



**Little Elm ISD**

**Special Meeting**

**Monday, August 17, 2020 6:00 PM**

# Agenda of Special Meeting

## The Board of Trustees Little Elm ISD

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A Special Meeting of the Board of Trustees of Little Elm ISD will be held August 17, 2020, beginning at 6:00 PM in the Zellars Center for Learning and Leadership.

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

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order Open Session in the Board Room at Zellars Center for Learning and Leadership on 300 Lobo Lane, Little Elm, Texas 75068.
2. Introduction and Roll Call
3. Consider Public Hearing for Proposed 2020-2021 Budget 5  
Presenter: Grant Anderson
4. Citizen Input for Public Hearing
5. Citizen Input  
Audience Participation shall be permitted at Board meetings and shall be limited to the public comment portion designated for that purpose
6. Action Items 6
  - A. Consider approval of Compensation for 2020-2021 School Year  
Presenter: Asheley Brown
7. Consent Agenda 21
  - A. Consider approval or LEISD Asynchronous Plan  
Presenter: Dr. Cyndy A. Mika
  - B. Consider approval of Joint Election Agreement and Contract for Election Services with Denton County 22  
Presenter: Sonia S. Flores
8. The Board will recess into Closed Meeting in PL1 as permitted by the Texas Open Meetings Act Code Subchapter 551.071, 551.072, and 551.074. The Board and Superintendent will discuss:
  - A. Private consultation with Board's attorney
  - B. Personnel
  - C. Land
9. Board President Comments  
Presenter: David Montemayor
10. Board Comments

11. Superintendent Comments

12. Adjournment

If, during the course of the meeting, the Board of Trustees should determine that a closed meeting should be conducted, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq. The meeting will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

551.071	Private consultation with the Board's attorney.
551.072	Discussing purchase, exchange, lease, or value of real property.
551.073	Discussing negotiated contracts for prospective gifts or donations.
551.074	Discussing personnel or to hear complaints against personnel.
551.075	To confer with employees of the school district to receive information or to ask questions.
551.076	Considering the deployment, specific occasions, for or implementation of security personnel or devices.
551.082	Considering discipline of a public school child, or complaint or charge against personnel.
551.0821	Considering personally identifiable information about public school student.
551.083	Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employees groups,
551.084	Excluding witnesses from a hearing.

Before any closed meeting is convened, the presiding officer will publicly identify the section or sections or the Act authorizing the closed meeting.

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive session, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting, or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

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Superintendent

Original copy of this agenda was posted on the bulletin board at the Little Elm ISD Administration Building 72 hours prior to the scheduled meeting.

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Sonia S. Flores

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# Board Agenda Item

Little Elm Independent School District  
300 Lobo Lane  
Little Elm, Texas 75068

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	<b>Reports of the Superintendent</b>	<b>Action Item</b>	<b>Consent Agenda</b>	<b>Reports, Routine Monthly</b>	<b>Discussion Item</b>
<b>Board Mtg. Date</b> 08-17-2020	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Subject:</b>	<b>PUBLIC HEARING FOR PROPOSED 2020-21 BUDGET</b>				
<b>Presenter or Contact Person:</b>	Grant Anderson, Associate Superintendent and Chief Financial Officer				
<b>Policy/Code:</b>	Annual Operating Budget - CE (Local)				
<b>Summary:</b>	Discuss Little Elm ISD's 2020-21 Budget				
<b>Financial Implications:</b>	The adoption of the proposed budget support the education initiative of Little Elm ISD.				
<b>Attachments:</b>	Under separate cover.				
<b>Recommendation:</b>	<b>The Administration will present and recommend approval of the 2020-21 proposed budget at the August 24, 2020 Regular Board Meeting.</b>				
<b>Motion:</b>	N/A				

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# Board Agenda Item

Little Elm Independent School District  
300 Lobo Lane  
Little Elm, Texas 75068

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Board Mtg. Date	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
August 17, 2020	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Subject:</b>	<b>COMPENSATION FOR THE 2020-2021 SCHOOL YEAR</b>				
<b>Presenter or Contact Person:</b>	Asheley Brown, Executive Director of Human Resource Services				
<b>Policy/Code:</b>	DEAA, DEA, DEAB as appropriate				
<b>Strategic Plan Goal:</b>	We will recruit, recognize, and retain high quality and effective personnel to support student success at every level.				
<b>Summary:</b>	Information related to salary ranges, stipends, supplemental pay for temporary workers, and teacher new hire salary schedule.				
<b>Financial Implications:</b>	Included in the 2020-2021 budget.				
<b>Attachments:</b>	LEISD 2020-21 Compensation Plan				
<b>Recommendation:</b>	<b>The Administration recommends approval of the 2020-21 compensation plan, contingent on Board approval of the 2020-21 budget.</b>				
<b>Motion:</b>	<b>I move the Board approve the 2020-21 compensation plan, contingent on Board approval of the 2020-21 budget.</b>				



**Little Elm ISD**  
**2020-2021**  
**Compensation**  
**Plan**



**Teacher Pay Scale**

Teacher, Nurses (RN), Media Specialist (aka Librarians)

Years Experience	Bachelor's	Master's
0	\$54,000	\$55,500
1	\$54,200	\$55,700
2	\$54,400	\$55,900
3	\$54,600	\$56,100
4	\$54,850	\$56,350
5	\$55,150	\$56,650
6	\$55,450	\$56,950
7	\$55,770	\$57,270
8	\$56,070	\$57,570
9	\$56,370	\$57,870
10	\$56,770	\$58,270
11	\$57,170	\$58,670
12	\$57,620	\$59,120
13	\$58,070	\$59,570
14	\$58,520	\$60,020
15	\$58,920	\$60,420
16	\$59,320	\$60,820
17	\$59,720	\$61,220
18	\$60,220	\$61,720
19	\$60,970	\$62,470
20	\$62,070	\$63,570
21	\$62,270	\$63,770
22	\$62,470	\$63,970
23	\$62,670	\$64,170
24	\$62,870	\$64,370
25+	\$63,170	\$64,670

Bilingual Certification Stipend \$4,000

Master's Degree Stipend \$1,500

Critical Needs Stipends - Varied amounts

*This schedule is for hiring purposes only. No yearly salary increases are automatically granted. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.*



Little Elm ISD 2020-2021 Auxiliary Salary Schedule

Pay Grade 1		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Child Nutrition Specialist	174	174 Days/(3 hrs)	\$5,324	\$6,494	\$7,668
Custodian	240	174 Days	\$14,198	\$17,316	\$20,448
Custodian, Floater	240	240 Days	\$19,584	\$23,885	\$28,205
Lunch Monitor (3hrs/day)	174				

Pay Grade 2		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Assistant Manager, Child Nutrition	178	178 Days	\$17,430	\$20,919	\$24,407
Custodian, Lead	240	240 Days	\$23,501	\$28,205	\$32,909
Grounds, Level 1	240				
Maintenance, Level 1	240				
Security/Hall Monitor	178				

Pay Grade 3		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Child Nutrition Manager, Elementary	178	178 Days	\$20,335	\$24,692	\$29,050
Grounds, Level 2	240	240 Days	\$27,418	\$33,293	\$39,168
Head Custodian, Elementary	240				
Maintenance, Level 2	240				

Pay Grade 4		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Child Nutrition Manager, Middle School/High School	178	178 Days	\$24,806	\$30,246	\$35,671
Head Custodian, Middle School/High School	240	240 Days	\$33,446	\$40,781	\$48,096
Supervisor, Grounds	240				
Supervisor, Maintenance	240				

Pay Grade 5		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Carpenter	240	240 Days	\$36,787	\$44,851	\$52,915
Electrician, Journeyman	240				
HVAC Technician, Journeyman	240				
Plumber, Journeyman	240				

Pay Grade 6		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Electrician, Master Certified	240	240 Days	\$40,454	\$48,557	\$56,640
HVAC Technician, Master Certified	240				
Plumber, Master Certified	240				

Little Elm ISD 2020-2021 Clerk/Paraprofessional Salary Schedule

<b>Pay Grade 1</b>		<b># Duty Days</b>	<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max-Hourly</b>
			<b>\$11.87</b>	<b>\$14.48</b>	<b>\$17.09</b>
Child Care	189	178 Days	\$16,903	\$20,620	\$24,336
Instructional Assistant, Gen Ed Classroom	178	189 Days	\$17,947	\$21,894	\$25,840
Instructional Assistant, Day Academy	178	203 Days	\$19,277	\$23,516	\$27,754
Instructional Assistant, Special Pops Resource/Inclusion	178	207 Days	\$19,657	\$23,979	\$28,301
Translator/Parent Involvement Liaison	178				

<b>Pay Grade 2</b>		<b># Duty Days</b>	<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>
			<b>\$12.70</b>	<b>\$15.48</b>	<b>\$18.27</b>
Assistant, Health Clinic	178	178 Days	\$18,085	\$22,044	\$26,016
Childcare Lead	189	183 Days	\$18,593	\$22,663	\$26,747
Instructional Assistant, ISS	178	187 Days	\$18,999	\$23,158	\$27,332
Instructional Assistant, Special Pops. 18+	178	189 Days	\$19,202	\$23,406	\$27,624
Instructional Assistant, Special Pops. Self-Contained	178	203 Days	\$20,625	\$25,140	\$29,670
Instructional Technology Assistant/ Tech Liaison	183	226 Days	\$22,962	\$27,988	\$33,032
Library Media Services Technician	183				
Office Assistant, Special Populations - Aide	187				
Receptionist, Campus	203				
Receptionist, High School Campus	226				

<b>Pay Grade 2 - Bilingual Required (CB2)</b>		<b># Duty Days</b>	<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>
			<b>\$13.41</b>	<b>\$16.20</b>	<b>\$18.98</b>
Office Assistant, Special Populations (Bilingual Required)	187	187 Days	\$20,061	\$24,235	\$28,394
Receptionist, Campus (Bilingual Required)	203	203 Days	\$21,778	\$26,309	\$30,824
Instructional Assistant ESL Student Support & LPAC Clerk (Bilingual Required)*	187				

<b>Pay Grade 3</b>		<b># Duty Days</b>	<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>
			<b>\$13.26</b>	<b>\$16.56</b>	<b>\$19.88</b>
Attendance (PEIMS) Specialist, Elementary	203	178 Days	\$18,882	\$23,581	\$28,309
District Receptionist/Translator	226	203 Days	\$21,534	\$26,893	\$32,285
*Instructional Asst - Sped Base(+)	178	226 Days	\$23,974	\$29,940	\$35,943
Registrar, High School	203				

\*Position requires Registered Behavior Technician Certification

Little Elm ISD 2020-2021 Clerk/Paraprofessional Salary Schedule

<b>Pay Grade 4</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$14.31</b>	<b>\$17.90</b>	<b>\$21.47</b>	
Administrative Assistant, Assistant Principal	217	203 Days	\$23,239	\$29,070	\$34,867
Attendance (PEIMS) Specialist, Middle School	203	217 Days	\$24,842	\$31,074	\$37,272
Mail Courier/Instructional Materials Clerk	226	226 Days	\$25,872	\$32,363	\$38,818

<b>Pay Grade 5</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$15.47</b>	<b>\$19.32</b>	<b>\$23.19</b>	
Administrative Assistant, Academic Dean	226	207 Days	\$25,618	\$31,994	\$38,403
Administrative Assistant, Elementary Principal	217	217 Days	\$26,856	\$33,540	\$40,258
Assistant Director, Child Care	207	226 Days	\$27,970	\$34,931	\$41,928
Lead Registrar/Attendance (PEIMS) Specialist	226				

<b>Pay Grade 6</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$17.00</b>	<b>\$21.26</b>	<b>\$25.51</b>	
Administrative Assistant, Athletics	226	187 Days	\$25,432	\$31,805	\$38,163
Administrative Assistant, Curriculum & Learning	226	226 Days	\$30,736	\$38,438	\$46,122
Administrative Assistant, High School Principal	226	240 Days	\$32,640	\$40,819	\$48,979
Administrative Assistant, Middle School Principal	226				
Child Nutrition Generalist	226				
Color Guard Choreographer	187				
Facilities Clerk, Bilingual	240				
Facilities Clerk, Operations	240				
Level 1 Technician	226				
Licensed Vocational Nurse	187				

<b>Pay Grade 7</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$19.55</b>	<b>\$24.45</b>	<b>\$29.35</b>	
Level 2 Technician	226	226 Days	\$35,346	\$44,206	\$53,065
Management Systems Clerk, Special Populations	226				
Payroll & Benefits Specialist	226				

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Little Elm ISD 2020-2021 Clerk/Paraprofessional Salary Schedule

<b>Pay Grade 8</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$20.54</b>	<b>\$25.67</b>	<b>\$30.80</b>	
Accounting Specialist, Finance	226	226 Days	\$37,136	\$46,411	\$55,686
Accounts Payable Specialist	226				
Exec. Administrative Assistant, Alternative Ed & Communications	226				
Exec. Administrative Assistant, Construction	226				
Exec. Administrative Assistant, Human Resources	226				
Exec. Administrative Assistant, Special Populations	226				
Exec. Administrative Assistant, Technology	226				

<b>Pay Grade 9</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$21.51</b>	<b>\$26.90</b>	<b>\$32.27</b>	
Exec. Administrative Assistant, Associate Superintendent	226	226 Days	\$38,890	\$48,635	\$58,344
Lead Computer Technician	226				
Lead Payroll & Benefits Specialist, Finance	226				

<b>Pay Grade 10</b>		<b>Min - Hourly</b>	<b>Mid - Hourly</b>	<b>Max - Hourly</b>	
	<b># Duty Days</b>	<b>\$22.59</b>	<b>\$28.24</b>	<b>\$33.88</b>	
Exec. Administrative Assistant, Deputy Superintendent	226	226 Days	\$40,843	\$51,058	\$61,255
Sr. Executive Administrative Assistant to Superintendent	226				

Little Elm ISD 2020-2021 Administrator/Professional Salary Schedule

<b>Pay Grade 1</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b># Duty Days</b>		<b>\$218.05</b>	<b>\$281.22</b>	<b>\$344.41</b>	
Accountant	226	203 Days	\$44,264	\$57,088	\$69,915
Campus Supervisor, Child Nutrition	217	217 Days	\$47,317	\$61,025	\$74,737
Coordinator, Child Nutrition	226	226 Days	\$49,279	\$63,556	\$77,837
Coordinator, PEIMS	226	240 Days	\$52,332	\$67,493	\$82,658
Director, Child Care	226				
HR Onboarding Manager	226				
Network/Systems Administrator	226				
Operations Supervisor, Child Nutrition	217				
Parent Liaison	203				
Student Information Services Analyst & Support Specialist	226				
Supervisor, Custodians	240				
Transition Specialist	217				
Web Specialist	226				

<b>Pay Grade 2</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b># Duty Days</b>		<b>\$280.91</b>	<b>\$332.99</b>	<b>\$385.07</b>	
Assistant Director, Child Nutrition	226	187 Days	\$52,530	\$62,269	\$72,008
Athletic Trainer	203	192 Days	\$53,935	\$63,934	\$73,933
Coordinator, Health Services	217	197 Days	\$55,339	\$65,599	\$75,859
Coordinator, Network Services	226	203 Days	\$57,025	\$67,597	\$78,169
Coordinator, Payroll	226	207 Days	\$58,148	\$68,929	\$79,709
Coordinator, Purchasing	226	217 Days	\$60,957	\$72,259	\$83,560
Coordinator, Technology Services	226	226 Days	\$63,486	\$75,256	\$87,026
Counselor, Elementary	192				
Counselor, Lead Elementary	203				
Counselor, High School	217				
Counselor, Middle School	217				
Counselor, Transition	217				
Diagnostician	197				
Digital Learning Facilitator	207				
District Dyslexia Facilitator	187				
Intervention Counselor, High School	217				
Intervention Counselor, Middle School	217				
Licensed Aspecialist School Psychology	197				
Literacy Coach, K-2	203				
Occupational Therapist	187				
Physical Therapist	187				
Speech Pathologist	187				

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Little Elm ISD 2020-2021 Administrator/Professional Salary Schedule

<b>Pay Grade 3</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$292.18</b>	<b>\$359.88</b>	<b>\$427.57</b>
Assistant Principal, Elementary	203	203 Days	\$59,313	\$73,056	\$86,797
Coordinator, College Readiness	226	226 Days	\$66,033	\$81,333	\$96,631
Coordinator, Instructional	226				

<b>Pay Grade 4</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$320.62</b>	<b>\$399.61</b>	<b>\$478.58</b>
Academic Dean, High School	226	217 Days	\$69,575	\$86,715	\$103,852
Assistant Director, Athletics / Head FB Coach	226	226 Days	\$72,460	\$90,312	\$108,159
Assistant Director, Special Populations	226	240 Days	\$76,949	\$95,906	\$114,859
Assistant Director, Talent Development	226				
Assistant Principal, High School	217				
Assistant Principal, Middle School	217				
Director, Counseling	226				
Director, Data Processing & Information Systems	226				
Director, Food Services	226				
Director, Maintenance	240				
Director, Student Services	226				
Principal, Alternative Education	217				

<b>Pay Grade 5</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$368.29</b>	<b>\$447.27</b>	<b>\$526.26</b>
Director, Budget & Finance	226	217 Days	\$79,919	\$97,058	\$114,198
Director, Digital Learning	226	226 Days	\$83,234	\$101,083	\$118,935
Principal, Elementary	217				
Principal, Middle School	226				

<b>Pay Grade 6</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$412.85</b>	<b>\$491.82</b>	<b>\$570.81</b>
CPA & Director, Accounting	226	226 Days	\$93,304	\$111,151	\$129,003
Director, Athletics	226				
Director, Communications	226				
Director, Curriculum & Learning	226				
Director, District Testing & Federal Programs	226				
Director, Human Resources	226				
Director, Professional Learning & Advanced Academics	226				

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Little Elm ISD 2020-2021 Administrator/Professional Salary Schedule

<b>Pay Grade 7</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$454.48</b>	<b>\$533.47</b>	<b>\$612.45</b>
Executive Director, Human Resources	226	226 Days	\$102,712	\$120,564	\$138,414
Executive Director, Innovation & CTE	226				
Executive Director, Operational Services	226				
Executive Director, Special Populations	226				
Executive Director, Technology & Network Services	226				
Principal, High School	226				

<b>Pay Grade 8</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$586.72</b>	<b>\$665.70</b>	<b>\$744.69</b>
Assistant Superintendent, Curriculum & Learning	226	226 Days	\$132,599	\$150,448	\$168,300

<b>Pay Grade 9</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
			<b>\$654.42</b>	<b>\$733.41</b>	<b>\$812.39</b>
Deputy Superintendent	226	226 Days	\$147,899	\$165,751	\$183,600

<b>Pay Grade 10</b>		<b># Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Associate Superintendent & CFO	226	226 Days	As Agreed on by Superintendent and Board of Trustees		

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# Little Elm Independent School District

## SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)

**2020-2021**

### CURRICULUM AND PROFESSIONAL DEVELOPMENT

Area of Responsibility	Duties Performed	Rate of Pay
Curriculum and Instruction	Professional Staff - Curriculum Writing	\$25.00 per hour
	Parent Academy/Involvement - Professionals	\$25.00 per hour
	Tutoring - Non-Certified	\$25.00 per hour
	Tutoring - Non-Certified	\$25.00 per hour
Campus	AVID Tutor	\$16.00 per hour
	Band Clinic	\$50.00 per hour
	Band Mentor Teacher	\$25.00 per hour
	Band Semi Driver	\$25.00 per hour
	Evening Academy Professional	\$25.00 per hour
	Evening Academy Paraprofessional	Blended rate
Special Populations	Evaluator (non-assessment)	\$85.00 per hour
	Homebound Teacher	\$25.00 per hour
	LSSP	\$55.00 per hour
	Speech Therapy	\$70.00 per hour
	SpEd Evaluation	\$650.00 per evaluation

### ATHLETICS

All sports game workers	Professional	\$25.00 per hour
	Paraprofessional	\$15.00 per hour
	Subs (Non-Employee)	\$15.00 per hour

### CHILD NUTRITION

Substitutes	Hourly Substitute	\$10.20 per hour
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### TEMPORARY REPLACEMENTS

Campus Professional	Elementary Counselor	Mid point of AP2 (192)
	Middle School Counselor	Mid point of AP2 (217)
	High School Counselor	Mid point of AP2 (217)
	Elementary School Principal - retiree (AP5)	Mid point of AP5 (217)
	Elementary School Asst Principal - retiree (AP3)	Mid point of AP3 (203)
	Middle School Principal - retiree (AP5)	Mid point of AP5 (226)
	Middle School Asst Principal - retiree (AP4)	Mid point of AP4 (217)
	High School Principal - retiree (AP7)	Mid point of AP7 (226)
	High School Asst Principal - retiree (AP4)	Mid point of AP4 (226)



# 2020-2021 APPROVED STIPENDS

DISTRICT STIPENDS	2020-2021
Alternative Ed Support	\$1,500
At-Home Learning Support Lead	\$4,000
Audio Video Production Extra Duty	\$4,000
BASE and BASE+ Critical Needs - SpEd	\$3,000
Bilingual Certification Required (Title I)	\$4,000
Bilingual Interventionist (Bilingual Cert/Dual Lang. campuses only)	\$4,000
CN SpEd Parent/In-Home Training	\$3,500
Destination Imagination Coordinator	\$500
Diagnostician Signing/Retention	\$3,000
District Behavior Specialist	\$2,000
District SpED Coordinator	\$5,000
Early Childhood Transition Specialist	\$3,500
Health Services Coordinator	\$3,000
Lead Elementary Art	\$500
Lead Elementary PE	\$500
Lead Evaluator - SpEd	\$1,500
Lead Gifted/Talented	\$500
Lead Librarian	\$1,500
Lead Secondary PE	\$500
Lead Speech & Related Services - SpEd	\$1,500
Lead World Language 6-12 or K-12	\$750
LSSP/Diag/SpPath Bilingual Proficiency - SpEd	\$4,000
LSSP Signing/Retention	\$3,000
Master's Degree	\$1,500
Mentor Teacher	\$300
Neuropsychologist/ Evaluator	\$5,000
SLP Signing/Retention	\$3,000
#STEM Facilitator	\$8,000
Tech Apps/Curriculum Writer	\$2,500
Visually Impaired Teacher	\$1,500
Visually Impaired Teacher with Certified Orientation Mobility Specialist certification	\$1,500

TRAVEL	2020-2021
PEIMS	\$420
Coordinator	\$840
Visually Impaired Teacher	\$840
Sup. Exec Asst/Onboarding Manager	\$900
Tech/Exec. Dir./Dir./Asst Supt/Deputy Supt/HS Principal	\$1,200

CELL PHONE	2020-2021
CN/Inst. Facilitator/Tech	\$500
Central Admin/ES, MS, HS Principal	\$900

HIGH SCHOOL STIPENDS	2020-2021
Academic Decathlon	\$2,000
Assistant Band Director	\$5,200
Assistant Drill Team	\$2,500
AVID	\$2,000
Certification Welder	\$7,500
Choir Asst Director	\$2,500
Choir Director	\$4,500
Class Sponsor	\$700
CN (Local Certification) CTE	\$1,000
CN (TEA Certified) CTE	\$2,500
CN LOTE	\$2,000
CN Math	\$2,000
CN MATH GOALS/AIMS	\$2,000
CN Science	\$2,000
CN Science GOALS/AIMS	\$2,000
CTE Practicum	Varies
DECA	\$5,000
Department Head	\$1,500
Drill Team	\$4,300
FFA	\$500
Freshman Cheer	\$2,000
HOSA	\$500
HS Theater Arts	\$4,000
HS Theater Arts Tech	\$2,000
JV Cheerleading	\$2,000
Lead High School Counselor	\$2,000
NHS	\$675
Octathlon	\$2,000
Prom	\$250
Robotics	\$500
Spanish NHS	\$675
Sr. (High School) Band Director	\$13,000
Student Activities Campus Coordinator	\$1,000
Student Council	\$1,350
UIL Coach	\$500
UIL Coordinator	\$2,000
Varsity Cheerleading	\$3,300
Webmaster	\$500
Yearbook	\$1,500

<b>MIDDLE SCHOOL STIPENDS</b>	<b>2020-2021</b>
*CN LOTE (6th to 8th)	\$1,000
*CN Math (6th to 8th)	\$1,000
*CN Science (6th to 8th)	\$1,000
Assistant Band Director	\$5,200
Assistant Cheer	\$1,000
Cheerleading	\$2,000
Choir Director - MS	\$1,500
Compacted Math Extra Duty (6th only)	\$1,000
Department Head	\$950
Head Band Director - MS	\$9,200
National Jr. Honor Society	\$300
Robotics	\$500
Student Council	\$600
Theater Arts Director	\$1,500
UIL Coach	\$250
UIL Coordinator	\$1,500
Webmaster (6th to 8th)	\$500
Yearbook (6th to 8th)	\$500

<b>**HR USE ONLY**</b>	<b>2020-2021</b>
Stipend Contingency Allotment (as need is determined)	\$5,000

<b>ATHLETIC STIPENDS -HS</b>	<b>2020-2021</b>
Facility Coordinator	\$5,000
Athletic Trainer	\$6,000
Middle School Athletics Liaison	\$3,000
Asst. Baseball	\$3,750
Asst. Basketball B&G	\$4,200
Asst. Cross Country	\$3,400
Asst. Football Coach - Varsity	\$6,100
Asst. Golf	\$3,400
Asst. Head Football Coach	\$7,900
Asst. Soccer	\$4,000
Asst. Softball	\$3,750
Asst. Tennis	\$4,400
Asst. Track B&G	\$3,700
Asst. Volleyball	\$4,000
Asst. Wrestling	\$3,400
Athletic Coordinator	\$6,000
Football Defensive Coordinator	\$7,700
Head Baseball	\$7,100
Head Basketball B&G	\$8,100

Head Cross Country	\$5,000
Head Golf B&G	\$6,000
Head Soccer B&G	\$6,800
Head Softball	\$7,100
Head Tennis	\$6,800
Head Track B&G	\$6,000
Head Volleyball	\$8,000
Head Wrestling	\$6,000
HS Offseason Coord.	\$3,000
Off. Coordinator	\$7,700
Powerlifting B&G	\$4,000
Track Coordinator	\$2,000

<b>ATHLETIC STIPENDS - MS</b>	<b>2020-2021</b>
Asst. Basketball	\$2,450
Asst. Football	\$3,200
Asst. Soccer B&G	\$1,500
Asst. Track	\$1,900
Asst. Volleyball	\$2,100
Athletic Coord.	\$1,750
Head Basketball 8th B&G	\$3,200
Head Cross Country	\$1,800
Head Football	\$3,500
Head Soccer B&G	\$1,800
Head Tennis	\$1,800
Head Track 8th B&G	\$2,400
Head Volleyball	\$2,700

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# Board Agenda Item

Little Elm Independent School District

300 Lobo Lane

Little Elm, Texas 75068

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Board Mtg. Date 8-17-2020	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
<b>Subject:</b>	<b>LEISD ASYNCHRONOUS PLAN</b>				
<b>Presenter or Contact Person:</b>	Dr. Cyndy A. Mika, Assistant Superintendent for Curriculum and Learning				
<b>Policy/Code:</b>	N/A				
<b>Strategic Plan Goal:</b>	N/A				
<b>Summary:</b>	TEA requires each district to submit an Asynchronous Plan for a waiver from in-person ADA for funding that must be review and approved by TEA by October 1, 2020. The Asynchronous Plan must address four key requirements: <ol style="list-style-type: none"><li>1. Instructional Schedule</li><li>2. Material Design</li><li>3. Student Progress</li><li>4. Implementation</li></ol>				
<b>Financial Implications:</b>	There is no financial impact to the budget.				
<b>Attachments:</b>	Under Cover				
<b>Recommendation:</b>	<b>The Administration recommends the Board approve the submission of the Asynchronous Plan to TEA for approval to obtain an ADA waiver from in-person attendance.</b>				
<b>Motion:</b>	<b>I move the Board approve of the submission of the Asynchronous Plan to TEA for approval to obtain an ADA waiver from in-person attendance.</b>				

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# Board Agenda Item

Little Elm Independent School District  
300 Lobo Lane  
Little Elm, Texas 75068

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	<b>Reports of the Superintendent</b>	<b>Business Item</b>	<b>Consent Agenda</b>	<b>Reports, Routine Monthly</b>	<b>Action</b>
<b>Board Mtg. Date</b> 08-17-2020	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Subject:</b>	<b>Joint Election Agreement and Contract for Election Services with Denton County</b>				
<b>Presenter or Contact Person:</b>	Sonia S. Flores, Superintendent Secretary.				
<b>Policy/Code:</b>	N/A				
<b>Summary:</b>	Yearly Joint Election Agreement and Contract for Election Services with Denton County.				
<b>Financial Implications:</b>	Around \$13,000.				
<b>Attachments:</b>	Denton County Contract				
<b>Recommendation:</b>	<b>The Administration recommends the approval of the Joint Election Agreement and Contract for Election Services with Denton County.</b>				
<b>Motion:</b>	<b>I move that the Board approve the Joint Election Agreement and Contract for election Services with Denton County.</b>				

**THE STATE OF TEXAS COUNTY OF DENTON**

**JOINT ELECTION AGREEMENT AND CONTRACT FOR ELECTION SERVICES**

This CONTRACT for election services is made by and between the Denton County Elections Administrator and the following political subdivisions, herein referred to as “participating authority or participating authorities” located entirely or partially inside the boundaries of Denton County:

Participating Authorities:

[entities]

This contract is made pursuant to Texas Election Code Sections 31.092 and 271.002 and Texas Education Code Section 11.0581 for a joint [election-date] election to be administered by Frank Phillips, Denton County Elections Administrator, hereinafter referred to as “Elections Administrator.”

***RECITALS***

Each participating authority listed above plans to hold a General or Special Election on [election-date]. Denton County plans to hold county-wide voting for this General Election.

The County owns the Hart InterCivic Verity Voting System, which has been duly approved by the Secretary of State pursuant to Texas Election Code Chapter 122 as amended, and is compliant with the accessibility requirements for persons with disabilities set forth by Texas Election Code Section 61.012. The contracting political subdivisions (participating authorities) desire to use the County’s voting system and to compensate the County for such use and to share in certain other expenses connected with joint elections, in accordance with the applicable provisions of Chapters 31 and 271 of the Texas Election Code, as amended.

NOW THEREFORE, in consideration of the mutual covenants, agreements, and benefits to all parties, IT IS AGREED as follows:

**I. ADMINISTRATION**

The participating authorities agree to hold a “Joint Election” with Denton County and each other in accordance with Chapter 271 of the Texas Election Code and this agreement. The Elections Administrator shall coordinate, supervise, and handle all aspects of administering the Joint Election as provided in this agreement. Each participating authority agrees to pay the Elections Administrator for equipment, supplies, services, and administrative costs as provided in this agreement. The Elections Administrator shall serve as the administrator for the Joint Election; however, each participating authority shall remain responsible for the decisions and actions of its officers necessary for the lawful conduct of its election. The Elections Administrator shall provide advisory services in connection with decisions to be made and actions to be taken by the officers of each participating authority as necessary.

It is understood that other political subdivisions may wish to participate in the use of the County's Verity voting system and polling places, and it is agreed that the Elections Administrator may enter into other election agreements and contracts for election services for those purposes, on terms and conditions generally similar to those set forth in this contract. In such cases, costs shall be pro-rated among the participants according to Section XI of this contract.

## **II. LEGAL DOCUMENTS**

Each participating authority shall be responsible for the preparation, adoption, and publication of all required election orders, resolutions, notices, and any other pertinent documents required by the Texas Election Code and/or the participating authority's governing body, charter, or ordinances, except that the Elections Administrator shall be responsible for the preparation and publication of all voting equipment testing notices that are required by the Texas Election Code. Election orders should include language that would not necessitate amending the order if any of the Early Voting and/or Election Day polling places change.

Preparation of the necessary materials for notices and the official ballot shall be the responsibility of each participating authority, including translation to languages other than English. Each participating authority shall provide a copy of their respective election orders and notices to the Elections Administrator.

## **III. VOTING LOCATIONS**

The Elections Administrator shall select and arrange for the use of and payment for all Early Voting and Election Day voting locations. Voting locations will be, whenever possible, the usual voting location for each election precinct in elections conducted by each participating authority, and shall be compliant with the accessibility requirements established by Election Code Section 43.034 and the Americans with Disabilities Act (ADA). All Early Voting and Election Day voting locations shall be within the boundaries of Denton County. The proposed voting locations are listed in Exhibit A of this agreement. In the event a voting location is not available or appropriate, the Elections Administrator will arrange for use of an alternate location. The Elections Administrator shall notify the participating authorities of any changes from the locations listed in Exhibit A.

If polling place(s) for the [election-date] joint election are different from the polling place(s) used by a participating authority in its most recent election, the authority agrees to post a notice no later than November 2, 2020 at the entrance to any previous polling places in the jurisdiction stating that the polling location has changed and stating the political subdivision's polling place names, addresses, and room or suite number, if applicable, in effect for the [election-date] election. This notice shall be written in both the English and Spanish languages.

## **IV. ELECTION JUDGES, CLERKS, AND OTHER ELECTION PERSONNEL**



Denton County shall be responsible for the appointment of the presiding judge and alternate judge for each polling location. The Elections Administrator shall make emergency appointments of election officials if necessary.

Upon request by the Elections Administrator, each participating authority agrees to assist in recruiting polling place officials who are bilingual (fluent in both English and Spanish). In compliance with the Federal Voting Rights Act of 1965, as amended, each polling place containing more than 5% Hispanic population as determined by the 2010 Census shall have one or more election officials who are fluent in both the English and Spanish languages. If a presiding judge is not bilingual, and is unable to appoint a bilingual clerk, the Elections Administrator may recommend a bilingual worker for the polling place. If the Elections Administrator is unable to recommend or recruit a bilingual worker, the participating authority or authorities served by that polling place shall be responsible for recruiting a bilingual worker for translation services at that polling place.

The Elections Administrator shall notify all election judges of the eligibility requirements of Subchapter C of Chapter 32 of the Texas Election Code, and will take the necessary steps to insure that all election judges appointed for the Joint Election are eligible to serve.

The Elections Administrator shall arrange for the training and compensation of all election judges and clerks. The Election judges and clerks who attend in-person voting equipment training and/or procedures training, shall be compensated at the rate of \$10 an hour. Election judges and clerks that elect to complete online training shall be compensated as a rate of a flat \$30. In the event that an election judge or clerk completes both in-person and online training, they shall be compensated for the training resulting in the highest pay and will not be compensated for both trainings.

The Elections Administrator shall arrange for the date, time, and place for presiding election judges to pick up their election supplies. Each presiding election judge will be sent a letter from the Elections Administrator notifying them of their appointment, the dates/times and locations of training and distribution of election supplies, and the number of election clerks that the presiding judge may appoint.

Each election judge and clerk will receive compensation at the hourly rate established by Denton County pursuant to Texas Election Code Section 32.091. The election judge, or their designee, will receive an additional sum of \$25.00 for picking up the election supplies and equipment prior to Election Day and for returning the supplies and equipment to the central counting station after the polls close. Likewise, the Lead Clerk in Early Voting, or their designee, will receive an additional sum of \$25.00 for picking up the election supplies prior to the first day of Early Voting and for returning the supplies and equipment to the Elections Department after Early Voting has ended.

The compensation rates established by Denton County are:

Early Voting – Lead Clerk (\$12/ hour), Clerk (\$10/ hour)

Election Day – Presiding Judge (\$12/hour), Alternate Judge (\$11/ hour), Clerk (\$10/ hour)

The Elections Administrator may employ other personnel necessary for the proper administration of the election, as well as, pre and post election administration. In such cases, costs shall be pro-rated among participants of this contract. Part-time help is included as is necessary to prepare for the election, to ensure the timely delivery of supplies during Early Voting and on Election Day, and for the efficient tabulation of ballots at the central counting station. Part-time personnel working in support of the Early Voting Ballot Board and/or central counting station on election night will be compensated at the hourly rate set by Denton County in accordance with Election Code Sections 87.005, 127.004, and 127.006.

If elections staff is required outside of the hours of the office's normal scope of business, the entity(ies) responsible for the hours will be billed for those hours. The Elections Administrator will determine when those hours are necessary, the number of staff and whom are necessary, along with to whom the hours are to be billed. Cost for these hours will be billed at a rate of 1.5 times the staff's hourly rate (See Sections XV #10). The Election Administrator has the right to waive these costs as they see fit.

## **V. PREPARATION OF SUPPLIES AND VOTING EQUIPMENT**

The Elections Administrator shall arrange for all election supplies and voting equipment including, but not limited to, the County's Verity voting system and equipment, official ballots, sample ballots, voter registration lists, and all forms, signs, maps and other materials used by the election judges at the voting locations. The Elections Administrator shall ensure availability of tables and chairs at each polling place and shall procure rented tables and chairs for those polling places that do not have tables and/or chairs. Any additional required materials (required by the Texas Election Code) must be provided by the participating authorities, and delivered to the Elections Office thirty-three (33) calendar days (October 1, 2020) prior to Election Day. If this deadline is not met, the material must be delivered by the participating authorities, to all Early Voting and Election Day locations affected, prior to voting commencing. The Elections Administrator shall be responsible for conducting all required testing of the voting equipment, as required by Chapters 127 and 129 of the Texas Election Code.

At each polling location, joint participants shall share voting equipment and supplies to the extent possible. The participating authorities shall share a mutual ballot in those precincts where jurisdictions overlap. Multiple ballot styles shall be available in those shared polling places where jurisdictions do not overlap. The Elections Administrator shall provide the necessary voter registration information, maps, instructions, and other information needed to enable the election judges in the voting locations that have more than one ballot style to conduct a proper election.

Each participating authority shall furnish the Elections Administrator a list of candidates and/or propositions showing the order and the exact manner in which the candidate names and/or proposition(s) are to appear on the official ballot (including titles and text in each language in which the authority's ballot is to be printed). **Said list must be provided to the Elections Office within three (3) business days following the last day to file for a place on the ballot** or after the election is ordered, whichever is later. Said list must be in a Word document, the

information must be in an upper and lower case format, be in Arial 12 point font, and contain candidate contact information for the purposes of verifying the pronunciation of each of the candidates' names. Each participating authority shall be responsible for proofreading and approving the ballot insofar as it pertains to that authority's candidates and/or propositions. Each participating authority shall be responsible for proofing and approving the audio recording of the ballot insofar as it pertains to that authority's candidates and/or propositions. **The approvals must be finalized with the Elections Office within five (5) calendar days of receipt of the proofs, or the provided proofs shall be considered approved.**

The joint election ballots shall list the County's election first. The joint election ballots that contain ballot content for more than one joint participant because of overlapping territory shall be arranged with the appropriate school district ballot content appearing on the ballot following the County's election, followed by the appropriate city ballot content, and followed by the appropriate water district or special district ballot content.

Early Voting by personal appearance and on Election Day shall be conducted exclusively on Denton County's Verity voting system including provisional ballots.

The Elections Administrator shall be responsible for the preparation, testing, and delivery of the voting equipment for the election as required by the Election Code.

The Elections Administrator shall conduct criminal background checks on the relevant employees upon hiring as required by Election Code 129.051(g).

## **VI. EARLY VOTING**

The participating authorities agree to conduct joint early voting and to appoint the Election Administrator as the Early Voting Clerk in accordance with Sections 31.097 and 271.006 of the Texas Election Code. Each participating authority agrees to appoint the Elections Administrator's permanent county employees as deputy early voting clerks. The participating authorities further agree that the Elections Administrator may appoint other deputy early voting clerks to assist in the conduct of early voting as necessary, and that these additional deputy early voting clerks shall be compensated at an hourly rate set by Denton County pursuant to Section 83.052 of the Texas Election Code. Deputy early voting clerks who are permanent employees of the Denton County Elections Administrator or any participating authorities shall serve in that capacity without additional compensation.

Early Voting by personal appearance will be held at the locations, dates, and times listed within Exhibit A of this document. Any qualified voter of the Joint Election may vote early by personal appearance at any one of the joint early voting locations. All requests for Temporary Early Voting Locations will be considered, and determined based on the availability of sites and if it is within the Election Code parameters. All costs for temporary sites including coverage by Election Administration staff will be borne by the requesting authority. The Elections Administrator will determine when those hours are necessary, the number of staff and whom are necessary, along with to whom the hours are to be billed. Cost for these hours will be billed at a

rate of 1.5 times the staff's hourly rate (See Sections XV #10). The Election Administrator has the right to waive these costs as they see fit.

As Early Voting Clerk, the Elections Administrator shall receive applications for early voting ballots to be voted by mail in accordance with Chapters 31 and 86 of the Texas Election Code. Any requests for early voting ballots to be voted by mail received by the participating authorities shall be forwarded immediately by fax or courier to the Elections Administrator for processing. The address of the Early Voting Clerk is as follows:

Frank Phillips, Early Voting Clerk  
Denton County Elections  
PO Box 1720  
Denton, TX 76202  
Email: elections@dentoncounty.com

Any requests for early voting ballots to be voted by mail, and the subsequent actual voted ballots that are sent by a contract carrier (ie. UPS, FedEx, etc.) shall be delivered to the Early Voting Clerk at the Denton County Elections Department physical address as follows:

Frank Phillips, Early Voting Clerk  
Denton County Elections  
701 Kimberly Drive, Suite A101  
Denton, TX 76208  
Email: elections@dentoncounty.com

The Elections Administrator shall post on the county website, the participating authority's Early Voting Roster on a daily basis. In accordance with Section 87.121 of the Election Code, the daily roster showing the previous day's early voting activity will be posted no later than 11:00 AM each business day.

## **VII. EARLY VOTING BALLOT BOARD**

Denton County shall appoint the Presiding Judge of an Early Voting Ballot Board (EVBB) to process early voting results from the Joint Election. The Presiding Judge, with the assistance of the Elections Administrator, shall appoint two or more additional members to constitute the EVBB. The Elections Administrator shall determine the number of EVBB members required to efficiently process the early voting ballots.

## **VIII. CENTRAL COUNTING STATION AND ELECTION RETURNS**

The Elections Administrator shall be responsible for establishing and operating the central counting station to receive and tabulate the voted ballots in accordance with the provisions of the Texas Election Code and of this agreement.

The participating authorities hereby, in accordance with Section 127.002, 127.003, and 127.005 of the Texas Election Code, appoint the following central counting station officials:

Counting Station Manager: Brandy Grimes, Deputy Elections Administrator  
Tabulation Supervisor: Jason Slonaker, Technology Resources Coordinator  
Presiding Judge: Early Voting Ballot Board Judge  
Alternate Judge: Early Voting Ballot Board Alternate Judge

The counting station manager or their representative shall deliver timely cumulative reports of the election results as precincts report to the central counting station and are tabulated by posting on the Election Administrator's Election Night Results website. The manager shall be responsible for releasing unofficial cumulative totals and precinct returns from the election to the joint participants, candidates, press, and general public by distribution of hard copies at the central counting station (if requested) and by posting to the Election Administrator's Election Night Results website. To ensure the accuracy of reported election returns, results printed on the tapes produced by Denton County's voting equipment will not be released to the participating authorities at the remote collection sites or by phone from individual polling locations.

The Elections Administrator will prepare the unofficial canvass reports after all precincts have been counted, and will deliver a copy of the unofficial canvass to each participating authority as soon as possible after all returns have been tabulated. The Elections Administrator will include the tabulation and precinct returns that are required by Texas Election Code Section 67.004 for the participating authorities to conduct their respective canvasses. Each participating authority shall be responsible for the official canvass of its respective election(s), and shall notify the Elections Administrator, or their designee, of the date of the canvass, no later than three days after Election Day.

The Elections Administrator shall be responsible for conducting the post-election manual recount required by Section 127.201 of the Texas Election Code unless a waiver is granted by the Secretary of State. Notification and copies of the recount, if waiver is denied, will be provided to each participating authority for uploading, by each participating authority, to the Secretary of State's Office.

## **IX. PARTICIPATING AUTHORITIES WITH TERRITORY OUTSIDE DENTON COUNTY**

Each participating authority with territory containing population outside of Denton County agrees that the Elections Administrator shall administer only the Denton County portion of those elections.

## **X. RUNOFF ELECTIONS**

Each participating authority shall have the option of extending the terms of this agreement through its runoff election, if applicable. In the event of such runoff election, the terms of this agreement shall automatically extend unless the participating authority notifies the Elections Administrator in writing within three (3) business days of the original election.

Each participating authority shall reserve the right to reduce the number of early voting locations and/or Election Day voting locations in a runoff election.

Each participating authority agrees to order any runoff election(s) at its meeting for canvassing the votes from the [election-date] election and to conduct its drawing for ballot positions at or immediately following such meeting in order to expedite preparations for its runoff election.

Each participating authority eligible to hold runoff elections agrees that the date of the runoff election, if necessary, shall be Tuesday, December 8, 2020, with early voting being held in accordance with the Election Code.

## **XI. ELECTION EXPENSES AND ALLOCATION OF COSTS**

The participating authorities agree to share the costs of administering the Joint Election. Allocation of the costs, unless specifically stated otherwise, is mutually agreed to be shared according to a formula, which is based on the number of registered voters within the district per Elections Day polling place. Costs for polling places shared by more than one participating authority shall be pro-rated among the participants utilizing that polling place.

It is agreed that the charges for Election Day judges and clerks and Election Day polling place rental fees shall be directly charged to the appropriate participating authority rather than averaging those costs among all participants.

If a participating authority's election is conducted at more than one Election Day polling place, there shall be no charges or fees allocated to the participating authority for the cost of the Election Day polling place in which the authority has fewer than 50% of the total registered voters served by that polling place, except that if the number of registered voters in all of the authority's polling places is less than the 50% threshold, the participating authority shall pay a pro-rata share of the cost associated with the polling place where it has the greatest number of registered voters.

Costs for Early Voting by Personal Appearance shall be allocated based upon the actual costs associated with each early voting site. Each participating authority shall be responsible for an equal portion of the actual costs associated with the early voting sites located within their jurisdiction. Participating authorities that do not have a regular (non-temporary) early voting site within their jurisdiction shall pay an equal portion of the nearest regular early voting site.

Costs for Early Voting by mail shall be allocated according to the actual number of ballots mailed to each participating authority's voters.

Cost for all in-person and provisional ballots and Poll Pad paper shall be allocated according to the actual number of ballots issued to each participating authority's voter.

Each participating authority agrees to pay the Elections Administrator an administrative fee equal to ten percent (10%) of its total billable costs in accordance with Section 31.100(d) of the Texas Election Code.

The Denton County Elections Administrator shall deposit all funds payable under this contract into the appropriate fund(s) within the county treasury in accordance with Election Code Section 31.100.

The Denton County Elections Administrator reserves the right to adjust the above formulas in agreement with an individual jurisdiction if the above formula results in a cost allocation that is inequitable.

If any participating authority makes a special request for extra Temporary Branch Early Voting by Personal Appearance locations as provided by the Texas Election Code, that entity agrees to pay the entire cost for that request.

Participating authorities having the majority of their voters in another county and/or fewer than 500 registered voters in Denton County, and that do not have an Election Day polling place or early voting site within their Denton County territory shall pay a flat fee of \$400 for election expenses.

Election expenses, including but not limited to, overtime charges for Election Office staff, and any unforeseen expenses needed to conduct the election, will be borne by the participating authority or authorities, affected.

## **XII. WITHDRAWAL FROM CONTRACT DUE TO CANCELLATION OF ELECTION**

Any participating authority may withdraw from this agreement and the Joint Election should it cancel its election in accordance with Sections 2.051 - 2.053 of the Texas Election Code. The withdrawing authority is fully liable for any expenses incurred by the Denton County Elections Administrator on behalf of the authority plus an administrative fee of ten percent (10%) of such expenses. Any monies deposited with the Elections Administrator by the withdrawing authority shall be refunded, minus the aforementioned expenses and administrative fees, if applicable.

It is agreed that any of the joint election early voting sites that are not within the boundaries of one or more of the remaining participating authorities, with the exception of the early voting site located at the Denton County Elections Building, may be dropped from the joint election unless one or more of the remaining participating authorities agreed to fully fund such site(s). In the event that any early voting site is eliminated under this section, an addendum to the contract shall be provided to the remaining participants within five days after notification of all intents to withdraw have been received by the Elections Administrator.

## **XIII. RECORDS OF THE ELECTION**

The Elections Administrator is hereby appointed general custodian of the voted ballots and all records of the Joint Election as authorized by Section 271.010 of the Texas Election Code.

Access to the election records shall be available to each participating authority, as well as, to the public in accordance with applicable provisions of the Texas Election Code and the Texas Public

Information Act. The election records shall be stored at the offices of the Elections Administrator or at an alternate facility used for storage of county records. The Elections Administrator shall ensure that the records are maintained in an orderly manner so that the records are clearly identifiable and retrievable.

Records of the election shall be retained and disposed of in accordance with the provisions of Section 66.058 of the Texas Election Code. If records of the election are involved in any pending election contest, investigation, litigation, or open records request, the Elections Administrator shall maintain the records until final resolution or until final judgment, whichever is applicable. It is the responsibility of each participating authority to bring to the attention of the Elections Administrator any notice of pending election contest, investigation, litigation or open records request which may be filed with the appropriate participating authority.

#### **XIV. RECOUNTS**

A recount may be obtained as provided by Title 13 of the Texas Election Code. By signing this document, the presiding officer of the contracting participating authorities agree that any recount shall take place at the offices of the Elections Administrator, and that the Elections Administrator shall serve as Recount Supervisor, and the participating authority's official or employee who performs the duties of a secretary under the Texas Election Code shall serve as Recount Coordinator.

The Elections Administrator agrees to provide advisory services to each participating authority as necessary to conduct a proper recount.

#### **XV. MISCELLANEOUS PROVISIONS**

1. It is understood that to the extent space is available, other districts and political subdivisions may wish to participate in the use of the County's election equipment and voting places, and it is agreed that the Elections Administrator may contract with such other districts or political subdivisions for such purposes and that in such event there may be an adjustment of the pro-rata share to be paid to the County by the participating authorities.
2. The Elections Administrator shall file copies of this document with the Denton County Treasurer and the Denton County Auditor in accordance with Section 31.099 of the Texas Election Code.
3. Nothing in this contract prevents any party from taking appropriate legal action against any other party and/or other election personnel for a breach of this contract or a violation of the Texas Election Code.
4. This agreement shall be construed under and in accord with the laws of the State of Texas, and all obligations of the parties created hereunder are performable in Denton County, Texas.



5. In the event that one of more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision hereof and this agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.
6. All parties shall comply with all applicable laws, ordinances, and codes of the State of Texas, all local governments, and any other entities with local jurisdiction.
7. The waiver by any party of a breach of any provision of this agreement shall not operate as or be construed as a waiver of any subsequent breach.
8. Any amendments of this agreement shall be of no effect unless in writing and signed by all parties hereto.
9. Failure for a participating authority to meet the deadlines as outline in this contract may result in additional charges, including but not limited to, overtime charges, etc.
10. Elections Staffing Hourly Rate (includes all benefit pay):

Absentee Voting Coordinator	\$40.028
Voter Registration Clerk	\$30.072 - \$33.303
Technology Resources Coordinator	\$43.283
Elections Technician	\$30.525 - \$34.768
Voter Registration Coordinator	\$37.508
Training Coordinator	\$41.905
Election Coordinator	\$34.768

11. Nonperformance of either party shall be excused, and the nonperforming party shall have no liability to the other party, to the extent that performance is rendered impossible by any act of God, storm, fire, flood, casualty, unanticipated work stoppage, strike, lock out labor dispute, civic disturbance, riot, war, national emergency, governmental acts or orders or other restrictions, act of public enemy, failure of suppliers, or any other reason where failure to perform is beyond the reasonable control of and is not caused by the negligence of the performing party. If a party is prevented from performing its obligations by an event of force majeure, then either party may terminate this agreement by written notice to the other party.

**XVI. COST ESTIMATES AND DEPOSIT OF FUNDS**

The total estimated obligation for each participating authority under the terms of this agreement is listed below. The exact amount of each participating authority’s obligation under the terms of this agreement shall be calculated after the [election-date] election (or runoff election, if

applicable). The participating authority's obligation shall be paid to Denton County within 30 days after the receipt of the final invoice from the Denton County Elections Administrator.

The total estimated obligation for each participating authority under the terms of this agreement shall be provided as soon as practicable.

The total estimated obligation for each participating authority under the terms of this agreement shall be as follows:

[costs]

[pagebreak]

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XVII. JOINT CONTRACT ACCEPTANCE AND APPROVAL

IN TESTIMONY HEREOF, this agreement has been executed on behalf of the parties hereto as follows, to-wit:

- (1) It has on the \_\_\_\_\_ day of \_\_\_\_\_, 2020 been executed by the Denton County Elections Administrator pursuant to the Texas Election Code so authorizing;
- (2) It has on the \_\_\_\_\_ day of \_\_\_\_\_, 2020 been executed on behalf of the Little Elm Independent School District pursuant to an action of the Little Elm ISD Board of Trustees so authorizing;

ACCEPTED AND AGREED TO BY DENTON COUNTY ELECTIONS ADMINISTRATOR:

APPROVED:

\_\_\_\_\_  
Frank Phillips, CERA

ACCEPTED AND AGREED TO BY THE LITTLE ELM ISD BOARD OF TRUSTEES:

APPROVED:

ATTESTED:

\_\_\_\_\_  
BOARD PRESIDENT – G. David Montemayor

\_\_\_\_\_  
Board Secretary – Dan Blackwood