	\$279.52	\$36.07
9	13	\$52,830	\$55,472	\$58,113	\$60,755	\$63,396	\$282.51	\$36.46
10	14	\$54,278	\$56,992	\$59,706	\$62,420	\$65,134	\$290.26	\$37.46
11	15	\$54,778	\$57,517	\$60,256	\$62,995	\$65,734	\$292.93	\$37.80
12	16-17	\$57,751	\$60,639	\$63,526	\$66,414	\$69,301	\$308.83	\$39.86
13	18	\$58,201	\$61,111	\$64,021	\$66,931	\$69,841	\$311.24	\$40.17
14	19-20	\$61,051	\$64,104	\$67,156	\$70,209	\$73,261	\$326.48	\$42.13
15	21-22	\$62,701	\$65,836	\$68,971	\$72,106	\$75,241	\$335.30	\$43.27
16	23-24	\$64,355	\$67,573	\$70,791	\$74,008	\$77,226	\$344.14	\$44.41
17	25-26	\$66,005	\$69,305	\$72,606	\$75,906	\$79,206	\$352.97	\$45.55
18	27	\$66,455	\$69,778	\$73,101	\$76,423	\$79,746	\$355.37	\$45.86
19	28+	\$72,920	\$76,566	\$80,212	\$83,858	\$87,504	\$389.95	\$50.32

SY 2010-2011 Salary for 11-Month Assistant Principal

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0 - 1	\$55,991	\$57,090	\$61,650
1	2	\$57,093	\$58,215	\$63,131
2	3	\$58,195	\$59,317	\$64,612
3	4	\$59,297	\$60,419	\$66,093
4	5	\$60,399	\$61,521	\$67,574
5	6	\$61,501	\$62,623	\$69,055
6	7	\$62,603	\$63,725	\$70,536
7	8	\$63,705	\$64,827	\$72,017
8	9	\$64,807	\$65,929	\$73,498
9	10	\$65,909	\$67,031	\$74,979
19	11	\$67,011	\$68,133	\$76,460
11	12	\$68,113	\$69,235	\$77,941
12	13	\$69,215	\$70,337	\$79,422
13	14	\$70,317	\$71,439	\$80,903
14	15	\$71,419	\$72,541	\$82,384
15	16+	\$72,521	\$73,643	\$83,865
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

SY 2011-2012 Salary for 11-Month Assistant Principal

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0 - 2	\$55,991	\$57,090	\$61,650
1	3	\$57,093	\$58,215	\$63,131
2	4	\$58,195	\$59,317	\$64,612
3	5	\$59,297	\$60,419	\$66,093
4	6	\$60,399	\$61,521	\$67,574
5	7	\$61,501	\$62,623	\$69,055
6	8	\$62,603	\$63,725	\$70,536
7	9	\$63,705	\$64,827	\$72,017
8	10	\$64,807	\$65,929	\$73,498
9	11	\$65,909	\$67,031	\$74,979
10	12	\$67,011	\$68,133	\$76,460
11	13	\$68,113	\$69,235	\$77,941
12	14	\$69,215	\$70,337	\$79,422
13	15	\$70,317	\$71,439	\$80,903
14	16	\$71,419	\$72,541	\$82,384
15	17+	\$72,521	\$73,643	\$83,865
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

SY 2010-2011 Principal Experience Component

Step	Years of Credited Experience	ES*	MS*	HS*
0	0 - 1	\$68,000	\$73,000	\$86,000
1	2	\$69,000	\$74,000	\$87,000
2	3	\$70,000	\$75,000	\$88,000
3	4	\$71,000	\$76,000	\$89,000
4	5	\$72,950	\$77,950	\$90,950
5	6	\$74,900	\$79,900	\$92,900
6	7	\$76,850	\$81,850	\$94,850
7	8	\$79,125	\$84,125	\$97,125
8	9	\$81,400	\$86,400	\$99,400
9	10	\$83,675	\$88,675	\$101,675
10	11	\$85,300	\$90,300	\$103,300
11	12	\$86,925	\$91,925	\$104,925
12	13	\$88,550	\$93,550	\$106,550
13	14	\$89,200	\$94,200	\$107,200
14	15	\$89,850	\$94,850	\$107,850
15	16+	\$90,500	\$95,500	\$108,500
The experience component is capped at step 15				

*\$7,500 Performance Contract Pay is included
in the salary schedule.

SY 2011-2012 Principal Experience Component

Step	Years of Credited Experience	ES*	MS*	HS*
0	0 - 2	\$68,000	\$73,000	\$86,000
1	3	\$69,000	\$74,000	\$87,000
2	4	\$70,000	\$75,000	\$88,000
3	5	\$71,000	\$76,000	\$89,000
4	6	\$72,950	\$77,950	\$90,950
5	7	\$74,900	\$79,900	\$92,900
6	8	\$76,850	\$81,850	\$94,850
7	9	\$79,125	\$84,125	\$97,125
8	10	\$81,400	\$86,400	\$99,400
9	11	\$83,675	\$88,675	\$101,675
10	12	\$85,300	\$90,300	\$103,300
11	13	\$86,925	\$91,925	\$104,925
12	14	\$88,550	\$93,550	\$106,550
13	15	\$89,200	\$94,200	\$107,200
14	16	\$89,850	\$94,850	\$107,850
15	17+	\$90,500	\$95,500	\$108,500
The experience component is capped at step 15				

*\$7,500 Performance Contract Pay is included
in the salary schedule.

15-16 TEACHER SALARY SCHEDULE**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-2	\$51,500	\$54,075	\$56,650	\$59,225	\$61,800
2	3-4	\$52,000	\$54,600	\$57,200	\$59,800	\$62,400
3	5	\$53,000	\$55,650	\$58,300	\$60,950	\$63,600
4	6	\$53,250	\$55,913	\$58,575	\$61,238	\$63,900
5	7	\$53,500	\$56,175	\$58,850	\$61,525	\$64,200
6	8	\$53,750	\$56,438	\$59,125	\$61,813	\$64,500
7	9	\$54,000	\$56,700	\$59,400	\$62,100	\$64,800
8	10	\$54,250	\$56,963	\$59,675	\$62,388	\$65,100
9	11	\$54,500	\$57,225	\$59,950	\$62,675	\$65,400
10	12	\$54,750	\$57,488	\$60,225	\$62,963	\$65,700
11	13	\$55,000	\$57,750	\$60,500	\$63,250	\$66,000
12	14	\$55,250	\$58,013	\$60,775	\$63,538	\$66,300
13	15	\$55,500	\$58,275	\$61,050	\$63,825	\$66,600
14	16	\$56,000	\$58,800	\$61,600	\$64,400	\$67,200
15	17	\$56,500	\$59,325	\$62,150	\$64,975	\$67,800
16	18	\$57,250	\$60,113	\$62,975	\$65,838	\$68,700
17	19	\$57,650	\$60,533	\$63,415	\$66,298	\$69,180
18	20	\$59,775	\$62,764	\$65,753	\$68,741	\$71,730
19	21	\$59,900	\$62,895	\$65,890	\$68,885	\$71,880
20	22	\$60,300	\$63,315	\$66,330	\$69,345	\$72,360
21	23	\$61,100	\$64,155	\$67,210	\$70,265	\$73,320
22	24	\$61,600	\$64,680	\$67,760	\$70,840	\$73,920
23	25	\$62,500	\$65,625	\$68,750	\$71,875	\$75,000
24	26	\$63,350	\$66,518	\$69,685	\$72,853	\$76,020
25	27	\$63,600	\$66,780	\$69,960	\$73,140	\$76,320
26	28	\$64,200	\$67,410	\$70,620	\$73,830	\$77,040
27	29	\$65,100	\$68,355	\$71,610	\$74,865	\$78,120
28	30	\$65,500	\$68,775	\$72,050	\$75,325	\$78,600
29	31	\$66,100	\$69,405	\$72,710	\$76,015	\$79,320
30	32	\$66,900	\$70,245	\$73,590	\$76,935	\$80,280
31	33	\$67,750	\$71,138	\$74,525	\$77,913	\$81,300
32	34	\$69,500	\$72,975	\$76,450	\$79,925	\$83,400
33	35+	\$71,500	\$75,075	\$78,650	\$82,225	\$85,800

16-17 TEACHER SALARY SCHEDULE**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$51,500	\$54,075	\$56,650	\$59,225	\$61,800
2	4-5	\$52,000	\$54,600	\$57,200	\$59,800	\$62,400
3	6	\$53,000	\$55,650	\$58,300	\$60,950	\$63,600
4	7	\$53,250	\$55,913	\$58,575	\$61,238	\$63,900
5	8	\$53,500	\$56,175	\$58,850	\$61,525	\$64,200
6	9	\$53,750	\$56,438	\$59,125	\$61,813	\$64,500
7	10	\$54,000	\$56,700	\$59,400	\$62,100	\$64,800
8	11	\$54,250	\$56,963	\$59,675	\$62,388	\$65,100
9	12	\$54,500	\$57,225	\$59,950	\$62,675	\$65,400
10	13	\$54,750	\$57,488	\$60,225	\$62,963	\$65,700
11	14	\$55,000	\$57,750	\$60,500	\$63,250	\$66,000
12	15	\$55,250	\$58,013	\$60,775	\$63,538	\$66,300
13	16	\$55,500	\$58,275	\$61,050	\$63,825	\$66,600
14	17	\$56,000	\$58,800	\$61,600	\$64,400	\$67,200
15	18	\$56,500	\$59,325	\$62,150	\$64,975	\$67,800
16	19	\$57,250	\$60,113	\$62,975	\$65,838	\$68,700
17	20	\$57,650	\$60,533	\$63,415	\$66,298	\$69,180
18	21	\$59,775	\$62,764	\$65,753	\$68,741	\$71,730
19	22	\$59,900	\$62,895	\$65,890	\$68,885	\$71,880
20	23	\$60,300	\$63,315	\$66,330	\$69,345	\$72,360
21	24	\$61,100	\$64,155	\$67,210	\$70,265	\$73,320
22	25	\$61,600	\$64,680	\$67,760	\$70,840	\$73,920
23	26	\$62,500	\$65,625	\$68,750	\$71,875	\$75,000
24	27	\$63,350	\$66,518	\$69,685	\$72,853	\$76,020
25	28	\$63,600	\$66,780	\$69,960	\$73,140	\$76,320
26	29	\$64,200	\$67,410	\$70,620	\$73,830	\$77,040
27	30	\$65,100	\$68,355	\$71,610	\$74,865	\$78,120
28	31	\$65,500	\$68,775	\$72,050	\$75,325	\$78,600
29	32	\$66,100	\$69,405	\$72,710	\$76,015	\$79,320
30	33	\$66,900	\$70,245	\$73,590	\$76,935	\$80,280
31	34	\$67,750	\$71,138	\$74,525	\$77,913	\$81,300
32	35	\$69,500	\$72,975	\$76,450	\$79,925	\$83,400
33	36+	\$71,500	\$75,075	\$78,650	\$82,225	\$85,800

2015-2016 Asst. Principal Salary Schedule
Salary for 11-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-5	\$61,201	\$62,403	\$67,386
1	6	\$62,406	\$63,632	\$69,005
2	7	\$63,609	\$64,835	\$70,624
3	8	\$64,815	\$66,041	\$72,243
4	9	\$66,018	\$67,245	\$73,861
5	10	\$67,224	\$68,450	\$75,480
6	11	\$68,428	\$69,655	\$77,100
7	12	\$69,632	\$70,858	\$78,717
8	13	\$70,837	\$72,064	\$80,336
9	14	\$72,042	\$73,268	\$81,956
10	15	\$73,246	\$74,473	\$83,574
11	16	\$74,451	\$75,677	\$85,193
12	17	\$75,654	\$76,881	\$86,811
13	18	\$76,859	\$78,086	\$88,430
14	19	\$78,064	\$79,291	\$90,050
15	20+	\$79,268	\$80,495	\$91,668
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2015-2016 Asst. Principal Salary Schedule
Salary for 11.5-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-5	\$63,983	\$65,239	\$70,449
1	6	\$65,242	\$66,524	\$72,142
2	7	\$66,501	\$67,782	\$73,834
3	8	\$67,761	\$69,043	\$75,526
4	9	\$69,019	\$70,301	\$77,219
5	10	\$70,280	\$71,562	\$78,911
6	11	\$71,538	\$72,821	\$80,604
7	12	\$72,797	\$74,079	\$82,296
8	13	\$74,057	\$75,340	\$83,988
9	14	\$75,316	\$76,598	\$85,681
10	15	\$76,576	\$77,858	\$87,373
11	16	\$77,835	\$79,117	\$89,066
12	17	\$79,093	\$80,376	\$90,757
13	18	\$80,353	\$81,635	\$92,449
14	19	\$81,612	\$82,895	\$94,143
15	20+	\$82,871	\$84,154	\$95,835
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2015-2016 Asst. Principal Salary Schedule
Salary for 12-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-5	\$66,765	\$68,076	\$73,512
1	6	\$68,079	\$69,416	\$75,278
2	7	\$69,392	\$70,729	\$77,044
3	8	\$70,707	\$72,045	\$78,810
4	9	\$72,020	\$73,358	\$80,576
5	10	\$73,335	\$74,673	\$82,342
6	11	\$74,648	\$75,987	\$84,109
7	12	\$75,963	\$77,300	\$85,874
8	13	\$77,277	\$78,615	\$87,640
9	14	\$78,591	\$79,928	\$89,407
10	15	\$79,905	\$81,244	\$91,171
11	16	\$81,219	\$82,557	\$92,938
12	17	\$82,532	\$83,871	\$94,703
13	18	\$83,846	\$85,185	\$96,469
14	19	\$85,160	\$86,499	\$98,236
15	20+	\$86,474	\$87,813	\$100,002
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2016-2017 Asst. Principal Salary Schedule
Salary for 11-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-6	\$61,201	\$62,403	\$67,386
1	7	\$62,406	\$63,632	\$69,005
2	8	\$63,609	\$64,835	\$70,624
3	9	\$64,815	\$66,041	\$72,243
4	10	\$66,018	\$67,245	\$73,861
5	11	\$67,224	\$68,450	\$75,480
6	12	\$68,428	\$69,655	\$77,100
7	13	\$69,632	\$70,858	\$78,717
8	14	\$70,837	\$72,064	\$80,336
9	15	\$72,042	\$73,268	\$81,956
10	16	\$73,246	\$74,473	\$83,574
11	17	\$74,451	\$75,677	\$85,193
12	18	\$75,654	\$76,881	\$86,811
13	19	\$76,859	\$78,086	\$88,430
14	20	\$78,064	\$79,291	\$90,050
15	21+	\$79,268	\$80,495	\$91,668
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2016-2017 Asst. Principal Salary Schedule
Salary for 11.5-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-6	\$63,983	\$65,239	\$70,449
1	7	\$65,242	\$66,524	\$72,142
2	8	\$66,501	\$67,782	\$73,834
3	9	\$67,761	\$69,043	\$75,526
4	10	\$69,019	\$70,301	\$77,219
5	11	\$70,280	\$71,562	\$78,911
6	12	\$71,538	\$72,821	\$80,604
7	13	\$72,797	\$74,079	\$82,296
8	14	\$74,057	\$75,340	\$83,988
9	15	\$75,316	\$76,598	\$85,681
10	16	\$76,576	\$77,858	\$87,373
11	17	\$77,835	\$79,117	\$89,066
12	18	\$79,093	\$80,376	\$90,757
13	19	\$80,353	\$81,635	\$92,449
14	20	\$81,612	\$82,895	\$94,143
15	21+	\$82,871	\$84,154	\$95,835
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2016-2017 Asst. Principal Salary Schedule
Salary for 12-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-6	\$66,765	\$68,076	\$73,512
1	7	\$68,079	\$69,416	\$75,278
2	8	\$69,392	\$70,729	\$77,044
3	9	\$70,707	\$72,045	\$78,810
4	10	\$72,020	\$73,358	\$80,576
5	11	\$73,335	\$74,673	\$82,342
6	12	\$74,648	\$75,987	\$84,109
7	13	\$75,963	\$77,300	\$85,874
8	14	\$77,277	\$78,615	\$87,640
9	15	\$78,591	\$79,928	\$89,407
10	16	\$79,905	\$81,244	\$91,171
11	17	\$81,219	\$82,557	\$92,938
12	18	\$82,532	\$83,871	\$94,703
13	19	\$83,846	\$85,185	\$96,469
14	20	\$85,160	\$86,499	\$98,236
15	21+	\$86,474	\$87,813	\$100,002
The experience component is capped at step 15				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2015-2016 Principal Salary Schedule

Step	Years of Credited Experience	ES*
0	0-5	\$74,326
1	6	\$75,421
2	7	\$76,513
3	8	\$77,606
4	9	\$79,737
5	10	\$81,869
6	11	\$84,001
7	12	\$86,488
8	13	\$88,975
9	14	\$91,461
10	15	\$93,236
11	16	\$95,013
12	17	\$96,789
13	18	\$97,500
14	19	\$98,210
15	20+	\$98,921
The experience component is capped at step 15		

*\$7,500 Performance Contract Pay is included
in the salary schedule.

2016-2017 Principal Salary Schedule

Step	Years of Credited Experience	ES*
0	0-6	\$74,326
1	7	\$75,421
2	8	\$76,513
3	9	\$77,606
4	10	\$79,737
5	11	\$81,869
6	12	\$84,001
7	13	\$86,488
8	14	\$88,975
9	15	\$91,461
10	16	\$93,236
11	17	\$95,013
12	18	\$96,789
13	19	\$97,500
14	20	\$98,210
15	21+	\$98,921
The experience component is capped at step 15		

*\$7,500 Performance Contract Pay is included
in the salary schedule.

17-18 TEACHER PLACEMENT TABLE**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$52,530	\$55,157	\$57,783	\$60,410	\$63,036
2	4-5	\$53,040	\$55,692	\$58,344	\$60,996	\$63,648
3	6	\$54,590	\$57,320	\$60,049	\$62,779	\$65,508
4	7	\$54,848	\$57,590	\$60,333	\$63,075	\$65,818
5	8	\$55,105	\$57,860	\$60,616	\$63,371	\$66,126
6	9	\$55,363	\$58,131	\$60,899	\$63,667	\$66,436
7	10	\$55,620	\$58,401	\$61,182	\$63,963	\$66,744
8	11	\$56,149	\$58,956	\$61,764	\$64,571	\$67,379
9	12	\$56,408	\$59,228	\$62,049	\$64,869	\$67,690
10	13	\$56,666	\$59,499	\$62,333	\$65,166	\$67,999
11	14	\$56,925	\$59,771	\$62,618	\$65,464	\$68,310
12	15	\$57,184	\$60,043	\$62,902	\$65,762	\$68,621
13	16	\$57,720	\$60,606	\$63,492	\$66,378	\$69,264
14	17	\$58,240	\$61,152	\$64,064	\$66,976	\$69,888
15	18	\$58,760	\$61,698	\$64,636	\$67,574	\$70,512
16	19	\$59,540	\$62,517	\$65,494	\$68,471	\$71,448
17	20	\$59,956	\$62,954	\$65,952	\$68,949	\$71,947
18	21	\$62,166	\$65,274	\$68,383	\$71,491	\$74,599
19	22	\$62,296	\$65,411	\$68,526	\$71,640	\$74,755
20	23	\$62,712	\$65,848	\$68,983	\$72,119	\$75,254
21	24	\$63,544	\$66,721	\$69,898	\$73,076	\$76,253
22	25	\$64,064	\$67,267	\$70,470	\$73,674	\$76,877
23	26	\$65,000	\$68,250	\$71,500	\$74,750	\$78,000
24	27	\$65,884	\$69,178	\$72,472	\$75,767	\$79,061
25	28	\$66,144	\$69,451	\$72,758	\$76,066	\$79,373
26	29	\$66,768	\$70,106	\$73,445	\$76,783	\$80,122
27	30	\$67,704	\$71,089	\$74,474	\$77,860	\$81,245
28	31	\$68,120	\$71,526	\$74,932	\$78,338	\$81,744
29	32	\$68,744	\$72,181	\$75,618	\$79,056	\$82,493
30	33	\$69,576	\$73,055	\$76,534	\$80,012	\$83,491
31	34	\$70,460	\$73,983	\$77,506	\$81,029	\$84,552
32	35	\$72,280	\$75,894	\$79,508	\$83,122	\$86,736
33	36+	\$74,360	\$78,078	\$81,796	\$85,514	\$89,232

18-19 TEACHER PLACEMENT TABLE**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-4	\$52,530	\$55,157	\$57,783	\$60,410	\$63,036
2	5-6	\$53,040	\$55,692	\$58,344	\$60,996	\$63,648
3	7	\$54,590	\$57,320	\$60,049	\$62,779	\$65,508
4	8	\$54,848	\$57,590	\$60,333	\$63,075	\$65,818
5	9	\$55,105	\$57,860	\$60,616	\$63,371	\$66,126
6	10	\$55,363	\$58,131	\$60,899	\$63,667	\$66,436
7	11	\$55,620	\$58,401	\$61,182	\$63,963	\$66,744
8	12	\$56,149	\$58,956	\$61,764	\$64,571	\$67,379
9	13	\$56,408	\$59,228	\$62,049	\$64,869	\$67,690
10	14	\$56,666	\$59,499	\$62,333	\$65,166	\$67,999
11	15	\$56,925	\$59,771	\$62,618	\$65,464	\$68,310
12	16	\$57,184	\$60,043	\$62,902	\$65,762	\$68,621
13	17	\$57,720	\$60,606	\$63,492	\$66,378	\$69,264
14	18	\$58,240	\$61,152	\$64,064	\$66,976	\$69,888
15	19	\$58,760	\$61,698	\$64,636	\$67,574	\$70,512
16	20	\$59,540	\$62,517	\$65,494	\$68,471	\$71,448
17	21	\$59,956	\$62,954	\$65,952	\$68,949	\$71,947
18	22	\$62,166	\$65,274	\$68,383	\$71,491	\$74,599
19	23	\$62,296	\$65,411	\$68,526	\$71,640	\$74,755
20	24	\$62,712	\$65,848	\$68,983	\$72,119	\$75,254
21	25	\$63,544	\$66,721	\$69,898	\$73,076	\$76,253
22	26	\$64,064	\$67,267	\$70,470	\$73,674	\$76,877
23	27	\$65,000	\$68,250	\$71,500	\$74,750	\$78,000
24	28	\$65,884	\$69,178	\$72,472	\$75,767	\$79,061
25	29	\$66,144	\$69,451	\$72,758	\$76,066	\$79,373
26	30	\$66,768	\$70,106	\$73,445	\$76,783	\$80,122
27	31	\$67,704	\$71,089	\$74,474	\$77,860	\$81,245
28	32	\$68,120	\$71,526	\$74,932	\$78,338	\$81,744
29	33	\$68,744	\$72,181	\$75,618	\$79,056	\$82,493
30	34	\$69,576	\$73,055	\$76,534	\$80,012	\$83,491
31	35	\$70,460	\$73,983	\$77,506	\$81,029	\$84,552
32	36	\$72,280	\$75,894	\$79,508	\$83,122	\$86,736
33	37+	\$74,360	\$78,078	\$81,796	\$85,514	\$89,232

***FOR REVIEW ONLY, NOT APPROVED**

17-18 COUNSELOR PLACEMENT TABLES**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$53,530	\$56,157	\$58,783	\$61,410	\$64,036
2	4-5	\$54,040	\$56,692	\$59,344	\$61,996	\$64,648
3	6	\$55,590	\$58,320	\$61,049	\$63,779	\$66,508
4	7	\$55,848	\$58,590	\$61,333	\$64,075	\$66,818
5	8	\$56,105	\$58,860	\$61,616	\$64,371	\$67,126
6	9	\$56,363	\$59,131	\$61,899	\$64,667	\$67,436
7	10	\$56,620	\$59,401	\$62,182	\$64,963	\$67,744
8	11	\$57,149	\$59,956	\$62,764	\$65,571	\$68,379
9	12	\$57,408	\$60,228	\$63,049	\$65,869	\$68,690
10	13	\$57,666	\$60,499	\$63,333	\$66,166	\$68,999
11	14	\$57,925	\$60,771	\$63,618	\$66,464	\$69,310
12	15	\$58,184	\$61,043	\$63,902	\$66,762	\$69,621
13	16	\$58,720	\$61,606	\$64,492	\$67,378	\$70,264
14	17	\$59,240	\$62,152	\$65,064	\$67,976	\$70,888
15	18	\$59,760	\$62,698	\$65,636	\$68,574	\$71,512
16	19	\$60,540	\$63,517	\$66,494	\$69,471	\$72,448
17	20	\$60,956	\$63,954	\$66,952	\$69,949	\$72,947
18	21	\$63,166	\$66,274	\$69,383	\$72,491	\$75,599
19	22	\$63,296	\$66,411	\$69,526	\$72,640	\$75,755
20	23	\$63,712	\$66,848	\$69,983	\$73,119	\$76,254
21	24	\$64,544	\$67,721	\$70,898	\$74,076	\$77,253
22	25	\$65,064	\$68,267	\$71,470	\$74,674	\$77,877
23	26	\$66,000	\$69,250	\$72,500	\$75,750	\$79,000
24	27	\$66,884	\$70,178	\$73,472	\$76,767	\$80,061
25	28	\$67,144	\$70,451	\$73,758	\$77,066	\$80,373
26	29	\$67,768	\$71,106	\$74,445	\$77,783	\$81,122
27	30	\$68,704	\$72,089	\$75,474	\$78,860	\$82,245
28	31	\$69,120	\$72,526	\$75,932	\$79,338	\$82,744
29	32	\$69,744	\$73,181	\$76,618	\$80,056	\$83,493
30	33	\$70,576	\$74,055	\$77,534	\$81,012	\$84,491
31	34	\$71,460	\$74,983	\$78,506	\$82,029	\$85,552
32	35	\$73,280	\$76,894	\$80,508	\$84,122	\$87,736
33	36+	\$75,360	\$79,078	\$82,796	\$86,514	\$90,232

18-19 COUNSELOR PLACEMENT TABLES**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-4	\$53,530	\$56,157	\$58,783	\$61,410	\$64,036
2	5-6	\$54,040	\$56,692	\$59,344	\$61,996	\$64,648
3	7	\$55,590	\$58,320	\$61,049	\$63,779	\$66,508
4	8	\$55,848	\$58,590	\$61,333	\$64,075	\$66,818
5	9	\$56,105	\$58,860	\$61,616	\$64,371	\$67,126
6	10	\$56,363	\$59,131	\$61,899	\$64,667	\$67,436
7	11	\$56,620	\$59,401	\$62,182	\$64,963	\$67,744
8	12	\$57,149	\$59,956	\$62,764	\$65,571	\$68,379
9	13	\$57,408	\$60,228	\$63,049	\$65,869	\$68,690
10	14	\$57,666	\$60,499	\$63,333	\$66,166	\$68,999
11	15	\$57,925	\$60,771	\$63,618	\$66,464	\$69,310
12	16	\$58,184	\$61,043	\$63,902	\$66,762	\$69,621
13	17	\$58,720	\$61,606	\$64,492	\$67,378	\$70,264
14	18	\$59,240	\$62,152	\$65,064	\$67,976	\$70,888
15	19	\$59,760	\$62,698	\$65,636	\$68,574	\$71,512
16	20	\$60,540	\$63,517	\$66,494	\$69,471	\$72,448
17	21	\$60,956	\$63,954	\$66,952	\$69,949	\$72,947
18	22	\$63,166	\$66,274	\$69,383	\$72,491	\$75,599
19	23	\$63,296	\$66,411	\$69,526	\$72,640	\$75,755
20	24	\$63,712	\$66,848	\$69,983	\$73,119	\$76,254
21	25	\$64,544	\$67,721	\$70,898	\$74,076	\$77,253
22	26	\$65,064	\$68,267	\$71,470	\$74,674	\$77,877
23	27	\$66,000	\$69,250	\$72,500	\$75,750	\$79,000
24	28	\$66,884	\$70,178	\$73,472	\$76,767	\$80,061
25	29	\$67,144	\$70,451	\$73,758	\$77,066	\$80,373
26	30	\$67,768	\$71,106	\$74,445	\$77,783	\$81,122
27	31	\$68,704	\$72,089	\$75,474	\$78,860	\$82,245
28	32	\$69,120	\$72,526	\$75,932	\$79,338	\$82,744
29	33	\$69,744	\$73,181	\$76,618	\$80,056	\$83,493
30	34	\$70,576	\$74,055	\$77,534	\$81,012	\$84,491
31	35	\$71,460	\$74,983	\$78,506	\$82,029	\$85,552
32	36	\$73,280	\$76,894	\$80,508	\$84,122	\$87,736
33	37+	\$75,360	\$79,078	\$82,796	\$86,514	\$90,232

***FOR REVIEW ONLY, NOT APPROVED**

17-18 EVALUATION SPECIALIST PLACEMENT TABLES**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$55,530	\$58,157	\$60,783	\$63,410	\$66,036
2	4-5	\$56,040	\$58,692	\$61,344	\$63,996	\$66,648
3	6	\$57,590	\$60,320	\$63,049	\$65,779	\$68,508
4	7	\$57,848	\$60,590	\$63,333	\$66,075	\$68,818
5	8	\$58,105	\$60,860	\$63,616	\$66,371	\$69,126
6	9	\$58,363	\$61,131	\$63,899	\$66,667	\$69,436
7	10	\$58,620	\$61,401	\$64,182	\$66,963	\$69,744
8	11	\$59,149	\$61,956	\$64,764	\$67,571	\$70,379
9	12	\$59,408	\$62,228	\$65,049	\$67,869	\$70,690
10	13	\$59,666	\$62,499	\$65,333	\$68,166	\$70,999
11	14	\$59,925	\$62,771	\$65,618	\$68,464	\$71,310
12	15	\$60,184	\$63,043	\$65,902	\$68,762	\$71,621
13	16	\$60,720	\$63,606	\$66,492	\$69,378	\$72,264
14	17	\$61,240	\$64,152	\$67,064	\$69,976	\$72,888
15	18	\$61,760	\$64,698	\$67,636	\$70,574	\$73,512
16	19	\$62,540	\$65,517	\$68,494	\$71,471	\$74,448
17	20	\$62,956	\$65,954	\$68,952	\$71,949	\$74,947
18	21	\$65,166	\$68,274	\$71,383	\$74,491	\$77,599
19	22	\$65,296	\$68,411	\$71,526	\$74,640	\$77,755
20	23	\$65,712	\$68,848	\$71,983	\$75,119	\$78,254
21	24	\$66,544	\$69,721	\$72,898	\$76,076	\$79,253
22	25	\$67,064	\$70,267	\$73,470	\$76,674	\$79,877
23	26	\$68,000	\$71,250	\$74,500	\$77,750	\$81,000
24	27	\$68,884	\$72,178	\$75,472	\$78,767	\$82,061
25	28	\$69,144	\$72,451	\$75,758	\$79,066	\$82,373
26	29	\$69,768	\$73,106	\$76,445	\$79,783	\$83,122
27	30	\$70,704	\$74,089	\$77,474	\$80,860	\$84,245
28	31	\$71,120	\$74,526	\$77,932	\$81,338	\$84,744
29	32	\$71,744	\$75,181	\$78,618	\$82,056	\$85,493
30	33	\$72,576	\$76,055	\$79,534	\$83,012	\$86,491
31	34	\$73,460	\$76,983	\$80,506	\$84,029	\$87,552
32	35	\$75,280	\$78,894	\$82,508	\$86,122	\$89,736
33	36+	\$77,360	\$81,078	\$84,796	\$88,514	\$92,232

18-19 EVALUATION SPECIALIST PLACEMENT TABLES**All Months**

Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-4	\$55,530	\$58,157	\$60,783	\$63,410	\$66,036
2	5-6	\$56,040	\$58,692	\$61,344	\$63,996	\$66,648
3	7	\$57,590	\$60,320	\$63,049	\$65,779	\$68,508
4	8	\$57,848	\$60,590	\$63,333	\$66,075	\$68,818
5	9	\$58,105	\$60,860	\$63,616	\$66,371	\$69,126
6	10	\$58,363	\$61,131	\$63,899	\$66,667	\$69,436
7	11	\$58,620	\$61,401	\$64,182	\$66,963	\$69,744
8	12	\$59,149	\$61,956	\$64,764	\$67,571	\$70,379
9	13	\$59,408	\$62,228	\$65,049	\$67,869	\$70,690
10	14	\$59,666	\$62,499	\$65,333	\$68,166	\$70,999
11	15	\$59,925	\$62,771	\$65,618	\$68,464	\$71,310
12	16	\$60,184	\$63,043	\$65,902	\$68,762	\$71,621
13	17	\$60,720	\$63,606	\$66,492	\$69,378	\$72,264
14	18	\$61,240	\$64,152	\$67,064	\$69,976	\$72,888
15	19	\$61,760	\$64,698	\$67,636	\$70,574	\$73,512
16	20	\$62,540	\$65,517	\$68,494	\$71,471	\$74,448
17	21	\$62,956	\$65,954	\$68,952	\$71,949	\$74,947
18	22	\$65,166	\$68,274	\$71,383	\$74,491	\$77,599
19	23	\$65,296	\$68,411	\$71,526	\$74,640	\$77,755
20	24	\$65,712	\$68,848	\$71,983	\$75,119	\$78,254
21	25	\$66,544	\$69,721	\$72,898	\$76,076	\$79,253
22	26	\$67,064	\$70,267	\$73,470	\$76,674	\$79,877
23	27	\$68,000	\$71,250	\$74,500	\$77,750	\$81,000
24	28	\$68,884	\$72,178	\$75,472	\$78,767	\$82,061
25	29	\$69,144	\$72,451	\$75,758	\$79,066	\$82,373
26	30	\$69,768	\$73,106	\$76,445	\$79,783	\$83,122
27	31	\$70,704	\$74,089	\$77,474	\$80,860	\$84,245
28	32	\$71,120	\$74,526	\$77,932	\$81,338	\$84,744
29	33	\$71,744	\$75,181	\$78,618	\$82,056	\$85,493
30	34	\$72,576	\$76,055	\$79,534	\$83,012	\$86,491
31	35	\$73,460	\$76,983	\$80,506	\$84,029	\$87,552
32	36	\$75,280	\$78,894	\$82,508	\$86,122	\$89,736
33	37+	\$77,360	\$81,078	\$84,796	\$88,514	\$92,232

***FOR REVIEW ONLY, NOT APPROVED**

2017-2018 Asst. Principal Placement Tables
Salary for 11-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-3	\$62,425	\$63,651	\$68,734
1	4	\$62,625	\$63,851	\$68,934
2	5	\$62,825	\$64,051	\$69,134
3	6	\$63,025	\$64,251	\$69,334
4	7	\$63,225	\$64,451	\$69,534
5	8	\$63,654	\$64,905	\$70,624
6	9	\$64,881	\$66,132	\$72,243
7	10	\$66,111	\$67,362	\$73,861
8	11	\$67,338	\$68,590	\$75,480
9	12	\$68,568	\$69,819	\$77,100
10	13	\$69,797	\$71,048	\$78,717
11	14	\$71,025	\$72,275	\$80,336
12	15	\$72,254	\$73,505	\$81,956
13	16	\$73,483	\$74,733	\$83,595
14	17	\$74,711	\$75,962	\$85,245
15	18	\$75,940	\$77,191	\$86,897
16	19	\$77,167	\$78,419	\$88,547
17	20	\$78,396	\$79,648	\$90,199
18	21+	\$79,625	\$80,877	\$91,851
The experience component is capped at step 18				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2017-2018 Asst. Principal Placement Tables
Salary for 11.5-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-3	\$65,263	\$66,544	\$71,858
1	4	\$65,472	\$66,753	\$72,067
2	5	\$65,681	\$66,962	\$72,276
3	6	\$65,890	\$67,172	\$72,486
4	7	\$66,099	\$67,381	\$72,695
5	8	\$66,547	\$67,855	\$73,834
6	9	\$67,830	\$69,138	\$75,527
7	10	\$69,116	\$70,424	\$77,218
8	11	\$70,399	\$71,708	\$78,911
9	12	\$71,685	\$72,993	\$80,605
10	13	\$72,970	\$74,277	\$82,295
11	14	\$74,253	\$75,560	\$83,988
12	15	\$75,538	\$76,846	\$85,681
13	16	\$76,823	\$78,130	\$87,395
14	17	\$78,107	\$79,415	\$89,120
15	18	\$79,392	\$80,700	\$90,847
16	19	\$80,675	\$81,984	\$92,572
17	20	\$81,959	\$83,268	\$94,299
18	21+	\$83,244	\$84,553	\$96,026
The experience component is capped at step 18				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2017-2018 Asst. Principal Placement Tables
Salary for 12-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-3	\$68,100	\$69,437	\$74,983
1	4	\$68,318	\$69,656	\$75,201
2	5	\$68,536	\$69,874	\$75,419
3	6	\$68,755	\$70,092	\$75,637
4	7	\$68,973	\$70,310	\$75,855
5	8	\$69,441	\$70,805	\$77,044
6	9	\$70,779	\$72,144	\$78,811
7	10	\$72,121	\$73,486	\$80,576
8	11	\$73,460	\$74,825	\$82,342
9	12	\$74,801	\$76,166	\$84,109
10	13	\$76,142	\$77,507	\$85,873
11	14	\$77,482	\$78,845	\$87,639
12	15	\$78,823	\$80,187	\$89,407
13	16	\$80,163	\$81,527	\$91,195
14	17	\$81,503	\$82,868	\$92,995
15	18	\$82,844	\$84,208	\$94,797
16	19	\$84,182	\$85,548	\$96,597
17	20	\$85,523	\$86,889	\$98,399
18	21+	\$86,864	\$88,229	\$100,201
The experience component is capped at step 18				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2018-2019 Asst. Principal Placement Tables
Salary for 11-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-4	\$62,425	\$63,651	\$68,734
1	5	\$62,625	\$63,851	\$68,934
2	6	\$62,825	\$64,051	\$69,134
3	7	\$63,025	\$64,251	\$69,334
4	8	\$63,225	\$64,451	\$69,534
5	9	\$63,654	\$64,905	\$70,624
6	10	\$64,881	\$66,132	\$72,243
7	11	\$66,111	\$67,362	\$73,861
8	12	\$67,338	\$68,590	\$75,480
9	13	\$68,568	\$69,819	\$77,100
10	14	\$69,797	\$71,048	\$78,717
11	15	\$71,025	\$72,275	\$80,336
12	16	\$72,254	\$73,505	\$81,956
13	17	\$73,483	\$74,733	\$83,595
14	18	\$74,711	\$75,962	\$85,245
15	19	\$75,940	\$77,191	\$86,897
16	20	\$77,167	\$78,419	\$88,547
17	21	\$78,396	\$79,648	\$90,199
18	22+	\$79,625	\$80,877	\$91,851
The experience component is capped at step 18				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2018-2019 Asst. Principal Placement Tables
Salary for 11.5-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-4	\$65,263	\$66,544	\$71,858
1	5	\$65,472	\$66,753	\$72,067
2	6	\$65,681	\$66,962	\$72,276
3	7	\$65,890	\$67,172	\$72,486
4	8	\$66,099	\$67,381	\$72,695
5	9	\$66,547	\$67,855	\$73,834
6	10	\$67,830	\$69,138	\$75,527
7	11	\$69,116	\$70,424	\$77,218
8	12	\$70,399	\$71,708	\$78,911
9	13	\$71,685	\$72,993	\$80,605
10	14	\$72,970	\$74,277	\$82,295
11	15	\$74,253	\$75,560	\$83,988
12	16	\$75,538	\$76,846	\$85,681
13	17	\$76,823	\$78,130	\$87,395
14	18	\$78,107	\$79,415	\$89,120
15	19	\$79,392	\$80,700	\$90,847
16	20	\$80,675	\$81,984	\$92,572
17	21	\$81,959	\$83,268	\$94,299
18	22+	\$83,244	\$84,553	\$96,026
The experience component is capped at step 18				

*\$5,000 Performance Contract Pay is included in the salary schedule.

***FOR REVIEW ONLY, NOT APPROVED**

2018-2019 Asst. Principal Placement Tables
Salary for 12-Month Assistant Principal/Dean

Step	Yrs of Credited Experience	ES*	MS*	HS*
0	0-4	\$68,100	\$69,437	\$74,983
1	5	\$68,318	\$69,656	\$75,201
2	6	\$68,536	\$69,874	\$75,419
3	7	\$68,755	\$70,092	\$75,637
4	8	\$68,973	\$70,310	\$75,855
5	9	\$69,441	\$70,805	\$77,044
6	10	\$70,779	\$72,144	\$78,811
7	11	\$72,121	\$73,486	\$80,576
8	12	\$73,460	\$74,825	\$82,342
9	13	\$74,801	\$76,166	\$84,109
10	14	\$76,142	\$77,507	\$85,873
11	15	\$77,482	\$78,845	\$87,639
12	16	\$78,823	\$80,187	\$89,407
13	17	\$80,163	\$81,527	\$91,195
14	18	\$81,503	\$82,868	\$92,995
15	19	\$82,844	\$84,208	\$94,797
16	20	\$84,182	\$85,548	\$96,597
17	21	\$85,523	\$86,889	\$98,399
18	22+	\$86,864	\$88,229	\$100,201
The experience component is capped at step 18				

*\$5,000 Performance Contract Pay is included in the salary schedule.

2017-2018 Principal Placement Tables

Step	Years of Credited Experience	ES*
0	0-3	\$75,813
1	4	\$76,063
2	5	\$76,313
3	6	\$76,563
4	7	\$76,813
5	8	\$77,063
6	9	\$78,043
7	10	\$79,158
8	11	\$81,332
9	12	\$83,506
10	13	\$85,681
11	14	\$88,218
12	15	\$90,755
13	16	\$93,290
14	17	\$95,101
15	18	\$96,913
16	19	\$98,725
17	20	\$99,450
18	21+	\$100,174
The experience component is capped at step 18		

*\$7,500 Performance Contract Pay is included in the salary schedule.

**Elementary Principals with 10 years completed, must receive a total compensation of \$103,500.

2018-2019 Principal Placement Tables

Step	Years of Credited Experience	ES*
0	0-4	\$75,813
1	5	\$76,063
2	6	\$76,313
3	7	\$76,563
4	8	\$76,813
5	9	\$77,063
6	10	\$78,043
7	11	\$79,158
8	12	\$81,332
9	13	\$83,506
10	14	\$85,681
11	15	\$88,218
12	16	\$90,755
13	17	\$93,290
14	18	\$95,101
15	19	\$96,913
16	20	\$98,725
17	21	\$99,450
18	22+	\$100,174
The experience component is capped at step 18		

*\$7,500 Performance Contract Pay is included in the salary schedule.

**Elementary Principals with 10 years completed, must receive a total compensation of \$103,500.

***FOR REVIEW ONLY, NOT APPROVED**



IV. HISD Compensation Tables

A-1 - 2017-2018 Teacher Initial Compensation Placement Table – All Months

17-18 TEACHER PLACEMENT TABLE						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$52,530	\$55,157	\$57,783	\$60,410	\$63,036
2	4-5	\$53,040	\$55,692	\$58,344	\$60,996	\$63,648
3	6	\$54,590	\$57,320	\$60,049	\$62,779	\$65,508
4	7	\$54,848	\$57,590	\$60,333	\$63,075	\$65,818
5	8	\$55,105	\$57,860	\$60,616	\$63,371	\$66,126
6	9	\$55,363	\$58,131	\$60,899	\$63,667	\$66,436
7	10	\$55,620	\$58,401	\$61,182	\$63,963	\$66,744
8	11	\$56,149	\$58,956	\$61,764	\$64,571	\$67,379
9	12	\$56,408	\$59,228	\$62,049	\$64,869	\$67,690
10	13	\$56,666	\$59,499	\$62,333	\$65,166	\$67,999
11	14	\$56,925	\$59,771	\$62,618	\$65,464	\$68,310
12	15	\$57,184	\$60,043	\$62,902	\$65,762	\$68,621
13	16	\$57,720	\$60,606	\$63,492	\$66,378	\$69,264
14	17	\$58,240	\$61,152	\$64,064	\$66,976	\$69,888
15	18	\$58,760	\$61,698	\$64,636	\$67,574	\$70,512
16	19	\$59,540	\$62,517	\$65,494	\$68,471	\$71,448
17	20	\$59,956	\$62,954	\$65,952	\$68,949	\$71,947
18	21	\$62,166	\$65,274	\$68,383	\$71,491	\$74,599
19	22	\$62,296	\$65,411	\$68,526	\$71,640	\$74,755
20	23	\$62,712	\$65,848	\$68,983	\$72,119	\$75,254
21	24	\$63,544	\$66,721	\$69,898	\$73,076	\$76,253
22	25	\$64,064	\$67,267	\$70,470	\$73,674	\$76,877
23	26	\$65,000	\$68,250	\$71,500	\$74,750	\$78,000
24	27	\$65,884	\$69,178	\$72,472	\$75,767	\$79,061
25	28	\$66,144	\$69,451	\$72,758	\$76,066	\$79,373
26	29	\$66,768	\$70,106	\$73,445	\$76,783	\$80,122
27	30	\$67,704	\$71,089	\$74,474	\$77,860	\$81,245
28	31	\$68,120	\$71,526	\$74,932	\$78,338	\$81,744
29	32	\$68,744	\$72,181	\$75,618	\$79,056	\$82,493
30	33	\$69,576	\$73,055	\$76,534	\$80,012	\$83,491
31	34	\$70,460	\$73,983	\$77,506	\$81,029	\$84,552
32	35	\$72,280	\$75,894	\$79,508	\$83,122	\$86,736
33	36+	\$74,360	\$78,078	\$81,796	\$85,514	\$89,232

*Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.



IV. HISD Compensation Tables

A-2 - 2017-2018 Evaluation Specialist/LSSP Initial Compensation Placement Table – All Months

17-18 EVALUATION SPECIALIST PLACEMENT TABLE						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$55,530	\$58,157	\$60,783	\$63,410	\$66,036
2	4-5	\$56,040	\$58,692	\$61,344	\$63,996	\$66,648
3	6	\$57,590	\$60,320	\$63,049	\$65,779	\$68,508
4	7	\$57,848	\$60,590	\$63,333	\$66,075	\$68,818
5	8	\$58,105	\$60,860	\$63,616	\$66,371	\$69,126
6	9	\$58,363	\$61,131	\$63,899	\$66,667	\$69,436
7	10	\$58,620	\$61,401	\$64,182	\$66,963	\$69,744
8	11	\$59,149	\$61,956	\$64,764	\$67,571	\$70,379
9	12	\$59,408	\$62,228	\$65,049	\$67,869	\$70,690
10	13	\$59,666	\$62,499	\$65,333	\$68,166	\$70,999
11	14	\$59,925	\$62,771	\$65,618	\$68,464	\$71,310
12	15	\$60,184	\$63,043	\$65,902	\$68,762	\$71,621
13	16	\$60,720	\$63,606	\$66,492	\$69,378	\$72,264
14	17	\$61,240	\$64,152	\$67,064	\$69,976	\$72,888
15	18	\$61,760	\$64,698	\$67,636	\$70,574	\$73,512
16	19	\$62,540	\$65,517	\$68,494	\$71,471	\$74,448
17	20	\$62,956	\$65,954	\$68,952	\$71,949	\$74,947
18	21	\$65,166	\$68,274	\$71,383	\$74,491	\$77,599
19	22	\$65,296	\$68,411	\$71,526	\$74,640	\$77,755
20	23	\$65,712	\$68,848	\$71,983	\$75,119	\$78,254
21	24	\$66,544	\$69,721	\$72,898	\$76,076	\$79,253
22	25	\$67,064	\$70,267	\$73,470	\$76,674	\$79,877
23	26	\$68,000	\$71,250	\$74,500	\$77,750	\$81,000
24	27	\$68,884	\$72,178	\$75,472	\$78,767	\$82,061
25	28	\$69,144	\$72,451	\$75,758	\$79,066	\$82,373
26	29	\$69,768	\$73,106	\$76,445	\$79,783	\$83,122
27	30	\$70,704	\$74,089	\$77,474	\$80,860	\$84,245
28	31	\$71,120	\$74,526	\$77,932	\$81,338	\$84,744
29	32	\$71,744	\$75,181	\$78,618	\$82,056	\$85,493
30	33	\$72,576	\$76,055	\$79,534	\$83,012	\$86,491
31	34	\$73,460	\$76,983	\$80,506	\$84,029	\$87,552
32	35	\$75,280	\$78,894	\$82,508	\$86,122	\$89,736
33	36+	\$77,360	\$81,078	\$84,796	\$88,514	\$92,232

*Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

The Evaluation Specialist/LSSP Salary Table consists of the teacher step/level amounts plus \$3,000 evaluation specialist amount.



IV. HISD Compensation Tables

A-3 - 2017-2018 Counselor Initial Compensation Placement Table – All Months

17-18 COUNSELOR PLACEMENT TABLE						
All Months						
Step	YRS EXP	10M STEP RATE	10.5M STEP RATE	11M STEP RATE	11.5M STEP RATE	12M STEP RATE
1	0-3	\$53,530	\$56,157	\$58,783	\$61,410	\$64,036
2	4-5	\$54,040	\$56,692	\$59,344	\$61,996	\$64,648
3	6	\$55,590	\$58,320	\$61,049	\$63,779	\$66,508
4	7	\$55,848	\$58,590	\$61,333	\$64,075	\$66,818
5	8	\$56,105	\$58,860	\$61,616	\$64,371	\$67,126
6	9	\$56,363	\$59,131	\$61,899	\$64,667	\$67,436
7	10	\$56,620	\$59,401	\$62,182	\$64,963	\$67,744
8	11	\$57,149	\$59,956	\$62,764	\$65,571	\$68,379
9	12	\$57,408	\$60,228	\$63,049	\$65,869	\$68,690
10	13	\$57,666	\$60,499	\$63,333	\$66,166	\$68,999
11	14	\$57,925	\$60,771	\$63,618	\$66,464	\$69,310
12	15	\$58,184	\$61,043	\$63,902	\$66,762	\$69,621
13	16	\$58,720	\$61,606	\$64,492	\$67,378	\$70,264
14	17	\$59,240	\$62,152	\$65,064	\$67,976	\$70,888
15	18	\$59,760	\$62,698	\$65,636	\$68,574	\$71,512
16	19	\$60,540	\$63,517	\$66,494	\$69,471	\$72,448
17	20	\$60,956	\$63,954	\$66,952	\$69,949	\$72,947
18	21	\$63,166	\$66,274	\$69,383	\$72,491	\$75,599
19	22	\$63,296	\$66,411	\$69,526	\$72,640	\$75,755
20	23	\$63,712	\$66,848	\$69,983	\$73,119	\$76,254
21	24	\$64,544	\$67,721	\$70,898	\$74,076	\$77,253
22	25	\$65,064	\$68,267	\$71,470	\$74,674	\$77,877
23	26	\$66,000	\$69,250	\$72,500	\$75,750	\$79,000
24	27	\$66,884	\$70,178	\$73,472	\$76,767	\$80,061
25	28	\$67,144	\$70,451	\$73,758	\$77,066	\$80,373
26	29	\$67,768	\$71,106	\$74,445	\$77,783	\$81,122
27	30	\$68,704	\$72,089	\$75,474	\$78,860	\$82,245
28	31	\$69,120	\$72,526	\$75,932	\$79,338	\$82,744
29	32	\$69,744	\$73,181	\$76,618	\$80,056	\$83,493
30	33	\$70,576	\$74,055	\$77,534	\$81,012	\$84,491
31	34	\$71,460	\$74,983	\$78,506	\$82,029	\$85,552
32	35	\$73,280	\$76,894	\$80,508	\$84,122	\$87,736
33	36+	\$75,360	\$79,078	\$82,796	\$86,514	\$90,232

*Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

The Counselor Salary Table consists of the teacher step/level amounts plus \$1,000 counselor pay amount.



IV. HISD Compensation Tables

A - 2017-2018 Teacher Initial Compensation Placement Tables - All Months

An employee who does not earn a credited year of service and/or who remains on the same pay step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Note: teachers who work less than half time are not eligible to earn experience credit and will not advance on the step scale. See page 45 for explanation of creditable year of service.

Teacher allotment, hold harmless amounts, and other components of pay are not increased by annual pay adjustments.

Salary Tables change each year. Employees cannot estimate future salaries based on their current step or experience assignments from prior years.

These policies apply to employees whose positions are paid on the Teacher Initial Compensation Placement Tables, including among others Counselors and Evaluation Specialists/LSSPs.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Business Operations
Brian Busby, Chief Operating Officer

SUBJECT: AUTHORITY TO NEGOTIATE, EXECUTE, AND AMEND A CONTRACT FOR THE IMPROVEMENT AND RECONSTRUCTION OF THE SPARK PARK AT WHIDBY ELEMENTARY SCHOOL

The Houston Independent School District (HISD) entered into an agreement with the City of Houston (City) and SPARK, a Texas nonprofit corporation formed in 1983, to develop public school grounds into neighborhood parks. The first interlocal agreement was executed on March 18, 1986. A second ten-year SPARK agreement was executed on May 24, 2006, to formally continue the program. A new SPARK agreement was approved by the Board of Education on September 14, 2017, identifying schools that have been selected to receive special funding for a SPARK park or re-SPARK improvement of an existing SPARK park. In designated communities, the City makes Community Development Block Grant (CDBG) federal funds available for SPARK construction or a re-SPARK improvement.

Whidby Elementary School (ES) is the recipient of a re-SPARK improvement. The joint project was initially advertised on June 2, 2018. Bids were received from the companies listed below on July 10, 2018:

- Alliance Industrial & Commercial Services
- Jerdon Enterprise, L.P.
- MoBill Contractors, Inc.

After evaluation in accordance with the procedures approved by the HISD Board of Education, MoBill Contractors, Inc., was determined to be the highest-ranked, best-value proposer. Therefore, it is recommended this contractor be awarded a contract for the improvement of the existing SPARK park at Whidby ES.

The work to be performed on the SPARK park at Whidby ES includes, but is not limited to, installation of a concrete track; minor smoothing of the field to address rough spots and divots and create a safe, level playing surface; increasing detention capacity; hydroseeding; and installing play equipment with an engineered wood fiber fall surface and site furnishings.

The SPARK school park program combines the resources of the Department of Housing and Community Development, HISD, Harris County, the private sector, neighborhood groups, Parent-Teacher Association/Parent-Teacher Organization groups, and concerned citizens. Each year, the SPARK program selects schools around the Houston area to receive a new SPARK park or a re-SPARK improvement of an existing SPARK park. Participating schools are requested to raise \$5,000, and HISD

historically supports the program by contributing \$5,000 towards the construction of each park.

It is recommended that the HISD Board of Education authorizes the superintendent of schools or a designee to negotiate, execute, and amend contracts not to exceed \$169,840 for the reconstruction of the SPARK park at Whidby ES.

Successful Bidder	Base Bid Amount	Contingency	Not to Exceed Total Budget	Estimated Calendar Days	M/WBE Participation
MoBill Contractors, Inc.	\$164,840	\$5,000	\$169,840	120	20%

COST/ FUNDING SOURCE(S): The total cost of this project will not exceed \$169,840 and will be funded by Community Development Block Grants and City of Houston SPARK Park Program funds.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 authorizes the superintendent of schools or a designee to negotiate, execute, and amend a contract with MoBill Contractors, Inc., for the improvement and reconstruction of the SPARK Park at Whidby ES, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Business Operations
Brian Busby, Chief Operating Officer

SUBJECT: AUTHORITY TO NEGOTIATE, EXECUTE, AND AMEND A CONTRACT FOR THE IMPROVEMENT AND RECONSTRUCTION OF THE SPARK PARK AT MILNE ELEMENTARY SCHOOL

The Houston Independent School District (HISD) entered into an agreement with the City of Houston (City) and SPARK, a Texas nonprofit corporation formed in 1983, to develop public school grounds into neighborhood parks. The first interlocal agreement was executed on March 18, 1986. A second ten-year SPARK agreement was executed on May 24, 2006, to formally continue the program. A new SPARK agreement was approved by the Board of Education on September 14, 2017, identifying schools that have been selected to receive special funding for a SPARK park or re-SPARK improvement of an existing SPARK park. In designated communities, the City makes Community Development Block Grant (CDBG) federal funds available for SPARK construction or a re-SPARK improvement.

Milne Elementary School (ES) is the recipient of a re-SPARK improvement. The joint project was initially advertised on June 2, 2018. Bids were received from the companies listed below on July 10, 2018:

- Alliance Industrial & Commercial Services
- Jerdon Enterprise, L.P.
- Kraftsman, L.P.
- MoBill Contractors, Inc.

After evaluation in accordance with the procedures approved by the HISD Board of Education, Alliance Industrial & Commercial Services is determined to be the highest-ranked, best-value proposer. Therefore, it is recommended this contractor be awarded a contract for the improvement of the existing SPARK park at Milne ES.

The work to be performed on the SPARK park at Milne ES includes, but is not limited to, installation of a concrete track; minor grading and drainage near the existing pavilion (including a low retaining wall); minor grading and drainage at the east playground entry; hydroseeding of disturbed areas; and installing play equipment with an engineered wood fiber fall surface and fencing.

The SPARK school park program combines the resources of the Department of Housing and Community Development, HISD, Harris County, the private sector, neighborhood groups, Parent-Teacher Association/Parent-Teacher Organization groups, and concerned citizens. Each year the SPARK program selects schools around the Houston area to receive a new SPARK park or a re-SPARK improvement of an

existing SPARK park. Participating schools are requested to raise \$5,000, and HISD historically supports the program by contributing \$5,000 towards the construction of each park.

It is recommended that the HISD Board of Education authorizes the superintendent of schools or a designee to negotiate, execute, and amend contracts not to exceed \$205,000 for the reconstruction of the SPARK park at Milne ES.

Successful Bidder	Base Bid Amount	Additional Funds	Contingency	Not to Exceed Total Budget	Estimated Calendar Days	M/WBE Participation
Alliance Industrial & Commercial Services	\$194,575	\$5,425	\$5,000	\$205,000	120	100%

COST/ FUNDING SOURCE(S): The total cost of this project will not exceed \$205,000 and will be funded by Community Development Block Grants and City of Houston SPARK Park Program funds.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 authorizes the superintendent of schools or a designee to negotiate, execute, and amend a contract with Alliance Industrial & Commercial Services for the improvement and reconstruction of the SPARK park at Milne ES, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Business Operations
Brian Busby, Chief Operating Officer

SUBJECT: APPROVAL OF A CONTRACT AMENDMENT TO THE SPARK PARK AGREEMENT

Former Houston City Council Member Eleanor Tinsley founded the School Park (SPARK) Program in 1983. The SPARK program has united the efforts of the City of Houston, Harris County, the Houston Independent School District (HISD), parent-teacher groups, and the community to improve and operate portions of HISD school playgrounds as public parks and recreation facilities. In designated communities, the City of Houston makes Community Development Block Grant (CDBG) funds available for SPARK construction.

The original SPARK agreement between the City of Houston, HISD, and SPARK, a Texas non-profit corporation, was executed in 1986. Subsequent agreements and amendments extended this partnership through 2017. A new SPARK agreement was executed in October 2017 to continue the program. Approval is being requested for an amendment to this agreement to add \$224,908 that will be made available to reimburse the SPARK program for improvements at four HISD schools. This amendment will extend the term of the agreement to two years from the countersignature date of the city controller.

The four schools to receive this funding are listed below:

- Mandarin Immersion Magnet School
- Peterson Elementary School (ES)
- Walnut Bend ES
- Ashford ES

COST/FUNDING SOURCE(S): The total cost will not exceed \$224,908 and will be funded by HISD School Principal funds and school Parent-Teacher Organization (PTO) funds.

STAFFING IMPLICATIONS: None

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

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 contract amendment to the SPARK park agreement, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Business Operations
Brian Busby, Chief Operating Officer

**SUBJECT: AUTHORITY TO NEGOTIATE, AMEND, AND EXECUTE AN
INTERLOCAL AGREEMENT WITH MONTGOMERY COUNTY
HOSPITAL DISTRICT**

Chapter 44, section 44.031(a)(4) of the Texas Education Code, and Chapter 791, Subchapter B, Section 791.011 of the Government Code allow the use of interlocal agreements for the acquisition of goods and services, while still complying with the Education Department General Administrative Regulations 2 Code of Federal Regulations 200.

An interlocal agreement between the Houston Independent School District (HISD) and Montgomery County Hospital District (MCHD) allows the programming of each other's specific public safety radio system talk groups to enhance regional radio interoperability for both entities. The HISD Board of Education has authorized the administration to enter into interlocal agreements with other agencies which provide services that benefit the district in obtaining various goods and services. MCHD and HISD shall not charge each other any fees for the use of their talk groups, but each party will bear the cost of maintaining its end of the Inter Subsystem Interface (ISSI).

An interlocal agreement with MCHD will allow HISD to enhance public safety operations and coordinate efforts between HISD and MCHD to reduce the likelihood of public radio system interference within the region.

Benefit to HISD:

Two-way radio coverage is lost when students are transported north of Houston. This agreement will enable HISD buses to turn to a different talk group that allows radio coverage as far north as Huntsville, Texas.

Benefit to MCHD:

When transporting patients to the Texas Medical Center or The University of Texas Medical Branch (UTMB) in Galveston, this agreement will enable MCHD to turn to a different talk group that allows communication with their dispatchers throughout Houston.

A copy of the interlocal agreement is on file in Board Services.

COST/FUNDING SOURCE(S):

There is no cost to participate in this interlocal agreement. The ISSI has already been purchased as part of the request for proposal (RFP) for the two-way radio upgrade. Services

rendered under the agreement, including the cost for one T1 line between the two-way radio switch at Northwest Transportation Center and MCHD, will be paid from existing budgeted funds.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 authorizes the superintendent of schools or a designee to negotiate, amend, and execute an interlocal agreement with Montgomery County Hospital District, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Finance
Rene Barajas, 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 three 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 August 10, 2018.

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPs VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-01-08 (Alford) (Longoria)	RFP /Home Instruction for Parents of Preschool Youngsters (HIPPY)	C-D NP-0% NP-0%		145	3	O O H	Connelly-3 Publishing Group HIPPY USA A Yancy Life Transition Center

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
4290000000	108080300	PS61990000000000	6299000000		
					\$1,500,000

The purpose of this contract is to obtain vendors that will provide curriculum for HIPPY. HIPPY is a school readiness program that helps parents prepare preschool children for academic success. The contract term is August 10, 2018, through August 9, 2021, with two one-year renewal options, not to extend beyond November 9, 2023. The annual historical expenditure has been \$303,362. The total projected expenditure for the term of the contract will be \$1,500,000. The district applied the "Best Value" process in selecting the suppliers 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).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPS VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-05-20	RFP /Print Shop	C-D		119	4	H	Best Letterpress
(Alford)	Maintenance, Supplies	C-D				H	Clampitt Paper Co.
(Schad)	and Services	C-D				O	Mark Andy, Inc. dba Mark Andy Print Products

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$1,000,000

The purpose of this contract is to obtain vendors that can supply hand bindery and envelope conversion services, shipping supplies, specialty label stock, and other print shop supplies and services for the Administrative Services Department. The contract term is August 10, 2018, through August 9, 2021, and for an additional two annual renewal periods after the initial contract term, not to extend beyond November 9, 2023. The districtwide annual expenditure is \$200,000. The projected expenditure for the term of this project is \$1,000,000. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPS VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-01-05 (Tesoro) (Busby)	RFP/Grease Trap Services	C-D		56	2	T	WRM (Southwaste Disposal LLC)

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1999000001	1090800003	AD51990000000000	6429010005		
Various Schools and/or Departments					\$900,000

The purpose of this contract is to provide grease trap cleaning and maintenance services to the district. This contract replaces previous contract 15-03-01 Grease Trap Services. The contract term will be from August 10, 2018, through August 9, 2019, with an option to renew for three additional one-year terms, not to extend beyond November 9, 2022. Historically, the annual average expenditure for these services has been \$215,000. Based on the current needs of the district, the proposed annual expenditure is \$225,000 or \$900,000 for the contract term. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPS VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-04-03 (Thomas) (Barajas)	RFP /Excess Workers' Compensation Insurance	B-30%		77	5	H	Arthur J. Gallagher & Co.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
199900001	1080825000	AD19900000000000	6249020000		
Various Schools and/or Departments					\$2,500,000

The purpose of this contract is to obtain Excess Workers' Compensation Insurance coverage for all district employees. The contract term is from September 1, 2018, through August 31, 2019, and for an additional four annual renewal periods after the initial contract term not to extend beyond November 30, 2023. The historical expenditure for these services has been \$431,162. The requesting department is Risk Management. The district applied the "Best Value" process in selecting the supplier in accordance with Chapter 44 of the TEC and the district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-09-13 (Pleasant Busby)	RFP /Security Camera System Services, Maintenance, Repair, and Installation	A-100% A-100% A-100% A-100%		31	4	H T H H	Advance SecureTech LLC CLS Technology, Inc. Hi -Tek Sound & Signal, Inc. Westco Ventures, LLC

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993010002	1040804000	PS5199CAM0000000	6319000000		
1993010002	1040804000	PS5199CAM0000000	6399000000		
1993010002	1040804000	PS5199CAM0000000	6639000000		
1993010002	1040804000	PS5199CAM0000000	6629000000		
Various Schools and/or Departments					\$20,000,000

The purpose of this contract is to install and/or add security camera system(s); service, maintain, and/or repair security camera system(s); and to install cameras in special-education classrooms as a result of Senate Bill (SB) 1398 throughout the district. The contract term is from August 10, 2018, through August 9, 2019, with an option to renew for four additional one-year terms, not to extend beyond November 9, 2023. The three-year historical expenditure has been \$12,000,000. The projected expenditure for the term of this contract is \$20,000,000. The district applied the "Best Value" process in selecting the vendors awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-11-07 (Pleasant) (Busby)	RFP/ Fire Extinguisher Purchase, Inspection, Maintenance, Service, and Disposal	A-100% C-D		50	2	H H	Advance SecureTech LLC Cintas Corporation

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993010002	1040804000	PS5199FIR0000000	6319000000		
1993010002	1040804000	PS5199FIR0000000	6649000000		
1993010002	1040804000	PS5199FIR0000000	6639000000		
1993010002	1040804000	PS5199FIR0000000	6299000000		
1993010002	1040804000	PS5199FIR0000000	6249000000		
Various Schools and/or Departments					\$2,500,000

The purpose of this contract is the purchase, annual inspection, service, maintenance, and disposal of fire extinguishers for the district. The contract term is from August 10, 2018, through August 9, 2019, with an option to renew for four additional one-year terms, not to extend beyond November 9, 2023. The three-year historical expenditure has been \$1,500,000. The projected expenditure for the term of this contract is \$2,500,000. The district applied the "Best Value" process in selecting the vendors awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-09-14 (Pleasant Busby)	RFP /Intercom and Local Sound Reinforcement Systems Service, Maintenance, Repair, and Installation	A-100% A-100% A-100%		30	3	H T H	Advance SecureTech LLC CLS Technology LLC MCA Communications

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993010002	1040804000	PS5199INT0000000	6299000000		
1993010002	1040804000	PS5199SOU0000000	6649000000		
1993010002	1040804000	PS5199SOU0000000	6399000000		
1993010002	1040804000	PS5199SOU0000000	6639000000		
Various Schools and/or Departments					\$15,000,000

The purpose of this contract is the annual inspection and testing of intercom systems; repair and maintenance of intercom and local sound reinforcement systems equipment, and installation and/or addition of intercom and local sound reinforcement systems equipment throughout the district. The contract term is from August 10, 2018, through August 9, 2019, with an option to renew for four additional one-year terms, not to extend beyond November 9, 2023. The three-year historical expenditure has been \$9,000,000. The projected expenditure for the term of this contract is \$15,000,000. The district applied the "Best Value" process in selecting the vendors awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-09-15 (Pleasant) (Busby)	RFP /Lock Hardware and Key Purchase	A-100% C-5%		38	3	H H	Baker's Safe and Lock Co., Inc RAE Security Southwest, LLC

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993010002	1040804000	PS5199KEY000000	6319000010		
1993010002	1040804000	PS5199LOC000000	6319000010		
Various Schools and/or Departments					\$1,750,000

The purpose of this contract is to purchase door hardware and blank key(s) throughout the district. The contract term is from August 10, 2018, through August 9, 2019, with an option to renew for four additional one-year terms, not to extend beyond November 9, 2023. This contract will replace project 16-03-37-04, which expired July 31, 2018. The three-year historical expenditure has been \$1,000,000. The projected expenditure for the term of this contract is \$1,750,000. The district applied the "Best Value" process in selecting the vendors awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-05-05 (Alford) (Longoria)	RFP /External Evaluator for the Magnet Schools Assistance Program (MSAP) Grant	C-D B-30%		197	7	H O	Education Evaluation Systems, LLC Metis Associates, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Amount Not to Exceed</u>
Various Schools and/or Departments				\$450,000

The purpose of this contract is to comply with the U.S. Department of Education Magnet Schools Assistance program, which is designed to enhance the programs offered, increase racial and socioeconomic diversity, and reduce minority-group isolation of students throughout the system. The request is from the Office of School Choice. The contract term will be from August 10, 2018, through August 9, 2021, and for an additional two one-year renewal options, not to extend beyond November 9, 2023. The total expenditure for the term of this contract is \$450,000. The district applied the "Best Value" process in originally selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPS VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-05-06 (Alford) (Barajas)	RFP /State Finance and Accountability Consulting	C-D		190	1	T	Moak Casey & Associates

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993000000	1070800000	AD41990000000000	6214000000		\$375,000

The purpose of this contract is to obtain a firm that can provide financial consultation, consultation services related to state and federal accountability standards, monitor legislation and brief HISD administrators on legislative issues affecting public education. The requesting department is the Office of Governmental Relations & Strategy. The contract term is from August 10, 2018 through, August 9, 2019, and for an additional four annual renewal periods after the initial contract term, not to extend beyond November 9, 2023. The projected expenditure for the term of this contract is \$375,000. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-05-11 (Alford) (Longoria)	RFP /Social and Emotional Learning (SEL) Curriculum	NP-0%		203	16	H	A YANCY Life Transition Center
		NP-0%				O	Brightways Learning
		NP-0%				O	Center for the Collaborative Classroom
		A-100%				O	Cloud 9 World Corp.
		NP-0%				O	Committee For Children
		NP-0%				O	EduGuide
		NP-0%				O	Facing History and Ourselves
		C-D				O	Franklin Covey
		NP-0%				O	Moving Forward Institute
		C-D				O	NCS Pearson, Inc
		C-D				O	Rethink Autism, Inc
		C-D				O	Rock and Roll Academy
		NP-0%				O	Success for ALL Foundation

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and Departments					\$1,000,000

The purpose of this contract is to obtain vendors that can provide social and emotional learning (SEL) curriculum, which would enhance students' capacity to integrate skills, attitudes, and behaviors to deal effectively and ethically with daily tasks and challenges. The requesting department is Student Support Services. The contract term is from August 10, 2018, through August 9, 2021, and for an additional two annual renewal periods after the initial contract term, not to extend beyond November 9, 2023. The projected expenditure for the term of this project is \$1,000,000. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES UNDER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
18-03-01 (March) (Busby/ Barajas)	Sale of Scrap Metal (Revenue Generating)			17	2	H H	Hippo Waste Systems, LLC Southern Core Supply, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					N/A

The purpose of this contract is to obtain qualified vendors for the sale of scrap metal, scrap vehicles, and other various scrap-related services, as required throughout the district. The contract term will be from August 12, 2018 through November 11, 2023. This is a revenue generating project and will be at no cost to the district. Therefore, there is no projected annual budget for this project. The district applied the "Best Value" process in selecting the vendors awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
15-05-06 (Thomas) (Busby/ Barajas)	RFP /Janitorial Floor Chemicals, Cleaners, & Supplies (Budget Increase)	B-20%		14	10	OT T	Buckeye International, Inc. dba Buckeye Cleaning Center Houston Pollock Investments Incorporated dba Pollock Paper Distributors

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993000000			1310000000		
Various Schools and/or Departments					\$7,235,880

The Board approved the original project on November 12, 2015. The purpose of this amendment is to increase the budget authority by \$3,000,000, and to extend the project for an additional year for janitorial floor chemicals, cleaners, and supplies; not to extend beyond November 12, 2019. The average annual expenditure for the last three fiscal years has been \$1,154,718. The initial contract term expires on November 12, 2018. The not-to-exceed amount for the current project term and for the additional year is \$7,235,880. The requesting departments are Facilities Services and Warehouse Operations. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
BuyBoard 15-12-01-01 (Pleasant) (Busby)	Stage Curtains & Lighting, Stage/Stadiums Sound Systems, & Theatrical Supplies (Budget Increase)					T T T O O O T H	Big House Sound, Inc. Infinity Sound, LTD NSEC, LLC (National Stage Equipment Company) Norcostco, Inc. Sweetwater Music Education Technology Woodwind & Brasswind, Inc. The TASC Group, LLC dba TASC A/V StageLight Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$1,000,000

The Board approved this contract on January 14, 2016. The purpose of this amendment is to increase the budget authority by \$250,000 for stage curtains & lighting, stage/stadium sound systems, and theatrical supplies. This increase is necessary to become compliant with local codes and address additional inventory and repairs that have exceeded their life expectancy. The contract expires on October 31, 2018. The average annual historical expenditure has been \$205,000.. This is a cooperative contract with BuyBoard utilizing contract number 479-12 in accordance with Chapter 44 and Chapter 791 of TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA
RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
15-06-11 (Emeka) (Longoria)	RFP /Athletics Supply /Services – Concession Foods (Budget Increase)					OT	Vistar of Houston

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7710000000	3360870000	PS36910000000000	6343000000		\$525,000

The Board approved this contract on August 11, 2016. The purpose of this amendment is to increase the budget authority by \$275,000 and to extend the project for an additional year for concession foods and supplies, not to extend beyond September 10, 2019. The average annual expenditure is \$100,300. The initial term expires September 10, 2018. The not-to-exceed amount for the current project term and for the additional year is \$525,000. The requesting department is Athletics. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 18-02-06-04 (Alford) (Longoria)	Healthy Tomorrow Partnership for Children Program (HTPCP) and After School Programs (Budget Increase)					H	Urban Harvest, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$349,970

The purpose of this amendment is to increase the budget authority by \$300,000 for Urban Harvest, Inc. for the HTPCP for the Health and Medical Services Department and the 21st Century program for the After School Programming Department. The term of this contract is August 10, 2018, through April 20, 2019, with one renewal option, not to extend beyond April 20, 2020. The expected expenditure for the term of this contract is \$349,970. This is an agreement with HCDE utilizing contract 15/028LB in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
BuyBoard 18-05-04-01 (Pleasant) (Longoria/Busby)	Athletic Field Equipment, Supplies, and Maintenance					T	Professional Turf Products, LP

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					N/A

This project was approved by the Board of Education on June 14, 2018. The purpose of this amendment is to add an additional supplier with no additional increase in funding. The purpose of this contract is to acquire field equipment and supplies to maintain all athletic fields and HISD stadiums. The requesting departments are Athletics and Facilities Services. The contract term is from August 10, 2018, through May 31, 2019, and for one additional year after the initial contract term, if BuyBoard executes their option, not to extend beyond May 31, 2020. This is a cooperative contract with BuyBoard utilizing contract numbers 529-17 and 560-18 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 17-04-25-04 (Pleasant) (Busby)	Audiovisual Equipment & Accessories, Two-Way Radios & Repairs					H	Houston Communications, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$ 625,000

The purpose of this amendment is to increase the budget authority by \$125,000 for audiovisual equipment & accessories, two-way radios and repairs; not to extend beyond January 22, 2019. This project was originally approved by the board on June 8, 2017 in the amount of \$500,000. The average historical expenditure has been \$235,000. The requesting department is Fleet Operations. This is a cooperative contract with HCDE utilizing contract number 13/068DG-18 in accordance with Chapter 44 and Chapter 791 of TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
17-02-11 (Thomas) (Barajas)	Office Supplies, Related Items, & Classroom Consumables	C-D		209	14	OT	School Specialty, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					N/A

This contract was approved by the Board of Education on March 8, 2018. The purpose of this amendment is to add an additional supplier with no additional increase in funding. The purpose of this contract is to acquire office supplies, related items, and classroom consumables. The contract term is from March 9, 2018, through March 8, 2019, and for an additional four annual renewal periods after the initial contract term, not to extend beyond June 8, 2023. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

AMENDMENT TO ITEM APPROVED ON A PRIOR BOARD AGENDA

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFP'S ISSUED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 16-07-20-04 (Giacaman) (Busby)	Commodity Processing					OT	Jennie – O Turkey Store.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					N/A

The purpose of this amendment is to add a supplier to this contract, originally awarded on August 11, 2016. No additional funds will be needed. The contract term will be August 10, 2018 through August 12, 2019 with one additional renewal option if HCDE executes their final contract renewal term in accordance with Chapter 17 of the United States Department of Agriculture (USDA) Administrator's Reference Manual. The historical expenditure for these services over the last three years has been approximately \$1,750,000. This project will be utilizing HCDE contract 16/016TJ. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPs VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
BuyBoard 18-12-10-01 (Emeka) (Schad)	Audiovisual Equipment and Supplies						ACP Direct Audio Visual Aids AVES Audio Visual Systems, Inc. B&H Foto & Electronics Corp Data Projections, Inc Troxell Communications, Inc

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$ 12,000,000

The purpose of this contract is to obtain districtwide hardware and software audiovisual equipment, document cameras, interactive digital TV displays, video streaming equipment, audio sound systems, smartboards, projectors, video conferencing, video control systems, and other accessories and supplies. The requesting department is Information Technology. The contract term is from August 10, 2018, through May 31, 2019, with two one-year renewal options, if BuyBoard executes their contract renewal options, not to extend beyond May 31, 2021. The projected expenditure for the term of this project is \$4,000,000 annually or \$12,000,000 for the term of this contract. This is an agreement with BuyBoard utilizing contract 563-18 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
DIR 19-07-06-02 (Alford) (Schad)	Cisco Branded Products and Related Services					O	Cisco Systems, Inc. and Reseller Vendors

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993000000	105080800	AD53990000000000	6249000000		\$9,000,000

The purpose of this contract is to purchase Cisco-branded hardware, networking equipment, servers, data storage solutions, and related services for the Information Technology (IT) Department. The contract term will be from August 10, 2018, through July 3, 2023, with all renewal/ extension options executed by the Department of Information Resources (DIR) Cooperative. The total expenditure for the term of this contract will be \$9,000,000. This is an agreement with DIR utilizing contract DIR-TSO-4167 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF PURCHASES OVER \$100,000

RECOMMENDED AWARD AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>BIDS/RFPs VIEWED</u>	<u>BIDS REC'D</u>	<u>** LOC</u>	<u>AWARDED TO</u>
CTPA 19-07-02-33 (Alford) (Longoria)	Thinking Maps Training and Materials					OT	Thinking Maps

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
400000000012		AD13990000000000	6299020000		
5000000005278		PS13110000000000	6299000000		
Various Schools and/or Departments					\$1,000,000

The purpose of this contract is for Thinking Maps to provide professional development and resource materials to support campus-wide implementation of Thinking Maps for critical and creative thinking in all content areas and grade levels. Teacher/Leaders will learn how to embed continuous learning sessions about relevant thinking maps applications into regularly scheduled planning sessions and/or professional learning communities. The requesting department is Academics. The contract term is from August 10, 2018, through June 30, 2020, and an additional annual renewal period, if CTPA/Dallas Independent School District should execute their contract renewal option, not to extend beyond June 30, 2021. This is an interlocal agreement with Central Texas Purchasing Alliance utilizing contract BG-204989 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
BuyBoard 19-07-05-01 (Alford) (Schad)	Software Licensing Renewal					O	Hayes Software System

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993000000	105080800	AD53990000000000	6249000000		
Various Schools and/or Departments					\$100,000

The purpose of this contract is to renew the software licensing for Hayes IT TIPWeb, which is an Enterprise Asset Inventory System used throughout the district to record and track fixed assets. This contract will also renew the software licensing, support, and service for the Enterprise web-based Textbook Inventory Management System, which is used to track textbooks in schools. The contract term will be from August 10, 2018, through December 31, 2018, with all renewal/ extension options executed by BuyBoard. The average historical expenditure for these products has been \$416,020. The total expenditure for the term of this contract will be \$100,000. This is a cooperative agreement with BuyBoard utilizing contract 498-15 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
Interlocal 18-05-22-29 (Thomas) (Busby)	GPS Systems					OT	Synovia Solutions, LLC.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$ 375,000

The purpose of this contract is to maintain the District's GPS system for school buses. The contract term is from August 10, 2018, through May 31, 2019, and for additional two annual renewal periods if Clear Creek Independent School District should execute their contract renewal options, not to extend beyond May 31, 2021. The previous project is 16-07-08-29. The historical expenditure for these products has been \$960,193 over the last three years. Transportation has projected the expenditure to be \$375,000. The requesting departments is Transportation. This is an interlocal agreement with Clear Creek ISD utilizing RFCSP #2015.806 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
Region 5 18-06-06-25 (Pleasant) (Longoria/ Busby)	Supplemental Athletic Field Equipment, Supplies and Maintenance					T O H	Varsity Brands Holding Co., Inc. dba BSN Sports LLC Joy Products of California, Inc. dba Coastal Enterprises Promaxima Manufacturing LLC

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$ 125,000

The purpose of this contract is to acquire supplemental athletic field equipment, supplies and maintenance as requested by the Facilities and Athletics Departments. This contract will be used in conjunction with project 18-05-04-01 which was initially approved by the Board of Education on June 14, 2018. The contract term is August 10, 2018, through June 30, 2019. This contract will replace project 18-11-05-25 which expired June 30, 2018. The average annual historical expenditure has been \$107,995. The projected expenditure for the term of this project will be \$125,000. This is a cooperative contract with the Southeast Texas Purchasing Cooperative sponsored by the Region 5 Educational Support Center utilizing contract number 20180501, in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
DIR 19-07-04-02 (Alford) (Schad)	Software Licensing Renewal					O	Dell Marketing, LP.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
1993000000	1050808000	AD53990000000000	6249000000		\$150,000

The purpose of this contract is to renew software licensing maintenance for Innotas, which is a portfolio, project, and program management hosted software (IT licenses). This includes access to current and archived research notes, reports, IT job descriptions, templates, and policies to help with daily IT challenges. The contract term is August 10, 2018, through January 10, 2024, with all renewal/extension options executed by DIR Cooperative. IT projects the expenditure for the remainder of the contract term to be \$150,000. This is an agreement with DIR utilizing contract DIR-SDD-3763 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 18-06-11-04 (Giacaman) (Busby)	Branded Foods					T	MAC Pizza Management, Inc. (dba Domino's Pizza)
						T	Domino's, Inc. (dba Domino's Pizza LLC)

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7010010000	5140833000	AD35990000000000	6399000000		
7010010000	5140832000	AD35990000000000	6399000000		
					\$8,000,000

The purpose of this contract is to obtain branded foods for the Nutrition Services Department. The contract term will be August 10, 2018 through July 31, 2019 with three options to renew. Based on the historical annual usage and the current needs of the district, the proposed expenditure is \$2,000,000 annually, or \$8,000,000 for the entire project. This project will utilize interlocal agreement with HCDE contract #18/054TJ. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 18-06-10-04 (Giacaman) (Busby)	Snacks and Beverages					OT	Sterling BV, Inc dba Buena Vista Food Products, Inc.
						OT	J & J Snack Foods Sales Corp
						T	The Masters Distribution Systems Company, Inc.
						OT	JSB Industries, Inc dba Muffin Town
						OT	MinMor Industries, LLC dba Notables
						OT	The Safe + Fair Food Company LLC
						OT	Truitt Family Foods, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7010010000	5140833000	AD35990000000000	6399000000		
7010010000	5140832000	AD35990000000000	6399000000		
					\$2,000,000

The purpose of this contract is to secure supplemental snack items for the Nutrition Services Department. The contract term will be August 10, 2018, through July 31, 2019, with three options to renew. Based on the historical annual usage and the current needs of the district, the proposed expenditure is \$500,000 annually, or \$2,000,000 for the entire project. This project will utilize interlocal agreement with HCDE contract #18/052TJ. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 18-06-12-04 (Giacaman) (Busby)	Chemical Products and Services					OT	Auto-Chlor Services LLC.
						T	Buckeye Cleaning Center-Houston
						OT	Ecolab Inc; Magnus Procurement & Logistic Solutions
						OT	SFSPac Food Safety & Sanitation

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7010010000	5140832000	AD35990000000000	6399000000		\$300,000

The purpose of this contract is to obtain chemical products and services for the Nutrition Services Department. The contract term will be August 10, 2018, through July 31, 2019, with three options to renew. Based on the historical annual usage and the current needs of the district, the proposed expenditure is \$75,000 annually, or \$300,000 for the entire project. This project will utilize interlocal agreement with HCDE contract #18/047TJ. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
HCDE 18-03-06-04 (Tesoro) (Busby)	Trash Compacting and Recycling					H	Waste Management

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$200,000

The purpose of this contract is to obtain trash compacting, removal, and recycling services for Nutrition Services, various other schools, and departments. These services were previously subcontracted through a vendor that is no longer with the district. Project #18-02-02-04 was approved by the board March 8, 2018, and expired on July 15, 2018, to continue utilizing Waste Management without an interruption in service. The contract term for 18-03-06-04 will be August 10, 2018, through June 19, 2019, with three renewal options not to extend through June 19, 2022. The average historical expenditure for these products has been \$40,000 annually. Based on the historical annual usage and the current needs of the district, the proposed expenditure is \$50,000 annually, or \$200,000 for the entire project. This project will utilize a cooperative agreement with HCDE contract #18-042KC; in accordance with Chapter 44, Chapter 791 of the TEC, district purchasing policy CH(LOCAL) and CH(LEGAL).

APPROVAL OF COOPERATIVE PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
BuyBoard 18-04-01-01 (Tesoro) (Busby)	Refrigerated and Other Vehicle Rentals					H	PV Rentals, LLC

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
Various Schools and/or Departments					\$600,000

The purpose of this contract is to obtain refrigerated and other rental vehicles for Nutrition Services, various other schools, and departments. This project replaces 17-01-18-01 for Vehicle Rentals. The new contract term will be August 10, 2018, through June 30, 2019, with two renewal options not to extend beyond June 30, 2021. The average historical expenditure for these products has been \$130,000. Based on the historical annual usage and the current needs of the district, the proposed expenditure is \$600,000 for the entire project. This project will utilize a cooperative agreement with BuyBoard contract #565-18; in accordance with Chapter 44, Chapter 791 of the TEC, district purchasing policy CH(LOCAL) and CH(LEGAL).

RENEWAL PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
15-03-04 (Thomas) (Barajas)	RFP /Pharmacy Benefit Manager					T	Express Scripts, Inc.

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7530000000	3770804000	AD33990000000000	6299000000		\$40,059,858

The purpose of this contract is to renew the Pharmacy Benefit Manager for employees. The contract provides prescription drug benefits for employees and dependents enrolled in the medical plans. The contract term is from January 1, 2019, through December 31, 2019, and for an additional one annual renewal period after the initial contract term, not to extend beyond March 31, 2020. The 2019 plan year will be the fourth year. The average two-years annual historical expenditure has been \$32,961,562. The Benefits Department projects the annual expenditure for the next year to be \$40,059,858. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

RENEWAL PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
15-03-07(b) (Thomas) (Barajas)	RFP /Onsite Clinics RFP /Discounted Physician Services	A-100%				T	Platinum Preferred Healthcare Services Network, PLL

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7530000000	3770804000	AD33990000000000	6219000000		\$315,843

The purpose of this contract is to renew discounted physician services for members enrolled in the Select medical plan. Select plan members may access Platinum's provider network of approximately 200 physicians at a flat cost of \$50 per office visit, with discounted labs and other services. The contract term is from January 1, 2019, through December 31, 2019. The 2019 plan year will be the fourth year; with no additional annual renewals. The average two-year historical expenditure has been \$307,590. The Benefits Department projects the annual expenditure for the next year to be \$315,843. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

RENEWAL PURCHASES OVER \$100,000

RECOMMENDED AWARD FOR AUGUST 9, 2018 BOARD AGENDA

<u>PROJECT</u>	<u>DESCRIPTION</u>	<u>*M/WBE COMMIT</u>	<u>M/WBE ACTUAL</u>	<u>YEAR 2 OF 3</u>	<u>YEAR 3 OF 3</u>	<u>** LOC</u>	<u>AWARDED TO</u>
15-03-07(a) (Thomas) (Barajas)	RFP // Discounted Physician Services RFP / Onsite Clinic	1%	0			T	Concentra Health Services, Inc

<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>IO /Work Breakdown Structure</u>	<u>Amount Not To Exceed</u>
7530000000	3770804000	AD41990000000000	6299000000		\$ 1,329,000

The purpose of this contract is to renew Onsite Clinics for employees. The contract provides for staffing, supplies and administrative support for two onsite medical clinics that offer routine medical care for employees and dependents over age five that are enrolled in the medical plan at no cost. Employees that are eligible for an HISD medical plan, but not enrolled, may also use the clinics at a reduced cost. The contract term is from February 1, 2019, through January 31, 2020 and for an additional one annual renewal period after the initial contract term, not to extend beyond April 30, 2020. The 2019 plan year will be the fourth year. The average three-year historical expenditure has been \$944,253. The Benefits Department projects the annual expenditure for the next year to be \$1,329,000. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).

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

Option A - Certified M/WBE firm; Percentages greater than 100% indicates the M/WBE firm will also subcontract with other M/WBE firms.

Option 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.

Option C – Non M/WBE firm. If listed with percentage greater than 0%, the awardee will subcontract with an M/WBE firm for a percentage less than the District's goal. If listed as C/I/X%, the awardee will participate under an indirect program for the percentage indicated. If listed as C/D, the awardee made direct contact with M/WBE firms regarding subcontracting opportunities but has no costs attributable as either indirect or direct costs with M/WBE suppliers.

Other Status Options

NC) - Non-compliant; NE) - Not evaluated; NP) - Non-profit; P) - Pending Certification

LOC – Location

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

BB DIR
GSA
HCDE
HGAC
REGION IV
TASB TBPC
TIPS TCPN
TPASS TXMAS
USC
PACE
TIPS/TAPS

REGION 5
NCPA
REGION X
PCA
REGION 14

The BuyBoard Cooperative
Texas Department of Information Resources
Federal General Services Administration Schedule 70 Harris
County Department of Education
Houston-Galveston Area Council Region IV
Education Service Center Texas
Association of School Boards
Texas Building and Procurement Commission
TIPS/TAPS Region 8 Interlocal Cooperative The
Cooperative Purchasing Network
Texas Procurement and Support Services Texas
Multiple Award Schedules
U. S. Communities
Pace Purchasing Cooperative-Regions 13 & 20
The Interlocal Purchasing System/Texas-Arkansas Purchasing
System
Region 5 Texas Educational Service Center
National Cooperative Purchasing Alliance
Region X
Region 3 Purchasing Cooperative of America
Region 14 Education Service Center

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Finance
Rene Barajas, 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 (HISD) 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 three 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 August 10, 2018.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department			Donation Disbursement	
Houston Independent School District (HISD) Foundation on behalf of National Council of Jewish Women	HISD Home Instruction for Parents of Preschool Youngsters (HIPPY) Program			Program Supplies, Reading Materials, Food Items, and Transportation Support	

Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$12,500	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

The HISD Foundation, on behalf of the National Council of Jewish Women, has donated \$12,500.00 to the HISD HIPPY Program. The HIPPY Program is a school readiness program that helps parents prepare their preschool child for academic success. HIPPY is a home-based, family-focused program that HISD provides to parents of children between the ages of 3 and 5 years old, in English and Spanish, free of charge. The purpose of the donation is to provide additional support for the HISD HIPPY program in the following areas: \$3,500 for reading materials, \$2,500 for general supplies, \$1,500 for transportation, and \$5,000 for food items, for a total of \$12,500. The donation can only be used for the purposes specified.

Kinetic Learning Enterprises Inc.	M. L. King, Jr., Early Childhood Center			Instructional Supplies and Materials	
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Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

Kinetic Learning Enterprises Inc. has donated \$5,000 to M. L. King, Jr., Early Childhood Center to provide instructional supplies and materials to help increase students' academic achievement. The donation can only be used for the purpose specified.

Capital Farm Credit, FLCA	Booker T. Washington High School (HS)			Supplies and Materials	
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Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

The Capital Farm Credit, FLCA has donated \$5,000 to the Booker T. Washington HS Career and Technical Education (CTE)-Agriculture & Future Farmers of America (FFA) program to provide classroom instruction and building materials. This donation can only be used for the purpose specified.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department			Donation Disbursement	
AES Parent Organization, Inc. via HISD Foundation	Hilliard Elementary School (ES)			Supplies and Materials	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,555.32	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX
The HISD Foundation has donated \$5,555.32 on behalf of the AES Parent Organization, Inc. (Granbury, TX) to Hilliard ES to provide funding for relief from Hurricane Harvey. The funds are to be used for any further needs of the school related to Hurricane Harvey. This donation must be used for the purpose specified.					

Oran Roberts Elementary School Parent-Teacher Organization (PTO)	Roberts ES			SMART Projectors and Hardware	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$76,823.78	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX
The Oran Roberts ES PTO has donated \$76,823.78 to Roberts ES to provide funding to install new SMART projectors and hardware in each classroom. The donation can only be used for the purpose specified.					

Capital One Bank via HISD Foundation	Strategic Partnerships			Dream On/STEAM On Initiative	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$25,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX
The HISD Foundation has donated \$25,000 on behalf of Capital One Bank to the Dream On/STEAM On Initiative. The Dream On/STEAM On Initiative helps teachers improve academic achievement of students in science, technology, engineering, the arts, and mathematics (STEAM). The program will provide professional development for teachers in STEM/STEAM-related fields; books, supplies, and materials; and field lessons that will expand the students' knowledge of science, mathematics, and art. The following schools will participate in the program: Northside HS, Washington HS, Sterling HS, Marshall Middle School (MS), Williams MS, Looscan ES, Mading ES, Osborne ES, C. Martinez ES, and Sherman ES. Each participating school will receive \$2,272 and Strategic Partnerships will receive \$2,280 to support the Dream On/STEAM On Initiative. The funds may only be used for the purpose specified.					

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department			Donation Disbursement	
The Foundation for Enhancing Communities	Jones Futures Academy			Career and Technical Education (CTE) Construction and Technology Materials and Supplies	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX
The Foundation for Enhancing Communities has awarded the Jones Futures Academy with \$5,000 for CTE construction and technology materials and supplies. This donation can only be used for the purpose specified.					

The Aramco Services Corporation via HISD Foundation	Arabic Immersion Magnet School			Arabic Language Supplies and Materials, and Curriculum	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$10,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX
The Aramco Services Corporation via HISD Foundation has donated \$10,000 to the Arabic Immersion Magnet School for the purchase of Arabic language supplies, materials, and curriculum. This donation can only be used for the purpose specified.					

The Kinder Foundation via HISD Foundation	Strategic Partnerships			Kinder Excellence in Teaching Award	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$20,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX
The Kinder Foundation via HISD Foundation has donated \$20,000 to HISD Strategic Partnerships for the creation of an award to be called the Kinder Excellence in Teaching Award. The Kinder Excellence in Teaching Award is to be awarded to an elementary school at a later date. This donation can only be used for the purpose specified.					

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department			Donation Disbursement	
The HISD Foundation	Strategic Partnerships			HISD Educator of the Year Banquet	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$7,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

The HISD Foundation has donated \$7,000 to HISD Strategic Partnerships to provide support for the annual HISD Educator of the Year Banquet. Annually, HISD pays tribute to the district's top elementary and secondary teachers of the year during the Educators of the Year banquet. The program celebrates the success of all campus elementary-, middle-, and high-school Teacher of the Year honorees and culminates with exciting recognition of the district Elementary and Secondary Teacher of the Year winners. The event also includes recognitions for Beginning Teachers of the Year, Fan Favorite Teachers, and Emily Scott Evans Award, and the Ann Sledge Instructional Coach Excellence Award. This donation includes \$3,000 for Ann Sledge Instructional Coach Excellence Award, \$2,500 to support event expenses, and \$1,500 for the Emily Atwell Crosswell/Clare Attwell Glassell Award. This donation can only be used for the purpose specified.

The Texas Children's Health Plan	Strategic Partnerships			HISD Educator of the Year Banquet	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

The Texas Children's Health Plan has donated \$5,000 to HISD Strategic Partnerships to provide support for the annual HISD Educator of the Year Banquet. Annually, HISD pays tribute to the district's top elementary and secondary teachers of the year during the Educators of the Year banquet. The program celebrates the success of all campus elementary-, middle-, and high-school Teacher of the Year honorees and culminates with exciting recognition of the district Elementary and Secondary Teacher of the Year winners. The event also includes recognitions for Beginning Teachers of the Year, Fan Favorite Teachers, and Emily Scott Evans Award, and the Ann Sledge Instructional Coach Excellence Award. This donation can only be used for the purpose specified.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department			Donation Disbursement	
Renaissance Learning	Strategic Partnerships			HISD Educator of the Year Banquet	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

Renaissance Learning has donated \$5,000 to HISD Strategic Partnerships to provide support for the annual HISD Educator of the Year Banquet. Annually, HISD pays tribute to the district's top elementary and secondary teachers of the year during the Educators of the Year banquet. The program celebrates the success of all campus elementary-, middle-, and high-school Teacher of the Year honorees and culminates with exciting recognition of the district Elementary and Secondary Teacher of the Year winners. The event also includes recognitions for Beginning Teachers of the Year, Fan Favorite Teachers, and Emily Scott Evans Award, and the Ann Sledge Instructional Coach Excellence Award. This donation can only be used for the purpose specified.

SchoolCity Inc.	Strategic Partnerships			HISD Educator of the Year Banquet	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

SchoolCity Inc. has donated \$5,000 to HISD Strategic Partnerships to provide support for the annual HISD Educator of the Year Banquet. Annually, HISD pays tribute to the district's top elementary and secondary teachers of the year during the Educators of the Year banquet. The program celebrates the success of all campus elementary-, middle-, and high-school Teacher of the Year honorees and culminates with exciting recognition of the district Elementary and Secondary Teacher of the Year winners. The event also includes recognitions for Beginning Teachers of the Year, Fan Favorite Teachers, and Emily Scott Evans Award, and the Ann Sledge Instructional Coach Excellence Award. This donation can only be used for the purpose specified.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department			Donation Disbursement	
Sterling VIP Services	Strategic Partnerships			HISD Educator of the Year Banquet	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000 \$5,455 (including \$2,955 in in-kind)	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

Sterling VIP Services has donated ~~\$5,000~~ \$5,455, including \$2,955 in in-kind, to HISD Strategic Partnerships to provide support for the annual HISD Educator of the Year Banquet. Annually, HISD pays tribute to the district's top elementary and secondary teachers of the year during the Educators of the Year banquet. The in-kind donation is the use of a luxury car to the two Teacher of the Year winners. The program celebrates the success of all campus elementary-, middle-, and high-school Teacher of the Year honorees and culminates with exciting recognition of the district Elementary and Secondary Teacher of the Year winners. The event also includes recognitions for Beginning Teachers of the Year, Fan Favorite Teachers, and Emily Scott Evans Award, and the Ann Sledge Instructional Coach Excellence Award. This donation can only be used for the purpose specified.

Peli Peli	Strategic Partnerships			HISD Educator of the Year Banquet	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000 (In-Kind)	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

Peli Peli has donated \$5,000, in in-kind, to HISD Strategic Partnerships to provide support for the annual HISD Educator of the Year Banquet. Annually, HISD pays tribute to the district's top elementary and secondary teachers of the year during the Educators of the Year banquet. The program celebrates the success of all campus elementary-, middle-, and high-school Teacher of the Year honorees and culminates with exciting recognition of the district Elementary and Secondary Teacher of the Year winners. The event also includes recognitions for Beginning Teachers of the Year, Fan Favorite Teachers, and Emily Scott Evans Award, and the Ann Sledge Instructional Coach Excellence Award. The in-kind donation includes 300 Peli Peli gift cards. This donation can only be used for the purpose specified.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor		Receiving School/ Department			Donation Disbursement	
The Heart of America Foundation		J.P. Henderson ES			STEM Lab with Hallway and Classroom Painting	
Total Value of Donation	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>	
\$50,000 (In-Kind)	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	
The Heart of America Foundation has donated \$50,000 in in-kind services to J. P. Henderson Elementary School for a STEM Lab/Maker-Space with hallway and classroom painting. Materials were donated, and volunteers completed the work to create the lab in an existing classroom. The intent of the donation is to support STEM education at the school. This donation can only be used for the purpose specified.						

<u>Reliant, an NRG Company</u>		<u>Strategic Partnerships</u>		<u>HISD Back to School</u>	
<u>Total Value of Donation</u>	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
<u>\$17,435 (In-Kind)</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>
<u>Reliant, an NRG Company has donated school supplies valued at \$17,435 to HISD Strategic Partnerships to be distributed to students across the district. Schools will be selected based on greatest need and according to the district's priorities. This donation can only be used for the purpose specified.</u>					

<u>The Kinder Foundation via HISD Foundation</u>		<u>Blackshear ES</u>		<u>T-Shirts, Incentives for “House” Program Houses, and Kinder Excellence in Teaching Award for Teacher Appreciation</u>	
<u>Total Value of Donation</u>	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
<u>\$30,000</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>	<u>XXXXXXXXXXXX</u>
<u>The Kinder Foundation via HISD Foundation has donated \$30,000 to Blackshear ES supporting the school’s “House” program. The funding will be used towards the purchase of t-shirts, incentives for the Houses, and for teacher appreciation. to provide support for the school’s Houses program, t-shirts, and the Kinder Excellence in Teaching Award for teacher appreciation. This donation can only be used for the purposes specified.</u>					

Total Value of Grants: ~~\$216,879.10~~ ~~\$234,314.10~~ **\$274,769.10**

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Finance
Rene Barajas, 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 three 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 August 10, 2018.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor		Receiving School/ Department			Grant Disbursement	
Texas Education Agency (TEA)		Houston Independent School District (HISD) After-School Programs			Texas 21 st Century Community Learning Centers (21 st CCLC), Cycle 9, Year 3	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>	
\$1,658,700	XXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	

The purpose of the 21st CCLC grant is to create community learning centers that provide academic enrichment opportunities for children—particularly students who attend high-need, high-poverty, low-performing schools—to meet state and local student standards in core academic subjects. A community learning center assists students outside of school hours to complement the student's regular academic program. The 21st CCLC funds will create and expand out-of-school-time (OST) programs at 10 HISD campuses that offer extended learning opportunities for children and their families. This is the third year of the three-year grant. The 10 campuses included are Bastian Elementary School (ES), Coldwell ES, Forest Brook Middle School (MS), Mading ES, Marshall ES, McGowan ES, North Forest High School (HS), Stevens ES, Thompson ES, and Young ES. The grant is for the 2018–2019 academic school year. These grant funds can only be used as specified by the grant. See the attached budget for details.

TEA		Special Education Department			Individuals with Disabilities Education Act (IDEA)-B Formula	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>	
\$2,963,183	XXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	

IDEA-B Formula is a federal grant to support special education programs. IDEA-B Formula provides supplemental resources to help local education agencies (LEA) ensure that eligible students (ages 3–21) with disabilities are provided with a free, appropriate public education as required by federal statute. This grant pays for payroll costs, professional contracted services, and other operating costs. The grant period is July 1, 2017, to September 30, 2019. These funds will be used districtwide and may only be used as specified in the grant. Grant funds may only be spent as specified.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department			Grant Disbursement	
TEA	Special Education Department			Individuals with Disabilities Education Act (IDEA)-B Preschool	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$275,574	XXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

IDEA-B Preschool is a federal entitlement grant to support special education for preschool children. IDEA-B Preschool provides supplemental resources to help LEAs ensure that eligible students (ages 3–5) with disabilities are provided with a free, appropriate public education as required by federal statute. This grant pays for payroll costs and professional contracted services. The grant period is July 1, 2017, to September 30, 2019. These funds may only be used as specified in the grant.

The U.S. Department of Agriculture, Food and Nutrition Service	Food and Nutrition Services			2018 Farm to School Implementation Grant	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$67,395	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX

The U.S. Department of Agriculture, Food and Nutrition Service has awarded a grant to HISD's Food and Nutrition Services Department. The funded project titled "Get Growing Houston", provides schools with an evidence-based garden curriculum for classrooms, materials to establish teaching gardens, and educational support from the HISD Nutrition Services team of chefs and dietitians. Since HISD utilizes a site-based management model that allows school leaders to select programming and partnerships, it is imperative that this garden program is flexible to the distinct needs at each campus. To gauge the interest and need of individual schools, a survey will be sent to principals. From this survey, HISD Food and Nutrition Services will gather information such as current garden status, interest level, and perceived barriers, which will aid in the process of selecting schools for the "Get Growing Houston" program. The grant period is June 25, 2018, to June 30, 2020. These funds may only be used as specified in the grant. See the attached budget for details.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement
Teach for America, Inc.	Wharton K–8 Dual Language Academy	School to Learn From Award

Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$5,000	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX

Teach for America, Inc., has awarded a School to Learn From Award to Wharton K–8 Dual Language Academy. Through Teach for America's School to Learn From program, each year five schools are chosen to be highlighted for delivering an excellent education to students. These schools share best practices with educators and school leaders from across the country throughout the school year. Wharton applied and was chosen for an award. The grant period is for the 2018–2019 academic year. The grant funds may only be used as specified.

Children's Literacy Initiative (CLI)	Curriculum and Development Department		Children's Literacy Initiative i3 Scale-Up Study		
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>
\$6,565.68	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX

CLI, headquartered in Philadelphia, Pennsylvania, is focused on improving the American education system by ensuring low-income students can read by third grade. The program provides personalized, one-on-one teacher coaching; research-based literacy training; small-group coaching; leadership coaching for principals and teacher-leaders; and the books and materials classrooms need so that students can become powerful readers, writers, and thinkers. Seven HISD schools are participating in a federally-funded four-year i3 Scale-Up grant to expand its early literacy impact and conduct a study to demonstrate how CLI coaching and professional development can be scalable for raising the reading and writing scores of children in kindergarten through third grade. The seven HISD schools include Briarmeadow Charter, De Zavala ES, DeAnda ES, Durkee ES, Franklin ES, Grissom ES, and Mitchell ES. For the 2017–2018 academic year, for the period of January 2018 to May 2018, the seven schools are receiving a total of \$6,565.38 for substitute teachers under the CLI grant. The grant funds may only be used as specified. See attached budget for details

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor		Receiving School/ Department			Grant Disbursement	
Allstate Foundation		Scarborough ES			Allstate Foundation Helping Hands Grant	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>	
\$20,000	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	

The Allstate Foundation has awarded a \$20,000 grant to Scarborough ES under the auspices of the Allstate Foundation Helping Hands Grant program. Scarborough ES will use the grant funds to support several educational and enrichment initiatives at the school, including fine arts, literacy, dual language, technology, and out-of-school activities. The grant funds may only be used as specified.

Texas Education Agency (TEA)		Houston Independent School District (HISD) After-School Programs			Texas 21 st Century Community Learning Centers (21 st CCLC), Cycle 10, Year 1	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>	
\$1,500,000	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	

The purpose of the 21st CCLC grant is to create community learning centers that provide academic enrichment opportunities for children—particularly students who attend high-need, high-poverty, low-performing schools—to meet state and local student standards in core academic subjects. A community learning center assists students outside of school hours to complement the student's regular academic program. The 21st CCLC funds will create and expand out-of-school-time (OST) programs at 10 HISD campuses that offer extended learning opportunities for children and their families. The 10 campuses included are Emerson ES, Fondren ES, Gallegos ES, Gregory-Lincoln, Holland MS, Law ES, Madison HS, Milne ES, Pugh ES, and Wisdom HS. The grant is for the 2018–2019 academic school year. These grant funds can only be used as specified by the grant. See the attached budget for details.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department				Grant Disbursement	
TEA	Nine Schools: Worthing HS, Thomas MS, Mading ES, Kashmere HS, Key MS, Cook Jr. ES, Wheatley HS, Fleming MS, and Dogan ES				2017–2018 Student Success Initiative (SSI) Community Partnerships Planning Grant	
Total Value of Grant	<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>General Ledger</u>	<u>Internal Order</u>	
\$350,000	XXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	

The TEA has awarded a 2017–2018 SSI Community Partnerships Planning Grant to HISD to plan the creation of schools and community partnerships by providing support and technical assistance for wrap-around and holistic services for students at nine schools. The nine campuses included are Worthing HS, Thomas MS, Mading ES, Kashmere HS, Key MS, Cook Jr. ES, Wheatley HS, Fleming MS, and Dogan ES. The purpose of the grant is to work with technical assistance providers to identify community organizations that will help plan and implement innovative and educationally-sound ideas that contribute to the achievement and well-being of students at the nine identified schools. This collaborative approach will deliver services that increase the competency within a community to effectively serve and support students and their families. The schools were selected based on the high percentages of students who did not perform satisfactorily on relevant state assessments, and that serve students residing within the most struggling neighborhoods. The planning grant period is from June 12, 2018, to December 31, 2018. These grant funds can only be used as specified by the grant. See the attached budget for details.

Total Value of Grants: \$6,846,417.68

Detailed Budget
Texas 21st Century Community Learning Centers (21st CCLC), Cycle 9, Year 3

The 10 21st CCLC Cycle 9, Year 3 campuses include:

Bastian Elementary School (ES)
 Codwell ES
 Forest Brook Middle School
 North Forest High School

Mading ES
 Marshall ES
 McGowen ES

Stevens ES
 Thompson ES
 Young ES

Grantor	Budget String Object Description	Budget String					Amount
		<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>GL</u>	<u>Internal Order</u>	
TEA	Personnel	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$1,272,527
TEA	Professional and Contracted Services	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$255,690
TEA	Supplies and Materials	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$24,500
TEA	Other Operating Costs	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$80,825
TEA	Capital Outlay	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$25,158
Total Costs							\$1,658,700

**Detailed Budget
Children's Literacy Initiative
i3 Scale-Up Study Grant**

The seven schools participating in the Children's Literacy Initiative, i3 Scale-Up Study Grant and amount receiving:

Briar Meadow Charter School - \$1,003.09
 De Zavala Elementary School (ES) - \$1,094.28
 De Anda ES - \$911.90
 Durkee ES - \$729.52
 Franklin ES - \$911.90
 Grissom ES - \$1,276.66
 Mitchell ES - \$638.33

Grantor	Budget String Object Description	Budget String					Amount
		<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>GL</u>	<u>Internal Order</u>	
Children's Literacy Initiative	Personnel	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$6,565.68
Total Costs							\$6,565.68

Detailed Budget
The US Department of Agriculture, Food and Nutrition Service
2018 Farm to School Implementation Grant

Grantor	Budget String Object Description	Budget String					Amount
		<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>GL</u>	<u>Internal Order</u>	
US Department of Agriculture, Food and Nutrition Service	Supplies and Materials	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	\$64,395
US Department of Agriculture, Food and Nutrition Service	Travel	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	\$3,000
Total Costs							\$67,395

Detailed Budget
Texas 21st Century Community Learning Centers (21st CCLC), Cycle 10, Year 1

The 10 21st CCLC Cycle 10, Year 1 campuses include:

Emerson Elementary School (ES)	Holland Middle School (MS)	Milne ES
Fondren ES	Law ES	Pugh ES
Gallegos ES	Madison High School (HS)	Wisdom HS
Gregory-Lincoln		

Grantor	Budget String Object Description	Budget String					Amount
		<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>GL</u>	<u>Internal Order</u>	
TEA	Personnel	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$963,965
TEA	Professional and Contracted Services	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$377,218
TEA	Supplies and Materials	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$79,556
TEA	Other Operating Costs	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$76,733
TEA	Capital Outlay	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	\$2,528
Total Costs							\$1,500,000

Detailed Budget
Texas Education Agency (TEA)
2017–2018 Student Success Initiative (SSI) Community Partnerships Planning Grant

The nine campuses include:

- Worthing High School (HS)
- Thomas Middle School (MS)
- Mading Elementary School (ES)
- Kashmere HS
- Key MS
- Cook Jr. ES
- Wheatley HS
- Fleming MS
- Dogan ES

Grantor	Budget String Object Description	Budget String					Amount
		<u>Fund</u>	<u>Cost Center</u>	<u>Functional Area</u>	<u>GL</u>	<u>Internal Order</u>	
TEA	Personnel	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	\$10,760
TEA	Professional and Contracted Services	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	\$200,000
TEA	Supplies and Materials	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	\$45,000
TEA	Other Operating Costs	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	\$20,000
TEA	Capital Outlay	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXX	\$69,240
Indirect Cost							\$5,000
Total Costs							\$350,000

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Finance
Rene Barajas, Chief Financial Officer

**SUBJECT: APPROVAL OF A CONTRACT FOR THE PURCHASE OF
ATTENDANCE CREDITS FROM THE STATE FOR THE 2018–2019
RECAPTURE PAYMENT**

The Houston Independent School District (HISD) has been identified as a Chapter 41 district for 2018–2019 and is required to reduce its wealth per weighted student to the equalized wealth level as determined by Chapter 41 of the Texas Education Code.

An annual contractual agreement by the Board of Education is required to be submitted to the Commissioner of Education by September 1 each year that a school district is notified of Chapter 41 status. To be eligible for the early agreement credit the district must submit the contract postmarked by September 1, 2018. The early agreement credit for the 2018–2019 school year is estimated at \$4,622,460.

This agreement must be approved by the Commissioner of Education before the district may proceed with adoption of its tax rate.

Recapture payments will be made on the 15th of each month beginning in February and continuing through August of each year that the district has a required payment.

COST/FUNDING SOURCE(S): The estimated cost is \$272,492,039.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
General Funds	1999000001	1090800003	AD91990000000000	6224000000	N/A	\$272,492,039

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals, and is aligned to all of HISD's 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 Agreement for the Purchase of Attendance Credits from the state effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: APPROVAL OF PLAN YEAR 2019 EMPLOYEE MEDICAL PROGRAM

The Houston Independent School District (HISD) offers multiple medical plan options to approximately 24,888 employees who regularly work half-time or more in accordance with Teacher Retirement System (TRS) eligibility.

HISD's self-insured medical programs encompass a variety of options including, but not limited to, medical, pharmacy, onsite clinics, near-site clinics, discounted physician services, and onsite wellness services. The budget for the medical programs is expected to exceed \$168 million.

For the 2019 plan year, employee rates will remain the same for all employee-only and dependent medical programs. Employer rates increased in July based on the adopted 2018–2019 fiscal year budget to an average monthly contribution of approximately \$485.97 per month per participating employee. HISD's medical plans are self-insured and plan features such as deductibles and coinsurance amounts will also be unchanged for plan year 2019, with the exception of the telemedicine benefit. (See Exhibit 1).

Benefits-eligible employees may elect to contribute to a healthcare flexible spending account and/or a dependent care flexible spending account.

HISD will continue to make available to employees any carryover health reimbursement account (HRA) funds in 2019, as employees remain in one of the HISD Consumer Plans and maintain continuous coverage. In agenda item I-1, Express Scripts is recommended to remain HISD's pharmacy benefit manager for 2019.

Members will continue to have access to Concentra's onsite clinic services at our two onsite wellness centers and Platinum PA for our Select Plan network support services. (Renewals for these are included in the agenda item for approval of vendor awards.) Near-site clinic services for Select Plan members are currently under request for proposal. The recommended vendor will be presented for Board of Education approval upon completion. Transportation employees and Construction and Facilities Services employees will continue to benefit from Kennedy Benefits' onsite wellness services.

COST/FUNDING SOURCE(S): The total cost of services with the recommended vendors including medical and pharmacy claims is estimated to be \$168,864,000 and will be funded by the health insurance internal service fund and employee contributions.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
Internal Service Fund	7530000000	3770804000	AD33990000000000	6219000000	N/A	\$168,864,000

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is needed to continue HISD's employee medical program.

THIS ITEM DOES REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education approves 2019 employee medical programs and authorizes the superintendent of schools or a designee to negotiate and/or amend contracts with service providers, effective August 10, 2018.

2019 Cigna Plan Design Summaries

Medical & Rx

	Select Plan	Plus Limited	Plus - Choice		Basic - Limited	Basic - Choice		Open Access
Plan Features	Local Plus Network	Local Plus Network	Tier 1 Local Plus	Tier 2 OAP	Local Plus Network	Tier 1 Local Plus	Tier 2 OAP	OAP
Medical annual deductible	\$500/Person \$1,000/Family	\$1,750/Person \$3,500/Family	\$1,750/Person \$3,500/Family	\$2,000/Person \$4,000/Family	\$2,500/Person \$5,000/Family	\$2,500/Person \$5,000/Family	\$2,750/Person \$5,250/Family	N/A
Medical annual out-of-pocket maximum	\$4,900/Person \$9,800/Family	\$5,150/Person \$10,300/Family	\$5,150/Person \$10,300/Family	\$5,400/Person \$10,800/Family	\$6,900/Person \$13,800/Family	\$6,900/Person \$13,800/Family	\$7,150/Person \$14,300/Family	\$3,400/Person \$6,800/Family
COST PER PAY PERIOD								
Employee Only	\$2.50	\$49.19	\$61.45		\$24.41	\$30.54		\$249.16
Ee + Spouse	\$95.28	\$163.87	\$204.84		\$127.04	\$158.80		\$524.51
Ee + Child(ren)	\$91.66	\$158.16	\$197.70		\$122.20	\$152.77		\$512.51
Ee + Family	\$164.79	\$265.77	\$332.00		\$219.71	\$274.65		\$754.42
Preventive care exams	Free	Free	Free	Free	Free	Free	Free	Free
Office visit: Primary care (PCP)	30%	20%	20%	35%	25%	25%	45%	\$20 copay
HISD Clinics (1)	Free	Free	Free		Free	Free		Free
Platinum Care	\$50 office visit copay + 50% labs	N/A	N/A		N/A	N/A		N/A
Office visit: Specialists	30%	20%	20%	35%	25%	25%	45%	\$40 \$50 copay (2)
Inpatient - hospital (3)	30% plus \$100 copay per day (max copay \$300/stay)	20%	20%		25%	25%		15%
Outpatient - hospital (3)	30%	20%	20%		25%	25%		15%
Outpatient - hospital, free standing and surgical center (3)	30%	20%	20%		25%	25%		15%
Emergency care	30% plus \$300 copay (copay waived if admitted)	20% plus \$300 copay (waived if admitted)	20% plus \$300 copay (waived if admitted)		25% plus \$300 copay (waived if admitted)	25% plus \$300 copay (waived if admitted)		15%
Non-emergency care in an emergency room	Not covered	Not covered	Not covered		Not covered	Not covered		Not covered
Telehealth	\$49 copay - AmWell \$45 copay - MDLive	\$49 copay - AmWell \$45 copay - MDLive	\$49 copay - AmWell \$45 copay - MDLive	\$49 copay - AmWell \$45 copay - MDLive	\$49 copay - AmWell \$45 copay - MDLive	\$49 copay - AmWell \$45 copay - MDLive	\$49 copay - AmWell \$45 copay - MDLive	\$15
Urgent care facility	30%	20%	20%		25%	25%		15%
Lab, X-ray, diagnostic mammogram	30%	20%	20%		25%	25%		15%
Diagnostic scans (MRI, MRA, CAT, PET)	30% plus \$100 copay	20%	20%		25%	25%		15%
Maternity-delivery	30%	20%	20%		25%	25%		15%
Mental health & substance abuse - inpatient	30% plus \$100 copay per day (max copay \$300/stay)	20%	20%		25%	25%		15%
Mental health & substance abuse - outpatient	30%	20%	20%		25%	25%		\$20 copay
Prescription drugs								
Rx annual deductible	N/A	\$50/Person	\$50/Person		\$50/Person	\$50/Person		N/A
Rx annual out-of-pocket maximum	Combined with medical							
Retail								
Generic	\$20	\$15	\$15		\$20	\$20		\$20
Formulary	\$50 Value Formulary	\$40	\$40		\$50	\$50		\$30
Non-formulary	\$70 Value Formulary	\$60	\$60		\$70	\$70		\$60
Mail Order								
Generic	\$50	\$37.50	\$37.50		\$50	\$50		\$40
Formulary	\$125 Value Formulary	\$100	\$100		\$125	\$125		\$60
Non-formulary	\$175 Value Formulary	\$150	\$150		\$175	\$175		\$120
Specialty Pharmacy	\$150	\$100	\$100		\$150	\$150		\$100

NOTES:

(1) Free if you are enrolled in an HISD medical plan

(2) Higher copays and coinsurance apply if you use an in-network specialist within the 21 specialties who is not Cigna Care Designated (CCD)

(3) Pre-certification may be required.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: APPROVAL OF 2019 VOLUNTARY BENEFIT PLANS AND EMPLOYEE ASSISTANCE PROGRAM

The Houston Independent School District (HISD) offers employees a wide variety of voluntary benefit programs. HISD pays 100 percent of the costs for basic life insurance, basic accidental death and dismemberment (AD&D) insurance, and the Employee Assistance Program (EAP). Employees pay the full cost for coverage through payroll deductions for any other voluntary benefits they select.

Previous Request for Proposals (RFP) Summary

In 2016, RFPs were issued for life and AD&D insurance, disability insurance, and group legal services. In 2015, RFPs were issued for dental, critical illness, hospital indemnity, and cancer and specified diseases insurance, a discount dental program, and vision plans. A summary of the results follows.

Life and AD&D Insurance RFP # 16-02-03

In 2016, HISD issued an RFP for the life and AD&D plan and Minnesota Life was the successful bidder. Minnesota Life proposed plan enhancements to the voluntary life and AD&D plan by increasing the maximum amount of coverage for employees. There is a five-year rate guarantee which is valid through 01/01/2022. This rate guarantee covers all plans. Therefore, there is no rate increase for 2019.

Disability Insurance RFP # 16-02-03

In 2016, HISD issued an RFP for the disability insurance plan. Unum was the successful bidder and proposed a five-year rate guarantee valid through 01/01/2022 with an overall rate decrease of approximately 7.8 percent based on current plan enrollment. Therefore, there is no rate increase for 2019.

Legal Plan RFP # 16-02-04

In 2016, HISD issued an RFP for the legal services plan. Hyatt Legal was the successful bidder and proposed a five-year rate guarantee valid through 01/01/2022. Therefore, there is no rate increase for 2019.

Accident, Cancer, Critical Illness, and Hospital Indemnity Insurance RFP # 15-03-06

Plans from Aflac/Continental American Insurance Company were retained for 2016 with rates guaranteed for five years; 2019 will be the fourth year of the rate guarantee.

Dental Plans

Cigna is the current dental health maintenance organization (DHMO) and dental preferred provider organization (DPPO) and is recommended for 2019.

- For the DHMO – Based on plan experience, there will be a 7 percent increase in employee rates for 2019. The rate guarantee is now exhausted.
- For the DPPO – Based on plan experience, there will be a 7 percent increase in the employee rates for 2019. The rate guarantee is now exhausted.
- For the discount dental plan – QCD is the current provider. There will be no plan or rate changes and the rates are guaranteed for five years; 2019 will be the fourth year of the rate guarantee.

Vision Plan RFP # 15-03-05

EyeMed is the current vision vendor. Rates are guaranteed for four years; 2019 will be the fourth year of the rate guarantee.

<u>Coverage</u>	<u>Carrier</u>	<u>Rate Change</u>	<u>Plan Change</u>
Accident Insurance	Aflac	None	None
Cancer	Aflac	None	None
Hospital Indemnity	Aflac	None	None
Critical Illness	Aflac	None	None
Dental – HMO	Cigna	7%	None
Dental – PPO	Cigna	7%	None
Dental – Discount	QCD	None	None
Vision – Plus	EyeMed	None	None
Vision – Basic	EyeMed	None	None
Life and AD&D – Basic & Voluntary	Minnesota Life	None	None
Disability	Unum	None	None
Legal	Hyatt Legal	None	None

COST/FUNDING SOURCE(S): The approximate cost of the basic life and AD&D coverage is \$364,276 and will be funded by health insurance internal service funds.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
Internal Service Fund	7530000000	3770804000	AD33990000000000	6219000000	N/A	\$364,276

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 4: Data-Driven Accountability and Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES REQUIRE CONSULTATION.

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

RECOMMENDED: That the Board of Education authorizes the superintendent of schools or a designee to negotiate and execute contracts with service providers for 2019 voluntary benefit plans and the Employee Assistance Program, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Strategy and Innovation
Rick Cruz, Chief Strategy and Innovation Officer

SUBJECT: APPROVAL TO ADOPT TEXAS EDUCATION AGENCY INNOVATIVE COURSES FOR USE IN CAREER AND TECHNICAL EDUCATION PROGRAMS

The Career Readiness Department is requesting approval from the Houston Independent School District (HISD) Board of Education to adopt innovative courses approved by the Texas Education Agency (TEA).

Innovative Courses and Programs allow districts to offer state-approved innovative courses to enable students to master knowledge, skills, and competencies not included in the essential knowledge and skills of the required curriculum. (Texas Administrative Code, Section 74.27). The State Board of Education (SBOE) may approve any course that does not fall within any of the subject areas listed in the foundation and enrichment curricula.

With the approval of the local board of trustees, school districts and charter schools may offer any state-approved innovative course for state elective credit.

The TEA Innovative Courses for which approval is requested are the following (listed by course name with credits in parentheses):

- Advanced Floral Design (1)
- Advanced Shipboard Engineering (1)
- Advanced Video Game Programming (1)
- Aerospace Engineering (Project Lead The Way [PLTW]) (1)
- Agricultural Leadership, Research, and Communications (1)
- Barbering I (3)
- Barbering II (3)
- Basic Fluid Power (1)
- Blueprint Reading for Manufacturing Applications (1)
- Civil Engineering (PLTW) (1)
- Computer Integrated Manufacturing (PLTW) (1)
- Digital Image Processing (1)
- Disaster Response (1)
- Emergency Medical Technician – Basic (1)
- Engineering Applications of Computer Science Principles (1)
- Engineering Design and Development (PLTW) (1)
- Environmental Sustainability (PLTW) (1)
- Esthetics (1)

- Fiber optic Technician (1)
- Forensic Psychology (1)
- Fundamental of Real Estate (2)
- Gateway to Technology (PLTW) (1)
- General Employability Skills (1)
- Geographic Information Systems (1)
- Human Body Systems (PLTW) (1)
- Intermediate Computer Aided Design and Drafting (1)
- Internet Technologies II (1)
- Internetworking Technologies I (1)
- Introduction to C# Programming Applications (1)
- Introduction to Computer Aided Design and Drafting (1)
- Introduction to Engineering Design (PLTW) (1)
- Introduction to Engineering Design (PLTW) (1)
- Introduction to Process Technology (1)
- Introduction to Shipboard Engineering (1)
- Introduction to Speech Pathology and Audiology (1)
- Legal Research and Writing (1)
- Maritime Science (1)
- Maritime Science II (1)
- Microbiology and Safety for Cosmetology Careers (1)
- Nail Care, Enhancements, and Spa Services (1)
- Occupational Safety & Environmental Technology (1)
- Occupational Safety & Environmental Technology II (1)
- Occupational Safety & Environmental Technology III (2)
- Oil and Gas Production Systems III (1)
- Oil and Gas Production Systems IV (1)
- Parenting Education I (1)
- Parenting Education II (1)
- Petrochemical Safety, Health, and Environment (1)
- Pipefitting Technology (1)
- Pipefitting Technology II (1)
- Principles of Biomedical Science (PLTW) (1)
- Principles of Cybersecurity (1)
- Principles of Maritime Science (1)
- Principles of Unmanned Aerial Vehicles (UAV) (1)
- Quality Assurance for Biosciences (1)
- Raster-Based Geographic systems (GIS) (1)
- Retail Management (1)
- Spatial Technology & Remote Sensing (1)
- Speech and Language Development and Communication Disorders (1)
- Sports and Entertainment Marketing II (.5)
- Texas Pre-Freshman Engineering Program I (1)
- Texas Pre-Freshman Engineering Pro-gram II (1)

- Texas Pre-Freshman Engineering Program III (1)
- Texas Pre-Freshman Engineering Program IV (1)
- Topographical Drafting (1)
- Video Game Programming (1)
- Viticulture (1)

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 adoption of TEA Innovative Courses for use in career and technical education programs, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Governmental Relations
Ashlea Turner, Chief Governmental Relations and Strategy Officer

SUBJECT: AUTHORITY TO NEGOTIATE AND EXECUTE A CONTRACT WITH THOMPSON & HORTON, LLP, AND ELLEN WILLIAMS FOR LEGISLATIVE SERVICES

The purpose of this agenda item is to request approval from the Houston Independent School District (HISD) Board of Education to contract with Thompson & Horton, LLP, and Ellen Williams regarding services related to the 86th Session of the Texas Legislature, which convenes in January and ends in May of 2019.

The contracted services will include:

- Advising HISD Governmental Relations, and other members of the administration, as well as the HISD board, on state legislative issues impacting the district
- Working with the district to prepare for the 2019 Texas Legislative Session
- Drafting legislation
- Monitoring and tracking legislation
- Analyzing bills
- Developing strategies to advance HISD's state legislative agenda

COST/FUNDING SOURCE(S): The total cost of this contract will not exceed \$160,000 annually.

Fund Source	Fund	Cost Center	Functional Area	General Ledger	Internal Order/ Work Breakdown Structure	Amount
General Funds	1993000000	1080840000	AD41990000000000	6211000000	N/A	\$160,000

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 authorizes the superintendent of schools or designee to negotiate and execute a contract with Thompson & Horton, LLP, and Ellen Williams for legislative services, effective August 10, 2018.

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

Office of Academic Services
Noelia Longoria, Interim Chief Academic Officer

SUBJECT: APPROVAL TO WAIVE BOARD POLICY BF(LOCAL), BOARD POLICIES, AND APPROVAL OF PROPOSED REVISIONS TO BOARD POLICY FFI(LOCAL), STUDENT WELFARE: FREEDOM FROM BULLYING—FIRST READING

This agenda item requests board approval to update FFI(LOCAL) on student bullying. Changes in state law from Senate Bill 179 prompted several recommended revisions to this local policy on student bullying, including:

- Removal of the definition of bullying and cyberbullying in lieu of a pointer to the revised statutory definition;
- Emphasis, at “Examples”, that bullying can occur through electronic means, and removal of the locally developed text listing examples of cyberbullying;
- New provisions addressing anonymous reporting procedures for students;
- New provisions requiring the district to notify, within the time frames in law, parents of students who are alleged victims or are alleged to have engaged in bullying (see “Notice of Report”); and
- Acknowledgment that the district may notify law enforcement of the conduct in certain circumstances (see “District Action”).

In addition, the text at “Prohibited Conduct” has been aligned with the definition of that term in FFH(LOCAL), *Student Welfare; Freedom From Discrimination, Harassment, And Retaliation*, to include "sex."

Board Policy BF(LOCAL), *Board Policies*, states, “Proposed local policies or amendments introduced and recommended to the Board at one meeting shall not be adopted until a subsequent meeting. Emergency adoption, however, may occur in one meeting if circumstances demand an immediate response.” The Policy Committee recommended adoption of the revised policy in one reading, thereby waiving the second reading. By waiving the two readings required in BF(LOCAL), the board will make the updated version available for immediate publication in the Policy Online manual.

The proposed changes are noted in the attached revised policy.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three 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 waives Board Policy BF(LOCAL), *Board Policies*, and approves the proposed revisions to Board Policy FFI(LOCAL), *Student Welfare: Freedom From Bullying*, on first reading, effective August 10, 2018.

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

Note: This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyber-bullying.

For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.

Bullying Prohibited

The District prohibits bullying, including cyberbullying, as defined by state law~~this policy~~. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Definition

~~For the purposes of this policy, the following definitions shall apply.~~[See FFI(LEGAL), the Code of Student Conduct, CQ(LOCAL), CQ5(REGULATION), and CQ(EXHIBIT B)]

~~Bullying occurs when a student or group of students engages in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District and that:~~

- ~~1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or~~
- ~~2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.~~

~~This conduct is considered bullying if it:~~

- ~~1. Exploits an imbalance of power between the student perpetrator and the student victim through written or verbal expression or physical conduct; and~~
- ~~2. Interferes with a student's education or substantially disrupts the operation of a school.~~

Examples

Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

Cyberbullying

Cyberbullying, at or away from campus, is defined as the use of the Internet, cell phone, or other devices to send, post, or text message images and material intended to hurt or embarrass another student.

This may include, but is not limited to, continuing to send e-mails to someone who has said he or she wants no further contact with the sender; sending or posting threats, sexual remarks, or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in electronic forums and posting false statements as fact intended to humiliate another student; disclosure of personal data such as another student's real name, address, or school on Web sites or forums to embarrass or harass; posing as another student for the purpose of publishing material in his or her name that defames or ridicules him or her; sending threatening and harassing text messages, instant messages, or e-mails to another; and posting or sending rumors or gossip to incite others to dislike and/or gang up on the target, which is determined to have a material and substantial interference with school activities or with the rights of students.

Retaliation

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

Examples

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

False Claim

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.

Timely Reporting

Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.

**Reporting
Procedures**

Student Report

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to a teacher, school counselor, principal, or other District employee. The Superintendent shall develop procedures allowing a student to anonymously report an alleged incident of bullying.

Employee Report

Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

Report Format	A report may be made orally or in writing. The principal or designee shall reduce any oral reports to written form.
<u>Notice of Report</u>	<u>When an allegation of bullying is reported, the principal or designee shall notify a parent of the alleged victim on or before the third business day after the incident is reported. The principal or designee shall also notify a parent of the student alleged to have engaged in the conduct within a reasonable amount of time after the incident is reported.</u>
Prohibited Conduct	The principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited conduct as defined by policy FFH, including dating violence and harassment or discrimination on the basis of race, color, religion, <u>sex</u> , gender, national origin, or disability. If so, the District shall proceed under policy FFH. If the allegations could constitute both prohibited conduct and bullying, the investigation under FFH shall include a determination on each type of conduct.
Investigation of Report	The principal or designee shall conduct an appropriate investigation based on the allegations in the report. The principal or designee shall promptly take interim action calculated to prevent bullying during the course of an investigation, if appropriate.
Concluding the Investigation	<p>Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the initial report alleging bullying; however, the principal or designee shall take additional time if necessary to complete a thorough investigation.</p> <p>The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred, and if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.</p>
Notice to Parents	If an incident of bullying is confirmed, the principal or designee shall <u>promptly</u> notify the parents of the victim and of the student who engaged in bullying <u>within three business days of receiving the final report.</u>
District Action Bullying	If the results of an investigation indicate that bullying occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the District's Code of Student Conduct and may take corrective action reasonably calculated to address the conduct. <u>The District may notify law enforcement in certain circumstances.</u>

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

<i>Discipline</i>	<p>A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action.</p> <p>The discipline of a student with a disability is subject to applicable state and federal law in addition to the Code of Student Conduct.</p>
<i>Corrective Action</i>	<p>Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive education program for the school community, follow-up inquiries to determine whether<u>if</u> any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where bullying has occurred, and reaffirming the District's policy against bullying.</p>
<i>Transfers</i>	<p>The principal or designee shall refer to FDB for transfer provisions.</p>
<i>Counseling</i>	<p>The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.</p>
<i>Improper Conduct</i>	<p>If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take action in accordance with the Code of Student Conduct or any other appropriate corrective action.</p>
Confidentiality	<p>To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.</p>
Appeal	<p>A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.</p>
Records Retention	<p>Retention of records shall be in accordance with CPC(LOCAL).</p>
Access to Policy and Procedures	<p>This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website<u>Web site</u>, to the extent practicable, and shall be readily available at each campus and the District's administrative offices.</p>

REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of August 9, 2018

SUBJECT: DEBT MANAGEMENT ACTIVITY REPORT

Houston Independent School District enacted a formal *Debt Management Policy* with the intent to improve the quality of decisions and provide justification for the structure of debt issuance. The guidelines set forth in the *Debt Management Policy* were developed to provide for the issuance and management of the district's debt portfolio. Adherence to the policy indicates to rating agencies and capital markets that the district's debt is being managed in a prudent manner.

The district's *Debt Management Policy* requires that the Office of Finance provide a report to the Board of Education semi-annually detailing debt management activities and adherence to the policy. The attached report includes the fiscal year from January 1, 2018, through June 30, 2018.



REPORT OF DEBT MANAGEMENT ACTIVITIES

Houston Independent School District
As of June 30, 2018

FOREWORD

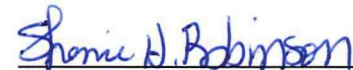
- Pursuant to the Debt Management Policy adopted by the Board of Education of the Houston Independent School District, the Office of Finance shall periodically report to the Board debt management activities and adherence to the Policy.

COMPLIANCE CERTIFICATION

We hereby certify that debt management activities were conducted in compliance with the Board-approved Debt Management Policy.



Rene Barajas
Chief Financial Officer



Sherrie Robinson
Controller



Rick Fairman
Treasurer

DEBT MANAGEMENT POLICY COMPLIANCE REVIEW

As of June 30, 2018

Houston ISD Compliance Summary		
Category	Compliant	Comments
Debt Management Policy reviewed annually.	Yes	Approved by Board of Education on 6/14/2018.
Arbitrage reports prepared and reported in CAFR.	Yes	CAFR dated 6/30/2017 reflects arbitrage liabilities.
Authorized types of debt issued in current reporting period.	Yes	Issued Limited Tax Schoolhouse Bonds, Series 2018 and Maintenance Tax Notes, Series 2018. Variable Rate Series 2012, 2013B and 2014A-1B were remarketed.
Variable rate debt <= 25% of total debt.	Yes	As of 6/30/2018 variable rate debt equaled 14.73% of total debt.
Refunded debt met net present savings thresholds of 2% for current refundings and 4% for advance refundings.	Yes	No refunding transactions in current reporting period.
Legal debt limitation requirements met.	Yes	Attorney General letter on file with issuance documents.
District debt service tax rate limitation of \$1.00 per \$100 assessed valuation and total tax rate of \$1.70 not exceeded.	Yes	Current debt service tax rate is \$0.1667 and total tax rate is \$1.2067.
The District obtained credit ratings from at least two nationally recognized bond rating agencies prior to bond issues.	Yes	Current ratings are Aaa by Moody's and AA+ by Standard & Poors.
Required bond issuance reports filed with nationally recognized municipal securities information repository by bond counsel.	Yes	Letter on file by bond counsel (Orrick Herrington) dated 7/20/2018 indicating compliance.
The District filed CAFR with nationally recognized municipal securities information repository (NRMSIR).	Yes	Filed by District in December 2017.
Investment of bond proceeds meets Debt Policy guidelines.	Yes	Proceeds invested in segregated accounts and reported within the district's Cash Management and Investment Policy.
The District met targeted debt service fund balance of 10% of total debt service at most recent fiscal year end.	Yes	The debt service fund balance at 6/30/2017 was 36.79% of budgeted 2018 debt service.

SUMMARY OF DEBT ACTIVITY

FOR THE PERIOD JANUARY 1, 2018 THROUGH JUNE 30, 2018

□ DEBT ISSUANCE

\$86,960,000 Limited Tax Schoolhouse Bonds, Series 2018

- Debt issue dated June 27, 2018 as new issuance general obligation bonds.
- The debt issuance utilized the final \$100,000,000 of the 2012 voter authorization with a par amount of \$86,960,000 and premium of \$13,728,663.
- Combined costs of issuance and underwriter's discount for the sale was \$688,663.
- Project fund proceeds of \$100,000,000 were received.
- Proceeds from the sale will be utilized for projects defined within the 2012 voter authorization and to pay the costs of issuing the bonds.
- The bonds are term and serial bonds with a final maturity date of February 15, 2043.
- The True Interest Cost (TIC) is 3.61%, Average coupon is 4.95%, and Arbitrage Yield is 2.86%.

SUMMARY OF DEBT ACTIVITY

FOR THE PERIOD JANUARY 1, 2018 THROUGH JUNE 30, 2018

□ DEBT ISSUANCE

\$174,615,000 Maintenance Tax Notes, Series 2018

- Debt issue dated June 27, 2018 as new maintenance tax notes.
- The debt issue included par amount of \$174,615,000 and premium of \$26,525,098.
- Combined costs of issuance and underwriter's discount for the sale was \$1,140,098.
- Project fund proceeds of \$200,000,000.00 were received.
- The Notes were issued in order to augment and complete funding for the 2012 Bond Program.
- Proceeds of the debt issuance will be used for repair, renovation, improvement, and equipment of existing school facilities, environmental cleanup, and the maintenance, repair, rehabilitation or replacement of building systems of existing school properties, and paying the costs of issuing the Notes.
- The bonds were issued as serial bonds and have a final maturity date of January 15, 2038.
- The True Interest Cost (TIC) is 3.29%, Average coupon is 4.90%, and Arbitrage Yield is 2.86%.

SUMMARY OF DEBT ACTIVITY

FOR THE PERIOD JANUARY 1, 2018 THROUGH JUNE 30, 2018

□ REMARKETING

\$89,595,000 Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A-1B

- Remarketed previously issued debt with a new term rate period effective June 1, 2018 and ending June 1, 2020.
- The new term rate for the two-year period is 2.20%.
- Remarketing fees for remarketing agent, bond counsel, financial advisor and other fees totaled \$266,324.
- The district utilized available debt service funds to redeem and not remarket \$10,405,000 of the 2014A-1B bonds thereby reducing the amount to be remarketed from \$100,000,000 to \$89,595,000.

SUMMARY OF DEBT ACTIVITY

FOR THE PERIOD JANUARY 1, 2018 THROUGH JUNE 30, 2018

□ **REMARKETING**

\$57,470,000 Variable Rate Limited Tax Refunding Bonds, Series 2012

- Remarketed previously issued debt with a new term rate period effective June 1, 2018 and ending June 1, 2021.
- The new term rate for the three-year period is 2.40%.
- Remarketing fees for remarketing agent, bond counsel, financial advisor and other fees totaled \$222,498.
- The district utilized available debt service funds to redeem and not remarket \$7,595,000 of the 2012 bonds reducing the amount to be remarketed from \$65,065,000 to \$57,470,000.

\$49,050,000 Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B

- Remarketed previously issued debt with a new term rate period effective June 1, 2018 and ending June 1, 2021.
- The new term rate for the three-year period is 2.40%.
- Remarketing fees for remarketing agent, bond counsel, financial advisor and other fees totaled \$205,140.

SUMMARY OF DEBT ACTIVITY

□ DEBT PAYMENTS (1/01/18 through 6/30/2018)

Principal Payments	\$ 156,895,000
Interest Payments	\$ 68,724,424
Escrow Agents – Current Refunding	\$ 0
Fiscal Charges	<u>\$ 2,547,253</u>
Total Expenditures	\$ 228,166,677
Other Financing Uses -	
Escrow Agents – Advance Refunding	<u>\$ 0</u>
Total Disbursements (Uses)	<u><u>\$ 228,166,677</u></u>

Note: This report is an unaudited management report and may not reflect final audited results.

HOUSTON INDEPENDENT SCHOOL DISTRICT

DEBT SUMMARY AS OF JUNE 30, 2018

Date of Issue	Description	Original Issue Amount	Final Maturity Date	12/31/2017 Debt Principal	1/18 - 6/18	1/18 - 6/18	1/18 - 6/18	6/30/2018 Debt Principal
					Activity Debt Sales/(Refundings)	Activity Debt Principal Pymts	Activity Debt Interest Pymts	
11/21/06	*Refunding Series 2006A	\$ 28,100,000	8/15/2017	\$ -	\$ -	\$ -	\$ -	\$ -
3/22/07	Refunding Series 2007	279,865,000	2/15/2026	10,000,000	-	-	262,500	10,000,000
11/01/09	*Series 2009A-1	68,920,000	2/15/2018	15,050,000	-	15,050,000	301,000	-
11/01/09	Series 2009A-2 (BABS)	148,850,000	2/15/2034	148,850,000	-	-	4,579,309	148,850,000
11/01/09	Series 2009A-3 (BABS)	183,750,000	2/15/2028	183,750,000	-	-	5,181,424	183,750,000
5/01/98	Lease Revenue Series 1998A (PFC)	46,246,108	9/15/2021	4,842,264	-	-	-	4,842,264
4/26/10	Lease Revenue Series 2010A (PFC EI)	16,070,000	9/15/2021	11,300,000	-	-	213,625	11,300,000
4/26/10	Lease Revenue Series 2010B (PFC EI BABS)	38,430,000	9/15/2029	38,430,000	-	-	1,116,173	38,430,000
5/15/12	Variable Rate Refunding Series 2012	182,080,000	6/1/2030	105,485,000	-	7,595,000	846,098	97,890,000
2/14/13	Limited Tax Refunding Series 2013C	92,905,000	2/15/2032	81,435,000	-	2,005,000	1,733,650	79,430,000
2/14/13	Limited Tax Sch and Ref Series 2013A	209,640,000	2/15/2038	161,425,000	-	6,840,000	3,680,500	154,585,000
2/14/13	Variable Rate Ltd Tax Sch Series 2013B	147,130,000	6/1/2037	147,130,000	-	-	1,109,236	147,130,000
12/16/14	Limited Tax Refunding Series 2014B	365,395,000	2/15/2033	314,370,000	-	58,095,000	7,004,350	256,275,000
12/23/14	Lease Revenue Series 2014 (PFC)	81,650,000	9/15/2020	51,370,000	-	-	1,284,250	51,370,000
4/12/16	Limited Tax Sch and Ref Series 2016A	757,195,000	2/15/2041	739,140,000	-	26,905,000	17,164,525	712,235,000
4/19/16	Limited Tax Refunding Series 2016B	19,975,000	2/15/2033	19,975,000	-	-	349,563	19,975,000
6/01/16	Variable Rate Ltd Tax Sch Series 2014A-1B	100,000,000	6/1/2039	100,000,000	-	10,405,000	1,500,000	89,595,000
5/23/17	Limited Tax Sch and Ref Series 2017	848,740,000	2/15/2042	848,740,000	-	30,000,000	19,432,900	818,740,000
6/01/17	Variable Rate Ltd Tax Sch Series 2014A-2	149,955,000	6/1/2039	149,955,000	-	-	2,249,325	149,955,000
6/29/17	Lease Revenue Ref Series 2017 (PFC)	21,550,000	9/15/2030	20,155,000	-	-	457,025	20,155,000
6/27/18	Limited Tax Sch Series 2018	86,960,000	2/15/2043	-	86,960,000	-	-	86,960,000
Bonds Payable		\$ 3,873,406,108		\$ 3,151,402,264	\$ 86,960,000	\$ 156,895,000	\$ 68,465,452	\$ 3,081,467,264
11/01/09	*Contractual Obligations Series 2009	\$ 23,500,000	7/15/2017	\$ -	\$ -	\$ -	\$ -	\$ -
11/01/11	Contractual Obligations Series 2011	23,500,000	7/15/2019	2,800,000	-	-	42,000	2,800,000
Contractual Obligations		\$ 47,000,000		\$ 2,800,000	\$ -	\$ -	\$ 42,000	\$ 2,800,000
6/27/18	Maintenance Tax Notes Series 2018	\$ 174,615,000	1/15/2038	\$ -	\$ 174,615,000	\$ -	\$ -	\$ 174,615,000
7/13/15	Maintenance Notes Refunding Series 2015	40,360,000	7/15/2020	30,135,000	-	-	216,972	30,135,000
Notes Payable		\$ 214,975,000		\$ 30,135,000	\$ 174,615,000	\$ -	\$ 216,972	\$ 204,750,000
Total Debt Payable		\$ 4,135,381,108		\$ 3,184,337,264	\$ 261,575,000	\$ 156,895,000	\$ 68,724,424	\$ 3,289,017,264

* Debt either reached final maturity or was fully redeemed during the current fiscal year.

INVESTMENT AND CASH BALANCES

