

*Board of Education
Regular Meeting
August 25, 2020*



Fort Worth
INDEPENDENT SCHOOL DISTRICT

Regular Meeting via Webinar

Notice is hereby given that on Tuesday, August 25, 2020, the Board of Education of the Fort Worth Independent School District will hold a Regular Meeting via Webinar beginning at 5:30 PM. Due to health and safety concerns related to the COVID-19 Coronavirus, this meeting will be conducted by videoconference or telephone call. At least a quorum of the Board will be participating by videoconference or telephone call in accordance with the provisions of Sections 551.125 or 551.127 of the Texas Government Code that have not been suspended by order of the governor. Members of the public may access the live broadcast for this meeting from Spectrum (Charter) Channel 192, the Fort Worth ISD Live channel on YouTube, or by using this link: <https://zoom.us/j/95499494709?pwd=cGI2TUMvY2hTN1BiZVJ1K05YZGI1QT09> (Passcode: 290965). An electronic copy of the agenda packet is attached to this online notice. The subjects to be discussed or considered or upon which any formal action may be taken are listed on the agenda which is made a part of this notice. Items do not have to be taken in the order shown on this meeting notice. Those individuals desiring to make a public comment can sign up by calling 817-814-1956 until 5:30 PM the day of the meeting.

Those who need a sign language interpreter, email amanda.coleman@fwisd.org by 12 PM Monday, August, 24, 2020.

Additional instructions to join this meeting:

Or iPhone one-tap :

US: +13462487799,,95499494709# or +16699009128,,95499494709#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 346 248 7799 or +1 669 900 9128 or +1 253 215 8782 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656

Webinar ID: 954 9949 4709

International numbers available: <https://zoom.us/u/adn3yR1HFQ>

FORT WORTH INDEPENDENT SCHOOL DISTRICT

AGENDA

1. 5:30 PM - CALL REGULAR MEETING TO ORDER - WEBINAR

Join the live broadcast from Spectrum (Charter) Channel 192, the Fort Worth ISD Live channel on Youtube or the link above.

2. PLEDGES

3. PUBLIC COMMENT

Those individuals desiring to make a public comment can sign up by calling 817-814-1956 up until 5:30 PM the day of the meeting.

4. PRESENTATIONS

A. Fort Worth ISD Forward: Return to Learning

5. DISCUSSION OF CONSENT AGENDA ITEMS

6. CONSENT AGENDA ITEMS

Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a Board member requests that such item be removed from the "Consent Agenda" and voted upon separately.

A. Board of Education Meeting Minutes

1. Regular Minutes - July 21, 2020
2. Emergency Minutes - July 30, 2020
3. Regular Minutes - August 10, 2020
4. Workshop Minutes - August 17, 2020

B. Acceptance of Bids/Proposals, Single Source, and Agreement Purchases \$50,000 and More

1. Approve 2020-2021 Contract with Tarrant County Program for the Development of Girls
2. Approve 2020-2021 Contract with a Post-Secondary Preparedness Program in Assisting Latinx Girls for College, Career, and Community Leadership
3. Approve Contract Agreement Between Fort Worth Independent School District and a Service Provider for Students with Severe Disabilities
4. Approve Contract Between Fort Worth Independent School District and Therapeutic Residential Program for Students with Severe Behaviors
5. Approve Memorandum of Understanding Between Fort Worth Independent School District and the City of Benbrook for School Security Services for the 2020 - 2021 School Year
6. Approve Memorandum of Understanding Between Texas Christian University and Fort Worth Independent School District
7. Approve Interlocal Agreement Between Fort Worth Independent School District and the City of Forest Hill for School Security Services for the 2020-2021 School Year

8. Approve Program Agreements and Use of Grants to Assist with Engineering and Career Preparation CTE Programming
 9. Approve Continued Technical Assistance, Cycle 2 Implementation-Focused Academic Supports for TEA Community Partnership Grant
 10. Approve Consulting/Certification Proposal and the 2020 Sue Rose Institute Between the Cowan Center and Fort Worth Independent School District
 11. Approve Superintendent to Authorize Purchases of Student Laptops and Services to Accommodate Learning During the COVID-19 Event
 12. Approve Purchases of Classroom Interactive Panels, Displays and Services for Four Schools
 13. Approve Ratification of Purchase of Software Licenses to Support Printing at All Campuses
 14. Approve Purchase of an Online Beginning and Intermediate College Algebra Course for High School Students
 15. Approve Purchase of a K-5 Online Intervention Program and Reading Mathematics Site Licenses at All Elementary Schools
 16. Approve Purchase of Public Address (PA) System and Cabling for Diamond Hill-Jarvis High School and Monnig Middle School
 17. Approve Purchase of Hand-Held Radios for School Communications
 18. Approve Renewal and Expansion of the Learning Management System for District-Wide Compliance Training and Professional Learning
 19. Approve Purchase of Touchless Water Fountains
 20. Approve Purchase of Software License and Training for Special Education Staff
 21. Approve College & Career Readiness Professional Development for the 2020-2021 School Year
 22. Approve and Award a Renewal Contract to an Absence Verification System
- C. Approve Annual Investment Report for the Period: July 1, 2019 - June 30, 2020
- D. Approve Quarterly Investment Report for the Period: April 1, 2020 - June 30, 2020
- E. Approve Proposed Middle and High School Course Changes for the 2020 - 2021, 2021 - 2022, 2022 - 2023, and 2023 - 2024 School Years
- F. Approve 2020-2021 Fort Worth Independent School District Compensation Manual
- G. Approve First Reading-Revisions to Board Policies DIA(LOCAL), FB(LOCAL), FEB(LOCAL) and FFH(LOCAL)
- H. Approve Student Fees and Replacement Charges for the 2020 - 2021 School Year
- I. Approve Interlocal Agreement Between Dallas Independent School District and Fort Worth Independent School District to Share Unidos para Aprender Videos

- J. Approve Memorandum of Understanding Between Low-Income Support Service Provider for Families and Fort Worth Independent School District
- K. Approve Oncor Electric Delivery Company Easement and Right-of-Way Agreement for South Hills High School Addition/Renovation Job No. 003-102 in Conjunction with the 2017 Capital Improvement Program
- L. Approve Closeout Contract with Muckleroy & Falls for Benbrook Middle/High School Baseball/Softball Addition/Renovation Job #071-001 (CSP #19-032) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
- M. Approve Closeout Contract with CZOT-MGS, LLC for Dunbar High School Athletics Addition / Renovation Job #005-001 (CSP #19-042) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program

7. RECESS - RECONVENE IN CLOSED MEETING FOR EXECUTIVE SESSION - WEBINAR

8. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
- B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)
 - 1. Staff Attorney
 - 2. Executive Director Special Education
 - 3. Certified Criminal Justice Teacher
 - 4. Tarrant Appraisal District Board of Director
- C. Security Implementation (Texas Government Code §551.076)
- D. Real Property (Texas Government Code §551.072)

9. RECONVENE IN REGULAR SESSION - WEBINAR

10. ACCEPT CONSENT AGENDA

11. ACTION ITEMS

- A. Item/Items Removed from Consent Agenda
- B. Personnel
 - 1. Staff Attorney
 - 2. Executive Director Special Education

12. ACTION AGENDA ITEMS

- A. Approve District Teaching Permit for Non-Core CTE Courses
- B. Approve Contract Renewals for Educational Technology Digital Learning, Texas Student Data System (TSDS), Public Education Information Management System (PEIMS) and Region 11 Telecommunication Network (RETN) for 2020-2021 School
- C. Approve Resolution to Nominate and Cast Votes Regarding Tarrant Appraisal District Appointment Selection
- D. Approve Endorsement of Candidate for Texas Association of School Boards (TASB) Board of Directors, Region 11, Position C

13. COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITIES AND ANNOUNCEMENTS

14. ADJOURN

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE BOARD OF EDUCATION MEETING MINUTES

BACKGROUND:

The Open Meetings Act (the “Act”) was adopted in 1967 with the sole intent of making governmental decision-making accessible to the public. (It was codified without substantive change as Government Code Chapter 551.) The “Act” requires meetings of governmental bodies (school district board of trustees) to be open to the public, except for expressly authorized closed sessions, and to be preceded by public notice of the time, place and subject matter of the meeting.

Section 551.021 of the Texas Government Code states that (a) A governmental body shall prepare and keep minutes of each open meeting of the body with the minutes containing the subject of each deliberation and indicating action taken on each vote, order or decision. Section 551.022 provides that the minutes are public records and shall be available for public inspection and copying on request to the governmental body’s chief administrative officer or designee.

In order to maintain compliance with Chapter 551 of the Texas Government Code and the Texas Open Meetings Act, the Board must approve each set of minutes presented. Upon approval, the minutes can then be made available to the public as an official record of a given meeting.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Board of Education Meeting Minutes
2. Decline to Approve Board of Education Meeting Minutes
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Board of Education Meeting Minutes

FUNDING SOURCE

Additional Details

None

None

COST:

None

VENDOR:

Not Applicable

PURCHASING MECHANISM

None

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Board of Education

RATIONALE:

Approval of the attached Board of Education minutes allows the District to provide the public with an official record of any given meeting.

INFORMATION SOURCE:

Karen Molinar

MINUTES OF THE MEETING
OF
FORT WORTH BOARD OF EDUCATION

The Board of Education of the Fort Worth Independent School District held a meeting on July 21, 2020.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT

Notice is hereby given on July 17, 2020, the Board of Education of the Fort Worth Independent School District will hold a meeting beginning at 05:30 p.m. via a Zoom webinar. The subjects to be discussed are listed on the agenda which is made a part of this notice.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on July 17, 2020 at 09:30 a.m.

Amanda Coleman, PhD
Director
Policy and Planning

RETURN OF THE MEETING July 21, 2020

I, Amanda Coleman, Director of Policy and Planning of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on July 17, 2020, on the Fort Worth ISD main web page as District offices are closed due to the COVID-19 pandemic.

Given under my hand on July 17, 2020.

Amanda Coleman, PhD
Director
Policy and Planning

1. 5:30 P.M. - CALL REGULAR MEETING TO ORDER - WEBINAR

President Ramos called the meeting to order at 5:30 p.m.

The following Board Members were present:

Daphne Brookins
Anne Darr
C.J. Evans
Tobi Jackson
Anael Luebanos
Ashley Paz
Quinton Phillips
Jacinto Ramos
Norman Robbins

The following administrators were present:

Dr. Kent Scribner, Superintendent
Sherry Breed, Chief of Equity and Excellence
Vicki Burris, Chief of Capital Projects/Capital Improvement Program
Michael Ball, Chief Financial Officer
Art Cavazos, Chief of District Operations & Technology
Karen Molinar, Deputy Superintendent
Jerry Moore, Chief Academic Officer
Raul Pena, Chief of Elementary Schools
Cynthia Rincon, Chief of Legal
David Saenz, Chief Innovation Officer
Kermit Spears, Chief Talent Officer
Cherie Washington, Chief of Secondary Schools
Barbara Griffith, Senior Communications Officer
Clint Bond, Executive Director of External & Emergency Communications

2. PLEDGES

Pledges were led by Clint Bond.

3. RECOGNITIONS

A. Council of Great City Schools

Trustee Ashley Paz was elected as secretary treasurer to the Council of Great City Schools.

4. PUBLIC COMMENT

Steven Poole
Ernesto Moran
Jordan Douglass
Irma Parga
Levi Lytton
Malikk Austin
Simon Razavi
Larrnecia Razavi
Tracy Sticher: statement read by Clint Bond
Orion Smith
Erika Perez
Erin Blythe
Michael Mangrum

5. REPORTS/PRESENTATIONS

A. Authorize Publication of the Proposed Tax Rate

Dr. Scribner introduced Michael Ball, Chief Financial Officer, who gave the presentation. Norman Robbins, Anael Luebanos, and Daphne Brookins asked a questions. Michael Ball and Dr. Scribner addressed questions. Anne Darr made a comment.

6. DISCUSSION OF CONSENT AGENDA ITEMS

Trustees Darr, Robbins, and Luebanos gave comments. President Ramos made comments about Consent Agenda Items B1: **Approve Memorandum of Understanding Between Fort Worth Independent School District and the Juvenile Alternative Education Program (JJAEP) for the 2020-2021 School Year** and B2: **Approve Contract Between Fort Worth Independent School District and Tarrant County for Juvenile Teaching Services for the 2020-2021 School Year.**

RECOGNITIONS

President Ramos when back to item #3: Recognitions and Trustee Ashley Paz gave comments about the Recognition received from the Council of Great City Schools.

7. CONSENT AGENDA ITEMS (Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.)

- A. Board of Education Meeting Minutes
 - 1. June 23, 2020-Regular Meeting
- B. Acceptance of Bids/Proposals, Single Source, and Agreement Purchases \$50,000 and More
 - 1. Approve Memorandum of Understanding Between Fort Worth Independent School District and the Juvenile Alternative Education Program (JJAEP) for the 2020-2021 School Year
 - 2. Approve Contract Between Fort Worth Independent School District and Tarrant County for Juvenile Teaching Services for the 2020-2021 School Year
 - 3. Approve Agreement Between AVID Center and Fort Worth Independent School District for the 2020-2021 School Year
 - 4. Approve Renewal Electronic Visitor Management System for District Campuses and Administrative Facilities
 - 5. Approve Agencies Providing Sign Language Interpreting Services
 - 6. Approve-Replacement of HVAC Rooftop Units at De Zavala Elementary, Lily B. Clayton Elementary, and Trimble Tech High School
 - 7. Approve Ratification for Purchase of HVAC Rooftop Units at AM Pate Elementary School
 - 8. Approve Purchase of the 2020-2021 School Year Dual Credit Textbooks
 - 9. Approve Pay for the 2020-2021 School Year Dual Credit Tuition
 - 10. Approve Purchase of Web-Based Online Curriculum Program for Retrieval, Recovery, Acceleration, Blended Learning, and Special Programs for High Schools and Middle Schools

11. Approve Purchase of the College/Career Exploration System
 12. Approve Professional Development and Software Payment for Leadership Academy Network Support
 13. Approve Purchase of Writing Program and Professional Development for Leadership Academy Network
 14. Approve Payment for the Program Participation Fees
 15. Approve Cooperative Program and Data Sharing Agreements Between Fort Worth ISD and Office of Strategy and Policy at the University of Texas at Austin OnRamps
 16. Approve Data Governance Tool with an Analysis Software
 17. Approve Purchase of Web-Based Learning System User Licenses
 18. Approve Annual Renewal of Online Subscription Databases
 19. Approve Renewal of Webhosting Services, Mass Communications System, FWISD App and Teacher Communication Tool for the 2020-2021 School Year
 20. Approve Purchase of Student Internet Connectivity (Hotspots) Lines
 21. Approve Purchase of Plexiglass Workspace Partitions – Goods and Services Necessary, Given the COVID-19 Emergency
 22. Approve Ratification of the Purchases of Various Goods and Services Necessary, Given the COVID-19 Emergency
- C. Approve Resolution of the Annual Review of Investment Policies and Strategies
 - D. Approve Breakfast and Lunch Meal Price Increases for the 2020-2021 School Year
 - E. Approve Testing Partnership Agreement Between Tarrant County College District and Fort Worth Independent School District
 - F. Approve Memorandum of Understanding Between Construction Education Foundation, Inc. and Fort Worth Independent School District
 - G. Approve Memorandum of Understanding Between Texas Woman’s University and Fort Worth Independent School District for Field Experiences, Clinical Student Teaching, Internships, and Professional Practicums Using Video Capture Technology
 - H. Approve Services Agreement Between University of Texas at Austin (Engineer Your World) and Fort Worth Independent School District (I.M. Terrell)
 - I. Approve Instructional Agreement for College Preparatory Courses Between Tarrant County College District and Fort Worth Independent School District
 - J. Approve Board of Education Meeting Dates for the 2020-2021 School Year
 - K. Approve Minutes from the June 11, 2020 and July 16, 2020 Board Policy Committee Meetings
 - L. Approve Closeout Contract with Reeder + Summit JV for O.D. Wyatt High School Athletics Addition / Renovation Job #016-001 (CSP #19-041) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
 - M. Approve Closeout Contract with Morales Construction for Western Hills High School Athletic Renovation Job #015-011 (CSP #19-038) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
 - N. Approve Ratification of Change Order for RFCSP #20-008 Middle School Restroom Renovations in Conjunction with the 2013 Capital Improvement Program

- O. Approve Ratification of Change Order for RFCSP #20-007 Middle School Restroom Renovations in Conjunction with the 2013 Capital Improvement Program
- P. Approve Ratification of Change Order for RFCSP #20-005 Middle School Restroom Renovations in Conjunction with the 2013 Capital Improvement Program
- Q. Approve Purchase of Furniture, Fixtures, & Equipment (FF&E) for Tanglewood Elementary School Job No. 171-011 in Conjunction with the 2017 Capital Improvement Program
- R. Approve Purchase of Furniture, Fixtures, & Equipment (FF&E) for South Hills High School Job No. 003-102 in Conjunction with the 2017 Capital Improvement Program
- S. Approve Purchase of Furniture, Fixtures, & Equipment (FF&E) for Polytechnic High School Job No. 009-202 in Conjunction with the 2017 Capital Improvement Program

8. RECESS-RECONVENE IN CLOSED MEETING FOR EXECUTIVE SESSION-WEBINAR

Regular meeting concluded at 6:31pm to move to Executive Session.

9. EXECUTIVE SESSION The Board will convene in closed session as authorized by the Texas Government Code Chapter 551.

A. Seek the Advice of Attorneys (Texas Government Code §551.071)

B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)

C. Security Implementation (Texas Government Code §551.076)

D. Real Property (Texas Government Code §551.072)

10. RECONVENE IN REGULAR SESSION - WEBINAR

The meeting was reconvened at 8:48 p.m.

11. ACCEPT CONSENT AGENDA ITEMS

Motion was made by Tobi Jackson, seconded by, Ashley Paz to approve CONSENT AGENDA.

The motion passed unanimously.

12. ACTION ITEMS

No items

13. ACTION AGENDA ITEMS

- A. Discussion and Action to Approve Memorandum of Understanding Between Fort Worth Independent School District and Texas Wesleyan University to Operate Early College High School at Dunbar High School

Motion was made by Tobi Jackson, seconded by Anael Luebanos.

The motion was passed unanimously.

- B. Discussion and Action to Approve Payment for the 2020-2021 School Year for the Administrative Support, Professional Services and Payroll of the Leadership Academy Network/Texas Wesleyan Management Team

Motion was made by Norman Robbins, seconded by Ashley Paz.

The motion was passed unanimously.

- C. Discussion and Action to Approve Second Reading-Revisions to Board Policy EIC(LOCAL)

Motion was made by Anne Darr, seconded by Tobi Jackson.

The motion was passed unanimously.

14. COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITIES AND ANNOUNCEMENTS

Tobi Jackson
Quinton Phillips
Daphne Brookins
CJ Evans
Anne Darr
Norman Robbins
Anael Luebanos
Ashley Paz
Dr. Kent Scribner
Jacinto Ramos

15. ADJOURN

The meeting was adjourned at 9:09 p.m.

Amanda Coleman, PhD
Policy and Planning

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>

MINUTES OF THE EMERGENCY MEETING
OF
FORT WORTH BOARD OF EDUCATION

The Board of Education of the Fort Worth Independent School District held an emergency meeting on July 30, 2020.

The following is a copy of the Emergency Meeting Notice and Return which is submitted and filed as a matter of record.

EMERGENCY MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT

Notice is hereby given on July 29, 2020, the Board of Education of the Fort Worth Independent School District will hold an emergency meeting beginning at 08:00 a.m. via a Zoom webinar. The subjects to be discussed are listed on the agenda which is made a part of this notice.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on July 29, 2020 at 12:30 p.m.

Amanda Coleman, PhD
Director
Policy and Planning

RETURN OF THE EMERGENCY MEETING July 30, 2020

I, Amanda Coleman, Director of Policy and Planning of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on July 29, 2020, on the Fort Worth ISD main web page as District offices are closed due to the COVID-19 pandemic.

Given under my hand on July 29, 2020.

Amanda Coleman, PhD
Director
Policy and Planning

1. 8:00 A.M. - CALL REGULAR MEETING TO ORDER - WEBINAR

President Ramos called the meeting to order at 8:00 a.m.

The following Board Members were present:

Daphne Brookins
Anne Darr
C.J. Evans
Tobi Jackson
Anael Luebanos
Ashley Paz
Quinton Phillips
Jacinto Ramos
Norman Robbins

The following administrators were present:

Dr. Kent Scribner, Superintendent
Sherry Breed, Chief of Equity and Excellence
Vicki Burris, Chief of Capital Projects/Capital Improvement Program
Michael Ball, Chief Financial Officer
Art Cavazos, Chief of District Operations & Technology
Karen Molinar, Deputy Superintendent
Jerry Moore, Chief Academic Officer
Raul Pena, Chief of Elementary Schools
Cynthia Rincon, Chief of Legal
David Saenz, Chief Innovation Officer
Kermit Spears, Chief Talent Officer
Cherie Washington, Chief of Secondary Schools
Barbara Griffith, Senior Communications Officer
Clint Bond, Executive Director of External & Emergency Communications

2. PUBLIC COMMENT

President Ramos adjusted public comment speaking time to 1 ½ minutes.

| | | |
|-------------------------------------|-----------------------------------|-----------------------|
| Steven Poole | Karen Gonzalez | Michael Mangrum |
| Rodney Gill-statement read | Bill Tyler | Ashley Quintana |
| Beth Wiesler | Allie Wiesler | Matthew Plummer |
| Marvin Vann Griffith-statement read | | Jessica Ramirez |
| Harper Wiley | Amanda Saenz | Heather Goolsby |
| Karen Galley | Brian Goolsby | Carrie English |
| April Crawford | Mitchell Weverka | Carla Morton |
| Brittany Casteel-statement read | | Frances DeLeon |
| Ken Kuhl | Norma Garcia-Lopez | Haley Manulik |
| Lou Chapman | Haley Yates | Sandra Garcia |
| Taryn Compton | Michael Schnitzius-statement read | Stephanie Luker |
| Martha Ortega | Marisol Herrera | Julie Foster |
| Jennifer White | Anthony Harris-statement read | Lydia Hudson |
| Alice Chen | Carmen Neuwirth | John MacFarlane |
| Deedee H-statement read | Vanessa Adia | Israel Contreras |
| Brenner Schetz-statement read | | Craig Moore |
| Richey Kelly | Jennifer Nicholson | Jennifer Schnitzius |
| Layce Smith | JoAnna Cardoza | Takendra Franklin |
| Maya Schetz-statement read | Brittany-statement read | Olivia Garcia-Hassell |
| Belinda Darling-statement read | | Barbara Deakins |
| Laura Obuchowski | Susan Walker | Ryan Price |
| Christy Deavers | Max DKrochmal | Christine Yanger |
| Janeil Sensor | Katie Stadler | |

3. RECESS-RECONVENE IN CLOSED MEETING FOR EXECUTIVE SESSION-WEBINAR

Emergency meeting concluded at 10:02am to move to Executive Session.

4. EXECUTIVE SESSION The Board will convene in closed session as authorized by the Texas Government Code Chapter 551.

A. Seek the Advice of Attorneys (Texas Government Code §551.071) regarding most recent guidance from TEA on School Openings as it relates to the cause for the emergency meeting An emergency or urgent public necessity exists that requires immediate action of the Board or an imminent threat to public health and safety or a reasonably unforeseeable situation exists, as follows: On March 13, 2020 Governor Abbott Declared a State of Disaster and has since extended such State of Disaster for Texas Counties due to the COVID-19 Pandemic.

5. RECONVENE IN EMERGENCY SESSION - WEBINAR

The meeting was reconvened at 1:27 p.m.

6. ACTION ITEMS

A. Discussion and Possible Action Regarding 2020-2021 School Calendar

Motion to modify the 2020-21 school start date to September 8, 2020, from August 14, 2020, in an effort to provide students, parents and staff additional support and opportunities for training as Fort Worth ISD implements the Texas Education Agency's authorized transition period of virtual instruction for the first four weeks of the school year was made by Ashley Paz and seconded by Tobi Jackson.

Comments given by Tobi Jackson, C.J. Evans, Anne Darr, Anael Luebanos, and Ashley Paz.

Motion passed with 8 FOR and 1 AGAINST.

7. ADJOURN

The meeting was adjourned at 1:36 p.m.

Amanda Coleman, PhD
Policy and Planning

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>

MINUTES OF THE MEETING
OF
FORT WORTH BOARD OF EDUCATION

The Board of Education of the Fort Worth Independent School District held a meeting on August 10, 2020.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT

Notice is hereby given on August 7, 2020, the Board of Education of the Fort Worth Independent School District will hold a meeting beginning at 05:00 p.m. via a Zoom webinar. The subjects to be discussed are listed on the agenda which is made a part of this notice.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on August 7, 2020 at 04:30 p.m.

Amanda Coleman, PhD
Director
Policy and Planning

RETURN OF THE MEETING August 10, 2020

I, Amanda Coleman, Director of Policy and Planning of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on August 7, 2020, on the Fort Worth ISD main web page as District offices are closed due to the COVID-19 pandemic.

Given under my hand on August 7, 2020.

Amanda Coleman, PhD
Director
Policy and Planning

1. 5:00 P.M. - CALL REGULAR MEETING TO ORDER - WEBINAR

First Vice President Jackson called the meeting to order at 5:00 p.m.

The following Board Members were present:

Daphne Brookins
Anne Darr
C.J. Evans
Tobi Jackson
Anael Luebanos
Ashley Paz
Quinton Phillips
Norman Robbins

The following administrators were present:

Dr. Kent Scribner, Superintendent
Sherry Breed, Chief of Equity and Excellence
Michael Ball, Chief Financial Officer
Karen Molinar, Deputy Superintendent
Jerry Moore, Chief Academic Officer
Raul Pena, Chief of Elementary Schools
Cynthia Rincon, Chief of Legal
David Saenz, Chief Innovation Officer
Cherie Washington, Chief of Secondary Schools
Barbara Griffith, Senior Communications Officer
Clint Bond, Executive Director of External & Emergency Communications

2. PLEDGES

Pledges were led by Clint Bond.

3. PUBLIC COMMENT

Barbara Clark

4. RECESS-RECONVENE IN CLOSED MEETING FOR EXECUTIVE SESSION-WEBINAR

Regular meeting concluded at 5:07 p.m. to move to Executive Session.

9. EXECUTIVE SESSION The Board will convene in closed session as authorized by the Texas Government Code Chapter 551.

A. Seek the Advice of Attorneys (Texas Government Code §551.071)

B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)

C. Security Implementation (Texas Government Code §551.076)

D. Real Property (Texas Government Code §551.072)

6. RECONVENE IN REGULAR SESSION - WEBINAR

The meeting was reconvened at 6:03 p.m.

7. ACTION ITEM

A. Discussion and Possible Action to Adopt Resolution Recalling Tarrant Appraisal District Board of Director and Related Matters

Resolution read by Clint Bond.

Motion made by Norman Robbins and seconded by Ashley Paz.

Comments given by Norman Robbins, Ashley Paz and Tobi Jackson.

Motion passed unanimously.

8. COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITIES AND ANNOUNCEMENTS

Comments given by Anne Darr, Quinton Phillips, Anael Luebanos, Ashley Paz, and Tobi Jackson.

9. ADJOURN

The meeting was adjourned at 6:13 p.m.

Amanda Coleman, PhD
Policy and Planning

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>

MINUTES OF THE MEETING
OF
FORT WORTH BOARD OF EDUCATION

The Board of Education of the Fort Worth Independent School District held a workshop on August 17, 2020.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT

Notice is hereby given on August 13, 2020, the Board of Education of the Fort Worth Independent School District will hold a workshop beginning at 05:30 p.m. via a Zoom webinar. The subjects to be discussed are listed on the agenda which is made a part of this notice.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the workshop covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on August 13, 2020 at 03:30 p.m.

Amanda Coleman, PhD
Director
Policy and Planning

RETURN OF THE MEETING August 17, 2020

I, Amanda Coleman, Director of Policy and Planning of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on August 13, 2020, on the Fort Worth ISD main web page as District offices are closed due to the COVID-19 pandemic.

Given under my hand on August 13, 2020.

Amanda Coleman, PhD
Director
Policy and Planning

1. 5:30 P.M. – CALL TO ORDER BOARD WORKSHOP - WEBINAR

First Vice President Jackson called the meeting to order at 5:30 p.m.

The following Board Members were present:

Daphne Brookins
Anne Darr
C.J. Evans
Tobi Jackson
Anael Luebanos
Ashley Paz
Quinton Phillips
Jacinto Ramos (joined during Executive Session)
Norman Robbins

The following administrators were present:

Dr. Kent Scribner, Superintendent
Sherry Breed, Chief of Equity and Excellence
Vicki Burris, Chief of Capital Projects/Capital Improvement Program
Michael Ball, Chief Financial Officer
Art Cavazos, Chief of Operations
Karen Molinar, Deputy Superintendent
Jerry Moore, Chief Academic Officer
Raul Pena, Chief of Student and School Support
Cynthia Rincon, Chief of Legal Services
David Saenz, Chief of Innovation
Kermit Spears, Chief Talent Officer
Cherie Washington, Chief of Student and School Support
Barbara Griffith, Senior Communications Officer
Clint Bond, Executive Director of External & Emergency Communications

2. CALL TO ORDER PUBLIC HEARING

A. Public Hearing to Discuss the Proposed 2020-2021 Tax Rates

Dr. Scribner introduced Michael Ball, Chief Financial Officer, and Mr. Ball gave a presentation.

Trustee Darr and Trustee Jackson asked questions which were addressed by Dr. Scribner. Trustee Paz, Trustee Brookins and Trustee Phillips asked questions which were addressed by Mr. Ball. Trustee Robbins made a comment.

B. Public Comment on the Proposed 2020-2021 Tax Rates

No Public Comment speakers on the Proposed 2020-2021 Tax Rates.

3. CLOSE PUBLIC HEARING

4. PUBLIC COMMENT

No Public Comment speakers

5. ACTION AGENDA ITEMS

A. Authorize Ordinance Fixing and Levying School District Ad Valorem Taxes

Trustee Paz made a motion that this ordinance shall be approved as presented that this tax rate will raise more taxes for maintenance and operations than last year's tax rate and the tax rate will effectively be raised by 7.53% and will raise taxes for maintenance and operations on a \$100,000 home by approximately \$96.50, and Trustee Phillips seconded the motion.

Motions passes with 5 FOR and 2 AGAINST.

B. Approve Order Calling a Voter-Approval Tax Ratification Election

Motion was made by Trustee Paz, seconded by Trustee Phillips.

Motion passes with 5 FOR and 2 AGAINST.

C. Approve Resolution and Order for Election Services for the November 3, 2020, FWISD Voter-Approval Tax Ratification Election

Motion made by Trustee Paz, seconded by Trustee Phillips.

Motion passes with 5 FOR and 2 AGAINST.

D. Approve the Early College High School Calendar for the 2020-2021 School Year

Motion made by Trustee Darr, seconded by Trustee Robbins.

Motion passes unanimously.

6. DISCUSSION ON THE DEVELOPMENT OF BOARD CONSTRAINTS AND CONSTRAINT PROGRESS MEASURES AS PART TO LONE STAR GOVERNANCE

Discussion moved to Executive Session.

7. RECESS-RECONVENE IN CLOSED MEETING FOR EXECUTIVE SESSION-WEBINAR

Workshop concluded at 6:17 p.m. to move to Executive Session.

8. EXECUTIVE SESSION- The Board will convene in closed session as authorized by the Texas Government Code Chapter 551.

A. Seek the Advice of Attorneys (Texas Government Code §551.071)

B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)

1. Personnel Matters

a. Evaluation of Board of Trustees

9. RECONVENE IN BOARD WORKSHOP - WEBINAR

The meeting was reconvened at 8:43 p.m.

First Vice President Jackson went back to the Action Agenda Items 4A, 4B and 4C.

- Trustee Paz made a motion to reconsider Action Agenda Item **4A: Authorize Ordinance Fixing and Levying School District Ad Valorem Taxes**, seconded by Trustee Phillips.

Motion passes with 6 FOR and 2 AGAINST.

- Trustee Paz made a motion for Action Agenda Item 4A moving that the property tax rate be increased by the adoption of a tax rate of \$1.3784 which is effectively a 7.53% increase and further moved that the ordinance fixing and levying school district ad valorem taxes for the year 2020 be approved as presented,, seconded by Trustee Phillips.

Motion passes with 6 FOR and 2 AGAINST.

- Trustee Paz made a motion to reconsider **Action Agenda Item 4B: Approve Order Calling a Voter-Approval Tax Ratification Election**, seconded by Trustee Phillips.

Motion passes with 6 FOR and 2 AGAINST.

- Trustee Paz made a motion to Approve Order Calling a Voter-Approval Tax Ratification Election, seconded by Trustee Phillips.

Motion passes with 6 FOR and 2 AGAINST.

- Trustee Paz made a motion to reconsider Action Agenda Item **4C: Approve Resolution and Order for Election Services for the November 3, 2020, FWISD Voter-Approval Tax Ratification Election**, seconded by Trustee Phillips.

Motion passes with 6 FOR and 2 AGAINST.

- Trustee Paz made a motion to Approve Resolution and Order for Election Services for the November 3, 2020, FWISD Voter-Approval Tax Ratification Election, seconded by Trustee Phillips.

Motion passes with 6 FOR and 2 AGAINST.

10. ADJOURN

The meeting was adjourned at 9:02 p.m.

Amanda Coleman, PhD
Policy and Planning

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: **APPROVE 2020-2021 CONTRACT WITH TARRANT COUNTY
PROGRAM FOR THE DEVELOPMENT OF GIRLS****

BACKGROUND:

In partnership with District and Campus leadership, this program focuses on the development of the whole girl. Students learn to value themselves, take risks, and discover and develop their inherent strengths. The combination of long-lasting mentoring relationships, a pro-girl environment, and research-based programming equips girls to navigate gender, economic, and social barriers, and grow up healthy, educated, and independent.

Informed by girls and their families, the program addresses the systemic barriers that affect the conditions in which girls are growing up, particularly those with the fewest resources. They work to ensure students have the knowledge, resources, and skills to live healthy lives and access meaningful educational opportunities. Students participating in the program are less likely to engage in risky behavior; they are eager to learn, successful in school, and more likely to graduate from post-secondary education; and they display diligence, perseverance and resilience.

Services provided in FWISD are tailored to the needs of the individual campus. Participants discuss strategies to make wise choices as it relates to interactions with adults and peers. These conversations assist them in making informed decisions about their personal, academic, and career goals. Specific attention is provided to encourage effective communication skills when addressing life challenges. There is a concerted effort to reduce office referrals and suspensions of the girls participating in the program.

The Division of Equity & Excellence has supported this partnership since February 2018.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve 2020-2021 Contract with Tarrant County Program for the Development of Girls
2. Decline to Approve 2020-2021 Contract with Tarrant County Program for the Development of Girls
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve 2020-2021 Contract with Tarrant County Program for the Development of Girls

FUNDING SOURCE

Additional Details

General Fund

199-31-6299-001-999-24-336-000000

COST:

\$130,000

VENDOR:

Girls, Inc. of Tarrant County

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 18-024

Number of Bids/Proposals received: 5

HUB Firms: 1

Compliant Bids: 5

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. The vendor listed above has been selected to support this purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Eastern Hills High School
Polytechnic High School
Southwest High School
O.D. Wyatt High School
Handley Middle School
Morningside Middle School
Glencrest 6th Grade Center

RATIONALE:

It is important for FWISD to provide as much normalcy as possible for our students. They have most likely experienced trauma due to the COVID-19 shelter-in-place orders and witnessing the social justice movement while away from school. The Tarrant County program will be a group of familiar, caring, adults that can provide support to not only the girls, but their families as well.

This program will provide weekly sessions either in person or virtually with girls from each identified campus throughout the 2020-2021 school year, and possibly extra-curricular events and services. As part of the services offered, girls will receive academic support, build leadership skills, explore career options, focus on personal health, and engage in regular conversations regarding behavior management and conduct. Working closely with campus leadership to define and assess specific campus needs is another program focus. Girls will receive support in addressing life challenges to stay on track academically.

INFORMATION SOURCE:

Sherry Breed

CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020

TOPIC: APPROVE 2020-2021 CONTRACT WITH A POST-SECONDARY PREPAREDNESS PROGRAM IN ASSISTING LATINX GIRLS FOR COLLEGE, CAREER, AND COMMUNITY LEADERSHIP

BACKGROUND:

This post-secondary preparedness program not only strives to help young Latinas graduate from high school but assists them in preparing for post-secondary education. Latinx children are the fastest growing population, particularly in Texas, with the potential to fill our nation's need for an educated workforce. However, a Latina student in Texas is twice as likely to drop out of high school and two times less likely to earn a college education compared to her female classmates.

The program's focus is to encourage girls to maintain good grades, take AP coursework, have a deeper understanding of post-secondary expectations, increase financial literacy, and confidence. The success of post-secondary education is not only measured by the completion of a traditional 4-year degree, but also includes obtaining an associate's degree or a technical/specialized post-secondary degree program. To assist in funding this program, FWISD will contribute 50% of the cost of services for the 2020-2021 school year.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve 2020-2021 Contract with a Post-Secondary Preparedness Program Assisting Latinx Girls for College, Career, and Community Leadership
2. Decline to Approve 2020-2021 Contract with a Post-Secondary Preparedness Program in Assisting Latinx Girls for College, Career, and Community Leadership
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve 2020-2021 Contract with a Post-Secondary Preparedness Program in Assisting Latinx Girls for College, Career, and Community Leadership

FUNDING SOURCE

Additional Details

General Fund

199-31-6299-001-999-24-336-000000

COST:

\$136,760

VENDOR:

Con Mi MADRE

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 16-089-P

Number of Bid/Proposals received: 14

HUB Firms: 5

Compliant Bids: 14

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. All firms responding to this solicitation have been qualified to provide services per specifications of proposal. The vendor listed above has been selected to support this purchase.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Kirkpatrick Middle School
Riverside Middle School
Rosemont Middle School

RATIONALE:

Fort Worth ISD would like to continue our partnership with the post-secondary preparedness program to assist young Latina students in being prepared for college, career, and community leadership. The program also focuses on creating stronger Latina women socially and emotionally, by building relationships of trust between the organization, staff, mentors, families, and more importantly their mothers. During this time of much uncertainty, the social emotional component of this program will be critical to the success of the participating girls.

INFORMATION SOURCE:

Sherry Breed

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE CONTRACT AGREEMENT BETWEEN FORT WORTH
INDEPENDENT SCHOOL DISTRICT AND A SERVICE PROVIDER FOR
STUDENTS WITH SEVERE DISABILITIES**

BACKGROUND:

This service provider will provide services to students with severe disabilities which severely restrict access to competitive employment. Enrolled students will acquire training and skills needed to affect a seamless move into post-secondary community-based, supported employment options for their post-secondary lives. The students receive services from the service provider, as delineated in their respective Individualized Education Plan (IEP) which is developed by the Admission, Review and Dismissal (ARD) committee. The ARD determines the appropriate post-secondary goals for each student and the student goals are met through the services provided by the service provider. The period of performance will be from the date of award through August 31, 2018 with the option to extend for an additional five years increments. We are exercising option year two, August 2020 - August 2021.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Contract Agreement Between Fort Worth Independent School District and a Service Provider for Students with Severe Disabilities
2. Decline to Approve Contract Agreement Between Fort Worth Independent School District and a Service Provider for Students with Severe Disabilities
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Contract Agreement Between Fort Worth Independent School District and a Service Provider for Students with Severe Disabilities

Additional Details

FUNDING SOURCE

Special Revenue

224-11-6299-001-035-23-513-000000-21F13

COST:

\$211,464

VENDOR:

Expanco, Inc.

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 16-013

Number of Bid/Proposals received: 2

HUB Firms: 0

Compliant Bids: 2

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. The vendor listed above has been selected to support this purchase. This bid is Edgar compliance.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

District-wide

RATIONALE:

The approval of this contract will provide services to the student whose severe disabilities restrict access to competitive employment. Through this program, students will acquire training and skills necessary to access post-secondary community-based supported employment options.

INFORMATION SOURCE:

Jerry Moore

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: **APPROVE CONTRACT BETWEEN FORT WORTH ISD AND A
THERAPEUTIC RESIDENTIAL PROGRAM FOR STUDENTS WITH
SEVERE BEHAVIORS****

BACKGROUND:

This request is to provide a transitional plan from the Mediation Agreement approved by the Board on September 11, 2018, TEA Docket No. 269-SE-0618 and the ARD Committee decision dated June 24, 2019. Due to the unique circumstances based on the needs of this particular student, the contract will provide for a full-year of services with the goal to transition back to Fort Worth ISD. The therapeutic residential program helps students with the most severe behaviors by creating a family-like atmosphere and promoting student engagement. Each student's behavior therapy program is carried out consistently across all treatment settings to help ensure the generalization of behaviors in the school, home, and community.

STRATEGIC GOAL:

- 1 - Increase Student Achievement

ALTERNATIVES:

- 1. Approve Contract Between Fort Worth ISD and a Therapeutic Residential Program for Students with Severe Behaviors
- 2. Decline to approve Contract Between Fort Worth ISD and a Therapeutic Residential Program for Students with Severe Behaviors
- 3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Contract Between Fort Worth ISD and Therapeutic Residential Program

FUNDING SOURCE

Additional Details

| | |
|--------------|--|
| General Fund | 199-11-6299-001-104-23-229-000000.....\$222,564.55 |
| | 199-11-6419-001-104-23-229-000000.....\$3,728.55 |
| | 199-61-6419-001-104-23-229-000000.....\$19,927.96 |

COST:

\$246,221.06

VENDOR:

Bayes Achievement Center, Inc.

PURCHASING MECHANISM

Sole Source

This purchase is in accordance with the Texas Education Code section 44.031 (j) regarding school district purchases available from only one source. A completed sole source affidavit is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

District-wide

RATIONALE:

Placement for residential services is based on Individual Education Plan (IEP). Mediation Agreement originally placed students at this center for the 2018-2019 school year. Due to the student's disability, this individual may or may not need a full-year of services. This contract will be for a full-year with the option, based on student success of IEP goals, to transition back to Fort Worth ISD as soon as possible.

INFORMATION SOURCE:

Jerry Moore

BAYES ACHIEVEMENT CENTER, INC.

DIRECT SERVICES FEE SCHEDULE
EFFECTIVE DATES: AUGUST 1, 2020 – JULY 31, 2021

Primary Service

Residential Placement includes the following fees:

Daily

| | |
|----------------------|-----------------------|
| Behavior Therapy | \$ 255.00 – \$370.00 |
| Residential Services | \$ 277.37 |
| Educational Services | \$ 26.00 (average) |
| Total Daily Rate | \$ 558.37 – \$ 673.37 |

Related Services

All related services are billed separately from the primary service provided. These services are billed in 15 minute increments.

Per 60 Minute Contact

| | |
|-------------------------|-------------------------------|
| Individual Counseling | \$ 100.00 |
| Group Counseling | \$ 100.00 |
| Family Counseling | \$ 110.00 |
| Speech Therapy | \$ 125.00 |
| Vision Therapy | \$ 350.00 |
| Occupational Therapy | \$ 125.00 |
| Orientation/Mobility | \$ 300.00 |
| Music Therapy | \$ 75.00 |
| Assistive Technology | \$ 125.00 |
| In-Home Parent Training | \$ 80.00 plus travel expenses |
| Aftercare Services | \$ 25.00 per hour |

Revised 6/11/2020



Believe and Achieve

Fee schedule is periodically updated. All fees are subject to change

BAYES ACHIEVEMENT CENTER, INC.

INDIRECT SERVICES FEE SCHEDULE EFFECTIVE DATES: AUGUST 1, 2020 – JULY 31, 2021

| | |
|---|---|
| Counseling Assessment | \$ 300.00 per report |
| Speech Evaluation | |
| Level I | \$ 450.00 per report |
| Level II | \$ 700.00 per report |
| Occupational Therapy Evaluation | |
| Level I | \$ 450.00 per report |
| Level II | \$ 650.00 per report |
| Assistive Technology Assessment | \$ 700.00 - \$1,000.00 per report |
| Vocational Assessment | \$ 225.00 per report |
| Music Therapy Assessment | \$ 700.00 per report |
| Summary of Recommendation and Strategies Report | \$ 500.00 per report |
| Classroom Consultation | \$ 100.00 per hour plus travel expenses |
| In-service Training – Off-Site | \$ 100.00 per hour plus travel expenses |
| In-service Training – On-Site | \$ 100.00 per participant |

Travel expenses include transportation, meals and lodging as appropriate.

Revised 6/11/2020



Believe and Achieve

****Fee schedule is periodically updated. All fees are subject to change****

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN FORT WORTH ISD AND THE CITY OF BENBROOK FOR SCHOOL SECURITY SERVICES FOR THE 2020 – 2021 SCHOOL YEAR

BACKGROUND:

Fort Worth Independent School District and the City of Benbrook are entering into a Memorandum of Understanding for the services of three (3) police officers participating in the School Security Initiative at Western Hills High School, Benbrook Middle/High School, Benbrook Elementary School and Westpark Elementary School. The annual contract period is from September 1, 2020 through August 31, 2021.

The initiative is a multi-faceted cooperative program between Fort Worth ISD and Benbrook Police Department to provide a safe and secure environment for education. The District will pay 50% of all personnel costs.

The assigned police officers will work with the District’s Division of Equity and Excellence to receive training regarding the impact of institutionalized racism and equity, specifically racial equity, on interactions with students of color, particularly black and brown students.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Memorandum of Understanding Between Fort Worth ISD and the City of Benbrook for School Security Services for the 2020-2021 School Year
2. Decline to Approve Memorandum of Understanding Between Fort Worth ISD and the City of Benbrook for School Security Services for the 2020-2021 School Year
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Memorandum of Understanding Between Fort Worth ISD and the City of Benbrook for School Security Services for the 2020 – 2021 School Year

FUNDING SOURCE

Additional Details

General Fund

199-52-6299-001-999-99-390-000000

COST:

\$184,165

VENDOR:

City of Benbrook

PURCHASING MECHANISM

Interlocal Agreement

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Safety & Security
All Schools

RATIONALE:

This collaborative agreement provides police services to the schools that are in the jurisdiction of the City of Benbrook and together, with District staff, assists in creating a safe and secure environment for teaching and learning.

INFORMATION SOURCE:

Art Cavazos
Sherry Breed

STATE OF TEXAS §
COUNTY OF TARRANT §

MEMORANDUM OF UNDERSTANDING

In consideration of the mutual covenants, promises and agreements contained herein, this agreement is made and entered into between the City of Benbrook, a home rule municipal corporation of the State of Texas, located within Tarrant County, Texas (hereinafter referred to as "City,") acting by and through Andy Wayman, its duly authorized City Manager, and the Fort Worth Independent School District, a political subdivision of the State of Texas located in Tarrant County and a legally constituted Independent School District (hereinafter referred to as "District,") acting by and through Dr. Kent P. Scribner, its duly authorized Superintendent.

RECITALS

This Agreement is made under the authority granted to the City and the District pursuant to the Texas Government Code, Chapter 791, known as the INTERLOCAL COOPERATION ACT and the Texas Education Code, Chapter 37, authorizing school districts and local law enforcement agencies to enter into memoranda of understanding for the provision of School Resource Officers.

WHEREAS, the citizens of Fort Worth and the City Council of Benbrook have determined that the security of students is paramount; and

WHEREAS, the citizens of Fort Worth and the City Council of Benbrook agree that the City will incur additional costs in providing School Resource Officers for law enforcement purposes, and the District agrees to defray those costs as provided herein; and

WHEREAS, the Fort Worth Independent School District proposes to provide a School Security Initiative in conjunction with the Benbrook Police Department;

NOW, THEREFORE, in consideration of the mutual covenants herein expressed, the parties agree as follows:

AGREEMENT

1.

The board of trustees of the District shall determine the law enforcement duties of School Resource Officers, which must be included in the District improvement plan, the District student code of conduct, and any other campus or district document describing the role of School Resource Officers in the District, attached here as Exhibit A, and incorporated as if fully set forth herein. Notwithstanding anything else in this memorandum, School Resource Officers shall perform law enforcement duties, including crime prevention, intervention with students, and enforcement of the law, and may not be required to perform routine student discipline or school administrative tasks, or contact with students unrelated to the performance of those law enforcement duties. The Board of Trustees of District shall coordinate with District campus behavior coordinators and other District

employees to ensure that School Resource Officers provided by the City are tasked only with duties related to law enforcement intervention and not with behavioral or administrative duties better addressed by other District employees.

It is understood by the District and the City that, in the course of providing law enforcement duties, School Resource Officers may be required to employ aversive techniques as defined in Education Code Section 37.0023. However, School Resource Officers will not employ aversive techniques at the request, direction, or order, or with the authorization or consent of the District or any District employee, volunteer, or independent contractor, and will not employ aversive techniques for any disciplinary or administrative purpose.

City understands and agrees that all School Resource Officers under this Agreement will be required to attend District sponsored racial equity training at the discretion of the District. The District agrees to facilitate the training and to coordinate with the City a training schedule acceptable to both Parties.

2.

District covenants and agrees to fully cooperate with the City of Benbrook in the implementation of this project and both parties agree that during the term of this contract there shall be three (3) police officers participating in the School Security Initiative assigned to Western Hills High School and Benbrook Middle-High School, and who also serve at Benbrook Elementary School and Westpark Elementary School. District agrees to share 50% of all personnel costs incurred by the City in this project.

However, nothing in this Memorandum shall be construed as an employment agreement between the School Resource Officers and the District, or between the City and the District. Neither the School Resource Officers nor the City shall be District employees, volunteers, or independent contractors, and will not act under the authorization, order, or direction of the District or any District employee, volunteer, or independent contractor.

3.

It is understood and agreed that District shall remit funds to the City in a timely manner following receipt of an official invoice. Invoices shall be provided on a quarterly basis. Reimbursement under this contract shall not exceed \$184,165.00 for the 2020-21 fiscal year and shall be based upon actual expenditures made for the officers assigned to the School Security Initiative program.

4.

The term of this agreement is for a period beginning on September 1, 2020 and ending on August 31, 2021.

5.

This agreement may be terminated by either party hereto, in whole or in part, at any time and for any reason, upon written notice to the other party. Such written notice shall specify to what extent the work under the agreement is being terminated and the effective date of the termination. Within thirty (30) days after the effective date of such termination, City shall forward to District a final invoice for reimbursement to the City for personnel expenditures and District shall remit payment in full within sixty (60) days after the date of such invoice.

6.

District and City covenant and agree that in the event either party fails to comply with, or breaches, any of the terms and provisions of this agreement, each party shall provide written notice to the other as soon as reasonably possible after the non-breaching party becomes aware of the failure to comply or breach of contract. In the event that the breaching party fails to cure or correct such breaches within a reasonable time following the receipt of notice, such reasonable time not to exceed 15 days, the non-breaching party shall have the right to declare this agreement immediately terminated, and neither party shall have further responsibility or liability hereunder.

7.

District covenants and agrees to fully cooperate with City in monitoring the effectiveness of the services and work to be performed with the District under this agreement, and City shall have access at all reasonable hours to offices and records of the District, its officers, members, agents, employees, and subcontractors for the purpose of such monitoring, such access being subject to the limitations and requirements under the Texas Public Information Act and the Family Educational Rights and Privacy Act (FERPA).

8.

City shall provide all law enforcement training and certification, vehicles and police equipment, benefits, and insurance (including liability coverage) provided to all police officers employed by City. City shall coordinate assignment and duty hours with District. If necessary to handle unplanned absences at schools, an officer from units other than the School Security Initiative may be temporarily assigned to provide coverage.

The Benbrook Police Department shall maintain emergency response plans for every school within their jurisdiction. These plans shall be kept confidential within the Department for security purposes but meetings shall be held with authorized representatives of the District to provide relevant information and excerpts from the plan necessary for implementation. The Chief of Police shall designate a commander to be responsible for maintenance and dissemination of these plans.

9.

City shall in no way nor under any circumstances be responsible for any property belonging to District, its officers, members, agents, employees, subcontractors, program participants, licensees or invitees, which may be lost, stolen, destroyed or in any way damaged, and hold harmless the

District from any and all claims, damages, injuries, causes of action, or lawsuits arising out of the acts or omissions of the assigned officers.

10.

City and District covenants that neither it nor any of its officers, members, agents, employees, program participants, or subcontractors, while engaged in performing this contract shall in connection with the employment, advancement, or discharge of employees, or in connection with the terms, conditions or privileges of their employment, discriminate against persons because of their age, except on the basis of a bona fide occupational qualification, retirement plan, or statutory requirement.

11.

City and District, in the execution, performance or attempted performance of this contract and agreement, will not discriminate against any person or persons because of sex, race, religion, color or national origin, nor will Contractor permit its agents, employees, subcontractors, or program participants to engage in such discrimination.

12.

The provisions of this agreement are severable and if for any reason a clause, sentence, paragraph, or other part of this agreement shall be determined to be invalid by a court or federal or state agency, board or commission having jurisdiction over the subject matter thereof, such invalidity shall not affect other provisions which can be given effect without the invalid provision.

13.

The failure of City or District to insist upon the performance of any term or provision of this agreement or to exercise any right herein conferred shall not be construed as a waiver or relinquishment to any extent of City's or District 's right to assert or rely upon any such term or right on any future occasion.

14.

Should any action, whether real or asserted, at law or in equity, arise out of the execution, performance, attempted performance, or non-performance of this contract and agreement, venue for said action shall lie in Tarrant County, Texas. For any such action arising out of the execution, performance, attempted performance, or non-performance of this contract and agreement, the law of decision of that case shall be the laws of the State of Texas.

15.

The governing bodies of City and District have approved the execution of this memorandum, and the persons signing the agreement have been duly authorized by the governing bodies of the City and District to sign this agreement on behalf of the governing bodies.

16.

This written instrument constitutes the entire agreement by the parties hereto concerning the work and services to be performed hereunder, and any prior or contemporaneous, oral or written agreement which purports to vary from the terms hereof shall be void.

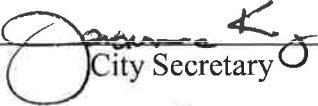
17.

Notices to District shall be deemed given when delivered in person to the Chief of District Operations, or the next business day after the mailing of said notice addressed to said District by United States mail, certified or registered mail, return receipt requested, and postage paid at 100 N. University, Fort Worth, Texas 76107.

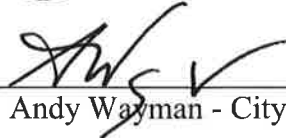
Notices to City shall be deemed given when delivered in person to the City Manager for Public Safety of the City, or the next business day after the mailing of said notice addressed to said City by United States mail, certified or registered mail, return receipt requested, and postage paid at 911 Winscott Rd., Benbrook, Texas 76126.

IN WITNESS WHEREOF, the parties hereto have executed this agreement in multiples in Benbrook, Tarrant County, Texas, this ____ day of _____, A.D. 2020.

ATTEST: CITY OF BENBROOK

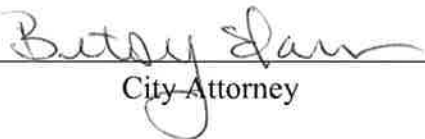
By: 
City Secretary

Date: 7-17-20

By: 
Andy Wayman - City Manager

Date: 7-17-20

APPROVED AS TO FORM AND LEGALITY:

By: 
City Attorney

Date: 7/22/2020

ATTEST: FORT WORTH INDEPENDENT SCHOOL DISTRICT

By: _____
Art Cavazos – Chief, District Operations

Date: _____

By: _____
Dr. Kent P. Scribner – Superintendent

Date: _____

By: _____
Jacinto Ramos – Board President

Date: _____

APPROVED AS TO FORM AND LEGALITY:

By: 
FWISD Attorney

Date: 8/5/2020

STATE OF TEXAS §

COUNTY OF TARRANT §

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared Andy Wayman, known to me to be the same person whose name is subscribed to the foregoing instrument, and acknowledged to me that the same was the act of the City of Benbrook and that he executed the same as the act of said City of Benbrook for the purposes and consideration therein expressed and in the capacity therein stated.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this 17 day of July, 2020.



Beth Fischer
Notary Public in and for the State of Texas

STATE OF TEXAS §

COUNTY OF TARRANT §

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared Dr. Kent P. Scribner, Superintendent, known to me to be the same person whose name is subscribed to the foregoing instrument, and acknowledged to me that the same was for the purposes and consideration therein expressed, as the act and deed of the Fort Worth Independent School District, and in the therein stated as its duly authorized officer or representative.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, 2020.

Notary Public in and for the State of Texas

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN TEXAS CHRISTIAN UNIVERSITY AND FORT WORTH INDEPENDENT SCHOOL DISTRICT

BACKGROUND:

The program places its recent college graduates as college advisers in high schools. Advisers work in collaboration with school counselors, teachers, college and career readiness coaches and administrators to increase college-going enrollment rates in schools that they serve. Advisers primarily provide admissions and financial aid advising to students and their families through one-on-one and group sessions that help students identify colleges that will serve them well; complete their admissions and financial aid applications; and enroll successfully at the schools they eventually choose. The College Advising Corps has three main aims: to increase the college-going rate at partner schools; to expand the range of colleges and universities to which students apply and in which they enroll; and to assist principals, counselors, teachers and college and career readiness coaches to foster a college-going culture.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Memorandum of Understanding Between Texas Christian University and Fort Worth Independent School District
2. Decline to Approve Memorandum of Understanding Between Texas Christian University and Fort Worth Independent School District
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Memorandum of Understanding Between Texas Christian University and Fort Worth Independent School District

FUNDING SOURCE

Additional Details

General Fund

199-31-6299-001-999-38-152-000000

COST:

\$440,000

VENDOR:

Texas Christian University

PURCHASING MECHANISM

Sole Source

This purchase is in accordance with the Texas Education Code section 44.031 (j) regarding school district purchases available from only one source. A completed sole source affidavit is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Carter-Riverside High School
Arlington Heights High School
Benbrook Middle/High School
Diamond Hill-Jarvis High School
Eastern Hills High School
Trimble Tech High School
North Side High School
O.D. Wyatt High School
Paul Laurence Dunbar High School
Polytechnic High School
R.L. Paschal High School
South Hills High School
Southwest High School
Western Hills High School
Collegiate Programming & Advisement
Grants Compliance & Monitoring

RATIONALE:

The TCU College Advising Corps, the District, and the Schools work collaboratively to develop and implement programs and services that foster access to a post-secondary education. FWISD's collaboration with the College Advising Corp has helped increase our post-secondary enrollment, scholarship offers and FAFSA completions. Since 2012, FWISD's collaboration with the TCU College Advising Corp has helped to increase the following areas with our student outcomes:

- post-secondary enrollment from 1,797 students to 2,159 students into 2-year and 4-year institutions,
- scholarship dollar amount from \$30,825,264 to \$131,337,377, and
- FAFSA completions from 1220 students to 2774 students.

In addition, the TCU College Advising Corp is also a provider with the Tarrant To & Through Partnership to provide an additional five college advisors within Fort Worth ISD at the high schools participating in the pilot program.

INFORMATION SOURCE:

David Saenz

Memorandum of Understanding **TCU College Advising Corps & Fort Worth Independent School District**

The TCU College Advising Corps (formerly referred to as Advise TX) is housed in the Center for Public Education at the TCU College of Education. The program places its recent college graduates as college advisers in high schools. Advisers work in collaboration with school counselors, teachers, college and career readiness coaches and administrators to increase college-going enrollment rates in schools that they serve. Advisers primarily provide admissions and financial aid advising to students and their families through one-on-one and group sessions that help students identify colleges that will serve them well; complete their admissions and financial aid applications; and enroll successfully at the schools they eventually choose. The College Advising Corps has three main aims: to increase the college-going rate at partner schools; to expand the range of colleges and universities to which students apply and in which they enroll; and to assist principals, counselors, teachers and college and career readiness coaches foster a college-going culture.

To achieve the goals of the program, the TCU College Advising Corps seeks to foster strong and mutually rewarding partnerships with school districts, high schools, and their administrators, faculty, and staff. This memorandum of understanding has been developed to foster such a partnership by clarifying the expectations and responsibility of the TCU College Advising Corps (“the Advising Corps”), **the Fort Worth Independent School District**, a political subdivision of the state of Texas and a legally constituted independent school district, (“the District”), and the **following District High Schools** (“the School”):

Arlington Heights (1), Amon Carter-Riverside (1), Benbrook (1), Diamond Hill-Jarvis (6), Paul Laurence Dunbar (6), Eastern Hills (6), North Side (1), R.L. Paschal (1), Polytechnic (6), South Hills (1), Southwest (1), Green B. Trimble Technical (1), Western Hills (6), and O.D. Wyatt (6).

Collectively hereinafter the parties to this MOU will be referred to as “Parties” or, individually, as “Party.”

The Advising Corps, the District, and the School agree to:

- Work collaboratively to develop and implement programs and services that (a) foster access to postsecondary education and (b) include all students who wish to participate and who work in good faith to do so.
- Work collaboratively to (a) outline current school-based efforts to foster access to postsecondary education; (b) review Advising Corps programs and services to ensure that they complement and do not duplicate these existing efforts; and (c) establish clear and mutually agreeable timelines for the implementation of Advising Corps programs and services.
- See the adviser as a professional, well-trained resource for students regarding college access.
- To meet with the adviser and project director before the 2020-2021 academic year to discuss the program expectations.
- Work in partnership with the Tarrant To and Through (T3) project led by the Rainwater Charitable Foundation.

The Advising Corps agrees to:

- Identify, recruit, and hire a full-time adviser to serve the School for an average of 40 hours per week during the school year.
- Provide necessary and ongoing training, support, and professional development that will allow the adviser to fulfill his or her responsibilities to the School and its students including to ensure that the adviser complies with the FERPA provisions in this MOU.
- Provide assurance that all employees of the Advising Corps who have contact with students have passed a criminal history background check current within the last year.
- Employ a program director who will (a) supervise the adviser, meeting with him or her regularly to discuss job performance and develop strategies for improvement; (b) work closely with the on-site liaison assigned by the School to ensure that the relationship between the adviser and the School remains strong and that the

adviser is effectively serving students and advancing the three main aims of the Advising Corps; (c) meet with school-level post-secondary leadership teams; (d) engage in frequent dialogue with school teams around strategic collaboration and to assess progress towards the goals; (e) re-evaluate the work plan and make adjustments as needed, but at least on an annual basis; (f) serve as the main liaison between the principal of the School and the Advising Corps, meeting at least once per year to review the partnership and ensure that its goals are being met; (g) work with the on-site supervisor to establish a mutually agreeable work schedule for the adviser; (h) visit the school at least twice per academic year; and (i) will remain open and available to address any issues or concerns that may arise.

- Require the adviser to utilize District programs (for example: FOCUS, Career Cruising, GO Center Kiosk Sign-in and the data collection College and Career Readiness Programs).
- Share monthly reports, relevant data, and research with the District and School officials.
- Manage the program's administration and pay the full salary and benefits of each adviser assigned to the District.
- Work in good faith to develop funding that will sustain the partnership between the Advising Corps and the District beyond the current term.
- Keep any and all student-level data provided by the School strictly confidential, in accordance with applicable local, state, and federal law, including as FERPA regulations except as may be required by law, regulation, or under subpoena.
- Require the participation of the adviser in Advising Corps activities (for example: ongoing training, the development of funding, or programming activities at other schools) for no more than ten (10) days that the School is in session during the term of service specified above.
- Obtain the approval from the Grants, Compliance & Monitoring Department of FWISD to survey students for the College Advising Corps.

The District and School agree to:

- Welcome the adviser, work actively to facilitate their entry into the school community by treating them as a professional member of the school, and facilitate the collaboration among the Advising Corps and any other college access, admissions, or financial-aid advising already present at the School.
- Provide a comprehensive high school orientation, with introductions to key staff, teachers, and administrators.
- Establish and maintain clear lines of communication with the adviser and project director in regards to staff policies, procedures, and expectations with which the adviser is expected to comply.
- Designate a school administrator/staff member to serve as the adviser's onsite liaison who will: (a) serves as the adviser's primary resource and advocate within the school, facilitating the adviser's integration into the life of the school and providing appropriate advice and counsel; (b) work closely with the project director to ensure that the relationship between the adviser and the school remains strong and that the adviser is effectively serving students and advancing the three main aims of the College Advising Corps; (c) work with the project director to establish a mutually agreeable work schedule for the adviser; (d) participate in the adviser's evaluation process; (e) meet with and engage in frequent dialogue with the Advising Corps project director around strategic collaboration and to assess progress towards the goals; (f) re-evaluate the work plan and make adjustments as needed but at least annually; (g) serve as the main liaison between the principal of the School and the Advising Corps, meeting at least once per year to review the collaboration and ensure that its goals are being met; and (h) report all issues concerning the adviser's performance to the Advising Corps project director.
- Supply access (within a reasonable amount of time) to student-level data (name, date of birth, year of graduation) for the purposes of advising, grant reporting, and program evaluation. The data collected falls within FERPA regulations and will be treated as confidential, except as may be required by law or regulation or under subpoena. All data sharing will be governed by the data sharing agreement and process, hereby attached as Exhibit A.

- Provide access (within a reasonable amount of time) to student transcripts and schedules, either electronically or in hard copy, for the purposes of effectively advising students as consistent with FERPA regulations. Adviser access to the District or School's mainframe to retrieve such information is preferred but not required.
- Provide access to student data from the College Board's K12 Educator portal (K12 score reporting portal) to adviser, for the purpose of targeted college and career planning inclusive of PSAT/SAT scores, exam registration history, and AP potential.
- Ensure that the adviser is not arbitrarily assigned duties unrelated to their work plan such as clerical or manual labor or expected to fill temporary voids in your school's workload or assume ad hoc assignments (such as hall or cafeteria monitoring, supervising classrooms, monitoring testing, etc).
- Ensure that the adviser does not serve as a facilitator or proctor of TSI or college-readiness testing.
- Provide the adviser with a reasonable working/meeting space with a computer, internet access, and daily access to phone and voicemail, including access to a photocopier/scanner, printer, and fax machine.
- Allow the adviser to disseminate and collect the annual College Advising Corps student surveys as approved by the Grants, Compliance and Monitoring Department of FWISD. (if applicable).
- Ensure that the adviser has access to and can utilize the program's web-based data collection tool, email, and a wireless internet connection on the adviser's laptop (if necessary).
- Provide the adviser with a comprehensive orientation to the School, with introductions to key administrators, teachers, and staff, an overview of the mission and culture of the School, and assist the adviser with obtaining a parking pass and School/District badge/identification.
- Maintain the existing staffing level of the guidance/counseling department and not make any staffing modifications suggesting the replacement of a counselor or counseling position with a college adviser.
- Ensure that the adviser does not serve as the liaison to and/or provide direct supervision to other external partner college-access programs on behalf of the District or School.

Local Match

- The District agrees to provide matching funds, in the amount of \$440,000, to support the costs associated with providing forty four full-time Advising Corps college adviser at each of the following District High Schools: **Arlington Heights (1), Amon Carter-Riverside (1), Benbrook (1), Diamond Hill-Jarvis (6), Paul Laurence Dunbar (6), Eastern Hills (6), North Side (1), R.L. Paschal (1), Polytechnic (6), South Hills (1), Southwest (1), Green B. Trimble Technical (1), Western Hills (6), and O.D. Wyatt (6)** during the term of this agreement.
- The District agrees to submit payment in full to Texas Christian University, on behalf of the TCU College Advising Corps, in monthly installments of \$48,888 per month, starting with the first payment due and payable before October, 1, 2020, and by the first month thereafter for a period of nine months with the final payment of \$48,896 due and payable on or before June 1, 2021.

Program Evaluation

- External funding for the TCU College Advising Corps program is provided by both the National College Advising Corps (CAC), Texas Higher Education Coordinating Board (THECB), and the Rainwater Charitable Foundation. As a condition of external funding, the program will be evaluated on an ongoing basis.
- Data will be collected and managed through an evaluation team affiliated with Stanford University and contracted by the CAC. The District/School is expected to provide all necessary data requested by the evaluation team and CAC with the governance of FWISD Grants, Compliance and Monitoring Department. Data will be used for program evaluation and educational purposes only and treated as confidential, except as may be required by law. All results of data analysis will be reported in aggregate and no individual student will be identified. A final copy of any report identifying FWISD whether written or in presentation form should be submitted to the Academic Advisement Department.

- Data to be collected will include, but not necessarily be limited to: baseline information on the school, including college matriculation rates and student attainment of intermediary college enrollment goals (such as percent taking college entrance exams and FAFSA applications); information on enrolled students during program implementation, including identifying information, intermediary goals, and college enrollment; and information on services provided to students. At the school level, the adviser will collect data to help target and track services and evaluate the program's success.
- The Advising Corps will comply with applicable Family Educational Rights and Privacy Act (FERPA) provisions and agrees to protect any confidential student information it receives or accesses that could make a student's identity traceable.

Duration of Agreement

- This agreement applies exclusively to the 2020-2021 academic school year and shall commence on August 1, 2020, and shall terminate on July 31, 2021 unless earlier termination or extension shall occur pursuant to any provision hereof.
- Costs associated with District/School participation in future years, if any, will be determined annually.

Sovereign Immunity

The Parties stipulate and agree that no provision of, or any part of this MOU or any subsequent amendment shall be construed: (1) as a waiver of the doctrine of sovereign immunity or immunity from suit as provided for in the Texas Constitution and the Laws of the State of Texas; (2) to extend liability beyond such liability provided for in the Texas Constitution and the Laws of the State of Texas; or (3) as a waiver of any immunity provided by the 11th Amendment or any other provision of the United States Constitution or any immunity recognized by the courts and the laws of the United States.

Applicable Law

This MOU shall be governed by the laws of the State of Texas. The exclusive venue of any suit brought concerning the Contract and any incorporated documents is fixed in any Court of competent jurisdiction in Tarrant County, Texas, and all payments under the Contract shall be due and payable in Tarrant County, Texas.

Dispute Resolution

The Parties shall work together in good faith and in a timely manner to resolve disputes that might develop pursuant to the program under this MOU.

Amendments

- Modifications to the MOU shall only be made by written amendment and executed by the Advising Corps and the District. Fully executed amendments will then become part of the MOU agreement.

Termination

- This MOU will automatically terminate at the end of the agreement on July 31, 2021, as noted above.
- Any party may terminate this MOU (for cause) by giving ninety days' written notice to the other party.
- The Advising Corps may also terminate this MOU if project funding should become reduced, depleted, or otherwise unavailable during the term of the MOU and to the extent that the Advising Corps is unable to obtain additional funds for such purpose.

By signing, I certify that I have read and agree with the terms of the Memorandum of Understanding and officially authorized to sign and execute on behalf of my institution:

Fort Worth Independent School District

Signature

Date

Jacinto "Cinto" Ramos, Jr., Board President, Fort Worth ISD
Print Name and Title

Signature

Date

Dr. Kent Paredes Scribner, Superintendent, Fort Worth, ISD
Print Name and Title

Texas Christian University

Signature

Date

Dr. Frank Hernandez, Dean, TCU College of Education
Print Name and Title

Signature

Date

Dr. Floyd Wormley, Associate Provost for Research and Dean of Graduate Studies, Texas Christian University
Print Name and Title

DISTRICT CONTACTS:

School District Central Point of Contact (Superintendent, District Administrator, or Principal)

NAME: _____
TITLE: _____
ADDRESS: _____
PHONE: _____
E-MAIL: _____

Additional: School District Central Point of Contact (Superintendent, District Administrator, or Principal)

NAME: _____
TITLE: _____
ADDRESS: _____
PHONE: _____
E-MAIL: _____

Data Contact

NAME: _____
TITLE: _____
ADDRESS: _____
PHONE: _____
E-MAIL: _____

Human Resources Contact

NAME: _____
TITLE: _____
ADDRESS: _____
PHONE: _____
E-MAIL: _____

TCU COLLEGE ADVISING CORPS CONTACTS:

ADDRESS : TCU College of Education
J.E. & L.E. Mabee Foundation Education Complex
Bailey Building & Palko Hall
3000 Bellaire Drive N.
Fort Worth, TX 76109

TCU Contact :

NAME : Dr. Frank Hernandez
TITLE : Dean, TCU College of Education
PHONE : (827) 257-7663
EMAIL : frank.hernandez@tcu.edu

Program Contact :

NAME : Matt Burckhalter
TITLE : Director, TCU College Advising Corps
PHONE : (817) 257-4746
EMAIL : m.burckhalter@tcu.edu

Appendix A: Approval from the Fort Worth ISD Grants, Compliance & Monitoring Department to survey District students for the College Advising Corps.

Texas Christian University (TCU) is required annually by the Texas Higher Education Coordinating Board (THECB) and the National College Advising Corps (CAC) to survey participants at randomly selected high schools to evaluate program services.

Attached is an example of the survey used by program evaluators in 2018-19.

Fort Worth ISD’s Grants, Compliance & Monitoring Department provides approval for the Advising Corps to survey district students using a modified version of the 2018-19 survey at randomly selected high schools as determined by program evaluators. The 2021 survey should not significantly differ from the 2019 survey without additional review and approval from the District. District approval must be obtained before this agreement can be fully-executed by the University.

Texas Christian University

Signature

Date

Dr. Frank Hernandez, Dean, TCU College of Education

Print Name and Title

Signature

Date

Dr. Floyd Wormley, Associate Provost for Research and Dean of Graduate Studies, Texas Christian University

Print Name and Title

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE INTERLOCAL AGREEMENT BETWEEN FORT WORTH ISD AND THE CITY OF FOREST HILL FOR SCHOOL SECURITY SERVICES FOR THE 2020 – 2021 SCHOOL YEAR.

BACKGROUND:

Fort Worth Independent School District and the City of Forest Hill are entering into an Interlocal Agreement for a police officer in the School Security Initiative. The term of the agreement is September 1, 2020 through August 31, 2021.

The initiative is a multi-faceted cooperative program between Fort Worth ISD and the Forest Hill Police Department to provide a safe and secure environment for education. Officer cost is on a shared basis with 50% being paid by the District and 50% paid by the City of Forest Hill. Compensation includes base, incentive and holiday pay, Social Security, Medicare, Worker's Compensation Insurance, group health insurance and retirement.

The police officer will work with the District's Division of Equity and Excellence to receive training regarding the impact of institutionalized racism and equity, specifically racial equity, on interactions with students of color, particularly black and brown students.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Interlocal Agreement Between Fort Worth ISD and the City of Forest Hill for School Security Services for the 2020-2021 School Year
2. Decline to Approve Interlocal Agreement Between Fort Worth ISD and the City of Forest Hill for School Security Services for the 2020-2021 School Year
3. Remand to Staff for Further Study

SUPERINTENDENT'S RECOMMENDATION:

Approve Interlocal Agreement Between Fort Worth ISD and the City of Forest Hill for School Security Services for the 2020-2021 School Year

FUNDING SOURCE

Additional Details

General Fund

199-52-6299-001-999-99-390-000000

COST:

\$51,310.46

VENDOR:

City of Forest Hill

PURCHASING MECHANISM

Interlocal Agreement

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Safety & Security, David K. Sellers and Harlean Beal Elementary Schools

RATIONALE:

This collaborative agreement provides police services to the schools that are in the jurisdiction of the City of Forest Hill and together, with District staff, assists in creating a safe and secure environment for teaching and learning.

INFORMATION SOURCE:

Art Cavazos
Sherry Breed

STATE OF TEXAS §

COUNTY OF TARRANT §

In consideration of the mutual covenants, promises and agreements contained herein, this agreement is made and entered into between the City of Forest Hill, a home rule municipal corporation of the State of Texas, located within Tarrant County, Texas (hereinafter referred to as "City,") acting by and through Sheyi Ipaye, its duly authorized City Manager, and the Fort Worth Independent School District, a political subdivision of the State of Texas located in Tarrant County and a legally constituted Independent School District (hereinafter referred to as "District,") acting by and through Dr. Kent P. Scribner, its duly authorized Superintendent. District and City may be referred to individually as a "Party" and collectively as the "Parties".

RECITALS

This Agreement is made under the authority granted to the City and the District pursuant to the Texas Government Code, Chapter 791, known as the INTERLOCAL COOPERATION ACT and the Texas Education Code, Chapter 37, authorizing school districts and local law enforcement agencies to enter into memoranda of understanding for the provision of School Resource Officers.

WHEREAS, the Fort Worth Independent School District and the City Council of Forest Hill have determined that the security of students is paramount; and

WHEREAS, the Fort Worth Independent School District proposes to provide a School Security Initiative in conjunction with the Forest Hill Police Department;

NOW, THEREFORE, in consideration of the mutual covenants herein expressed, the Parties agree as follows:

AGREEMENT

1.

The board of trustees of the District shall determine the law enforcement duties of School Resource Officers ("SROs"), which must be included in the District student code of conduct, and any other campus or district document describing the role of SROs in the District. See Exhibit A, incorporated as if fully set forth herein. Notwithstanding anything else in this memorandum, SROs shall perform law enforcement duties, including crime prevention, intervention with students, and enforcement of the law, and may not be required to perform routine student discipline or school administrative tasks, or contact with students unrelated to the performance of those law enforcement duties. The Board of Trustees of District shall coordinate with District campus behavior coordinators and other District employees to ensure that SROs provided by the City are tasked only with duties related to law enforcement intervention and not with behavioral or administrative duties better addressed by other District employees.

It is understood by the District and the City that, in the course of providing law enforcement duties, SROs may be required to employ aversive techniques as defined in Education Code Section 37.0023. However, SROs will not employ aversive techniques at the request, direction, or order, or with the authorization or consent of the District or any District employee, volunteer, or independent contractor, and will not employ aversive techniques for any disciplinary or administrative purpose.

District covenants and agrees to fully cooperate with the City of Forest Hill in the implementation of this project and both Parties agree that during the term of this agreement there shall be one police officer participating in the School Resource Officer Program assigned to Harlean Bealle Elementary School and David K. Sellars Elementary School. District agrees to share 50% of all personnel costs incurred by the City in this project.

2.

It is understood and agreed that District shall remit funds to the City in a timely manner following receipt of an official invoice. Invoices shall be provided on a quarterly basis. Reimbursement under this contract shall not exceed \$51,310.46 for the 2020-2021 fiscal year and shall be based upon actual expenditures made for the officers assigned to the School Resource Officer program.

3.

The term of this agreement is for a period beginning on September 1, 2020 and ending on August 31, 2021.

4.

This agreement may be terminated by either Party hereto, in whole or in part, at any time and for any reason, upon written notice to the other Party. Such written notice shall specify to what extent the work under the agreement is being terminated and the effective date of the termination. Within thirty (30) days after the effective date of such termination, City shall forward to District a final invoice for reimbursement to the City for personnel expenditures and District shall remit payment in full within sixty (60) days after the date of such invoice.

5.

District and City covenant and agree that in the event either Party fails to comply with, or breaches, any of the terms and provisions of this agreement, each Party shall provide written notice to the other as soon as reasonably possible after the non-breaching Party becomes aware of the failure to comply or breach of contract. In the event that the breaching Party fails to cure or correct such breaches within a reasonable time following the receipt of notice, such reasonable time not to exceed 15 days, the non-breaching Party shall have the right to declare this agreement immediately terminated, and neither Party shall have further responsibility or

liability hereunder.

6.

District covenants and agrees to fully cooperate with City in monitoring the effectiveness of the services and work to be performed with the District under this agreement, subject to the limitations and requirements under the Texas Public Information Act and the Family Educational Rights and Privacy Act (FERPA).

7.

City shall operate hereunder as an independent contractor and not as an officer, agent, servant or employee of District. City shall be solely responsible for the acts and omissions of its officers, members, agents, servants, and employees. Neither City nor District shall be responsible under the Doctrine of Respondent Superior for the acts and omissions of its officers, members, agents, servants, employees, or officers of the other.

8.

City agrees that the police officers shall be assigned by and responsible to the Forest Hill Police Department but shall work directly with the school principals of the District to which they are assigned. Officers shall be assigned to the school district and assignments to a particular school shall be made by the City in conjunction with District personnel. Such officers shall have the School Resource Officer program as their primary duty and will not regularly be assigned additional police duties. The City reserves the right; however, to reassign the officers temporarily in the event of an emergency or when other circumstances require an enhanced police presence elsewhere in the city and school is not in session but will consult with District in these situations. City shall provide all law enforcement training and certification, vehicles and police equipment, benefits, and insurance (including liability coverage) provided to all police officers employed by City.

The Forest Hill Police Department shall maintain emergency response plans for every school within their jurisdiction. These plans shall be kept confidential within the Department for security purposes, but meetings shall be held with authorized representatives of the school district to provide relevant information and excerpts from the plan necessary for implementation. The Chief of Police shall designate a commander to be responsible for maintenance and dissemination of these plans.

9.

City shall in no way nor under any circumstances be responsible for any property belonging to District, its officers, members, agents, employees, subcontractors, program participants, licensees or invitees, which may be lost, stolen, destroyed or in any way damaged. City agrees to waive, release, indemnify to the extent allowed by law, and hold

harmless the District from any and all claims, damages, injuries, causes of action, or lawsuits arising out of the acts or omissions of the assigned officers.

10.

City and District covenants that neither it nor any of its officers, members, agents, employees, program participants, or subcontractors, while engaged in performing this contract shall in connection with the employment, advancement, or discharge of employees, or in connection with the terms, conditions or privileges of their employment, discriminate against persons because of their age, except on the basis of a bona fide occupational qualification, retirement plan, or statutory requirement.

11.

City and District, in the execution, performance or attempted performance of this contract and agreement, will not discriminate against any person or persons because of sex, race, religion, color or national origin, nor will Contractor permit its agents, employees, subcontractors or program participants to engage in such discrimination.

12.

The provisions of this agreement are severable and if for any reason a clause, sentence, paragraph or other part of this agreement shall be determined to be invalid by a court or federal or state agency, board or commission having jurisdiction over the subject matter thereof, such invalidity shall not affect other provisions which can be given effect without the invalid provision.

13.

The failure of City or District to insist upon the performance of any term or provision of this agreement or to exercise any right herein conferred shall not be construed as a waiver or relinquishment to any extent of City's or District's right to assert or rely upon any such term or right on any future occasion.

14.

Should any action, whether real or asserted, at law or in equity, arise out of the execution, performance, attempted performance or non-performance of this contract and agreement, venue for said action shall lie in Tarrant County, Texas.

15.

The governing bodies of City and District have approved the execution of this agreement, and the persons signing the agreement have been duly authorized by the governing bodies of the City and District to sign this agreement on behalf of the governing bodies.

16.

This written instrument constitutes the entire agreement by the parties hereto concerning the work and services to be performed hereunder, and any prior or contemporaneous, oral or written agreement which purports to vary from the terms hereof shall be void.

17.

Notices to District shall be deemed given when delivered in person to the Chief of District Operations, or the next business day after the mailing of said notice addressed to said District by United States mail, certified or registered mail, return receipt requested, and postage paid at 100 N. University, Fort Worth, Texas 76107.

Notices to City shall be deemed given when delivered in person to the City Manager of the City, or the next business day after the mailing of said notice addressed to said City by United States mail, certified or registered mail, return receipt requested, and postage paid at 3219 California Parkway, Forrest Hill, Texas 76119.

[Signature Page Follows]

IN WITNESS WHEREOF, the Parties hereto have executed this agreement in multiples in Forest Hill, Tarrant County, Texas, this ____ day of _____, A.D. 2020.

ATTEST: CITY OF FOREST HILL

By: 
Sheyi Ipaye - City Manager

Date: JUL 07 2020

By: 
Amy L. Anderson, TRMC, CMC - City Secretary

Date: JUL 07 2020

APPROVED AS TO FORM AND LEGALITY:

By: 
City of Forest Hill City Attorney

Date: JUL 07 2020

ATTEST: Fort Worth INDEPENDENT SCHOOL DISTRICT

By: _____
Art Cavazos – Chief, District Operations

Date: _____

By: _____
Dr. Kent P. Scribner – Superintendent

Date: _____

By: _____
Jacinto Ramos – Board President

Date: _____

APPROVED AS TO FORM AND LEGALITY:

By: 
FWISD Attorney

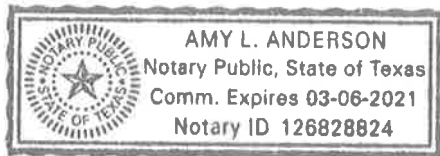
Date: 8/6/2020

STATE OF TEXAS §

COUNTY OF TARRANT §

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared Sheyi Ipaye, known to me to be the same person whose name is subscribed to the foregoing instrument, and acknowledged to me that the same was the act of the City of Forest Hill and that he executed the same as the act of said City of Forest Hill for the purposes and consideration therein expressed and in the capacity therein stated.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this 7th day of July, 2020



Amy L Anderson
Notary Public in and for the State of Texas

STATE OF TEXAS §

COUNTY OF TARRANT §

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared Dr. Kent P. Scribner, Superintendent, known to me to be the same person whose name is subscribed to the foregoing instrument, and acknowledged to me that the same was for the purposes and consideration therein expressed, as the act and deed of the Fort Worth Independent School District, and in the therein stated as its duly authorized officer or representative.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, 2020

Notary Public in and for the State of Texas

EXHIBIT A SCOPE OF SERVICES

1. City, through a commander or supervisor shall assign a Forest Hill Police officer to specific schools within the District to provide school security and this officer shall work directly with the District's school principals and Safety and Security personnel.
2. There shall be one City police officer assigned to the District for the SRO Program. In addition, there shall be one other officer available to be assigned SRO duties if the primary Forest Hill SRO officer was not available for any reason. Additional officers will not be provided to District during the Term of the Agreement.
3. City shall coordinate assignment and duty hours with District. If necessary, to handle unplanned absences at schools, a designated alternate Forest Hill Police officer may be assigned temporarily to provide coverage. City will only be asked to provide a permanent replacement officer if the primary officer is absent for whatever reason or becomes injured or unfit for duty beyond a 30-day basis and the injury did not occur while performing officers' duties in their role as SRO.
4. Specific duties of the SRO will include splitting time between both assigned schools as deemed necessary to provide coverage including opening and closing of the school day. Duties shall also include the following, traffic regulation, law enforcement, instruction related to law enforcement, monitoring student behavior, career day participation as well as assisting school staff upon request in order to maintain a safe and secure school environment. SRO will devote his full time and attention to officers' duties related specifically to the safety and orderly operation of their assigned schools.
5. The Fort Worth Independent School District approves and publishes a Student Code of Conduct yearly. In the Student Code of Conduct, the District also establishes the expected duties of school resource officers, pursuant to Texas Education Code § 37.081(d), which states, "the duties [of SROs] must be included in ... any memorandum of understanding providing for a school resource officer." Specifically, the Student Code of Conduct states:
"To ensure District meets its responsibility under § 37.081(d), the duties of school resource officers are "crime prevention, intervention with students and enforcement of the law."
6. City and District shall meet as needed in order to keep lines of communication open and monitor the progress of the school resource officer program. Meetings will also be used to address and take corrective actions on any issues which may need to be changed related to the program or to the involved officer's assignments, duties and schedule. It will be a priority to ensure adequate staffing not only during regular school days but during District in service and holiday periods when school staff and some school activity may still be taking place to provide a safe environment.
7. City understands and agrees that all SROs under this Agreement will be required to attend District sponsored racial equity training at the discretion of the District. The District agrees to facilitate the training and to coordinate with the City a training schedule acceptable to both Parties.

Hourly wage of officer

| | |
|-------------------------------|-------------|
| <u>Hourly wage of officer</u> | \$28.40 |
| Calculated hours | 2,328 |
| Calculated annual salary | \$66,115.20 |

Incentive Pay

Average hourly incentive

| | |
|---------------------------------|-------------|
| Education Pay | 0.72 |
| Certification Pay | 0.68 |
| Assignment Pay | <u>1.03</u> |
| Calculated annual incentive pay | \$5,657.04 |

Variable Cost/Benefits – Annual

| | |
|----------------------------------|-------------|
| Social Security/Medicare 7.65% | \$5,490.58 |
| TMRS 12.96% | \$9,301.68 |
| Workers Compensation 4.35% | \$3,122.09 |
| Variable Cost Annual | \$17,914.35 |
| Cost of officer before insurance | \$89,686.59 |

| <u>Insurance Cost:</u> | Per month | |
|--------------------------------------|-----------|---------------------|
| Married Officer | | |
| Dental | \$31.84 | \$382.08 |
| Health Insurance | \$1038.90 | \$12,466.80 |
| Vision | \$7.12 | \$85.44 |
| Total Cost of married officer | | \$102,620.91 |

Notes:

Salary based on calculation of the following annual hours

| | | |
|-------------------------------|-------------|----|
| Regular hours per pay period | 84 | |
| Overtime hours per pay period | <u>0</u> | |
| | 84 | |
| | | |
| Total hours | 84 | |
| Number of pay periods | x26 | |
| Holiday Premium | <u>+144</u> | |
| | | |
| Total hours | 2328 | 74 |

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PROGRAM AGREEMENTS AND USE OF GRANTS TO ASSIST WITH ENGINEERING AND CAREER PREPARATION CTE PROGRAMMING

BACKGROUND:

The Career and Technical Education (CTE) Department is transitioning the last cohort of campuses to a standardized engineering and middle school career preparation program for curriculum, professional development, supplies, and equipment. The grants will allow CTE to make purchases and assist in funding the campuses with supplies, learning materials, and equipment. The three-year grants run from June 1, 2020 to May 31, 2023 for the three-year grant campuses and from June 1, 2020 to May 31, 2021 at the one-year grant campuses.

The grant funds are designated for annual licensing fees, instructor core training, and supplies and equipment. When the grant ends, the Career and Technical Education Department will continue to fund the cost of consumable supplies, annual licensing fees, and core training (if necessary).

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Program Agreements and Use of Grants to Assist with Engineering and Career Preparation CTE Programming
2. Decline to Approve Program Agreements and Use of Grants to Assist with Engineering and Career Preparation CTE Programming
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Program Agreements and Use of Grants to Assist with Engineering and Career Preparation CTE Programming

FUNDING SOURCE

Additional Details

Special Revenue

499-11-6399-001-XXX-22-327-000000-18L98

COST:

\$150,000

VENDOR:

Project Lead The Way, Inc.

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 15-129-A

Number of Bid/Proposals received: 199

HUB Firms: 19

Compliant Bids: 199

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. All firms responding to this solicitation have been qualified to provide services per specifications of proposal. The vendor listed above has been selected to support this purchase.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Arlington Heights High School
Paschal High School
Southwest High School
I.M. Terrell Academy for STEM and VPA
World Languages Institute

RATIONALE:

The Career and Technical Education Department provides all comprehensive high schools' Engineering programs with a rigorous and high-quality curriculum by transitioning to a

standardized curriculum, including core training, supplies, and equipment. I.M. Terrell Academy for STEM and VPA prepares students for senior year internships by integrating a capstone-based course at the junior year. The capstone integrates a deep-dive, industry-based project across the course of the year, summoning foundational knowledge and skills from previous engineering and computer science courses. The student project serves as a portfolio for internship applications and interviews. World Languages Institute integrates middle school career-based coursework to build engineering, computer science, and science-based content and skills for greater success in the high school CTE courses.

INFORMATION SOURCE:

David Saenz



Grant Agreement

| | |
|---------------------------|---|
| Grantee: | Arlington Heights |
| Grant Amount | \$35,000.00 |
| Purpose of Grant | To offset the costs associated with the PLTW Engineering program. |
| Award Date | July 16, 2020 |
| Grant Period Start | June 1, 2020 |
| Grant Period End | May 31, 2023 |

| Payment Schedule | |
|-------------------------|---------------|
| School Year | Amount |
| 2020-2021 | \$10,000.00 |
| 2021-2022 | \$15,000.00 |
| 2022-2023 | \$10,000.00 |

This grant is awarded to Arlington Heights, (“Grantee”), by Project Lead The Way, Inc. (“PLTW”), in the amount of \$35,000.00, and is subject to Grantee’s PLTW agreement and the following additional grant requirements:

- A. **Eligible Programs.** This grant may be used only for the PLTW Engineering program. Grantee must begin offering at least one PLTW Engineering course in the 2020-2021 academic year, two courses in 2021-2022, and at least three courses in 2022-2023. Either party reserves the right to terminate this Grant Agreement for any reason. Such termination will be effective at the end of the then current academic school year. Grantee will return any unspent funds to PLTW within 30 days of termination.

- B. **Grant Period.** This grant may be used during the period stated above; however, as described in Section I, continued access to PLTW curriculum and resources following the initial grant year is contingent upon meeting the requirements of the grant, including but not limited to the submission of annual reports as required under section F. Funds may be carried over to subsequent years but must be spent by the end date of the final grant year. Grantee will return any funds that remain unspent to PLTW.

- C. **Allowable Expenses.** The allowable expenses of the grant are checked below.
 - PLTW Participation Fee

 - Core Training: registration fees and related expenses, except as otherwise provided in Sections D and E

 - Required computers and/or tablets

- Program required equipment and supplies
- Equipment and supplies listed as "Optional"
- Other:

D. **Unallowable Expenses.** The unallowable expenses of the grant are checked below.

- Salaries or Stipends
- Benefits
- Meals
- Infrastructure
- Renovations
- Indirect Costs
- Equipment and supplies listed as "Optional"
- Training Cancellation Fees
- Training Substitution Fees
- Training Registration Fees for a no-show participant
- Training Registration Fees where a participant did not earn a credential
- Any other expenses not specified as allowable
- Participation Fees

E. **Training Fees.** Grantee will not use the grant funds to pay training cancellation fees, fees associated with substitution of a training participant, registration fees for a participant that fails to attend training, and/or registration fees for a participant who does not earn a credential.

F. **Reporting.** Grantee will provide PLTW grant reports by April 15 of each grant year. The reporting requirements are to be managed in the My Grants section of myPLTW. Submitting timely reports is the responsibility of the district/school receiving the grant and PLTW reserves the right to determine satisfactory progress. PLTW grantees must also be in good standing in order to receive any future grant funding. PLTW reserves the right to modify reporting requirements in its sole discretion from time to time. PLTW will provide thirty (30) days written notice to Grantee prior to the implementation of any such change.

G. **Access to Records.** Grantee will provide promptly such additional information, reports, required data collection and surveying, and documents as PLTW may request and will allow PLTW and its representatives to have reasonable access to files, records, accounts,

or personnel that are associated with this grant, for the purpose of financial reviews, verifications, or program evaluations as may be deemed necessary by PLTW. Any such information, reports, documents or access shall be limited to the evaluation of the PLTW Program and the grant funding and shall be made consistent with any applicable federal or state laws relating to the provision of such information.

- H. **Data Share Agreement.** Grantee agrees and allows PLTW to enter into a data share agreement with Grantor or its designated research firm to share data for evaluation purposes, as allowed under the Family Educational Rights and Privacy Act (“FERPA”) (20 U.S.C. § 1232g; 34 CFR Part 99) and any applicable state or federal regulations. PLTW will not share any personally identifiable data and will not use the data for commercial purposes, but PLTW may share information about program impact data to support its mission as related to this grant program.
- I. **Compliance.** PLTW reserves the right to require a total or partial refund of any grant funds and may limit access to PLTW curriculum and support resources if Grantee has not fully complied with the terms and conditions of this Grant Agreement. Failure to submit reports under Section F, may constitute a basis for PLTW to require a refund or for PLTW to limit access to PLTW curriculum and support.
- J. **Acceptance and Authorization.** Grantee’s receipt of funds under this Grant Agreement is subject to the availability of funds available for this purpose. In such event of unavailability, this Grant Agreement will automatically terminate, and no additional funds will be distributed. Grantee agrees that execution of this document represents both its acceptance of the Grant funds subject to the terms of this agreement as well as Grantee’s authorization for Participation Confirmation for programs set forth in this document. Grantee acknowledges and agrees the person signing this document is legally authorized to obligate the Grantee to its terms. Grantee agrees this Grant Agreement and the PLTW Terms and Conditions or other signed written agreement between Grantee and PLTW constitute the entire understanding between the parties regarding the grant funds during the Grant Period. Upon execution of the Grant Agreement, Grantee shall receive written confirmation of the grant funded programs contemplated by this agreement.

Site Name

Arlington Heights

PLTW Program

PLTW Engineering

On behalf of Grantee, I understand and agree to the foregoing terms and conditions of the PLTW grant, and hereby certify my authority to execute this agreement on Grantee's behalf.

DR 08/01/2020

DS
08/03/2020

Authorized Signer: _____

Name: _____

Title: _____

Date: _____



Grant Agreement

| | |
|---------------------------|---|
| Grantee: | I.M. Terrell Academy for STEM and VPA |
| Grant Amount | \$10,000.00 |
| Purpose of Grant | To offset the costs associated with the PLTW Engineering program. |
| Award Date | July 16, 2020 |
| Grant Period Start | June 1, 2020 |
| Grant Period End | May 31, 2021 |

| Payment Schedule | |
|-------------------------|---------------|
| School Year | Amount |
| 2020-2021 | \$10,000.00 |

This grant is awarded to I.M. Terrell Academy for STEM and VPA, (“Grantee”), by Project Lead The Way, Inc. (“PLTW”), in the amount of \$10,000.00, and is subject to Grantee’s PLTW agreement and the following additional grant requirements:

- A. **Eligible Programs.** This grant may be used only for the PLTW Engineering program. Grantee must begin offering the Engineering Design and Development (EDD) course in the 2020-2021 academic year. Either party reserves the right to terminate this Grant Agreement for any reason. Such termination will be effective at the end of the then current academic school year. Grantee will return any unspent funds to PLTW within 30 days of termination.

- B. **Grant Period.** This grant may be used during the period stated above; however, as described in Section I, continued access to PLTW curriculum and resources following the initial grant year is contingent upon meeting the requirements of the grant, including but not limited to the submission of annual reports as required under section F. Funds may be carried over to subsequent years but must be spent by the end date of the final grant year. Grantee will return any funds that remain unspent to PLTW.

- C. **Allowable Expenses.** The allowable expenses of the grant are checked below.
 - PLTW Participation Fee

 - Core Training: registration fees and related expenses, except as otherwise provided in Sections D and E

 - Required computers and/or tablets

 - Program required equipment and supplies

Equipment and supplies listed as "Optional"

Other:

D. **Unallowable Expenses.** The unallowable expenses of the grant are checked below.

Salaries or Stipends

Benefits

Meals

Infrastructure

Renovations

Indirect Costs

Equipment and supplies listed as "Optional"

Training Cancellation Fees

Training Substitution Fees

Training Registration Fees for a no-show participant

Training Registration Fees where a participant did not earn a credential

Any other expenses not specified as allowable

Participation Fees

E. **Training Fees.** Grantee will not use the grant funds to pay training cancellation fees, fees associated with substitution of a training participant, registration fees for a participant that fails to attend training, and/or registration fees for a participant who does not earn a credential.

F. **Reporting.** Grantee will provide PLTW grant reports by April 15 of each grant year. The reporting requirements are to be managed in the My Grants section of myPLTW. Submitting timely reports is the responsibility of the district/school receiving the grant and PLTW reserves the right to determine satisfactory progress. PLTW grantees must also be in good standing in order to receive any future grant funding. PLTW reserves the right to modify reporting requirements in its sole discretion from time to time. PLTW will provide thirty (30) days written notice to Grantee prior to the implementation of any such change.

G. **Access to Records.** Grantee will provide promptly such additional information, reports, required data collection and surveying, and documents as PLTW may request and will allow PLTW and its representatives to have reasonable access to files, records, accounts, or personnel that are associated with this grant, for the purpose of financial reviews,

verifications, or program evaluations as may be deemed necessary by PLTW. Any such information, reports, documents or access shall be limited to the evaluation of the PLTW Program and the grant funding and shall be made consistent with any applicable federal or state laws relating to the provision of such information.

- H. **Data Share Agreement.** Grantee agrees and allows PLTW to enter into a data share agreement with Grantor or its designated research firm to share data for evaluation purposes, as allowed under the Family Educational Rights and Privacy Act (“FERPA”) (20 U.S.C. § 1232g; 34 CFR Part 99) and any applicable state or federal regulations. PLTW will not share any personally identifiable data and will not use the data for commercial purposes, but PLTW may share information about program impact data to support its mission as related to this grant program.
- I. **Compliance.** PLTW reserves the right to require a total or partial refund of any grant funds and may limit access to PLTW curriculum and support resources if Grantee has not fully complied with the terms and conditions of this Grant Agreement. Failure to submit reports under Section F, may constitute a basis for PLTW to require a refund or for PLTW to limit access to PLTW curriculum and support.
- J. **Acceptance and Authorization.** Grantee’s receipt of funds under this Grant Agreement is subject to the availability of funds available for this purpose. In such event of unavailability, this Grant Agreement will automatically terminate, and no additional funds will be distributed. Grantee agrees that execution of this document represents both its acceptance of the Grant funds subject to the terms of this agreement as well as Grantee’s authorization for Participation Confirmation for programs set forth in this document. Grantee acknowledges and agrees the person signing this document is legally authorized to obligate the Grantee to its terms. Grantee agrees this Grant Agreement and the PLTW Terms and Conditions or other signed written agreement between Grantee and PLTW constitute the entire understanding between the parties regarding the grant funds during the Grant Period. Upon execution of the Grant Agreement, Grantee shall receive written confirmation of the grant funded programs contemplated by this agreement.

Site Name

I.M. Terrell Academy for STEM and VPA

PLTW Program

PLTW Engineering

On behalf of Grantee, I understand and agree to the foregoing terms and conditions of the PLTW grant, and hereby certify my authority to execute this agreement on Grantee's behalf.

DR 08/01/2020

Authorized Signer: _____

Name: _____

Title: _____

Date: _____

DS
08/03/2020



Grant Agreement

| | |
|---------------------------|---|
| Grantee: | R.L. Paschal High School |
| Grant Amount | \$35,000.00 |
| Purpose of Grant | To offset the costs associated with the PLTW Engineering program. |
| Award Date | July 16, 2020 |
| Grant Period Start | June 1, 2020 |
| Grant Period End | May 31, 2023 |

| Payment Schedule | |
|-------------------------|---------------|
| School Year | Amount |
| 2020-2021 | \$10,000.00 |
| 2021-2022 | \$15,000.00 |
| 2022-2023 | \$10,000.00 |

This grant is awarded to R.L. Paschal High School, (“Grantee”), by Project Lead The Way, Inc. (“PLTW”), in the amount of \$35,000.00, and is subject to Grantee’s PLTW agreement and the following additional grant requirements:

- A. **Eligible Programs.** This grant may be used only for the PLTW Engineering program. Grantee must begin offering at least one PLTW Engineering course in the 2020-2021 academic year, two courses in 2021-2022, and at least three courses in 2022-2023. Either party reserves the right to terminate this Grant Agreement for any reason. Such termination will be effective at the end of the then current academic school year. Grantee will return any unspent funds to PLTW within 30 days of termination.

- B. **Grant Period.** This grant may be used during the period stated above; however, as described in Section I, continued access to PLTW curriculum and resources following the initial grant year is contingent upon meeting the requirements of the grant, including but not limited to the submission of annual reports as required under section F. Funds may be carried over to subsequent years but must be spent by the end date of the final grant year. Grantee will return any funds that remain unspent to PLTW.

- C. **Allowable Expenses.** The allowable expenses of the grant are checked below.
 - PLTW Participation Fee

 - Core Training: registration fees and related expenses, except as otherwise provided in Sections D and E

 - Required computers and/or tablets

- Program required equipment and supplies
- Equipment and supplies listed as "Optional"
- Other:

D. **Unallowable Expenses.** The unallowable expenses of the grant are checked below.

- Salaries or Stipends
- Benefits
- Meals
- Infrastructure
- Renovations
- Indirect Costs
- Equipment and supplies listed as "Optional"
- Training Cancellation Fees
- Training Substitution Fees
- Training Registration Fees for a no-show participant
- Training Registration Fees where a participant did not earn a credential
- Any other expenses not specified as allowable
- Participation Fees

E. **Training Fees.** Grantee will not use the grant funds to pay training cancellation fees, fees associated with substitution of a training participant, registration fees for a participant that fails to attend training, and/or registration fees for a participant who does not earn a credential.

F. **Reporting.** Grantee will provide PLTW grant reports by April 15 of each grant year. The reporting requirements are to be managed in the My Grants section of myPLTW. Submitting timely reports is the responsibility of the district/school receiving the grant and PLTW reserves the right to determine satisfactory progress. PLTW grantees must also be in good standing in order to receive any future grant funding. PLTW reserves the right to modify reporting requirements in its sole discretion from time to time. PLTW will provide thirty (30) days written notice to Grantee prior to the implementation of any such change.

G. **Access to Records.** Grantee will provide promptly such additional information, reports, required data collection and surveying, and documents as PLTW may request and will allow PLTW and its representatives to have reasonable access to files, records, accounts,

or personnel that are associated with this grant, for the purpose of financial reviews, verifications, or program evaluations as may be deemed necessary by PLTW. Any such information, reports, documents or access shall be limited to the evaluation of the PLTW Program and the grant funding and shall be made consistent with any applicable federal or state laws relating to the provision of such information.

- H. **Data Share Agreement.** Grantee agrees and allows PLTW to enter into a data share agreement with Grantor or its designated research firm to share data for evaluation purposes, as allowed under the Family Educational Rights and Privacy Act (“FERPA”) (20 U.S.C. § 1232g; 34 CFR Part 99) and any applicable state or federal regulations. PLTW will not share any personally identifiable data and will not use the data for commercial purposes, but PLTW may share information about program impact data to support its mission as related to this grant program.
- I. **Compliance.** PLTW reserves the right to require a total or partial refund of any grant funds and may limit access to PLTW curriculum and support resources if Grantee has not fully complied with the terms and conditions of this Grant Agreement. Failure to submit reports under Section F, may constitute a basis for PLTW to require a refund or for PLTW to limit access to PLTW curriculum and support.
- J. **Acceptance and Authorization.** Grantee’s receipt of funds under this Grant Agreement is subject to the availability of funds available for this purpose. In such event of unavailability, this Grant Agreement will automatically terminate, and no additional funds will be distributed. Grantee agrees that execution of this document represents both its acceptance of the Grant funds subject to the terms of this agreement as well as Grantee’s authorization for Participation Confirmation for programs set forth in this document. Grantee acknowledges and agrees the person signing this document is legally authorized to obligate the Grantee to its terms. Grantee agrees this Grant Agreement and the PLTW Terms and Conditions or other signed written agreement between Grantee and PLTW constitute the entire understanding between the parties regarding the grant funds during the Grant Period. Upon execution of the Grant Agreement, Grantee shall receive written confirmation of the grant funded programs contemplated by this agreement.

Site Name

R.L. Paschal High School

PLTW Program

PLTW Engineering

On behalf of Grantee, I understand and agree to the foregoing terms and conditions of the PLTW grant, and hereby certify my authority to execute this agreement on Grantee's behalf.

DR 08/01/2020

Authorized Signer: _____

Name: _____

Title: _____

Date: _____

DS

08/03/2020



Grant Agreement

| | |
|---------------------------|---|
| Grantee: | World Languages Institute |
| Grant Amount | \$35,000.00 |
| Purpose of Grant | To offset the costs associated with the PLTW Gateway program. |
| Award Date | July 16, 2020 |
| Grant Period Start | July 8, 2020 |
| Grant Period End | May 31, 2023 |

| Payment Schedule | |
|-------------------------|---------------|
| School Year | Amount |
| 2020-2021 | \$15,000.00 |
| 2021-2022 | \$15,000.00 |
| 2022-2023 | \$5,000.00 |

This grant is awarded to World Languages Institute, (“Grantee”), by Project Lead The Way, Inc. (“PLTW”), in the amount of \$35,000.00, and is subject to Grantee’s PLTW agreement and the following additional grant requirements:

- A. **Eligible Programs.** This grant may be used only for the PLTW Gateway program. Grantee must offer at least one PLTW Gateway unit in the 2020-2021 academic year and at least two units in the 2021-2022 academic year, and at least three units in the 2022-2023 academic year. Either party reserves the right to terminate this Grant Agreement for any reason. Such termination will be effective at the end of the then current academic school year. Grantee will return any unspent funds to PLTW within 30 days of termination.

- B. **Grant Period.** This grant may be used during the period stated above; however, as described in Section I, continued access to PLTW curriculum and resources following the initial grant year is contingent upon meeting the requirements of the grant, including but not limited to the submission of annual reports as required under section F. Funds may be carried over to subsequent years but must be spent by the end date of the final grant year. Grantee will return any funds that remain unspent to PLTW.

- C. **Allowable Expenses.** The allowable expenses of the grant are checked below.
 - PLTW Participation Fee

 - Core Training: registration fees and related expenses, except as otherwise provided in Sections D and E

- Required computers and/or tablets
- Program required equipment and supplies
- Equipment and supplies listed as "Optional"
- Other:

D. **Unallowable Expenses.** The unallowable expenses of the grant are checked below.

- Salaries or Stipends
- Benefits
- Meals
- Infrastructure
- Renovations
- Indirect Costs
- Equipment and supplies listed as "Optional"
- Training Cancellation Fees
- Training Substitution Fees
- Training Registration Fees for a no-show participant
- Training Registration Fees where a participant did not earn a credential
- Any other expenses not specified as allowable
- Participation Fees

E. **Training Fees.** Grantee will not use the grant funds to pay training cancellation fees, fees associated with substitution of a training participant, registration fees for a participant that fails to attend training, and/or registration fees for a participant who does not earn a credential.

F. **Reporting.** Grantee will provide PLTW grant reports by April 15 of each grant year. The reporting requirements are to be managed in the My Grants section of myPLTW. Submitting timely reports is the responsibility of the district/school receiving the grant and PLTW reserves the right to determine satisfactory progress. PLTW grantees must also be in good standing in order to receive any future grant funding. PLTW reserves the right to modify reporting requirements in its sole discretion from time to time. PLTW will provide thirty (30) days written notice to Grantee prior to the implementation of any such change.

- G. **Access to Records.** Grantee will provide promptly such additional information, reports, required data collection and surveying, and documents as PLTW may request and will allow PLTW and its representatives to have reasonable access to files, records, accounts, or personnel that are associated with this grant, for the purpose of financial reviews, verifications, or program evaluations as may be deemed necessary by PLTW. Any such information, reports, documents or access shall be limited to the evaluation of the PLTW Program and the grant funding and shall be made consistent with any applicable federal or state laws relating to the provision of such information.
- H. **Data Share Agreement.** Grantee agrees and allows PLTW to enter into a data share agreement with Grantor or its designated research firm to share data for evaluation purposes, as allowed under the Family Educational Rights and Privacy Act (“FERPA”) (20 U.S.C. § 1232g; 34 CFR Part 99) and any applicable state or federal regulations. PLTW will not share any personally identifiable data and will not use the data for commercial purposes, but PLTW may share information about program impact data to support its mission as related to this grant program.
- I. **Compliance.** PLTW reserves the right to require a total or partial refund of any grant funds and may limit access to PLTW curriculum and support resources if Grantee has not fully complied with the terms and conditions of this Grant Agreement. Failure to submit reports under Section F, may constitute a basis for PLTW to require a refund or for PLTW to limit access to PLTW curriculum and support.
- J. **Acceptance and Authorization.** Grantee’s receipt of funds under this Grant Agreement is subject to the availability of funds available for this purpose. In such event of unavailability, this Grant Agreement will automatically terminate, and no additional funds will be distributed. Grantee agrees that execution of this document represents both its acceptance of the Grant funds subject to the terms of this agreement as well as Grantee’s authorization for Participation Confirmation for programs set forth in this document. Grantee acknowledges and agrees the person signing this document is legally authorized to obligate the Grantee to its terms. Grantee agrees this Grant Agreement and the PLTW Terms and Conditions or other signed written agreement between Grantee and PLTW constitute the entire understanding between the parties regarding the grant funds during the Grant Period. Upon execution of the Grant Agreement, Grantee shall receive written confirmation of the grant funded programs contemplated by this agreement.

Site Name

World Languages Institute

PLTW Program

PLTW Gateway

On behalf of Grantee, I understand and agree to the foregoing terms and conditions of the PLTW grant, and hereby certify my authority to execute this agreement on Grantee's behalf.

DR 08/01/2020

Authorized Signer: _____

Name: _____

Title: _____

Date: _____

DS
08/03/2020



Grant Agreement

| | |
|---------------------------|---|
| Grantee: | Southwest High School |
| Grant Amount | \$35,000.00 |
| Purpose of Grant | To offset the costs associated with the PLTW Engineering program. |
| Award Date | July 16, 2020 |
| Grant Period Start | June 1, 2020 |
| Grant Period End | May 31, 2023 |

| Payment Schedule | |
|-------------------------|---------------|
| School Year | Amount |
| 2020-2021 | \$10,000.00 |
| 2021-2022 | \$15,000.00 |
| 2022-2023 | \$10,000.00 |

This grant is awarded to Southwest High School, (“Grantee”), by Project Lead The Way, Inc. (“PLTW”), in the amount of \$35,000.00, and is subject to Grantee’s PLTW agreement and the following additional grant requirements:

- A. **Eligible Programs.** This grant may be used only for the PLTW Engineering program. Grantee must begin offering at least one PLTW Engineering course in the 2020-2021 academic year, two courses in 2021-2022, and at least three courses in 2022-2023. Either party reserves the right to terminate this Grant Agreement for any reason. Such termination will be effective at the end of the then current academic school year. Grantee will return any unspent funds to PLTW within 30 days of termination.

- B. **Grant Period.** This grant may be used during the period stated above; however, as described in Section I, continued access to PLTW curriculum and resources following the initial grant year is contingent upon meeting the requirements of the grant, including but not limited to the submission of annual reports as required under section F. Funds may be carried over to subsequent years but must be spent by the end date of the final grant year. Grantee will return any funds that remain unspent to PLTW.

- C. **Allowable Expenses.** The allowable expenses of the grant are checked below.
 - PLTW Participation Fee

 - Core Training: registration fees and related expenses, except as otherwise provided in Sections D and E

 - Required computers and/or tablets

- Program required equipment and supplies
- Equipment and supplies listed as "Optional"
- Other:

D. **Unallowable Expenses.** The unallowable expenses of the grant are checked below.

- Salaries or Stipends
- Benefits
- Meals
- Infrastructure
- Renovations
- Indirect Costs
- Equipment and supplies listed as "Optional"
- Training Cancellation Fees
- Training Substitution Fees
- Training Registration Fees for a no-show participant
- Training Registration Fees where a participant did not earn a credential
- Any other expenses not specified as allowable
- Participation Fees

E. **Training Fees.** Grantee will not use the grant funds to pay training cancellation fees, fees associated with substitution of a training participant, registration fees for a participant that fails to attend training, and/or registration fees for a participant who does not earn a credential.

F. **Reporting.** Grantee will provide PLTW grant reports by April 15 of each grant year. The reporting requirements are to be managed in the My Grants section of myPLTW. Submitting timely reports is the responsibility of the district/school receiving the grant and PLTW reserves the right to determine satisfactory progress. PLTW grantees must also be in good standing in order to receive any future grant funding. PLTW reserves the right to modify reporting requirements in its sole discretion from time to time. PLTW will provide thirty (30) days written notice to Grantee prior to the implementation of any such change.

G. **Access to Records.** Grantee will provide promptly such additional information, reports, required data collection and surveying, and documents as PLTW may request and will allow PLTW and its representatives to have reasonable access to files, records, accounts,

or personnel that are associated with this grant, for the purpose of financial reviews, verifications, or program evaluations as may be deemed necessary by PLTW. Any such information, reports, documents or access shall be limited to the evaluation of the PLTW Program and the grant funding and shall be made consistent with any applicable federal or state laws relating to the provision of such information.

- H. **Data Share Agreement.** Grantee agrees and allows PLTW to enter into a data share agreement with Grantor or its designated research firm to share data for evaluation purposes, as allowed under the Family Educational Rights and Privacy Act (“FERPA”) (20 U.S.C. § 1232g; 34 CFR Part 99) and any applicable state or federal regulations. PLTW will not share any personally identifiable data and will not use the data for commercial purposes, but PLTW may share information about program impact data to support its mission as related to this grant program.
- I. **Compliance.** PLTW reserves the right to require a total or partial refund of any grant funds and may limit access to PLTW curriculum and support resources if Grantee has not fully complied with the terms and conditions of this Grant Agreement. Failure to submit reports under Section F, may constitute a basis for PLTW to require a refund or for PLTW to limit access to PLTW curriculum and support.
- J. **Acceptance and Authorization.** Grantee’s receipt of funds under this Grant Agreement is subject to the availability of funds available for this purpose. In such event of unavailability, this Grant Agreement will automatically terminate, and no additional funds will be distributed. Grantee agrees that execution of this document represents both its acceptance of the Grant funds subject to the terms of this agreement as well as Grantee’s authorization for Participation Confirmation for programs set forth in this document. Grantee acknowledges and agrees the person signing this document is legally authorized to obligate the Grantee to its terms. Grantee agrees this Grant Agreement and the PLTW Terms and Conditions or other signed written agreement between Grantee and PLTW constitute the entire understanding between the parties regarding the grant funds during the Grant Period. Upon execution of the Grant Agreement, Grantee shall receive written confirmation of the grant funded programs contemplated by this agreement.

Site Name

Southwest High School

PLTW Program

PLTW Engineering

On behalf of Grantee, I understand and agree to the foregoing terms and conditions of the PLTW grant, and hereby certify my authority to execute this agreement on Grantee's behalf.

DR 08/01/2020

DS
08/03/2020

Authorized Signer: _____

Name: _____

Title: _____

Date: _____

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE CONTINUED TECHNICAL ASSISTANCE, CYCLE 2
IMPLEMENTATION FOCUSED ACADEMIC SUPPORTS FOR TEA
COMMUNITY PARTNERSHIP GRANT**

BACKGROUND:

Through the 2020-2021 Community Partnership Implementation Grant, the Fort Worth Independent School District (FWISD) will contract a technical service provider to support the Cycle 2 Implementation of innovative school and community partnerships. The grant will continue to provide support and technical assistance to schools and community partnerships for the wrap-around and holistic services for students in the 76119 Zip Code area. The provider is selected from a state-approved technical assistance providers list to implement innovative and educationally sound ideas that contribute to the achievement and well-being of students in Pre-K. This collaborative approach will assist the targeted campuses to serve as exemplars for community collaboration and high-quality early learning experiences in and out of school, proving what is possible in ensuring all students are ready for kindergarten. Additional funds were awarded by the Texas Education Agency to extend the current program.

STRATEGIC GOAL:

- 1 - Increase Student Achievement
- 3 – Enhance Family and Community Engagement

ALTERNATIVES:

- 1. Approve Continued Technical Assistance, Cycle 2 Implementation-Focused Academic Supports for TEA Community Partnership Grant
- 2. Decline to Approve Continued Technical Assistance, Cycle 2 Implementation-Focused Academic Supports for TEA Community Partnership Grant
- 3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Continued Technical Assistance, Cycle 2 Implementation-Focused Academic Supports for TEA Community Partnership Grant

FUNDING SOURCE

Additional Details

Special Revenue

404-61-6299-001-999-32-143-000000-20230

COST:

\$54,876

VENDOR:

The New Teacher Project (TNTP)

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 16-089-AE

Number of Bid/Proposals received: 47

HUB Firms: 6

Compliant Bids: 47

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. All firms responding to this solicitation have been qualified to provide services per specifications of proposal. The vendor listed above has been selected to support this purchase.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Early Learning

Harlean Beal Elementary

A.M. Pate Elementary

Clifford Davis Elementary

Sunrise-McMillian Elementary

Christene C. Moss Elementary

RATIONALE:

The Community Partnership Implementation Grant is designed to implement a comprehensive support program that will improve early childhood educational outcomes in low-income communities. Through partnerships created through this grant, the number of students in kindergarten will increase by leveraging academic, community, and governmental supports. Expected outcomes include a 10% increase in the capacity of new or existing high-quality programs made available, at least a 10% increase in the number of 3 and 4-year-old children

accessing high-quality Pre-K programs and at least 75% of participating students who are kinder-ready, compared to peers by May 2021. Performance tasks include data-driven performance management, messaging and branding, sustainability planning and launching performance management routines.

INFORMATION SOURCE:

Jerry Moore



Fort Worth ISD – TEA Community Partnerships Grant
Proposal for Continued Technical Assistance, Continuation of Cycle 2 Implementation –
General Grant Management Support

June 2020

Scope of Work

With the emergence of COVID-19, school systems across the world are having to reckon with how to continue facilitating high-quality learning experiences for students. Fort Worth ISD grant schools in 76119 are facing even deeper challenges. Prior to the global pandemic, A.M. Pate, C.C. Moss, Clifford Davis, Harlean Beal, and Sunrise-McMillan were already contending with poor student outcomes. With disrupted instruction and unprecedented levels of trauma, it is expected that these challenges will be exacerbated. In particular, students of color, English learners, students with disabilities or special learning needs, those from low-income backgrounds, those already behind their peers, and those with limited or no access to technology or broadband stand to lose the most from the lost instructional time, the sudden elimination of peer social engagement, and the loss of predictable routines of daily learning at school.

During this transition period, TNTP will provide general consulting services to support Fort Worth ISD’s continued participation in the Community Partnerships initiative to ensure the district is positioned to extend the impact of the grant in a responsive manner.

General Grant Management Support and Advisory Capacity

TNTP will support the Project Manager with ongoing monitoring of the progress of the grant, developing sustainability tools, and supporting stakeholders in reaching expected outcomes. Specifically, this includes:

- o Supporting FWISD project manager in monitoring and tracking progress across all key workstreams
- o Thought partnering with FWISD project manager on accountability measures and techniques
- o Collaborating with FWISD Grants Compliance and Monitoring to report on required data metrics to TEA
- o Maintaining systems to track fidelity of implementation as required of vendors by TEA
- o Collaborating with FWISD project manager to submit required quarterly reports and prepare for ongoing check-ins with the state director
- o Attending vendor conferences as necessary

To accomplish the above objectives, September 1, 2020, through August 31, 2021, the total cost would be **\$54,876**.



| TNTP PROJECT BUDGET | | Cost |
|----------------------------|-----------|---------------|
| Program Staff | | \$54,876 |
| Program Expenses | | \$0 |
| TOTAL | \$ | 54,876 |

Fort Worth ISD – TEA Community Partnerships Grant

Proposal for Continued Technical Assistance, Continuation of Cycle 2 Implementation – General Grant Management Support

In this continuation cycle of implementation for the Community Partnerships grant, TNTP will partner with FWISD leaders to work towards the following outcomes and deliverables:

- **Assessment of the fidelity of implementation in the midst of COVID and identification of key grant priorities for SY 2020-2021**
- **Locally selected metrics in alignment with Community Partnerships goal guidance**
- **Exploration of opportunities to expand grant model to other district communities**
- **Long-term sustainability plan**
- **Development of onboarding materials on an ongoing basis to support staff and community partner transitions**

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE CONSULTING/CERTIFICATION PROPOSAL AND THE 2020
SUE ROSE INSTITUTE BETWEEN THE COWAN CENTER AND FORT
WORTH INDEPENDENT SCHOOL DISTRICT**

BACKGROUND:

The Fort Worth Independent School District has continued their commitment to re-establishing the tradition of academic excellence at the STEM/VPA Academy at I.M. Terrell High School, Meadowbrook Middle School and Monnig Middle School. Preparing and equipping teachers with the necessary, up-to-date educational skills, requires significant investment in staff professional development. This professional learning must be transformative for the staff in the Humanities Department at I.M. Terrell, Meadowbrook, and Monnig. Since 1984, the Dallas Institute's Cowan Center has been providing primary and secondary educators with transformative learning experiences of the quality of professional learning enjoyed by their peers in *top-tier* private institutions. This agreement with The Cowan Center is for professional learning, consulting, and the 2020 Sue Rose Institute for teachers and curriculum development.

STRATEGIC GOAL:

1 – Increase Student Achievement

ALTERNATIVES:

1. Approve Consulting/Certification Proposal and the 2020 Sue Rose Institute Between the Cowan Center and Fort Worth Independent School District
2. Decline to Approve Consulting/Certification Proposal and the 2020 Sue Rose Institute Between Cowan Center and Fort Worth Independent School District
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Consulting/Certification Proposal and the 2020 Sue Rose Institute Between the Cowan Center and Fort Worth Independent School District

FUNDING SOURCE

Additional Details

| | | |
|--------------|--|--------------|
| General Fund | 199-11-6299-001-087-11-119-000000..... | \$193,266.68 |
| | 199-11-6299-001-053-11-119-000000..... | \$134,666.66 |
| | 199-11-6299-001-052-11-119-000000..... | \$134,666.66 |

COST:

\$462,600

VENDOR:

The Dallas Institute (Cowan Center)

PURCHASING MECHANISM:

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through the Educational Purchasing Cooperative of North Texas (EPCNT), Contract RFP BG-20489. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary/Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

- #052 Meadowbrook Middle School
- #053 Monnig Middle School
- #087 I.M. Terrell Academy for STEM and VP

RATIONALE:

The Sue Rose Institute is designed to inspire and deepen teachers and administrators knowledge, to awaken their critical powers and their imaginations for the work educators. School teachers, primary and secondary administrators will be equipped to provide students with the learning skills that will help lay the foundations of successful adult life.

INFORMATION SOURCE:

Jerry Moore

MICHAEL HINOJOSA, ED.D.
SUPERINTENDENT OF
SCHOOLS



Renewal Letter

April 2, 2020

Cowan Center - Dallas Institute of Humanities and Culture
Claudia MacMillan
2719 Routh Street
Dallas, TX 75201

Subject: Renewal Contract – RFP BG-204989 Specialized Professional Development, Board Doc 7.16-062217
Dated: 8/15/2017

Dear Vendor:

On 8/15/2017, your company and the Dallas Independent School District executed an Agreement for the above-referenced RFP and will expire June 30, 2020. The Dallas Independent School District wishes, in accordance with the terms of the agreement, to extend this contract through June 30, 2021. The extension includes the same terms and conditions of the original Agreement.

If this is acceptable and in accordance with Exhibit A,B,C,D,E,F, and G of the Agreement would still prevail, indicate your acceptance and acknowledgement by signing below and returning the original of this document to my office via U.S. Mail or email (as listed below) no later than April 17, 2020 in order that this extension may be made effective.

If there are any questions pertaining to this notice, please contact me.

Sincerely,

Bernice Gonzales

Bernice Gonzales
Buyer – Procurement Services
Dallas Independent School District
bergonzales@dallasisd.org
972.925.4130 Phone

Accepted by:

Claudia MacMillan
Signature
Director Dallas Institute's Cowan Center
Title
cmacmillan@dallasinstitute.org
E-mail address

Claudia MacMillan
Name
214-981-8813
Phone
April 2, 2020
Date

III. General Conditions

RFP# BG-204989 -

Specialized Professional Development

1.0 SCOPE OF PROPOSAL

1.1 The Dallas Independent School District (Dallas ISD) is accepting Request for Proposals from qualified vendors to submit proposals to perform Specialized Professional Development

1.2 The district will award this RFP to multiple respondent(s) based upon the evaluation of all proposals received. A service agreement will be executed with the successful Offeror as a result of this process. More details are included in the Scope of Work section of this Request for Proposals (See Section V).

1.3 This RFP is in six (6) parts/sections: I. Notice to Offerors; II. Instructions to Offerors; III. General Conditions; IV. Responsibilities of Offerors; V. Scope of Work; and VI. Offer Forms. These parts are applicable and form a part of all contract documents and a part of the terms/conditions of all purchase orders for products included in the specifications and offer forms.

1.4 This request for proposal is for:
Specialized Professional Development

effective June 22, 2017 and terminating on June 30, 2020 with pending Board approval and contract completion. Dallas ISD has the right to terminate a resulting contract for convenience, without penalty, for non-appropriation or non-availability of funds. A "Notice of Termination" will be delivered to the offeror specifying the extent to which performance hereunder is terminated and the date upon which such termination becomes effective.

2.0 CONDITIONS OF AGREEMENT. The conditions of agreement consist of the following and in the event of conflicting provisions, the order of importance is:

- Scope of Work (Section V.)
- Responsibility of Offerors (Section IV.)
- Instructions to Offerors (Section II.)
- General Conditions (Section III.)
- Notice to Offerors (Section I.)
- Offer Forms (Section VI.)

3.0 PROPOSAL SUBMITTAL. A signed, submitted proposal constitutes an offer to perform the work and/or deliver the product(s) specified in the solicitation. After Board action, a service agreement will be completed for the recommended Offeror(s.)

4.0 GENERAL EVALUATION. Dallas ISD will generally award contracts based upon the lowest, responsive, reasonable offer, price and other factors considered. It is not the practice of the district to purchase on the basis of low price alone. Contracts may be awarded on a lump sum basis or on a unit price basis, provided that a contract specifies a unit price basis. The compensation paid by Dallas ISD shall be based upon the actual quantities supplied.

In determining the lowest responsive offer, Dallas ISD may consider, in addition to price, other factors such as compliance with the RFP documents, delivery requirements, suitability of product, costs of maintenance and operations, training requirements, warranties, availability of repairs or other services, past performance of the Offeror, other factors contributing to the overall costs, both direct and indirect, related to an item, and compliance with Dallas ISD's Affirmative Action policies and goals.

4.1 The district may award a contract to the responsive, reasonable Offeror with the lowest aggregate offer. If unable to award as a package, the district will evaluate proposals and may grant alternate awards.

4.2 Extensions of unit prices shown will be subject to verification by the district. In case of variation between the unit price and the extension, the unit price shall prevail.

4.3 In the event identical proposals are submitted, which are determined by Dallas ISD to be the lowest reasonable offers, usually one offer will be selected as the successful Offeror. If one of the Offerors submitting identical proposals is a resident of the District, that Offeror shall be selected. If two or more such Offerors are residents of the District, one shall be selected by the casting of lots. In all other cases, one of the identical offers shall be selected by casting of lots.

INTERLOCAL AGREEMENT CONSENT FORM

RFP# BG-204989 -

Specialized Professional Development

1.0 INTERLOCAL AGREEMENT CLAUSE: With a vision of cooperating together to improve their procurement power on like products and services, the Educational Purchasing Cooperative of North Texas (EPCNT) became a reality in 2002 through the coordinated efforts of North Texas public school districts. EPCNT is comprised of public school districts, charter schools, and Region Service Centers located in the Region X and XI Education Service Center areas.

2.0 AUTHORITY: EPCNT is based on the authority contained in the Interlocal Cooperation Act, Texas Government Code Section 791 et seq, and in Subchapter F, of Chapter 271 of the Texas Local Government Code. The provisions of Chapter 791 of the Texas Government Code and the provisions of Subchapter F, of Chapter 271 of the Texas Local Government Code are incorporated in this Master Agreement and this Master Agreement shall be interpreted in accordance with those laws.

3.0 DUTIES OF THE MEMBERS: The members agree to undertake the following, from time to time, as may be appropriate:

- 3.1 Coordinate and host multi-governmental entity solicitations for purchase of goods and services from third party Offerors, as may be determined from time to time to be cost effective and provide efficiencies as consolidated purchases.
3.2 Make available specifications, documents, software, procedures and related items in connection with bidding and procurement processes.
3.3 Actively participate in and provide support to meetings and other activities conducted by the EPCNT.
3.4 Maintain as confidential, subject to the Texas Public Information Act, information supplied by Parties to the EPCNT and deemed by the EPCNT to be confidential.

4.0 PURCHASING AUTHORITY:

- 4.1 All district or cross-district contracts for the purchase of goods and services, regardless of whether formed as a result of EPCNT activity or interaction shall be directly between the Members or Participants or combinations of the Parties and Offerors providing goods and services to the associated governmental entities.
4.2 The EPCNT, in and of itself, shall not have any authority to make purchases of goods and services directly with Offerors or contractually binds its Members or Participants to any third party agreements (except for the Interlocal Participation Agreement described in paragraph 3.2) for the purchase of products and services GOVERNING LAW.
4.3 The Master Agreement and all actions taken pursuant to this Master Agreement shall be governed by the laws of the State of Texas respecting independent school districts. Members specifically elect to be governed by the laws regarding purchasing found in Chapter 44 of the Texas Education Code. All action of this alliance shall be governed by the laws of the State of Texas and venue for any litigation regarding this Agreement or the Parties hereto shall be in Denton County, Texas.

5.0 AGREEMENT CONSENT ACKNOWLEDGEMENT: Several governmental entities around the Dallas Independent School District have indicated an interest in being included in this contract. Should these governmental entities decide to participate in this contract, would you, (the Offeror) agree that all terms, conditions, specifications, and pricing would apply?

[X] Yes [] No

If you (the Offeror) checked yes, the following will apply: Governmental entities utilizing Internal Governmental contracts with the Dallas Independent School District will be eligible, but not obligated, to purchase materials/services under the contract(s) awarded as a result of this solicitation. All purchases by governmental entity other than Dallas Independent School District will be billed directly to that governmental entity and paid by that governmental entity. Dallas Independent School District will not be responsible for another governmental entity's debts. Each governmental entity will order its own material/service as needed. A listing of current member is available at http://www.epcnt.com.

Claudia Allums, Ph.D.

Printed Name:

Claudia Allums, Ph.D.
Signature

5/25/2017
Date



PROPOSAL — REVISED JUNE 11, 2020

To: MR. JERRY MOORE, Chief Academic Officer, Fort Worth Independent School District (FWISD)

From: DR. CLAUDIA MACMILLAN, Founding Director, the Dallas Institute's Louise and Donald Cowan Center for Education™ (Cowan Center™)

For: **I. M. Terrell, Monnig, and Meadowbrook Middle School** Cowan Academy® in the Humanities candidates 2020-2021 costs and **district Cowan Center™ training**

① I.M. TERRELL COWAN ACADEMY® IN THE HUMANITIES CANDIDATE 2020-2021

| | |
|--|--------------|
| Cowan Center™ Consulting, grades 9-11: | \$150,000.00 |
| Cowan Center™ certification training: | \$26,600.00* |

**Cost may vary depending on which certification teachers and administrators take.*

APPROXIMATE TOTAL FOR I.M. TERRELL \$176,600.00

② MONNIG MIDDLE SCHOOL COWAN ACADEMY® IN THE HUMANITIES CANDIDATE 2020-2021

| | |
|---------------------------------------|--------------|
| Cowan Center™ Consulting, grades 6-8: | \$100,000.00 |
| Cowan Center™ certification training: | \$18,000.00* |

**Cost may vary depending on which certification teachers and administrators take.*

APPROXIMATE TOTAL FOR MONNIG MS \$118,000.00

③ MEADOWBROOK MIDDLE SCHOOL COWAN ACADEMY® IN THE HUMANITIES CANDIDATE 2020-2021

| | |
|---------------------------------------|--------------|
| Cowan Center™ Consulting, grades 6-8: | \$100,000.00 |
| Cowan Center™ certification training: | \$18,000.00* |

**Cost may vary depending on which certification teachers and administrators take.*

APPROXIMATE TOTAL FOR MEADOWBROOK MS \$118,000.00

④ FWISD COWAN CENTER™ CERTIFICATION TRAINING 2020-2021 FOR ADDITIONAL DISTRICT TEACHERS AND ADMINISTRATORS:

\$50,000.00

Approximate Total Cost for FWISD Cowan Center® Support for 2020-2021:

\$462,600.00

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE SUPERINTENDENT TO AUTHORIZE PURCHASES OF STUDENT LAPTOPS AND SERVICES TO ACCOMMODATE LEARNING DURING THE COVID-19 EVENT

BACKGROUND:

Student laptops are a crucial learning device, but especially so during the COVID-19 pandemic. Laptops are needed for all students so teaching and learning can occur virtually at any time during the COVID-19 event. Student laptops, especially the ChromeBooks that our students use, are becoming increasingly scarce in the quantity the District needs. The District's only recourse is to procure these devices in varying quantities from a variety of vendors as the devices are available. The District is asking for approval of the superintendent to authorize these purchases during the COVID-19 event, as up to 10,000 laptops are needed at a cost not to exceed \$5,000,000.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Superintendent to Authorize Purchases of Student Laptops and Services to Accommodate Learning During the COVID-19 Event
2. Decline to Approve Superintendent to Authorize Purchases of Student Laptops and Services to Accommodate Learning During the COVID-19 Event
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Superintendent to Authorize Purchases of Student Laptops and Services to Accommodate Learning During the COVID-19 Event

FUNDING SOURCE

Additional Details

TRE

198-11-6396-001-XXX-11-423-000000

COST:

Not to Exceed \$5,000,000

VENDOR:

Various

PURCHASING MECHANISM

Bid/RFP/RFQ

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

All Schools

RATIONALE:

Procuring student laptops as they become available is essential to teaching and learning, especially during the pandemic when virtual learning may occur at any time.

INFORMATION SOURCE:

Art Cavazos

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE PURCHASES OF CLASSROOM INTERACTIVE PANELS,
DISPLAYS AND SERVICES FOR FOUR SCHOOLS**

BACKGROUND:

The purchase of classroom interactive panels, displays and services are needed to ensure that classrooms at Arlington Heights, Polytechnic, Southwest, and Benbrook Middle/High Schools are properly equipped for instruction and student collaboration following the completion of renovations at these schools.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Purchases of Classroom Interactive Panels, Displays and Services for Four Schools
2. Decline to Approve Purchases of Classroom Interactive Panels, Displays and Services for Four Schools
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Purchases of Classroom Interactive Panels, Displays and Services for Four Schools

FUNDING SOURCE

Additional Details

| | | |
|-----|--|-----------|
| TRE | 198-11-6396-001-002-11-423-000000..... | \$63,492 |
| | 198-11-6396-001-009-11-423-000000..... | \$56,064 |
| | 198-11-6396-001-014-11-423-000000..... | \$313,026 |
| | 198-11-6396-001-071-11-423-000000..... | \$81,216 |

COST:

\$513,798

VENDOR:

ProComputing

PURCHASING MECHANISM

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through The Interlocal Purchasing System (TIPS), Contract 1701001. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Arlington Heights High School
Polytechnic High School
Southwest High School
Benbrook Middle/High School

RATIONALE:

Interactive panels and displays are needed to provide teachers technology tools for classroom instruction and student collaboration.

INFORMATION SOURCE:

Art Cavazos



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131580
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: ARLINGTON HEIGHTS HIGH SCHOOL
SARAH WEEKS
4501 W FREEWAY
FORT WORTH, TX 76107-5499
PH. (817) 815-1000

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|-------------|-------------|----------|-------|----------|
|-------------|-------------|----------|-------|----------|

Phase 2

ActivPanel -Fixed-height, wall install with a in-wall HDMI/USB cabling

| | | | | |
|---------------|---|----|------------|-------------|
| AP7-B75-NA-1 | ActivPanel Titanium 75" - 4 x Pen Vesa Mount WIFI Module & cable pack included. ActivInspire Profess | 11 | \$2,695.00 | \$29,645.00 |
| | ActivPanel Titanium 75 - 5 year OSS with advanced replacement warranty on the ActivPanel | | | |
| APM5YROSS-B | ActivPanel Medium (for Titanium IFPs up to 80) - Extension, On Site Support, 5 years | 11 | \$54.00 | \$594.00 |
| PRM-CHROMEBOX | Promethean Chromebox | 11 | \$255.00 | \$2,805.00 |
| | Promethean Chromebox - 3 year advanced replacement warranty on the Chromebox | | | |
| CROSSWDISEDU | CHROMEOS MGMT SVC FOR EDU LIC | 11 | \$24.00 | \$264.00 |
| 45090 | 50' HDMI/USB 2.0 (Plenum - Liberty AV) | 11 | \$289.00 | \$3,179.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 11 | \$6.00 | \$66.00 |
| 3436 | Cat6 Ethernet Patch Cable, 10ft | 11 | \$6.00 | \$66.00 |
| | Bare Copper Wire, 24AWG, 10ft, Blue | | | |
| TVINSTALL | Installation | 11 | \$295.00 | \$3,245.00 |
| | On-site Delivery and Setup/Installation includes HDMI/USB in-wall cabling with whip to teacher computer, Chromebox Installation, Microfiber cloth | | | |

65" Fixed-height wall mount for non-interactive flat panel:

| | | | | |
|-------------|---|----|----------|-------------|
| 65UT640S0UA | LG 65IN LCD TV 3840X2160 UHD TAA SIMPLE EDITOR SMART WIFI HDMI 3YR | 11 | \$985.00 | \$10,835.00 |
| CU65E2S100U | 2yr Extended Service 5yr Quick swap 24hr 65in | 11 | \$385.00 | \$4,235.00 |
| RLF2 | LARGE UNIVERSAL FIXED MOUNT | 11 | \$85.00 | \$935.00 |
| PACLK1 | CABLE PADLOCK KIT | 11 | \$18.00 | \$198.00 |
| ATDG2 | Airtame 2 Wireless HDMI Adap | 11 | \$367.00 | \$4,037.00 |
| AT-ETH | Airtame Ethernet Adapter | 11 | \$0.00 | \$0.00 |
| | Micro USB - 1 Port(s) - 1 - Twisted Pair | | | |
| K64444WW | Kensington NanoSaver Cable Lock - For Notebook, Tablet | 11 | \$47.00 | \$517.00 |
| 31021 | SlimRun Cat6A 90 Degree 36AWG S/STP Ethernet Network Cable, 10ft Blue | 11 | \$6.00 | \$66.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 11 | \$6.00 | \$66.00 |

Continued on next page....

E-Mail all purchase orders to sales@procomputing.com, send all payments to the address above.

113 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131580
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: ARLINGTON HEIGHTS HIGH SCHOOL
SARAH WEEKS
4501 W FREEWAY
FORT WORTH, TX 76107-5499
PH. (817) 815-1000

| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|-------------|--|------------|----------|------------|-------------|
| Item Number | Description | Quantity | Price | Extended | |
| TVINSTALL | TV Install On-site Delivery and Setup/Installation, Microfiber cloth, install Airtime where applicable. | 11 | \$249.00 | \$2,739.00 | |
| TIPS | TIPS Contract Number 171001 <i>Quote is good for 90 Days</i> | 1 | \$0.00 | \$0.00 | |

| | |
|---------------|--------------------|
| Sub-Total: | \$63,492.00 |
| Tax: | \$0.00 |
| Total: | \$63,492.00 |

FOR ELECTRONIC INVOICING:

SEND REQUEST TO: e-invoice@procomputing.com with your designated email address

**E-Mail all purchase orders to sales@procomputing.com,
send all payments to the address above.**

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ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131950
DOC. TYPE: SQ
DATE: 7/23/2020
SHIP VIA:
REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: POLYTECHNIC HIGH SCHOOL
NICK TORREZ
1300 CONNER AVE
FORT WORTH, TX 76105-1493
PH. (817) 814-0000

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|-------------|-------------|----------|-------|----------|
|-------------|-------------|----------|-------|----------|

3rd and 4th Floor

ActivPanel -Fixed-height, wall install with a in-wall HDMI/USB cabling

| | | | | |
|---------------|---|---|------------|-------------|
| AP7-B75-NA-1 | ActivPanel Titanium 75" - 4 x Pen Vesa Mount WIFI Module & cable pack included. ActivInspire Profess | 6 | \$2,695.00 | \$16,170.00 |
| | ActivPanel Titanium 75 - 5 year OSS with advanced replacement warranty on the ActivPanel | | | |
| APM5YROSS-B | ActivPanel Medium (for Titanium IFPs up to 80) - Extension, On Site Support, 5 years | 6 | \$54.00 | \$324.00 |
| PRM-CHROMEBOX | Promethean Chromebox | 6 | \$255.00 | \$1,530.00 |
| | Promethean Chromebox - 3 year advanced replacement warranty on the Chromebox | | | |
| CROSSWDISEDU | CHROMEOS MGMT SVC FOR EDU LIC | 6 | \$24.00 | \$144.00 |
| 45090 | 50' HDMI/USB 2.0 (Plenum - Liberty AV) | 6 | \$289.00 | \$1,734.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 6 | \$6.00 | \$36.00 |
| 3436 | Cat6 Ethernet Patch Cable, 10ft | 6 | \$6.00 | \$36.00 |
| | Bare Copper Wire, 24AWG, 10ft, Blue | | | |
| TVINSTALL | Installation | 6 | \$295.00 | \$1,770.00 |
| | On-site Delivery and Setup/Installation includes HDMI/USB in-wall cabling with whip to teacher computer, Chromebox Installation, Microfiber cloth | | | |

43" Fixed-height wall mount for non-interactive flat panel

| | | | | |
|-------------|--|----|----------|-------------|
| 43UT640S0UA | 43IN LCD TV 3840X2160 UHD TAA | 20 | \$698.00 | \$13,960.00 |
| | SIMPLE EDITOR SMART WIFI HDMI 3YR | | | |
| CU43E2S100U | LG 2YR EXTENDED SVC TERM 5YR TOTAL | 20 | \$196.00 | \$3,920.00 |
| | QS 24HR F/ 43IN SIGN TV UHD | | | |
| MTM1U | MIRCO ADJUST TILT WALL MOUNT | 20 | \$125.00 | \$2,500.00 |
| | MEDIUM | | | |
| PAC138 | PAC138 SEC PADLOCK | 20 | \$22.00 | \$440.00 |
| ATDG2 | Airtame 2 Wireless HDMI Adap | 20 | \$367.00 | \$7,340.00 |
| AT-ETH | Airtame Ethernet Adapter | 20 | \$0.00 | \$0.00 |
| | Micro USB - 1 Port(s) - 1 - Twisted Pair | | | |

Continued on next page....

E-Mail all purchase orders to sales@procomputing.com, send all payments to the address above.

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ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131950
DOC. TYPE: SQ
DATE: 7/23/2020
SHIP VIA:
REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: POLYTECHNIC HIGH SCHOOL
NICK TORREZ
1300 CONNER AVE
FORT WORTH, TX 76105-1493
PH. (817) 814-0000

| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|-------------|--|------------|---------------|--------------------|-------------|
| Item Number | Description | Quantity | Price | Extended | |
| K64444WW | Kensington NanoSaver Cable Lock - For Notebook, Tablet | 20 | \$47.00 | \$940.00 | |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 20 | \$6.00 | \$120.00 | |
| 31021 | SlimRun Cat6A 90 Degree 36AWG S/STP Ethernet Network Cable, 10ft Blue | 20 | \$6.00 | \$120.00 | |
| TVINSTALL | TV Install On-site Delivery and Setup/Installation, Microfiber cloth, install Airtime where applicable. | 20 | \$249.00 | \$4,980.00 | |
| TIPS | TIPS Contract Number 171001 <i>Quote is good for 90 Days</i> | 1 | \$0.00 | \$0.00 | |
| | | | Sub-Total: | \$56,064.00 | |
| | | | Tax: | \$0.00 | |
| | | | Total: | \$56,064.00 | |

FOR ELECTRONIC INVOICING:

SEND REQUEST TO: e-invoice@procomputing.com with your designated email address

**E-Mail all purchase orders to sales@procomputing.com,
send all payments to the address above.**

116 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131585
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: SOUTHWEST HIGH SCHOOL
JOHN ENGEL
4100 ALTAMESA BLVD
FORT WORTH, TX 76133-5499
PH. (817) 814-8000

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|-------------|-------------|----------|-------|----------|
|-------------|-------------|----------|-------|----------|

Block 2 Classroom Wing

ActivPanel -Fixed-height, wall install with a in-wall HDMI/USB cabling

| | | | | |
|---------------|---|----|------------|-------------|
| AP7-B75-NA-1 | ActivPanel Titanium 75" - 4 x Pen Vesa Mount WIFI Module & cable pack included. ActivInspire Profess | 29 | \$2,695.00 | \$78,155.00 |
| | ActivPanel Titanium 75 - 5 year OSS with advanced replacement warranty on the ActivPanel | | | |
| APM5YROSS-B | ActivPanel Medium (for Titanium IFPs up to 80) - Extension, On Site Support, 5 years | 29 | \$54.00 | \$1,566.00 |
| PRM-CHROMEBOX | Promethean Chromebox | 29 | \$255.00 | \$7,395.00 |
| | Promethean Chromebox - 3 year advanced replacement warranty on the Chromebox | | | |
| CROSSWDISEDU | CHROMEOS MGMT SVC FOR EDU LIC | 29 | \$24.00 | \$696.00 |
| 45090 | 50' HDMI/USB 2.0 (Plenum - Liberty AV) | 29 | \$289.00 | \$8,381.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 29 | \$6.00 | \$174.00 |
| 3436 | Cat6 Ethernet Patch Cable, 10ft | 29 | \$6.00 | \$174.00 |
| | Bare Copper Wire, 24AWG, 10ft, Blue | | | |
| TVINSTALL | Installation | 29 | \$295.00 | \$8,555.00 |
| | On-site Delivery and Setup/Installation includes HDMI/USB in-wall cabling with whip to teacher computer, Chromebox Installation, Microfiber cloth | | | |

65" Fixed-height wall mount for non-interactive flat panel:

| | | | | |
|-------------|---|----|----------|-------------|
| 65UT640S0UA | LG 65IN LCD TV 3840X2160 UHD TAA SIMPLE EDITOR SMART WIFI HDMI 3YR | 30 | \$985.00 | \$29,550.00 |
| CU65E2S100U | 2yr Extended Service 5yr Quick swap 24hr 65in | 30 | \$385.00 | \$11,550.00 |
| RLF2 | LARGE UNIVERSAL FIXED MOUNT | 30 | \$85.00 | \$2,550.00 |
| PACLK1 | CABLE PADLOCK KIT | 30 | \$18.00 | \$540.00 |
| ATDG2 | Airtame 2 Wireless HDMI Adap | 30 | \$367.00 | \$11,010.00 |
| AT-ETH | Airtame Ethernet Adapter | 30 | \$0.00 | \$0.00 |
| | Micro USB - 1 Port(s) - 1 - Twisted Pair | | | |
| K64444WW | Kensington NanoSaver Cable Lock - For Notebook, Tablet | 30 | \$47.00 | \$1,410.00 |
| 31021 | SlimRun Cat6A 90 Degree 36AWG S/STP Ethernet Network Cable, 10ft Blue | 30 | \$6.00 | \$180.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 30 | \$6.00 | \$180.00 |

Continued on next page....

E-Mail all purchase orders to sales@procomputing.com, send all payments to the address above.

117 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131585
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: SOUTHWEST HIGH SCHOOL
JOHN ENGEL
4100 ALTAMESA BLVD
FORT WORTH, TX 76133-5499
PH. (817) 814-8000

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|-------------|--|----------|----------|------------|
| TVINSTALL | TV Install On-site Delivery and Setup/Installation, Microfiber cloth, install Airtime where applicable. | 30 | \$249.00 | \$7,470.00 |
| TIPS | TIPS Contract Number 171001 <i>Quote is good for 90 Days</i> | 1 | \$0.00 | \$0.00 |

| | |
|---------------|---------------------|
| Sub-Total: | \$169,536.00 |
| Tax: | \$0.00 |
| Total: | \$169,536.00 |

FOR ELECTRONIC INVOICING:

SEND REQUEST TO: e-invoice@procomputing.com with your designated email address

**E-Mail all purchase orders to sales@procomputing.com,
send all payments to the address above.**

118 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131588
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: SOUTHWEST HIGH SCHOOL
JOHN ENGEL
4100 ALTAMESA BLVD
FORT WORTH, TX 76133-5499
PH. (817) 814-8000

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|-------------|-------------|----------|-------|----------|
|-------------|-------------|----------|-------|----------|

Block 1 Classroom Wing

ActivPanel -Fixed-height, wall install with a in-wall HDMI/USB cabling

| | | | | |
|---------------|---|----|------------|-------------|
| AP7-B75-NA-1 | ActivPanel Titanium 75" - 4 x Pen Vesa Mount WIFI Module & cable pack included. ActivInspire Profess | 23 | \$2,695.00 | \$61,985.00 |
| | ActivPanel Titanium 75 - 5 year OSS with advanced replacement warranty on the ActivPanel | | | |
| APM5YROSS-B | ActivPanel Medium (for Titanium IFPs up to 80) - Extension, On Site Support, 5 years | 23 | \$54.00 | \$1,242.00 |
| PRM-CHROMEBOX | Promethean Chromebox | 23 | \$255.00 | \$5,865.00 |
| | Promethean Chromebox - 3 year advanced replacement warranty on the Chromebox | | | |
| CROSSWDISEDU | CHROMEOS MGMT SVC FOR EDU LIC | 23 | \$24.00 | \$552.00 |
| 45090 | 50' HDMI/USB 2.0 (Plenum - Liberty AV) | 23 | \$289.00 | \$6,647.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 23 | \$6.00 | \$138.00 |
| 3436 | Cat6 Ethernet Patch Cable, 10ft | 23 | \$6.00 | \$138.00 |
| | Bare Copper Wire, 24AWG, 10ft, Blue | | | |
| TVINSTALL | Installation | 23 | \$295.00 | \$6,785.00 |
| | On-site Delivery and Setup/Installation includes HDMI/USB in-wall cabling with whip to teacher computer, Chromebox Installation, Microfiber cloth | | | |

65" Fixed-height wall mount for non-interactive flat panel:

| | | | | |
|-------------|---|----|----------|-------------|
| 65UT640S0UA | LG 65IN LCD TV 3840X2160 UHD TAA SIMPLE EDITOR SMART WIFI HDMI 3YR | 16 | \$985.00 | \$15,760.00 |
| CU65E2S100U | 2yr Extended Service 5yr Quick swap 24hr 65in | 16 | \$385.00 | \$6,160.00 |
| RLF2 | LARGE UNIVERSAL FIXED MOUNT | 16 | \$85.00 | \$1,360.00 |
| PACLK1 | CABLE PADLOCK KIT | 16 | \$18.00 | \$288.00 |
| ATDG2 | Airtame 2 Wireless HDMI Adap | 16 | \$367.00 | \$5,872.00 |
| | Includes a 1 year manufacturer warranty | | | |
| AT-ETH | Airtame Ethernet Adapter | 16 | \$0.00 | \$0.00 |
| | Micro USB - 1 Port(s) - 1 - Twisted Pair | | | |
| K64444WW | Kensington NanoSaver Cable Lock - For Notebook, Tablet | 16 | \$47.00 | \$752.00 |
| 31021 | SlimRun Cat6A 90 Degree 36AWG S/STP Ethernet Network Cable, 10ft Blue | 16 | \$6.00 | \$96.00 |

Continued on next page....

E-Mail all purchase orders to sales@procomputing.com, send all payments to the address above.

119 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131588
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: SOUTHWEST HIGH SCHOOL
JOHN ENGEL
4100 ALTAMESA BLVD
FORT WORTH, TX 76133-5499
PH. (817) 814-8000

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|--|--|----------|----------|-------------|
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 16 | \$6.00 | \$96.00 |
| TVINSTALL | TV Install | 16 | \$249.00 | \$3,984.00 |
| | On-site Delivery and Setup/Installation, Microfiber cloth, install Airtame where applicable. | | | |
| 43" Fixed-height wall mount for non-interactive flat panel: | | | | |
| 43UT640S0UA | 43IN LCD TV 3840X2160 UHD TAA SIMPLE EDITOR SMART WIFI HDMI 3YR | 15 | \$698.00 | \$10,470.00 |
| CU43E2S100U | LG 2YR EXTENDED SVC TERM 5YR TOTAL QS 24HR F/ 43IN SIGN TV UHD | 15 | \$198.00 | \$2,970.00 |
| MTM1U | MIRCO ADJUST TILT WALL MOUNT MEDIUM | 15 | \$125.00 | \$1,875.00 |
| PAC138 | PAC138 SEC PADLOCK | 15 | \$22.00 | \$330.00 |
| ATDG2 | Airtame 2 Wireless HDMI Adap Includes a 1 year manufacturer warranty | 15 | \$367.00 | \$5,505.00 |
| AT-ETH | Airtame Ethernet Adapter Micro USB - 1 Port(s) - 1 - Twisted Pair | 15 | \$0.00 | \$0.00 |
| K64444WW | Kensington NanoSaver Cable Lock - For Notebook, Tablet | 15 | \$47.00 | \$705.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 15 | \$6.00 | \$90.00 |
| 31021 | SlimRun Cat6A 90 Degree 36AWG S/STP Ethernet Network Cable, 10ft Blue | 15 | \$6.00 | \$90.00 |
| TVINSTALL | TV Install | 15 | \$249.00 | \$3,735.00 |
| | On-site Delivery and Setup/Installation, Microfiber cloth, install Airtame where applicable. | | | |
| TIPS | TIPS Contract Number 171001 <i>Quote is good for 90 Days</i> | 1 | \$0.00 | \$0.00 |

| | |
|---------------|---------------------|
| Sub-Total: | \$143,490.00 |
| Tax: | \$0.00 |
| Total: | \$143,490.00 |

FOR ELECTRONIC INVOICING:

SEND REQUEST TO: e-invoice@procomputing.com with your designated email address

**E-Mail all purchase orders to sales@procomputing.com,
send all payments to the address above.**

120 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131581
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: BENBROOK MIDDLE SCHOOL
RICHARD PENLAND
201 OVERCREST DRIVE
BENBROOK, TX 76126-4048
PH. (817) 815-7100

| | | | | | |
|----------|--------|------------|--|--------|-------------|
| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|----------|--------|------------|--|--------|-------------|

| Item Number | Description | Quantity | Price | Extended |
|-------------|-------------|----------|-------|----------|
|-------------|-------------|----------|-------|----------|

Main Building Classrooms

ActivPanel -Fixed-height, wall install with a in-wall HDMI/USB cabling

| | | | | |
|---------------|---|---|------------|-------------|
| AP7-B75-NA-1 | ActivPanel Titanium 75" - 4 x Pen Vesa Mount WIFI Module & cable pack included. ActivInspire Profess | 7 | \$2,695.00 | \$18,865.00 |
| | ActivPanel Titanium 75 - 5 year OSS with advanced replacement warranty on the ActivPanel | | | |
| APM5YROSS-B | ActivPanel Medium (for Titanium IFPs up to 80) - Extension, On Site Support, 5 years | 7 | \$54.00 | \$378.00 |
| PRM-CHROMEBOX | Promethean Chromebox | 7 | \$255.00 | \$1,785.00 |
| | Promethean Chromebox - 3 year advanced replacement warranty on the Chromebox | | | |
| CROSSWDISEDU | CHROMEOS MGMT SVC FOR EDU LIC | 7 | \$24.00 | \$168.00 |
| 45090 | 50' HDMI/USB 2.0 (Plenum - Liberty AV) | 7 | \$289.00 | \$2,023.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 7 | \$6.00 | \$42.00 |
| 3436 | Cat6 Ethernet Patch Cable, 10ft | 7 | \$6.00 | \$42.00 |
| | Bare Copper Wire, 24AWG, 10ft, Blue | | | |
| TVINSTALL | Installation | 7 | \$295.00 | \$2,065.00 |
| | On-site Delivery and Setup/Installation includes HDMI/USB in-wall cabling with whip to teacher computer, Chromebox Installation, Microfiber cloth | | | |

65" Fixed-height wall mount for non-interactive flat panel:

| | | | | |
|-------------|---|----|----------|-------------|
| 65UT640S0UA | LG 65IN LCD TV 3840X2160 UHD TAA SIMPLE EDITOR SMART WIFI HDMI 3YR | 26 | \$985.00 | \$25,610.00 |
| CU65E2S100U | 2yr Extended Service 5yr Quick swap 24hr 65in | 26 | \$385.00 | \$10,010.00 |
| RLF2 | LARGE UNIVERSAL FIXED MOUNT | 26 | \$85.00 | \$2,210.00 |
| PACLK1 | CABLE PADLOCK KIT | 26 | \$18.00 | \$468.00 |
| ATDG2 | Airtame 2 Wireless HDMI Adap | 26 | \$367.00 | \$9,542.00 |
| AT-ETH | Airtame Ethernet Adapter | 26 | \$0.00 | \$0.00 |
| | Micro USB - 1 Port(s) - 1 - Twisted Pair | | | |
| K64444WW | Kensington NanoSaver Cable Lock - For Notebook, Tablet | 26 | \$47.00 | \$1,222.00 |
| 31021 | SlimRun Cat6A 90 Degree 36AWG S/STP Ethernet Network Cable, 10ft Blue | 26 | \$6.00 | \$156.00 |
| 3427 | Cat6 Ethernet Patch Cable, 5ft | 26 | \$6.00 | \$156.00 |

Continued on next page....

E-Mail all purchase orders to sales@procomputing.com, send all payments to the address above.

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ProComputing

P.O. Box 2720
Grapevine, TX 76099

PROPOSAL: 131581
DOC. TYPE: SQ
DATE: 7/7/2020
SHIP VIA:

REP: FRANKS, JUSTIN

SOLD TO: FORT WORTH ISD
ACCOUNTS PAYABLE
100 N UNIVERSITY DR
SUITE NW 140-E
FORT WORTH, TX 76107-1300
PH. (817) 871-2123

SHIP TO: BENBROOK MIDDLE SCHOOL
RICHARD PENLAND
201 OVERCREST DRIVE
BENBROOK, TX 76126-4048
PH. (817) 815-7100

| Account: | 100396 | Reference: | | Terms: | Net 15 Days |
|-------------|--|------------|----------|------------|-------------|
| Item Number | Description | Quantity | Price | Extended | |
| TVINSTALL | TV Install On-site Delivery and Setup/Installation, Microfiber cloth, install Airtime where applicable. | 26 | \$249.00 | \$6,474.00 | |
| TIPS | TIPS Contract Number 171001 <i>Quote is good for 90 Days</i> | 1 | \$0.00 | \$0.00 | |

| | |
|---------------|--------------------|
| Sub-Total: | \$81,216.00 |
| Tax: | \$0.00 |
| Total: | \$81,216.00 |

FOR ELECTRONIC INVOICING:

SEND REQUEST TO: e-invoice@procomputing.com with your designated email address

**E-Mail all purchase orders to sales@procomputing.com,
send all payments to the address above.**

122 Prices subject to change without notice, In the event any tax or tariffs are imposed upon the import of the products purchased hereunder, the cost of such tariff shall be added to the purchase price accordingly. Prices reflect purchase of all equipment listed on quote.



Printed 4 August 2020

www.procomputing.com



ProComputing Services

**B U AUTOMATED VENDOR /U (DO NOT SEND PO TO TIPS) EMAIL PURCHASE ORDER TO:
sales@procomputing.com PO MUST REFERENCE TIPS CONTRACT NUMBER**

| | <u>PAYMENT TO</u> | | <u>TIPS CONTACT</u> |
|---------|-------------------------------|-------|---------------------|
| ADDRESS | 1160 Mustang Drive, Suite 500 | NAME | Meredith Barton |
| CITY | DFW Airport | PHONE | (866) 839-8477 |
| STATE | TX | FAX | (866) 839-8472 |
| ZIP | 75261 | EMAIL | tips@tips-usa.com |

DISADVANTAGED/MINORITY/WOMAN BUSINESS No

HUB No

SERVING STATES

AL | AK | AZ | AR | CA | CO | CT | DE | DC | FL | GA | HI | ID | IL | IN | IA | KS | KY | LA | ME | MD | MA | MI | MN | MS | MO | MT |
NE | NV | NH | NJ | NM | NY | NC | ND | OH | OK | OR | PA | RI | SC | SD | TN | TX | UT | VT | VA | WA | WI | WV | WY

Overview

ProComputing Services provides Audio Visual and IT solutions including equipment, installation, service, staffing, Project coordination, Project management, and Professional Development specializing in K-12 institutions

AWARDED CONTRACTS "View EDGAR Doc" on Website

| Contract | Comodity | Exp Date | EDGAR |
|----------|---|------------|------------------------------|
| 190703 | Video and Audio Equipment, Presentation Systems, Production | 09/30/2022 | No |
| 200105 | Technology Solutions Products and Services | 05/31/2023 | See EDGAR Certification Doc. |
| 171001 | Audio Visual Equipment, Supplies and Services | 12/18/2020 | No |

CONTACTS BY CONTRACTS

171001

| | | | |
|-------------------|----------------|----------------|----------------------------|
| Cherri McKinstry | President | (214) 420-8352 | cherri@procomputing.com |
| Michael McKinstry | Vice President | (214) 420-8350 | mckinstry@procomputing.com |

190703

| | | | |
|-------------------|----------------|----------------|----------------------------|
| Cherri McKinstry | President | (214) 420-8352 | cherri@procomputing.com |
| Michael McKinstry | Vice President | (214) 420-8350 | mckinstry@procomputing.com |

200105

| | | | |
|-------------------|----------------|----------------|----------------------------|
| Cherri McKinstry | President | (214) 634-2450 | cherri@procomputing.com |
| Michael McKinstry | Vice President | (214) 634-2450 | mckinstry@procomputing.com |

CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020

TOPIC: **APPROVE RATIFICATION OF PURCHASE OF SOFTWARE LICENSES TO SUPPORT PRINTING AT ALL CAMPUSES**

BACKGROUND:

PaperCut software licenses were purchased to allow print management at all campuses in order to be ready for the start of school. With the restoration of technology at the campuses following the malware attack, an emergency purchase of the software licenses was necessary to enable print solutions for teachers and staff. Ratification of this purchase is now requested.

On August 27, 2019 the first phase of the District’s print management solution was approved, along with a refresh of our Xerox machines. The next phase of this print management solution was to purchase 732 PaperCut licenses for the Lexmark high density network printers at our campuses. The PaperCut software allows consolidation of print management under one system for visibility into our use of paper, as well as enabling control and reporting for Xerox copiers. This management solution allows us to reduce paper/toner usage and provide secure printing. Print jobs are held in a queue until the user is at the device and ready to pick up the print job.

This purchase provides the District with a comprehensive print solution to support the reduction of waste, secure printing of documents and print job routing to the most cost-effective device. The cost of the 732 PaperCut licenses is a one-time expenditure. The licenses are transferable when the current Lexmark release printers are refreshed.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Ratification of Purchase of Software Licenses to Support Printing at All Campuses
2. Decline to Approve Ratification of Purchase of Software Licenses to Support Printing at All Campuses
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Ratification of Purchase of Software Licenses to Support Printing at All Campuses

FUNDING SOURCE

Additional Details

TRE

198-11-6399-001-XXX-11-423-000000

COST:

\$341,360.88

VENDOR:

Xerox

PURCHASING MECHANISM

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through the HCDE, Contract 17/026KH-10. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

All campuses

RATIONALE:

This purchase supports the goal of print consolidation, reduction of waste, secure printing of documents, print job routing to the most cost-effective device, and reporting of print usage.

INFORMATION SOURCE:

Jerry Moore
Art Cavazos

Xerox Business Solutions Southwest (fka Dahill)

Contract Category: Technology Products and Services

Contract Number: 17/026KH-10

Contract Terms:

Initial Award Date: June 20, 2017

1st Renewal Start Date: June 20, 2018

2nd Renewal Start Date: June 20, 2019

3rd Renewal Start Date: June 20, 2020

Current Expiration Date: June 19, 2021

Renewals Remaining: 1

CP Contract Manager:

Kristi Nichols

kristi@choicepartners.org

713-696-1337

Contract Partner: Xerox Business Solutions Southwest (fka Dahill)



Contract Partner Web Site:

<http://www.xbssouthwest.com>

Approved Market Area: National

APPROVED PRODUCT OR SERVICE:

Technology Products and Services, Copiers and Printers Digital Duplicators Printing and Copying Services
Document Management Hardware and Software

MWBE/HUB Status: Not Certified

ABOUT THIS PARTNER:

Real business is not limited to the workplace.

There has never been a better time to consider Xerox Business Solutions Southwest for your document solutions. We are a technology partner with a long term strategy to ensure you get the most out of your investment.

With our product and solution experts, professional service team, expert local billing department and tenured account management team, Xerox Business Solutions Southwest is the number one solution.

Headquartered in San Antonio, we proudly serve all of Texas and Oklahoma. For over 25 years, we have provided superior document management hardware and software solutions to businesses throughout the Southwest.

Xerox Business Solutions Southwest is a wholly owned subsidiary of Xerox Corporation, a Fortune 500 company that invented the photocopier and pioneered this industry. It's a combination that provides your business with the substance and credibility of a worldwide corporation with the trustworthiness and reliability of a locally-owned company.

Our local autonomy and leadership enable us to be your single-source solution for every facet of document imaging.

Why Choose Us:

- We are the largest office technology company in the Southwest
- Offices across the Southwest (San Antonio, Austin, Dallas, Houston, and Oklahoma City) and a mobile sales force that covers Texas and Oklahoma – your account representative is never far away.
- As a Xerox Company, Xerox Business Solutions Southwest can provide unsurpassed nationwide service. We centrally manage fleet reporting, escalation procedures, coverage and guaranteed rates.
- Our local management staff is empowered by our company president to make crucial decisions to better serve our customers' needs in a timely manner.
- Each branch office is equipped with on-site parts and supplies, providing faster access and greater resources to our service technicians.
- Our staff understands the regional dynamics that impact our customers differently. We have the ability to make decisions in the best interest of our customers.
- We provide local billing that customize invoices, answer questions and resolve issues to provide a better customer experience.
- We are the leader in the transition for new hardware and software trends. We deliver solutions addressing a broad range of document requirements to our customers. We are setting new standards for workflow solutions.
- We treat our customers as long term business partners. Quarterly Business Review meetings ensure that we are performing to the highest standards and level of support.

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PURCHASE OF AN ONLINE BEGINNING AND INTERMEDIATE COLLEGE ALGEBRA COURSE FOR HIGH SCHOOL STUDENTS

BACKGROUND:

The College Preparatory Mathematics course was mandated through HB5 as a partnership between a higher education entity and a school district. FWISD has partnered with the Tarrant County College District to provide this course for students. The course is for students who have not met the math College, Career, Military Readiness indicator or who will not obtain it from some other means before their senior year. The course is designed to help students to obtain a readiness indicator so they can begin to take credit bearing math courses immediately in college instead of non-credit, developmental courses.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Purchase of an Online Beginning and Intermediate College Algebra Course for High School Students
2. Decline to Approve Purchase of an Online Beginning and Intermediate College Algebra Course for High School Students
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Purchase of an Online Beginning and Intermediate College Algebra Course for High School Students

FUNDING SOURCE

Additional Details

General Fund

199-11-6399-019-XXX-24-162-000000

COST:

\$112,500

VENDOR:

McGraw Hill

PURCHASING MECHANISM

Bid/RFP/RFQ

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

All High Schools

RATIONALE:

Purchase resources for College Preparatory Mathematics course for students to help support student success.

INFORMATION SOURCE:

Jerry Moore



Because learning changes everything.®

QUOTE PREPARED FOR:

Fort Worth Isd
100 N UNIVERSITY DR STE NE232
Fort Worth, TX 76107-1360
ACCOUNT NUMBER: 411802

SUBSCRIPTION/DIGITAL CONTACT:

Betsy Norris
betsy.norris@fwisd.org

CONTACT:

Shannon Hernandez
shannon.hernandez@fwisd.org

SALES REP INFORMATION:

Kim Julius
kim.julius@mheducation.com
817-988-1857

| Section Summary | Value of All Materials | Free Materials | Product Subtotal |
|-----------------------|------------------------|----------------|---------------------|
| PRODUCT TOTAL* | \$112,500.00 | \$0.00 | \$112,500.00 |
| ESTIMATED S&H** | | | \$0.00 |
| ESTIMATED TAX** | | | \$0.00 |
| GRAND TOTAL* | | | \$112,500.00 |

* Price firm for 45 days from quote date. Price quote must be attached to school purchase order to receive the quoted price and free materials.

**Shipping and handling charges are not included in the quote total. Actual shipping and handling charges will be applied at time of order. Taxes are not included in the quote total. If applicable, actual tax charges will be applied at time of order.

Comments:

Please see page 2 for product description.

PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER

SEND ORDER TO:

McGraw-Hill | PO Box 182605 | Columbus, OH 43218-2605
Email: orders_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 07/27/2020

ACCOUNT NAME: Fort Worth Isd

EXPIRATION DATE: 09/10/2020

QUOTE NUMBER: MJAMI-07272020-001

ACCOUNT #: 411802

PAGE #: 1



Because learning changes everything.®

| Product Description | ISBN | Qty | Unit Price | Free Materials | Line Subtotal |
|--|-------------------|------|------------|----------------|---------------|
| ALEKS360 - Messersmith Beginning+Intermediate Algebra - 52 weeks | 978-1-25-999700-6 | 1500 | \$75.00 | \$0.00 | \$112,500.00 |

PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER

SEND ORDER TO:

McGraw-Hill | PO Box 182605 | Columbus, OH 43218-2605
Email: orders_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 07/27/2020
QUOTE NUMBER: MJAMI-07272020-001

ACCOUNT NAME: Fort Worth Isd
ACCOUNT #: 411802

EXPIRATION DATE: 09/10/2020
PAGE #: 2



Because learning changes everything.®

QUOTE PREPARED FOR:

Fort Worth Isd
100 N UNIVERSITY DR STE NE232
Fort Worth, TX 76107-1360
ACCOUNT NUMBER: 411802

CONTACT:

Shannon Hernandez
shannon.hernandez@fwisd.org

| | |
|---------------------------------|---------------------|
| VALUE OF ALL MATERIALS | \$112,500.00 |
| FREE MATERIALS | \$0.00 |
| PRODUCT TOTAL* | \$112,500.00 |
| ESTIMATED SHIPPING & HANDLING** | \$0.00 |
| ESTIMATED TAX** | \$0.00 |
| GRAND TOTAL | \$112,500.00 |

SUBSCRIPTION/DIGITAL CONTACT:

Betsy Norris
betsy.norris@fwisd.org

Comments:

* Price firm for 45 days from quote date. Price quote must be attached to school purchase order to receive the quoted price and free materials.

**Shipping and handling charges are not included in the quote total. Actual shipping and handling charges will be applied at time of order. Taxes are not included in the quote total. If applicable, actual tax charges will be applied at time of order.

Terms of Service:

By placing an order for digital products (the 'Subscribed Materials'), the entity that this price quote has been prepared for ('Subscriber') agrees to be bound by the Terms of Service and any specific provisions required by Subscriber's state law, each located in the applicable links below. Subject to Subscriber's payment of the fees set out above, McGraw Hill LLC hereby grants to Subscriber a non-exclusive, non-transferable license to allow only the number of Authorized Users that corresponds to the quantity of Subscribed Materials set forth above to access and use the Subscribed Materials under the terms described in the Terms of Service and any specific provisions required by Subscriber's state law, each located in the applicable links below. The subscription term for the Subscribed Materials shall be as set forth in the Product Description above. If no subscription term is specified, the initial term shall be one (1) year from the date of this price quote (the 'Initial Subscription Term'), and thereafter the Subscriber shall renew for additional one (1) year terms (each a 'Subscription Renewal Term'), provided MHE has chosen to renew the subscription and has sent an invoice for such Subscription Renewal Term to Subscriber.

[Terms Of Service](#)

[Provisions required by Subscriber State law](#)

ATTENTION: In our effort to protect our customer's data, we will no longer store credit card data in any manner within in our system. Therefore, as of April 30, 2016 we will no longer accept credit card orders via email, fax, or mail/package delivery. Credit card orders may be placed over the phone by calling the number listed above or via our websites by visiting www.mheducation.com (or www.mhecoast2coast.com).

School Purchase Order Number: _____

Name of School Official (Please Print)

Signature of School Official

PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER

SEND ORDER TO:

McGraw-Hill | PO Box 182605 | Columbus, OH 43218-2605
Email: orders_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 07/27/2020

ACCOUNT NAME: Fort Worth Isd

EXPIRATION DATE: 09/10/2020

QUOTE NUMBER: MJAMI-07272020-001

ACCOUNT #: 411802

PAGE #: 3

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE PURCHASE OF A K-5 ONLINE INTERVENTION PROGRAM
AND READING AND MATHEMATICS SITE LICENSES AT ALL
ELEMENTARY SCHOOLS**

BACKGROUND:

The personalized intervention reading and mathematics program is designed to increase math skills for students in grades K-5. The intervention program is a supplemental, online intervention program that helps move struggling students up to grade-level proficiency in math. The program tracks student progress and helps teachers plan for one-on-one time with students. The program will integrate the non-profit organization growth data with its system to create individualized prescriptive learning progressions for each student.

STRATEGIC GOAL:

1 – Increase Student Achievement

ALTERNATIVES:

1. Approve Purchase of a K-5 Online Intervention Program and Reading and Mathematics Site Licenses at All Elementary Schools
2. Decline to Approve Purchase of a K-5 Online Intervention Program and Reading and Mathematics Site Licenses at All Elementary Schools
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Purchase of a K-5 Online Intervention Program and Reading Mathematics Site Licenses at All Elementary Schools

FUNDING SOURCE

Additional Details

General Fund

199-11-6399-019-XXX-24-135-000000

COST:

\$566,190

VENDOR:

Edgenuity Inc.

PURCHASING MECHANISM

Bid/Proposal Statistics

Bid Number: 18-047

Number of Bid/Proposals received: 7

HUB Firms: 0

Compliant Bids: 7

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. The vendor listed above has been selected to support this purchase.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

All Elementary Campuses

RATIONALE:

The intervention program will provide an additional mechanism to help struggling students to be successful in mathematics and their STAAR grade level assessments.

INFORMATION SOURCE:

Jerry Moore



Edgenuity Inc.
 8860 E. Chaparral Road
 Suite 100
 Scottsdale AZ 85250
 877-725-4257

| Payment Schedule | Contract Start | Contract End |
|------------------|----------------|--------------|
| | 10/1/2020 | 9/30/2021 |

| Site | Description | Comment | End Date | Qty |
|------|---|---------|------------|-----|
| | Pathblazer K-5 Reading and Math Site License | | 09/30/2021 | 82 |
| | Pathblazer NWEA MAP Integration Annual Subscription | | 09/30/2021 | 82 |
| 1. | A CARLSON APPLIED LEARNING CENTER | | | |
| 2. | ALICE CONTRERAS ELEMENTARY SCHOOL | | | |
| 3. | A M PATE ELEMENTARY SCHOOL | | | |
| 4. | ATWOOD MCDONALD ELEMENTARY SCHOOL | | | |
| 5. | BENBROOK ELEMENTARY SCHOOL | | | |
| 6. | BILL J ELLIOTT ELEMENTARY SCHOOL | | | |
| 7. | BONNIE BRAE ELEMENTARY SCHOOL | | | |
| 8. | BRUCE SHULKEY ELEMENTARY SCHOOL | | | |
| 9. | BURTON HILL ELEMENTARY SCHOOL | | | |
| 10. | CARROLL PEAK ELEMENTARY SCHOOL | | | |
| 11. | CARTER PARK ELEMENTARY SCHOOL | | | |
| 12. | CESAR CHAVEZ ELEMENTARY SCHOOL | | | |
| 13. | CHARLES NASH ELEMENTARY SCHOOL | | | |
| 14. | CHRISTINE C MOSS ELEMENTARY SCHOOL | | | |

Edgenuity will audit enrollment count throughout the year. If more enrollments are found to be in use than purchased, Edgenuity will invoice the customer for the additional usage.

This quote is subject to Edgenuity Inc. Standard Terms and Conditions ("Terms and Conditions"). These Terms and Conditions are available at <http://www.edgenuity.com/edgenuity-standard-terms-and-conditions-of-sale.pdf>, may change without notice and are incorporated by this reference. By signing this quote or by submitting a purchase order or form purchasing document, Customer explicitly agrees to these Terms and Conditions resulting in a legally binding agreement. To the fullest extent permitted under applicable law, all pricing information contained in this quote is confidential, and may not be shared with third parties without Edgenuity's written consent.

Fort Worth ISD

Signature: _____
 Print Name: _____
 Title: _____
 Date: _____

Edgenuity Inc. Representative

Zach Henningsen | Account Executive
 zach.henningsen@edgenuity.com
 512.627.1465
 Raquel Hamons | Sales Associate
 raquel.hamons@edgenuity.com
 903.504.9023

Not valid unless accompanied by a purchase order. Please specify a shipping address if applicable. Please e-mail this quote, the purchase order and order documentation to AR@edgenuity.com or fax to 480-423-0213.



Edgenuity Inc.
8860 E. Chaparral Road
Suite 100
Scottsdale AZ 85250
877-725-4257

| Site | Description | Comment | End Date | Qty |
|------|--|---------|----------|-----|
| 15. | COMO ELEMENTARY SCHOOL | | | |
| 16. | COMO MONTESSORI SCHOOL | | | |
| 17. | DAGGETT MONTESSORI K-8 SCHOOL | | | |
| 18. | DAVID K SELLARS ELEMENTARY SCHOOL | | | |
| 19. | DEZAVALA ELEMENTARY SCHOOL | | | |
| 20. | DIAMOND HILL ELEMENTARY SCHOOL | | | |
| 21. | D MCRAE ELEMENTARY SCHOOL | | | |
| 22. | DOLORES HUERTA ELEMENTARY SCHOOL | | | |
| 23. | EASTERN HILLS ELEMENTARY SCHOOL | | | |
| 24. | EAST HANDLEY ELEMENTARY SCHOOL | | | |
| 25. | EDWARD J BRISCOE ELEMENTARY SCHOOL | | | |
| 26. | E M DAGGETT ELEMENTARY SCHOOL | | | |
| 27. | GEORGE CLARKE ELEMENTARY SCHOOL | | | |
| 28. | GLEN PARK ELEMENTARY SCHOOL | | | |
| 29. | GREENBRIAR ELEMENTARY SCHOOL | | | |
| 30. | HARLEAN BERRY BEAL SCHOOL | | | |
| 31. | HAZEL HARVEY PEACE ELEMENTARY SCHOOL | | | |
| 32. | HUBBARD HEIGHTS ELEMENTARY SCHOOL | | | |
| 33. | H V HELBING ELEMENTARY SCHOOL | | | |
| 34. | JOHN T WHITE ELEMENTARY SCHOOL | | | |
| 35. | J T STEVENS ELEMENTARY SCHOOL | | | |
| 36. | L CLIFFORD DAVIS ELEMENTARY SCHOOL | | | |
| 37. | LILY B CLAYTON ELEMENTARY SCHOOL | | | |
| 38. | LOWERY ROAD ELEMENTARY SCHOOL | | | |
| 39. | LUELLA MERRETT ELEMENTARY SCHOOL | | | |
| 40. | MANUEL JARA ELEMENTARY SCHOOL | | | |
| 41. | MARY LOUISE PHILLIPS ELEMENTARY SCHOOL | | | |
| 42. | MAUDE I LOGAN ELEMENTARY SCHOOL | | | |
| 43. | MAUDRIE WALTON ELEMENTARY SCHOOL | | | |
| 44. | MEADOWBROOK ELEMENTARY SCHOOL | | | |
| 45. | M G ELLIS PRIMARY SCHOOL | | | |
| 46. | M H MOORE ELEMENTARY SCHOOL | | | |
| 47. | MILTON L KIRKPATRICK ELEMENTARY SCHOOL | | | |
| 48. | MITCHELL BOULEVARD ELEMENTARY SCHOOL | | | |
| 49. | MORNINGSIDE ELEMENTARY SCHOOL | | | |
| 50. | NATHA HOWELL ELEMENTARY SCHOOL | | | |



Edgenuity Inc.
 8860 E. Chaparral Road
 Suite 100
 Scottsdale AZ 85250
 877-725-4257

| Site | Description | Comment | End Date | Qty |
|------|---------------------------------------|---------|----------|-----|
| 51. | NORTH HI MOUNT ELEMENTARY SCHOOL | | | |
| 52. | OAKHURST ELEMENTARY SCHOOL | | | |
| 53. | OAKLAWN ELEMENTARY SCHOOL | | | |
| 54. | RICHARD J WILSON ELEMENTARY SCHOOL | | | |
| 55. | RIDGLEA HILLS ELEMENTARY SCHOOL | | | |
| 56. | RIVERSIDE APPLIED LEARNING CENTER | | | |
| 57. | ROSEMONT ELEMENTARY SCHOOL | | | |
| 58. | RUFINO MENDOZA ELEMENTARY SCHOOL | | | |
| 59. | SAGAMORE HILL ELEMENTARY SCHOOL | | | |
| 60. | SAM ROSEN ELEMENTARY SCHOOL | | | |
| 61. | SEMINARY HILLS PARK ELEMENTARY SCHOOL | | | |
| 62. | SOUTH HILLS ELEMENTARY SCHOOL | | | |
| 63. | SOUTH HI MOUNT ELEMENTARY SCHOOL | | | |
| 64. | SPRINGDALE ELEMENTARY SCHOOL | | | |
| 65. | S S DILLOW ELEMENTARY SCHOOL | | | |
| 66. | SUNRISE-MCMILLIAN ELEMENTARY SCHOOL | | | |
| 67. | TANGLEWOOD ELEMENTARY SCHOOL | | | |
| 68. | T A SIMS ELEMENTARY SCHOOL | | | |
| 69. | VAN ZANDT-GUINN ELEMENTARY SCHOOL | | | |
| 70. | VERSIA L WILLIAMS ELEMENTARY SCHOOL | | | |
| 71. | WASHINGTON HEIGHTS ELEMENTARY SCHOOL | | | |
| 72. | WAVERLY PARK ELEMENTARY SCHOOL | | | |
| 73. | WESTCLIFF ELEMENTARY SCHOOL | | | |
| 74. | WESTCREEK ELEMENTARY SCHOOL | | | |
| 75. | WESTERN HILLS ELEMENTARY SCHOOL | | | |
| 76. | WESTERN HILLS PRIMARY SCHOOL | | | |
| 77. | WEST HANDLEY ELEMENTARY SCHOOL | | | |
| 78. | WESTPARK ELEMENTARY SCHOOL | | | |
| 79. | W J TURNER ELEMENTARY SCHOOL | | | |
| 80. | W M GREEN ELEMENTARY SCHOOL | | | |
| 81. | WOODWAY ELEMENTARY SCHOOL | | | |
| 82. | WORTH HEIGHTS ELEMENTARY SCHOOL | | | |

| Site | Description | Comment | End Date | Qty |
|------|--|---------|------------|-----|
| | Pathblazer Professional Development Onsite Day | 140 | 09/30/2021 | 20 |



Price Quote for Services
 Fort Worth ISD
 Fort Worth TX
 Quote Number 159429
 Total \$566,190.00
 Date 6/24/2020

Edgenuity Inc.
 8860 E. Chaparral Road
 Suite 100
 Scottsdale AZ 85250
 877-725-4257

| Site | Description | Comment | End Date | Qty |
|-------------------|---|---------|-----------------|--------------|
| | Professional Development Webinar Training | | 09/30/2021 | 12 |
| 1. Fort Worth ISD | | | | |
| | | | Subtotal | \$566,190.00 |
| | | | Total | \$566,190.00 |

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PURCHASE OF PUBLIC ADDRESS SYSTEM AND CABLING FOR DIAMOND HILL-JARVIS HIGH SCHOOL AND MONNIG MIDDLE SCHOOL

BACKGROUND:

The Public Address (PA) system at the campus level is essential and vital for instant communication, scheduled, and emergency communications. PA systems have become a critical safety and operational resource at each campus. The PA systems at Diamond Hill-Jarvis High School and Monnig Middle School are experiencing mechanical failures that are attributed to age, and there is an urgent need to replace them.

An Internet Protocol (IP) based PA system will serve the campus level, while also providing a District-wide solution for emergency communications with the ability to utilize remote devices. The purchase will include cabling and five years of support for both schools.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Purchase of Public Address System and Cabling for Diamond Hill-Jarvis High School and Monnig Middle School
2. Decline to Approve Purchase of Public Address System and Cabling for Diamond Hill-Jarvis High School and Monnig Middle School
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Purchase of Public Address (PA) System and Cabling for Diamond Hill-Jarvis High School and Monnig Middle School

FUNDING SOURCE

Additional Details

| | | |
|-----|--|--------------|
| TRE | 198-51-6639-001-004-99-501-000000..... | \$234,740.03 |
| | 198-51-6639-001-053-99-501-000000..... | \$179,936.16 |

COST:

\$414,676.19

VENDOR:

Southwest Networks

PURCHASING MECHANISM

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through the Department of Information Resources, Contract DIR-TSO-3719. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Diamond Hill-Jarvis High School
Monnig Middle School

RATIONALE:

New public address systems will provide critical safety and operational resource at Diamond Hill-Jarvis High School and Monnig Middle School.

INFORMATION SOURCE:

Art Cavazos

Texas Department of Information Resources

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you're looking for?



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Southwest Networks, Inc.

Vendor ID

1752219844300

URL

[Vendor Website](#)

HUB Type

Hispanic/Male

DIR Contract Number

DIR-TSO-3719

Contract Term End Date

1/10/2021

Contract Exp Date

1/10/2021

Contact Southwest Networks, Inc.
Contact

[Shea Williford](#)

Phone

(817) 640-2225 Ext 203

Fax

(972) 602-4476

Contact DIR
Contact

[Tara Lindgren](#)

Phone

(512) 475-4963

Fax

(512) 475-4759

Contract Overview

Southwest Networks offers cabling installation services through this contract, including: telecommunication equipment, electrical equipment, cables, wires, and communication and media related services. This contract is only available for Zones 1, 2, 3, 4 and 5. Please see the Zone Cabling Map for areas covered. Customers can purchase directly through this DIR contract. Contracts may be used by state and local government, public education, other public entities in Texas, as well as public entities outside the state. Resellers are not available for this contract. DIR has exercised the automatic renewal option for this Contract. This renewal extends the contract through 1/10/2021

Contract Documents

- [DIR-TSO-3719 Contract PDF \(134.44KB\)](#)
- [DIR-TSO-3719 Appendix A Standard Terms and Conditions \(per Amendment 1\) PDF \(917.66KB\)](#)

- [DIR-TSO-3719 Appendix B HUB Subcontracting Plan PDF \(1.61MB\)](#)
- [DIR-TSO-3719 Appendix C Pricing Index PDF \(158.77KB\)](#)
- [DIR-TSO-3719 Exhibit 1 RFO DIR-TSO-TMP-246 ZIP \(4.44MB\)](#)
- [DIR-TSO-3719 Amendment 1 PDF \(104.5KB\)](#)
- [DIR-TSO-3719 Cabling Zone Map PDF \(163.29KB\)](#)

Electronic and Information Resources (EIR) Accessibility

Information regarding Electronic and Information Resources (EIR) accessibility of this vendor's offerings is included in the contract. Agencies purchasing products or services are responsible for complying with Texas EIR Accessibility statute and rules, as defined in TGC 2054 Subchapter M, 1TAC 206, and 1 TAC 213. For additional information, visit the Vendor Website or contact the vendor directly.

Please note that some of the documents on this page are in the PDF format. Please [download the Adobe Reader](#) in order to view these documents.

How To Order

1. For product and pricing information, visit the [Southwest Networks, Inc.](#) website or contact [Shea Williford](#) at (817) 640-2225 Ext 203
2. Generate a purchase order made payable to Southwest Networks, Inc. and you must reference the DIR Contract Number **DIR-TSO-3719** on your purchase order.

[Show more](#)

Available Brands (20 total)

Berk-Tek
Cablofil
Carlton
Circa

[Show more](#)

Available Products & Services (0 total)

[Show more](#)

Commodity Codes (12 total)

280-29 - Communication and Telecommunication Cable and Wire, Including Fiber Cable
280-70 - Telephone Cables and Wires, Single and Multiconductor, Clad Steel and Copper
280-95 - Wire and Cable (Not Otherwise Classified)
285-10 - Cable Accessories: Clamps, Clasps, Clips, Closures, Reels, Splices, Wrappings, etc.

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**Department of
Information Resources**
300 W. 15th Street, Suite
Austin, TX 78701 | 512.475.4700

Follow Texas DIR on Twitter

Fort Worth Independent School District
W. Monnig Middle School – Valcom Paging Project
3136 Bingham Blvd.
Fort Worth, TX 76116



7-28-2020

TX DIR# TSO-3719
BID #20586

Summary Statement of work:

Southwest Networks, Inc. will perform the following work for Fort Worth ISD (FWISD) at Monnig Middle School under this SOW:

1. Provide and install one (1), Valcom IP Paging and Emergency Communication System.
(Bill of Materials included in Appendix A)
2. Provide and install eighty (80) CMP, Category 6 data cables to locations defined on the SWN provided overhead paging speaker layout drawings.
3. Provide and install five (5) 48-port, Category 6 patch panels for closet termination of new Category 6 cabling.
4. Provide and install eighty (80) Category 6 patch cords 7' in length for closet device connections.
5. Provide and install eighty (80) Category 6 patch cords 10' in length for end device connections.
6. Configure the Valcom IP Paging and Emergency Communication System to work in accordance with FWISD's defined paging requirements.
7. Provide two (2) days, on-site training to the end users at Monnig Middle School.
8. Test all new copper cabling included in this SOW to meet ANSI/EIA/TIA 568-D standards.
9. Label all newly installed cables per the FWISD cabling standard.
10. Test results and project deliverables to be provided upon completion of the installation.
11. A Manufacture 20 Year Product Warranty shall be provided and included for this project as well as SWN's standard one-year warranty for labor and materials.
12. Project duration is expected to be two to three weeks.

General Scope of Work

Southwest Networks, Inc. will provide labor and materials as outlined in the details below.

Valcom IP Paging and Emergency Communication System

1. SWN will provide and install one (1) Valcom VE6025 Enhanced Application Server Pro.
2. SWN will provide and install the necessary speakers, call buttons and horns to locations defined on the SWN provided speaker layout. (Complete Bill of Materials in Appendix A).
3. SWN and Valcom Professional Services will provide the configuration, programming, and testing of the newly installed system.
4. SWN and Valcom Professional Services will provide end user training on the operation and customization of the system for Monnig Middle School. This will include training for office staff to setup schedules, bell tones, and mass notification.

Horizontal Cabling

1. Southwest Networks, Inc. (SWN) shall furnish and install a total of eighty (80) Category 6 cables, blue in color, to connect to the Valcom Classroom IP Speaker/Display in classroom locations as well as the Cafeteria/Auditorium, as defined on SWN provided placement drawings.
2. At each I.P. speaker location new Category 6 cabling will terminate utilizing Panduit, Cat 6, Mini-com modules, black in color, placed into a surface mount biscuit box.
3. For each of the sixty-three (63) classroom locations Southwest Networks, Inc. (SWN) shall furnish and install one (1) Valcom call button wired to the new Valcom Classroom IP Speaker/Display in classroom speaker using Category 6 cable. The Cafeteria/Auditorium will also have call buttons (one each) installed. Two cables are provided for new Valcom admin phones.
4. At each end of the Category 6 cable linking from the call button to the I.P. speaker the cable will terminate using RJ-45 modular plugs for direct connection to the I.P. speaker and the call button.
5. Southwest Networks, Inc. (SWN) shall furnish and install cabling to link fifty-seven (57) analog speakers in a "Daisy Chain" for Hallway/Common area communication (57) back to existing MDF/IDF network closets where they will tie to the new Valcom paging system.
6. At each Analog speaker dolphin compression style wire splices will be used to connect each speaker into the "Daisy Chain" that shares the same cabling segment/zone.
7. At the MDF/IDF Closet new Category 6 cabling originating from the MDF/IDF will terminate using Angled, 48-port modular "jack" patch panels mounted into existing network racks.
8. Horizontal cable pathway installation shall comply with manufacturers recommended installation methods as well as in accordance with ANSI/EIA/TIA and FWISD cabling guidelines.

9. Southwest Networks, Inc. (SWN) shall furnish and install five (5) Exterior / Gym Marine Horns and sixteen (16) Interior Flex Horns in the locker rooms and auditorium.

MDF/IDF Build-Out

1. Southwest Networks, Inc. will furnish and install five (5), Panduit, 48-port, Angled, Modular Patch Panels for MDF/IDF closet cable termination. Specific placement of the patch panels shall be field-verified and coordinated with FWISD personnel prior to installation.
2. New Category 6 cabling entering the MDF/IDF shall be installed in a combed, dressed manner utilizing existing cable ladder trays and rack mounted cable management.
3. Each cable, jack outlet and corresponding patch panel port shall be labeled with machine-generated labels in keeping with the EIA/TIA 606 and FWISD labeling standard.

Patch Cords

1. Southwest Networks will furnish and install a total of eighty (80), CMR, Category 6 patch cords, 7' in length for network closet device connections.
2. Southwest Networks will furnish and install a total of eighty (80), CMR, Category 6 patch cords, 10' in length for end device connections.

Testing and Documentation

Southwest Networks, Inc. will test all new copper cabling included in this SOW to meet ANSI/EIA/TIA 568-D, and FWISD standards. Deliverables will be test results for each cable defined above and As-Built drawings of the newly installed cabling infrastructure depicting closet and drop outlet locations and cable label designations.

Warranty

A Manufacture 20 Year Product Warranty for all cabling shall be provided and included for this project as well as a one-year warranty for labor and equipment.

Pricing also includes a five-year manufacturer warranty on the Valcom Advanced Application Server Pro (part number VE6025).

Project Pricing: \$179,936.16

This proposal is valid for ninety (90) days

Appendix A Bill of Materials

| Line | Qty | Product | Description |
|------|-----|-----------|---|
| 1 | 1 | VE6025 | Application Server |
| 2 | 1 | VE8014BR | Network FXS Port |
| 3 | 4 | VE8004BR | Network Audio Port |
| 4 | 5 | V-C6124P | Power Supply |
| 5 | 2 | VEADP3 | Valcom Admin Phone |
| 6 | 63 | VL520BK-F | Classroom IP Speaker/Display |
| 7 | 2 | VL550BK-F | Larger Classroom IP Speaker/Display |
| 8 | 63 | V-2972 | Call Switches |
| 9 | 15 | V-1092 | Volume Control |
| 10 | 57 | V-9022A | Common Area Lay-in Analog 2X2 Speaker – White |
| 11 | 16 | V-9880 | Interior Vandal Resistant Flex Horn |
| 12 | 5 | V-1030M | Exterior/Gym Marine Horn |

Fort Worth Independent School District

Diamond Hill – Jarvis High School – Valcom Paging ProjectR1

1411 Maydell St.

Fort Worth, TX 76106



7-15-2020

TX DIR# TSO-3719

BID #20512

Summary Statement of work:

Southwest Networks, Inc. will perform the following work for Fort Worth ISD (FWISD) at Diamond Hill – Jarvis High School under this SOW:

1. Provide and install one (1), Valcom IP Paging and Emergency Communication System.
(Bill of Materials included in Appendix A)
2. Provide and install one hundred and twelve (112) CMP, Category 6 data cables to locations defined on the SWN provided overhead paging speaker layout drawings.
3. Provide and install one hundred and fifty (150) Cat 6 cable segments to daisy chain analog speakers.
4. Provide and install 48 port Category 6 patch panels for closet termination of new Category 6 cabling.
5. Provide and install Category 6 patch cords 7' in length for closet device connections.
6. Provide and install Category 6 patch cords 10' in length for end device connections.
7. Configure the Valcom IP Paging and Emergency Communication System to work in accordance with FWISD's defined paging requirements.
8. Provide two (2) days, on-site training to the end users at Diamond Hill - Jarvis High School.
9. Test all new copper cabling included in this SOW to meet ANSI/EIA/TIA 568-D standards.
10. Label all newly installed cables per the FWISD cabling standard.
11. Test results and project deliverables to be provided upon completion of the installation.
12. A Manufacture 20 Year Product Warranty shall be provided and included for this project as well as SWN's standard one-year warranty for labor and materials.
13. Project duration is expected to be two to three weeks.

General Scope of Work

Southwest Networks, Inc. will provide labor and materials as outlined in the details below.

Valcom IP Paging and Emergency Communication System

1. SWN will provide and install one (1) Valcom VE6025 Enhanced Application Server Pro.
2. SWN will provide and install the necessary speakers, call buttons and horns to locations defined on the SWN provided speaker layout. (complete Bill of Materials in Appendix A).
3. SWN and Valcom Professional Services will provide the configuration, programming, and testing of the newly installed system.
4. SWN and Valcom Professional Services will provide end user training on the operation and customization of the system for Diamond Hill - Jarvis High School. This will include training for office staff to setup schedules, bell tones, and mass notification.

Horizontal Cabling

1. Southwest Networks, Inc. (SWN) shall furnish and install a total of one hundred and twelve (112) Category 6 cables, blue in color, to connect to the Valcom Classroom IP Speaker/Display in classroom locations as well as the Cafeteria/Auditorium, as defined on SWN provided placement drawings.
2. At each I.P. speaker location new Category 6 cabling will terminate utilizing Panduit, Cat 6, Mini-com modules, black in color, placed into a surface mount biscuit box.
3. For each of the one hundred and twelve (112) classroom locations Southwest Networks, Inc. (SWN) shall furnish and install one (1) Valcom call button wired to the new Valcom Classroom IP Speaker/Display in classroom speaker using Category 6 cable. The Cafeteria/Auditorium will also have call buttons (one each) installed. Two cables are provided for new Valcom admin phones.
4. At each end of the Category 6 cable linking from the call button to the I.P. speaker the cable will terminate using RJ-45 modular plugs for direct connection to the I.P. speaker and the call button.
5. Southwest Networks, Inc. (SWN) shall furnish and install cabling to link one hundred and fifty (150) analog speakers in a "Daisy Chain" for Hallway/Common area communication, gym/auditorium and exterior marine horn speakers, back to existing MDF/IDF network closets where they will tie to the new Valcom paging system.
6. At each Analog speaker dolphin compression style wire splices will be used to connect each speaker into the "Daisy Chain" that shares the same cabling segment/zone.
7. At the MDF/IDF Closet new Category 6 cabling originating from the MDF/IDF will terminate using Angled, 48-port modular "jack" patch panels mounted into existing network racks.
8. Horizontal cable pathway installation shall comply with manufacturers recommended installation methods as well as in accordance with ANSI/EIA/TIA and FWISD cabling guidelines.

MDF/IDF Build-Out

1. Southwest Networks, Inc. will furnish and install (8), Panduit, 48-Port, Angled, Modular Patch Panels for MDF/IDF closet cable termination. Specific placement of the patch panels shall be field-verified and coordinated with FWISD personnel prior to installation.
2. New Category 6 cabling entering the MDF/IDF shall be installed in a combed, dressed manner utilizing existing cable ladder trays and rack mounted cable management.
3. Each cable, jack outlet and corresponding patch panel port shall be labeled with machine-generated labels in keeping with the EIA/TIA 606 and FWISD labeling standard.

Patch Cords

1. Southwest Networks will furnish and install a total of one hundred and fifty (150), CMR, Category 6 patch cords, 7' in length for network closet device connections.
2. Southwest Networks will furnish and install a total of one hundred and twenty (120), CMR, Category 6 patch cords, 10' in length for end device connections.

Testing and Documentation

Southwest Networks, Inc. will test all new copper cabling included in this SOW to meet ANSI/EIA/TIA 568-D, and FWISD standards. Deliverables will be test results for each cable defined above and As-Built drawings of the newly installed cabling infrastructure depicting closet and drop outlet locations and cable label designations.

Warranty

A Manufacture 20 Year Product Warranty for all cabling shall be provided and included for this project as well as a one-year warranty for labor and equipment.

Pricing also includes a five-year manufacturer warranty on the Valcom Advanced Application Server Pro (part number VE6025).

Project Pricing: \$234,740.03

This proposal is valid for ninety (90) days

Appendix A Bill of Materials

| Line | New Qty | Product | Description |
|------|---------|-----------|---|
| 1 | 1 | VE6025 | Enhanced Application Server Pro (100 end points) |
| 2 | 1 | VE8014BR | Quad Network Station (FXS) Port (Rack Mnt) |
| 3 | 2 | VEADP3 | Administrative Telephone |
| 4 | 6 | VE8004BR | SIP Compliant Quad Network Audio Port (Rack Mnt) |
| 5 | 6 | V-6124P | Power Supply, 6 amp, Positive 24 VDC |
| 6 | 110 | VL520BK-F | IP Speaker with Text and Flasher, Black Finish |
| 7 | 2 | VL550BK-F | Auditorium/Cafeteria IP Speaker/Display |
| 8 | 112 | VE2973 | Push Button Call Switch |
| 9 | 124 | VE9022A-2 | 2x2 Lay-In Ceiling Speaker, (Priced Individually, Ordered-Qty's of 2) (T-BAR notIncluded) |
| 10 | 11 | V-9852 | Interior Vandal Resistant Analog Wall Speaker |
| 11 | 4 | V-581A | Interior IP Surface Mount Speaker |
| 12 | 15 | V1030M | Exterior Marine Horn |

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PURCHASE OF HAND-HELD RADIOS FOR SCHOOL COMMUNICATIONS

BACKGROUND:

Fort Worth ISD received a Texas Education Agency Safety and Security Grant to purchase equipment to improve the safety and security of the District's schools. The grant allows the purchases of hand-held radios for interschool and emergency communications with the Safety and Security Department.

Our campuses need enough hand-held (portable) radios to ensure all administrators, campus monitors, custodians and school resource officers can communicate throughout each school. This purchase of 750 radios will fulfill the existing need, ensuring our schools have the most reliable communications. The remaining older radios will work with the new ones being purchased. When the older models on each campus expire, the campus will be converted to digital operations, which will enhance communications.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Purchase of Hand-Held Radios for School Communications
2. Decline to Approve Purchase of Hand-Held Radios for School Communications
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Purchase of Hand-Held Radios for School Communications

FUNDING SOURCE

Additional Details

Special Revenue

429-52-6398-09G-999-99-390-000000-20S08

COST:

\$156,480

VENDOR:

Grainger

PURCHASING MECHANISM

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through Region 4 - Omina, Contract R192002. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

District Operations, Safety & Security Department, All District Schools

RATIONALE:

Purchase of additional safety hand-held radios will improve routine daily and emergency communications.

INFORMATION SOURCE:

Art Cavazos



To :
 FORT WORTH ISD Omnia Region 4 R192002
 Safety and Security Dept
 3000 Shotts Street
 FORT WORTH TX 76107-1360

| Customer Quote | |
|-------------------------|--|
| Grainger Account Number | 855507596 |
| Grainger Quote Number | 44574603 |
| Customer Job Number | |
| Contract Number | |
| Date | 7/29/2020 |
| Grainger Representative | Kimberly Sarafidis |
| Phone number | 214-608-5986 |
| Email | kimberly.sarafidis@grainger.com |
| Grainger Tax ID | 36-1150280 |

| Item # | Description Country of Origin | Mfr Name | Model # | Catalog Page | Qty | \$ Quote | Extended Price | Quote Strt Date | Quote Exp Date |
|--------|--|----------|--------------|--------------|-----|-------------|-------------------|--------------------|-------------------|
| 463W19 | Portable Two Way Radio,UHF,403 Country of Origin: China | MOTOROLA | EVX-261-G6-5 | 2026 | 750 | \$208.64 | \$156,480.00 | 7/29/2020 | 12/31/2020 |
| TOTAL: | | | | | | | \$156,480.00 | | |

All orders are subject to the terms and conditions in your current contract with Grainger.
 Your current contract with Grainger is Omnia Region 4 R192002

THANK YOU!
 Visit us at grainger.com

© 2020 W.W.Grainger, Inc.

Region 4 Education Service Center (ESC)

Contract # R192002

for

Maintenance, Repair and Operations (MRO) Supplies and Equipment

with

W.W. Grainger, Inc.

Effective: April 1, 2020

The following documents comprise the executed contract between the Region 4 Education Service Center and W.W. Grainger, Inc. effective April 1, 2020:

- I. Appendix A; Vendor Contract
 - II. Offer & Contract Signature Form
 - III. Supplier's Response to the RFP, incorporated by reference
-

OFFER AND CONTRACT SIGNATURE FORM

The undersigned hereby offers and, if awarded, agrees to furnish goods and/or services in strict compliance with the terms, specifications and conditions at the prices proposed within response unless noted in writing.

Company Name . W.W. Grainger, Inc.
Address . 100 Grainger Parkway
City/State/Zip . Lake Forest, IL 60045
Telephone No. . 979-224-6794
Email Address . Ron.Price@grainger.com
Printed Name . Ron Price
Title . Sr. Government Sales Manager
Authorized signature 

Accepted by Region 4 ESC:

Contract No. RI92002

Initial Contract Term April 1, 2020 to March 31, 2023


Region 4 ESC Authorized Board Member

2/25/2020
Date

Margaret S. Bass
Print Name


Region 4 ESC Authorized Board Member

2/25/2020
Date

Carmen T. Moreno
Print Name

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE RENEWAL AND EXPANSION OF THE LEARNING MANAGEMENT SYSTEM FOR DISTRICT-WIDE COMPLIANCE TRAINING AND PROFESSIONAL LEARNING

BACKGROUND:

The District has been using the SafeSchools Learning Management system from an online service provider. The renewal and expansion of courses will add libraries of Exceptional Child/Special Education and the School Bus Safety Company online videos for professional learning. All District personnel can access a comprehensive library of evidence-based courses on important topics in one convenient online system. District specific courses and policies can be built into the training system and then assigned to staff, making it a cost-effective way to administer and track compliance.

STRATEGIC GOAL:

4 - Develop a Workforce that is Student & Customer-Centered

ALTERNATIVES:

1. Approve Renewal and Expansion of the Learning Management System for District-Wide Compliance Training and Professional Learning
2. Decline to Approve Renewal and Expansion of the Learning Management System for District-Wide Compliance Training and Professional Learning
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Renewal and Expansion of the Learning Management System for District-Wide Compliance Training and Professional Learning

FUNDING SOURCE

Additional Details

General Fund

199-53-6399-001-999-99-346-000000

COST:

\$56,709.18

VENDOR:

SafeSchools/Vector Solutions

PURCHASING MECHANISM

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through the Educational Purchasing Cooperative of North Texas (EPCNT), Contract 2005-12. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

District-wide

RATIONALE:

This training is an easy and cost-effective way to administer and track compliance for professional learning.

INFORMATION SOURCE:

Art Cavazos



2005-12

**Scenario Learning DBA Vector Solutions
Supplier Response**

Event Information

Number: 2005-12
Title: Technology Related Products, Services, Supplies & Software
Type: RFP
Issue Date: 4/15/2020
Deadline: 5/29/2020 02:00 PM (CT)
Notes: ***This RFP is for a general Technology Related Supplies, Services, Supplies & Software discount proposal. There are no specific items listed. This proposal is to build our vendor base for related items to purchase on an as needed basis.***

This is an annual proposal. The length of the contract awarded shall be June 15, 2020 expiring on June 30, 2021.

Although we are legally required to accept paper bids, we strongly request that bidders submit this bid electronically. EMAILED AND/OR FAXED SUBMISSIONS WILL NOT BE ACCEPTED. This proposal will be Multi-Vendor awarded. This is a general CATALOG DISCOUNT BID, no specific items have been included.

Contact Information

Contact: Teresa Hilario
Address: Purchasing

350 Keller Parkway
Keller, TX 76248

Phone: 817 (744) 1137
Fax: 817 (745) 1706
Email: teresa.hilario@kellerisd.net

Renewal Notice



Date 07-02-2020

| Contract Name | Account Manager | Billing Frequency | Renewal Start Date |
|--|------------------|-------------------|--------------------|
| Fort Worth Independent School District | Andrew Deitschel | Annual | 08-31-2020 |

| Quantity | Product | Description | Unit Price | Total |
|----------|---|-------------------------------|--------------|--------------|
| 1 | Exceptional Child Course Library (SST) | Exceptional Child Content | \$17,658.60 | \$17,658.60 |
| 11000 | SafeSchools Training | | \$3.39 | \$37,290.00 |
| 1 | SafeSchools Training | Region 11 Consortium Discount | (\$3,384.27) | (\$3,384.27) |
| 1 | School Bus Safety Company's Driver Safety Bundle (SBSC50) | | \$5,144.85 | \$5,144.85 |

Grand Total: \$56,709.18

As a convenience to our customers, we are changing our billing policy effective December 1st, 2019 to send out bills 30 days in advance of your renewal.

This does not change the billing due date or the payment terms of your agreement.

Upon expiration of the Initial or any Renewal Term of your Client Agreement, access to the Services may remain active for thirty (30) days solely for purpose of Company's record keeping (the "Expiration Period"). Unless otherwise provided in your Client Agreement, any access to or usage of the Services following the Expiration Period shall be deemed Client's renewal of the Agreement under the same terms and conditions.

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PURCHASE OF TOUCHLESS WATER FOUNTAINS

BACKGROUND:

The purchase of touchless water fountains and bottle fillers are needed in helping to reduce the spread of COVID-19 and other illnesses in school buildings. Purchasing 192 single units and 768 dual (ADA fountains) units with bottle fillers will replace some existing water fountains, allowing touchless water fountains at all schools. An assessment of water fountains was conducted by custodial services and the plumbing department to determine how many bottle fillers are currently installed in the District, and an additional 960 are needed. The vendor can deliver the water fountains on October 5th and installation by Operations would begin immediately.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Purchase of Touchless Water Fountains
2. Decline Purchase of Touchless Water Fountains
3. Remand to Staff for Further Study

SUPERINTENDENT'S RECOMMENDATION:

Approve Purchase of Touchless Water Fountains

FUNDING SOURCE

Additional Details

TRE

198-51-6398-XXX-999-99-501-000000

COST:

\$1,090,560

VENDOR:

Morrison Supply Company

PURCHASING MECHANISM

Interlocal Agreement

This purchase is in accordance with the Texas Education Code section 44.031 (a)(4) regarding school district purchases made through an Interlocal contract. Pricing obtained through the Buyboard, Contract 552-17. Supporting documentation is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Elementary, Middle and High Schools

RATIONALE:

The purchase of touchless water fountains and bottle fillers will help to lessen the spread of illness.

INFORMATION SOURCE:

Art Cavazos



Vendor Contract Information

[Back](#)

Searches:

[Search by Vendor](#)

[Browse Contracts](#)

Search:

- All
- Vendor Discounts Only
- Catalog Pricing Only

Refine Your Search:

Vendors

Morrison Supply Company[X]

Price Range

Show all prices

Category

None Selected

Contract

None selected

Vendor Name: Morrison Supply Company

Address: 311 East Vickery Blvd.

Fort Worth, TX 76104

Phone Number: (817) 870-2227

Email: tprah@morsco.com

Website: <http://www.morsco.com>

Federal ID: 75-2588495

Contact: Tony Prah

Accepts RFQs: Yes

Minority Owned: No

Women Owned: No

Service-Disabled Veteran Owned: No

EDGAR Forms Received: Yes

No Israel Boycott Certificate: Yes

No Excluded Foreign Terrorist Orgs: Yes

Contract Name: HVAC Equipment, Supplies, and Installation of HVAC Equipment

Contract#: 552-17

Effective Date: 12/01/2017

Expiration Date: 11/30/2020

Payment Terms: Net 10 days

Delivery Days: 10

Shipping Terms: Pre-paid and added to invoice

Freight Terms: FOB Destination

Ship Via: Common Carrier

Region Served: All Texas Regions

States Served: Kentucky, New Mexico, Oklahoma, Texas

Additional Info: EDGAR Vendor Certification Form (relating to 2 CFR Part 200 & Appendix II) Vendor response document, and can be found in the Vendor Proposal File lin page.

Quote Reference Number: 552-17

Return Policy: No restocking fee on items returned within 30 days, special order items are si policy

Additional Dealers: See Additional Dealers/Distributors for dealer list.

Contract Documents

EDGAR Notice: [Click to view EDGAR Notice](#)

Proposal Documents: [Click to view BuyBoard Proposal Documents](#)

Regulatory Notice: [Click to view Bonding Regulatory Notice](#)

Construction Services Advisory: [Click to view the Construction Related Goods and Services Advisory](#)

Proposal Files: [Click to view Vendor Proposal Files Documents](#)

Renewal Notice/Letter: [Click to view Vendor Renewal Notice/Letter Documents](#)

Additional Dealers/Distributors: [Click to view Vendor Additional Dealers/Distributors Documents](#)

a **MORSCO** brand

BRANCH: 1004 FORT WORTH
311 EAST VICKERY BLVD
FORT WORTH, TX 76104-1385
817-336-0451
Fax 817-877-0721

****QUOTE GOOD FOR 30 DAYS****



Quotation

| | |
|--|--------------|
| EXPIRATION DATE | QUOTE NUMBER |
| 09/17/2020 | S109068720 |
| PLEASE REMIT TO: MORRISON SUPPLY PO BOX 841183 DALLAS, TX 75284-1183 Phone: 817-336-0451 | PAGE NO. |
| | 1 of 2 |

QUOTE TO:

SHIP TO:

FORT WORTH ISD
100 N UNIVERSITY DR
FORT WORTH, TX 76107-1360

FORT WORTH ISD PLUMBING
100 N UNIVERSITY DR
FORT WORTH, TX 76107-1360

| CUSTOMER NUMBER | CUSTOMER PO NUMBER | JOB NAME | SALESPERSON | | |
|------------------------------------|--------------------|--|---------------|------------|-----------------|
| 11583 | WATER COOLERS | W/ BOTTLE FILLER | Brad Sustaire | | |
| WRITER | | SHIP VIA | TERMS | SHIP DATE | FREIGHT ALLOWED |
| Brad Sustaire | | WILL CALL | | 08/27/2020 | No |
| ORDER QTY | PRODUCT ID | DESCRIPTION | UNIT PRICE | EXT PRICE | |
| | | **HIGH SCHOOL** | | | |
| | | SINGLE W/ BOTTLE FILLER | | | |
| 39ea | 1322636 | MURDOCK A171408S-SO WATER COOLER SPECIAL ORDER - NON RETURNABLE | 630.000/ea | 24570.00 | |
| 39ea | 1104047 | ** MURDOCK BF12 BOTTLE FILLER SPECIAL ORDER - NON RETURNABLE | 370.000/ea | 14430.00 | |
| | | BI-LEVEL W/ BOTTLE FILLER | | | |
| 156ea | 1322640 | MURDOCK A172408S-SO BI-LEVEL WATER COOLER SPECIAL ORDER - NON RETURNABLE | 800.000/ea | 124800.00 | |
| 156ea | 1104047 | ** MURDOCK BF12 BOTTLE FILLER SPECIAL ORDER - NON RETURNABLE | 370.000/ea | 57720.00 | |
| | | Subtotal ----- | | 221520.00 | |
| | | **MIDDLE SCHOOL** | | | |
| | | SINGLE W/ BOTTLE FILLER | | | |
| 40ea | 1322636 | MURDOCK A171408S-SO WATER COOLER SPECIAL ORDER - NON RETURNABLE | 630.000/ea | 25200.00 | |
| 40ea | 1104047 | ** MURDOCK BF12 BOTTLE FILLER SPECIAL ORDER - NON RETURNABLE | 370.000/ea | 14800.00 | |
| | | BI-LEVEL W/ BOTTLE FILLER | | | |
| 160ea | 1322640 | MURDOCK A172408S-SO BI-LEVEL WATER COOLER SPECIAL ORDER - NON RETURNABLE | 800.000/ea | 128000.00 | |
| ** Continued on Next Page * | | | | | |
| | | | Subtotal | | |
| | | | S&H Charges | | |
| | | | Total | | |

Sales Tax not included

a **MORSCO** brand

BRANCH: 1004 FORT WORTH
311 EAST VICKERY BLVD
FORT WORTH, TX 76104-1385
817-336-0451
Fax 817-877-0721

****QUOTE GOOD FOR 30 DAYS****



Quotation

| | |
|--|--------------|
| EXPIRATION DATE | QUOTE NUMBER |
| 09/17/2020 | S109068720 |
| PLEASE REMIT TO: MORRISON SUPPLY PO BOX 841183 DALLAS, TX 75284-1183 Phone: 817-336-0451 | PAGE NO. |
| | 2 of 2 |

QUOTE TO:

SHIP TO:

FORT WORTH ISD
100 N UNIVERSITY DR
FORT WORTH, TX 76107-1360

FORT WORTH ISD PLUMBING
100 N UNIVERSITY DR
FORT WORTH, TX 76107-1360

| CUSTOMER NUMBER | CUSTOMER PO NUMBER | JOB NAME | SALESPERSON | | |
|--|--------------------|--|---------------|------------|-----------------|
| 11583 | WATER COOLERS | W/ BOTTLE FILLER | Brad Sustaire | | |
| WRITER | | SHIP VIA | TERMS | SHIP DATE | FREIGHT ALLOWED |
| Brad Sustaire | | WILL CALL | | 08/27/2020 | No |
| ORDER QTY | PRODUCT ID | DESCRIPTION | UNIT PRICE | EXT PRICE | |
| 160ea | 1104047 | ** MURDOCK BF12 BOTTLE FILLER SPECIAL ORDER - NON RETURNABLE | 370.000/ea | 59200.00 | |
| | | Subtotal ----- | | 227200.00 | |
| | | **ELEM** | | | |
| | | SINGLE W/ BOTTLE FILLER | | | |
| 113ea | 1322636 | MURDOCK A171408S-SO WATER COOLER SPECIAL ORDER - NON RETURNABLE | 630.000/ea | 71190.00 | |
| 113ea | 1104047 | ** MURDOCK BF12 BOTTLE FILLER SPECIAL ORDER - NON RETURNABLE | 370.000/ea | 41810.00 | |
| | | BI-LEVEL W/ BOTTLE FILLER | | | |
| 452ea | 1322640 | MURDOCK A172408S-SO BI-LEVEL WATER COOLER SPECIAL ORDER - NON RETURNABLE | 800.000/ea | 361600.00 | |
| 452ea | 1104047 | ** MURDOCK BF12 BOTTLE FILLER SPECIAL ORDER - NON RETURNABLE | 370.000/ea | 167240.00 | |
| | | Subtotal ----- | | 641840.00 | |
| <i>If we received a copy of the project plans and specifications, then this quotation is based on our interpretation and understanding of the requirements therein. We believe that our quotation does reasonably cover these requirements. However, it is the responsibility of the purchaser to check our quotation, as it is not in any way guaranteed. The responsibility lies with the purchaser to determine the suitability of the material being quoted for the intended use. It is the responsibility of the purchaser to verify quantity, sizes, and descriptions prior to placement of order. This quotation may include special order material not subject to returns or cancellation.</i> | | | Subtotal | 1090560.00 | |
| | | | S&H Charges | 0.00 | |
| | | | Total | 1090560.00 | |

Sales Tax not included

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PURCHASE SOFTWARE OF LICENSES AND TRAINING FOR SPECIAL EDUCATION STAFF

BACKGROUND:

The Special Education Department has purchased various materials for teachers to pull together a curriculum that follows the TEKS based on their individual student's needs. These two programs will allow consistency in what is being taught across the district and will increase the rigor of the lessons. The teachers will have access to materials aligned with the TEKS and the IEP goals of each student. The programs will allow the teacher more time to plan for lessons and differentiation.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Purchase of Software Licenses and Training for Special Education Staff
2. Decline to Approve Purchase of Software Licenses and Training for Special Education Staff
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Purchase of Software Licenses and Training for Special Education Staff

FUNDING SOURCE

General Fund

Additional Details

199-11-6299-001-104-23-229-000000

COST:

\$152,937.13

VENDOR:

N2Y, LLC

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 15-129

Number of Bid/Proposals received: 204

HUB Firms: 29

Compliant Bids: 204

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. All firms responding to this solicitation have been qualified to provide services per specifications of proposal. The vendor listed above has been selected to support this purchase.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Special Education Department

Specialized Classrooms across the district (ECSC, LINC and TAP)

RATIONALE:

Purchasing the licenses and training will increase differentiation and rigor in the specialized classrooms (ECSC, LINC and TAP).

INFORMATION SOURCE:

Jerry Moore

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE COLLEGE & CAREER READINESS PROFESSIONAL DEVELOPMENT FOR THE 2020-2021 SCHOOL YEAR

BACKGROUND:

The College & Career Readiness professional development will provide teachers the knowledge, skills and strategies to support first-generation college students in the areas of time management, organization, critical thinking, problem solving, planning and goal-setting. The professional development will help educators to provide the most rigorous academic experiences, instill knowledge about opportunities, foster student agency, and believe in students so they can believe in themselves. Throughout the school year, participants will attend various sessions to learn digital teaching strategies and resources to help the virtual instructional gap for educators. There are 75 instructors registered for the 2020-2021 annual college & career readiness online, professional development training with the cost of \$850 per person.

STRATEGIC GOAL:

- 1 - Increase Student Achievement

ALTERNATIVES:

- 1. Approve College & Career Readiness Professional Development for the 2020-2021 School Year
- 2. Decline to Approve College & Career Readiness Professional Development for the 2020-2021 School Year
- 3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve College & Career Readiness Professional Development for the 2020-2021 School Year

FUNDING SOURCE

Additional Details

| | | |
|--------------|--|---------|
| General Fund | 199-13-6411-OWV-001-24-378-000000..... | \$1,700 |
| | 199-13-6411-OWV-002-24-378-000000..... | \$2,550 |
| | 199-13-6411-OWV-004-24-378-000000..... | \$2,550 |
| | 199-13-6411-OWV-071-24-378-000000..... | \$2,550 |
| | 199-13-6411-OWV-042-24-378-000000..... | \$2,550 |

| | |
|--|---------|
| 199-13-6411-OWV-006-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-045-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-044-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-011-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-085-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-052-24-378-000000..... | \$3,400 |
| 199-13-6411-OWV-054-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-008-24-378-000000..... | \$1,700 |
| 199-13-6411-OWV-016-24-378-000000..... | \$3,400 |
| 199-13-6411-OWV-005-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-009-24-378-000000..... | \$1,700 |
| 199-13-6411-OWV-010-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-056-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-057-24-378-000000..... | \$3,400 |
| 199-13-6411-OWV-003-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-014-24-378-000000..... | \$3,400 |
| 199-13-6411-OWV-058-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-015-24-378-000000..... | \$850 |
| 199-13-6411-OWV-048-24-378-000000..... | \$850 |
| 199-13-6411-OWV-084-24-378-000000..... | \$2,550 |
| 199-13-6411-OWV-083-24-378-000000..... | \$2,550 |

COST:

\$63,750

VENDOR:

AVID Center

PURCHASING MECHANISM

Sole Source

This purchase is in accordance with the Texas Education Code section 44.031 (j) regarding school district purchases available from only one source. A completed sole source affidavit is attached. The recommended vendor is listed above.

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Carter-Riverside High School
Arlington Heights High School
Benbrook Middle/High School
Diamond Hill-Jarvis High School
E.M. Daggett Middle School
Eastern Hills High School
Trimble Tech High School
J.P. Elder Middle School
Leadership Academy at Forest Oak
Marine Creek Collegiate High School
Meadowbrook Middle School
Morningside Middle School
North Side High School
OD Wyatt High School
Paul Laurence Dunbar High School
Polytechnic High School
R.L. Paschal High School
Riverside Middle School
Rosemont Middle School
South Hills High School
Southwest High School
WC Stripling Middle School
Western Hills High School
William James Middle School
World Languages Institute
Young Men's Leadership Academy

RATIONALE:

The College Readiness System has a proven track record of success in preparing students for acceptance into and success in college, as well as increased academic achievement for students in the present. Data is readily available that supports this record at national, state district, and campus levels. The program provides outstanding professional development for teachers and campus leaders, and its mission and methodology support Fort Worth ISD's mission and several key initiatives.

INFORMATION SOURCE:

David Saenz



Let's **redefine** what it means to learn online.

High-tech doesn't mean that it isn't high-touch.

[WATCH VIDEO](#)

[DOWNLOAD BROCHURE](#)



Black Lives Matter. We express that in the work we do. Now is the time to denounce anti-Black racism. Now is the time for us to double down on our commitment to change inequitable educational practices and open opportunities for all marginalized students.

[See Resources](#)

[Read Our Full Statement](#)



----- All Year Long -----

The best of our instructional practices

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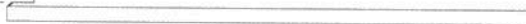
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03:05



**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE CONTRACT RENEWAL TO AN ABSENCE
VERIFICATION SYSTEM**

BACKGROUND:

The absence verification system allows all District employees to report their absences and helps secure substitutes for those positions that require them. The verification system is also used for daily, monthly, and yearly absence reports, for verification purposes and allows the data to be imported into the payroll system. The proposal is for the date of award through August 31, 2020 with five (5) 1-year renewal options. Renewal options will be at the sole discretion of the District. We are exercising year 1 of five 1-year renewal options. The renewal contract for SmartFind Express NonSub Eligible, is a 12-month term, with the start date on August 1, 2020, end date on July 31, 2021.

The verification system includes the transition to the SmartFind SaaS Solution, sub eligible user profiles, and substitute user profiles.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Award a Renewal Contract to an Absence Verification System
2. Decline to Approve Award a Renewal Contract to an Absence Verification System
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve and Award a Renewal Contract to an Absence Verification System

FUNDING SOURCE

Additional Details

General Fund

199-410-6249-001-750-99-105-000000

COST:

\$66,303.14

VENDOR:

PowerSchool

PURCHASING MECHANISM

Bid/RFP/RFQ

Bid/Proposal Statistics

Bid Number: 16-058

Number of Bid/Proposals received: 2

HUB Firms: 0

Compliant Bids: 2

The above bid/proposal has been evaluated in accordance with the Texas Education Code section 44.031 (b) regarding specifications, pricing, performance history, etc. The vendor listed above has been selected to support this purchase.

Purchasing Support Documents Needed:

- Bid Number 16-058
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

District-wide

RATIONALE:

Approval for the System will provide the District with an accurate method of reporting, recording and verifying absences districtwide as well as acquiring substitutes for positions requiring such.

INFORMATION SOURCE:

Kermit Spears

AMENDMENT

This Amendment ("**Amendment**") by and between PowerSchool Group LLC ("**PowerSchool**") and Fort Worth Independent School District ("**School**") modifies the Agreement as mutually agreed herein and is effective as of August 1, 2020 when duly executed by the Parties hereto ("**Effective Date**"). POWERSCHOOL and SCHOOL are referred to individually as "Party" and collectively as "Parties" under this Amendment.

Recitals

WHEREAS, the Parties entered into Q-350308-1 with a start date of August 1, 2020, Q-398794-1 with a start date of December 23, 2020, and Q-398943-1 with a start date of December 1, 2020, together with all schedules, terms and conditions, and amendments thereto (collectively, the "**Agreement**") which provided School a subscription based license to certain software and related services as more particularly set forth therein; and

WHEREAS, the Parties have agreed to amend certain terms associated with PowerSchool's Master Services Agreement, as set out below;

NOW THEREFORE, in consideration of the mutually agreed covenants herein, the Parties agree as follows:

Amendments

1. Section 2.3.3 is amended by deleting the second sentence and replacing it with the following: "To the extent permitted by applicable law, Customer will hold PowerSchool harmless from claims for damages resulting from Customer's misuse of the PowerSchool Product(s), including PowerSchool's Intellectual Property Rights."
2. Section 10 is amended by deleting the fourth sentence and replacing it with the following: "Except as indicated in Section 9, Customer agrees that the use of PowerSchool Product(s) is at Customer's own risk."
3. Section 11.3 (Suspension) is deleted in its entirety and replaced with the following: "Suspension. PowerSchool will have the right to suspend performance under this Agreement in the event that Customer is notified that it is in breach of any of its obligations under this Agreement and fails to cure the breach within fifteen (15) days of the notice."
4. Section 11.8 (Liquidated Damages) is deleted in its entirety.
5. Section 13.2 (Indemnification by Customer) is deleted in its entirety.
6. Section 14.1 (Governing Law) is amended to provide that governing law will be Texas and the venue will be Tarrant County, Texas.
7. The first sentence of section 14.2 (Compliance Verification) is deleted in its entirety and replaced with the following: "Compliance Verification. During the term of the Agreement and for a period of one year following its termination, PowerSchool has the right to verify Customer's full compliance with the terms and requirements of the Agreement. Customer must (a) provide any assistance reasonably requested by PowerSchool or its designee in conducting any such audit; (b) make requested personnel records, and information related to the Services reasonably available to PowerSchool or its

designee; and (c) in all cases, provide such reasonable assistance, personnel, records, systems access and information in an expeditions manner to facilitate the timely completion of such compliance verification.”

8. Section 14.3.2 (Force Majeure) is deleted in its entirety and replaced with the following: “Neither Party will be deemed in default of this Agreement for delays or failure in performance resulting from acts beyond its reasonable control, including but not limited to, default by subcontractors or suppliers, failure of Customer to provide promptly to PowerSchool accurate information and materials, as applicable, acts of God or of a public enemy, acts of terrorism, United States or foreign governmental acts in either a sovereign or contractual capacity, labor, fire, power outages, road icing or inclement conditions, flood epidemic, restrictions, strikes, and/or freight embargoes. Customer will not be financially responsible to PowerSchool during the period of any delay under this clause, however, no refunds are available in such event if payment was already made.”
9. Section 14.3.3 (Severability) is deleted in its entirety and replaced with the following: “Severability. If any provision of this Agreement is held to be illegal, invalid, or unenforceable, that provision must be severed or reformed to be enforceable, and the remaining provisions hereof and thereof will remain in full force. No delay or omission by either Party in the exercise or enforcement of any of their powers or rights hereunder will constitute a waiver of such power or right. A waiver by either Party of any provision of this Agreement must be in writing and signed by that Party and will not imply subsequent waiver of that or any other provision.”
10. No Admission of Liability. This Amendment and compliance with it will not operate or be construed as an admission by either Party of any liability, misconduct or wrongdoing whatsoever against the other Party and will not be construed as an admission or a violation of the rights of any Party, or as a violation of any law, rule, regulation, or ordinance. Each Party expressly denies any wrongdoing or liability to the other Party. Each Party has freely entered into this Amendment and neither Party has relied upon any statements, promise, or representation from the other Party in entering into this Amendment.

Miscellaneous Terms

1. This Amendment to the Agreement contains the entire understanding of the Parties with respect to the subject matter hereof and supersedes all prior oral or written communications, agreements or understandings between the Parties with respect to the subject matter hereof.
2. In the event of a conflict between the terms of this Amendment and the Agreement, the Parties intend the provisions of this Amendment should govern their respective rights and obligations.
3. Counterparts. This Amendment may be executed in two or more counterparts, each of which will be deemed an original, but all of which, together, will constitute one and the same original document.
4. No Construction Against Drafter. No provision of this Amendment or any related document will be construed against or interpreted to the disadvantage of any party hereto by any court or other governmental or judicial authority by reason of such party having or being deemed to have structured or drafted such provision.
5. The Agreement continues in full force and effect as modified herein.

(signatures on following page)



6. This Amendment and the Master Service Agreement may only be accepted or amended by both Parties executing a copy of the agreement or amendment directly. All references stating otherwise are void and of no effect.

Upon execution of this Amendment by their duly authorized representatives, the Parties enter into this Amendment as of the Effective Date.

POWERSCHOOL GROUP LLC

FORT WORTH INDEPENDENT SCHOOL DISTRICT

DocuSigned by:
 Signature: Philip Radmilovic
170B9E005E66422
 Printed Name: Philip Radmilovic
 Title: Vice President, Controller
 Date: 7/28/2020

Signature: _____
 Printed Name: _____
 Title: _____
 Date: _____

Prepared By: Laura Andrews
 Customer Name: Fort Worth Independent School District
 Contract Term: 12 Months
 Start Date: 8/1/2020
 End Date: 7/31/2021

Customer Contact: Orlando Torres
 Title: Supervisor
 Address: 100 N University Dr
 City: Fort Worth
 State/Province: Texas
 Zip Code: 761071360
 Phone #: 817-814-2783

| Product Description | Quantity | Unit | Unit Price | Extended Price |
|--------------------------------------|----------|------|---------------|----------------|
| License and Subscription Fees | | | | |
| SmartFind Express NonSub Eligible | 1.00 | Each | USD 4,677.22 | USD 4,677.22 |
| SmartFind Express Sub Eligible | 1.00 | Each | USD 61,625.92 | USD 61,625.92 |

License and Subscription Totals: **USD 66,303.14**

| | |
|-----------------------|----------------------|
| Year One Total | USD 66,303.14 |
|-----------------------|----------------------|

On-Going PowerSchool Subscription/Maintenance and Support Fees are invoiced at the then current rates and enrollment per existing terms of the executed agreement between the parties. Any applicable state sales tax has not been added to this quote. Subscription Start and expiration Dates shall be as set forth above, which may be delayed based upon the date that PowerSchool receives your purchase order. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote. All PowerSchool invoices must be paid within thirty (30) days of the date on the invoice. All purchase orders must contain the exact quote number stated within. Customer agrees that purchase orders are for administrative purposes only and do not impact the terms or conditions reflected in this quote and the applicable agreement.

~~This renewal quote will continue to be subject to and incorporate the terms and conditions found at <https://www.powerschool.com/web-content/uploads/PowerSchool-Service-Agreements/PowerSchool-MASTER-SERVICES-AGREEMENT-01-01-20.pdf>~~

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

Signature:



Fort Worth Independent School District

Signature: _____

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE ANNUAL INVESTMENT REPORT FOR THE PERIOD:
JULY 1, 2019 – JUNE 30, 2020**

BACKGROUND:

A written investment report must be presented to the Fort Worth ISD Board of Education and the Superintendent not less than quarterly reflecting the investment transactions of the District in accordance with CDA (LEGAL). The report for the period July 1, 2019 – June 30, 2020, contains all of the reporting requirements as outlined in Section 2256.023 of the Texas Government Code. Interest earnings for the period July 1, 2019 – June 30, 2020, totaled \$9,868,616. All investments met the District's investment strategies and policies, with the District's primary goal being safety of investments and then liquidity of the investments.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Annual Investment Report for the Period: July 1, 2019 – June 30, 2020
2. Decline to Approve Annual Investment Report for the Period: July 1, 2019 – June 30, 2020
3. Remand to staff for further study.

SUPERINTENDENT'S RECOMMENDATION:

Approve Annual Investment Report for the Period: July 1, 2019 – June 30, 2020

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

None

RATIONALE:

Review and approval of the District's Annual Investment Report is required pursuant to Policy CDA (LEGAL).

INFORMATION SOURCE:

Michael Ball

Fort Worth Independent School District

Annual Investment Report July 1, 2019 – June 30, 2020



Published: 7-17-2020

Mr. Michael Ball, CPA

Chief Financial Officer

Mr. David Johnson, CPA
Senior Officer, Budget & Finance

Ms. Gloria Bey, CPA
Controller

Ms. Tonya D. Wright
Treasurer



Fort Worth
INDEPENDENT SCHOOL DISTRICT



FORT WORTH INDEPENDENT SCHOOL DISTRICT
Annual Investment Report
07/01/2019 - 06/30/2020




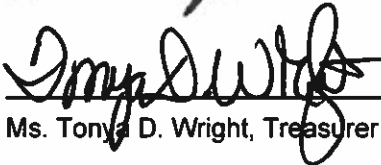
Investment Officer's Certification

This report is prepared for the Fort Worth Independent School District (the "District") in accordance with Chapter 2256 of the Public Funds Investment Act (PFIA). Section 2256.023(a) of the PFIA states that "Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by the District's Investment Officers and includes the disclosures required in the PFIA. Market prices were obtained from the Custodial Bank, JP Morgan Chase.

The investment portfolio complied with the PFIA and the District's approved Investment Policy and Strategy throughout the period. All investment transactions made in the following portfolio during the period were made on behalf of the District and were in full compliance with PFIA and the District's approved Investment Policy.

Total Rate of Return: 1.64%
 Interest Earned During the Period: \$9,868,615
 Interest Earned Fiscal Year to Date: \$9,868,615

| Portfolio Name | Face Amount/Shares | Market Value | Book Value | % of Portfolio | YTM @ Cost | Days To Maturity |
|--|-----------------------|-----------------------|-----------------------|----------------|-------------|------------------|
| CIP-2013 BOND | 15,298,531.99 | 15,298,531.99 | 15,298,531.99 | 2.76 | 0.50 | 1 |
| CIP-2017 BOND FUND | 197,150,049.56 | 197,150,049.56 | 197,150,049.56 | 35.61 | 0.62 | 1 |
| Food Service Fund | 3,255.44 | 3,255.44 | 3,255.44 | 0.00 | 0.59 | 1 |
| General Operating Fund | 252,851,822.70 | 252,851,822.70 | 252,852,421.81 | 45.67 | 0.75 | 6 |
| Interest & Sinking Debt Service Fund | 54,995,919.84 | 54,995,919.84 | 54,996,064.52 | 9.93 | 0.40 | 1 |
| Internal Finance Fund | 4,999,267.02 | 4,999,267.02 | 4,999,267.02 | 0.90 | 0.59 | 1 |
| Scholarships | 559,225.74 | 582,494.79 | 580,459.85 | 0.10 | 0.59 | 1 |
| TRE FUND | 27,788,654.47 | 27,788,654.47 | 27,788,654.47 | 5.02 | 0.63 | 1 |
| Total / Average | 553,646,726.76 | 553,669,995.81 | 553,668,704.66 | 100.00 | 0.66 | 3 |

| | | | |
|---|--------------------------|---|-------------------------|
|  _____ Mr. Michael Ball, Chief Financial Officer | <u>8/10/2020</u> Date |  _____ Mr. David Johnson, Senior Officer | <u>8/7/20</u> Date |
|  _____ Ms. Gloria Bey, Controller | <u>8/5/2020</u> Date |  _____ Ms. Tonya D. Wright, Treasurer | <u>8/5/2020</u> Date |

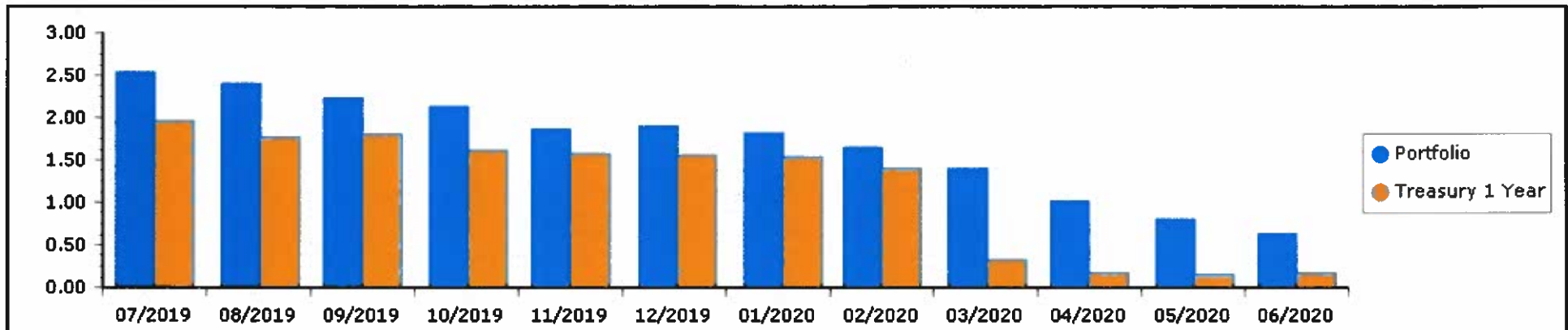


Fort Worth Independent School District Total Rate of Return - Book Value by Month All Portfolios

Begin Date: 7/31/2019, End Date: 6/30/2020

| Month | Beginning BV + Accrued Interest | Interest Earned During Period-BV | Realized Gain/Loss-BV | Investment Income-BV | Average Capital Base-BV | TRR-BV | Annualized TRR-BV | Treasury 1 Year |
|----------------------|------------------------------------|-------------------------------------|--------------------------|-------------------------|----------------------------|-------------|----------------------|--------------------|
| 7/31/2019 | 506,721,503.90 | 1,028,286.92 | 0.00 | 1,028,286.92 | 491,981,687.27 | 0.21 | 2.54 | 1.96 |
| 8/31/2019 | 480,189,549.87 | 914,514.31 | 0.00 | 914,514.31 | 460,636,127.84 | 0.20 | 2.41 | 1.77 |
| 9/30/2019 | 420,540,154.97 | 798,597.23 | 0.00 | 798,597.23 | 433,894,822.71 | 0.18 | 2.23 | 1.80 |
| 10/31/2019 | 461,163,186.11 | 803,670.36 | 0.00 | 803,670.36 | 457,876,984.27 | 0.18 | 2.13 | 1.61 |
| 11/30/2019 | 609,245,943.51 | 927,520.06 | 0.00 | 927,520.06 | 600,002,756.10 | 0.15 | 1.87 | 1.57 |
| 12/31/2019 | 603,995,543.74 | 960,779.30 | 0.00 | 960,779.30 | 611,912,407.87 | 0.16 | 1.90 | 1.55 |
| 1/31/2020 | 679,602,724.48 | 1,112,313.88 | 0.00 | 1,112,313.88 | 734,015,820.02 | 0.15 | 1.83 | 1.53 |
| 2/29/2020 | 781,602,690.10 | 1,128,167.41 | 0.00 | 1,128,167.41 | 827,425,427.16 | 0.14 | 1.65 | 1.41 |
| 3/31/2020 | 763,387,960.69 | 871,828.91 | 0.00 | 871,828.91 | 750,417,445.73 | 0.12 | 1.40 | 0.33 |
| 4/30/2020 | 701,677,633.85 | 578,004.84 | 0.00 | 578,004.84 | 688,273,145.64 | 0.08 | 1.01 | 0.19 |
| 5/31/2020 | 658,799,538.46 | 431,103.37 | 0.00 | 431,103.37 | 638,049,291.35 | 0.07 | 0.81 | 0.16 |
| 6/30/2020 | 600,863,931.94 | 313,798.93 | 0.00 | 313,798.93 | 586,070,880.86 | 0.05 | 0.64 | 0.18 |
| Total/Average | 506,721,503.90 | 9,868,615.52 | 0.00 | 9,868,615.52 | 600,758,432.09 | 1.64 | 1.64 | 1.17 |

Annualized TRR-BV

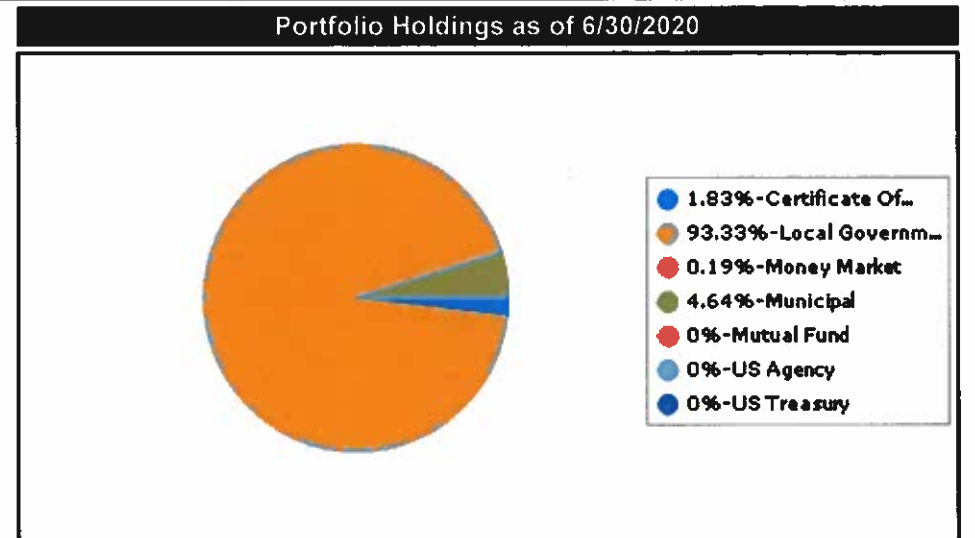
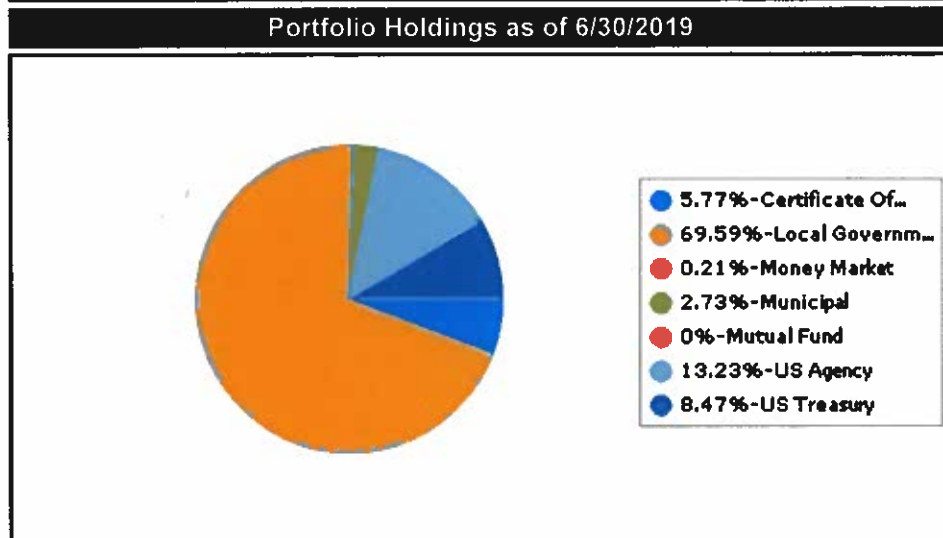




Fort Worth Independent School District Distribution by Security Sector - Book Value All Portfolios

Begin Date: 6/30/2019, End Date: 6/30/2020

| Security Sector Allocation | | | | |
|----------------------------------|-------------------------|-----------------------------|-------------------------|-----------------------------|
| Security Sector | Book Value 6/30/2019 | % of Portfolio 6/30/2019 | Book Value 6/30/2020 | % of Portfolio 6/30/2020 |
| Certificate Of Deposit | 29,205,556.41 | 5.77 | 10,121,052.33 | 1.83 |
| Local Government Investment Pool | 352,150,641.84 | 69.59 | 516,757,081.68 | 93.33 |
| Money Market | 1,047,051.37 | 0.21 | 1,061,380.86 | 0.19 |
| Municipal | 13,807,236.60 | 2.73 | 25,705,743.79 | 4.64 |
| Mutual Fund | 23,446.00 | 0.00 | 23,446.00 | 0.00 |
| US Agency | 66,972,582.67 | 13.23 | 0.00 | 0.00 |
| US Treasury | 42,857,998.38 | 8.47 | 0.00 | 0.00 |
| Total / Average | 506,064,513.27 | 100.00 | 553,668,704.66 | 100.00 |



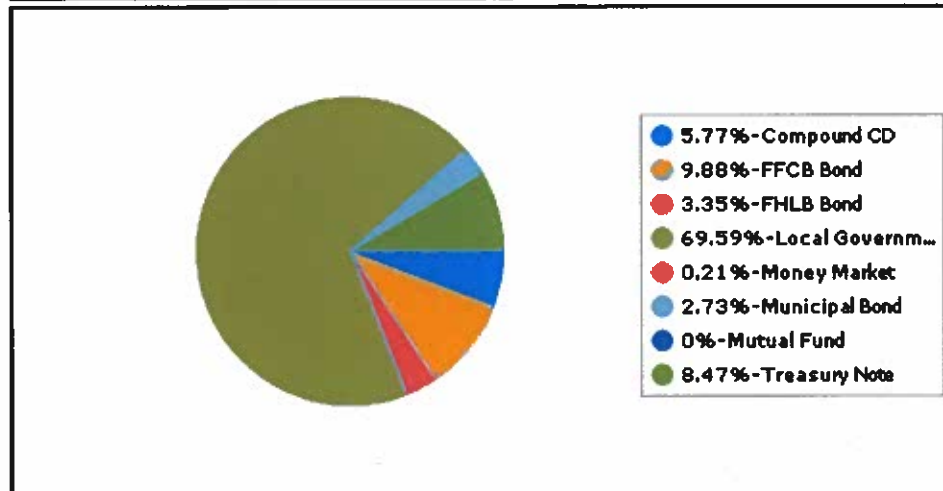


Fort Worth Independent School District Distribution by Security Type - Book Value All Portfolios

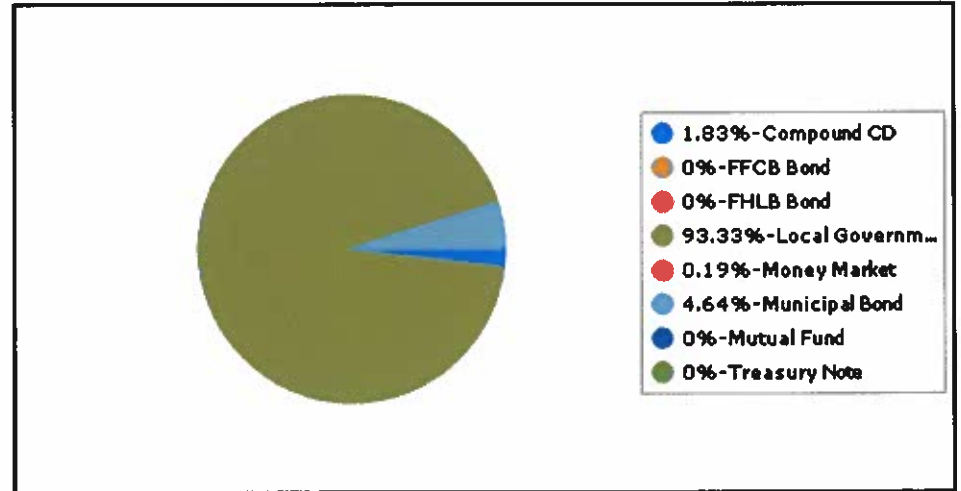
Begin Date: 6/30/2019, End Date: 6/30/2020

| Security Type Allocation | | | | |
|----------------------------------|-------------------------|-----------------------------|-------------------------|-----------------------------|
| Security Type | Book Value 6/30/2019 | % of Portfolio 6/30/2019 | Book Value 6/30/2020 | % of Portfolio 6/30/2020 |
| Compound CD | 29,205,556.41 | 5.77 | 10,121,052.33 | 1.83 |
| FFCB Bond | 50,000,000.00 | 9.88 | 0.00 | 0.00 |
| FHLB Bond | 16,972,582.67 | 3.35 | 0.00 | 0.00 |
| Local Government Investment Pool | 352,150,641.84 | 69.59 | 516,757,081.68 | 93.33 |
| Money Market | 1,047,051.37 | 0.21 | 1,061,380.86 | 0.19 |
| Municipal Bond | 13,807,236.60 | 2.73 | 25,705,743.79 | 4.64 |
| Mutual Fund | 23,446.00 | 0.00 | 23,446.00 | 0.00 |
| Treasury Note | 42,857,998.38 | 8.47 | 0.00 | 0.00 |
| Total / Average | 506,064,513.27 | 100.00 | 553,668,704.66 | 100.00 |

Portfolio Holdings as of 6/30/2019



Portfolio Holdings as of 6/30/2020



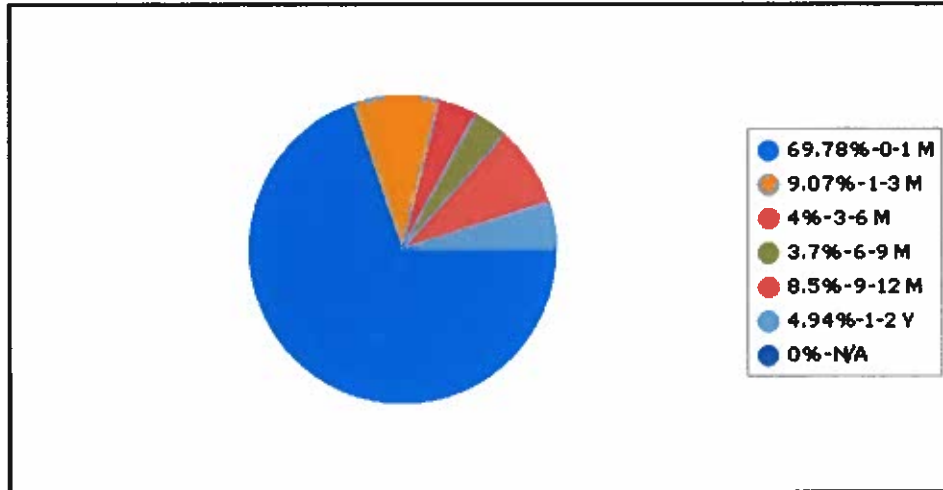


Fort Worth Independent School District Distribution by Maturity Range - Market Value All Portfolios

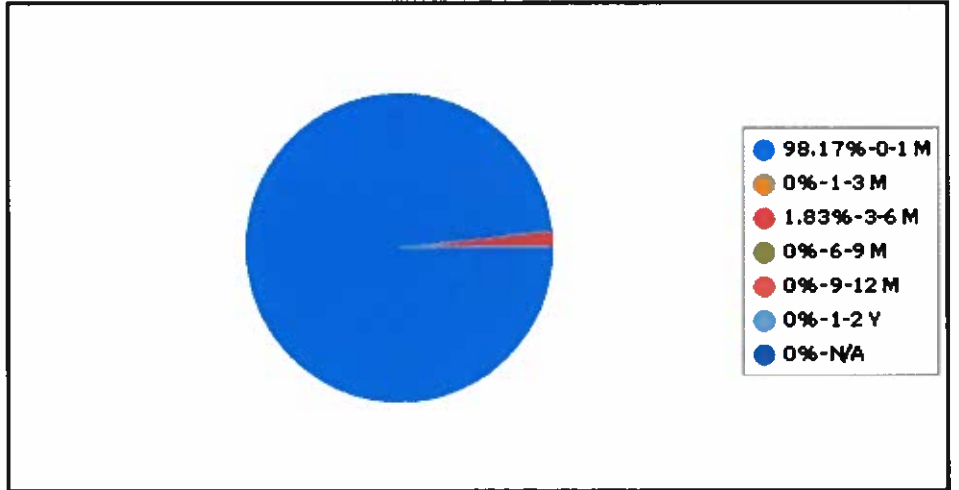
Begin Date: 6/30/2019, End Date: 6/30/2020

| Maturity Range Allocation | | | | |
|---------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Maturity Range | Market Value 6/30/2019 | % of Portfolio 6/30/2019 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| 0-1 Month | 353,197,693.21 | 69.78 | 543,523,462.54 | 98.17 |
| 1-3 Months | 45,924,936.65 | 9.07 | 0.00 | 0.00 |
| 3-6 Months | 20,232,143.00 | 4.00 | 10,121,052.33 | 1.83 |
| 6-9 Months | 18,731,580.70 | 3.70 | 0.00 | 0.00 |
| 9-12 Months | 43,019,168.41 | 8.50 | 0.00 | 0.00 |
| 1-2 Years | 25,009,672.50 | 4.94 | 0.00 | 0.00 |
| N/A | 24,087.45 | 0.00 | 25,480.94 | 0.00 |
| Total / Average | 506,139,281.92 | 100.00 | 553,669,995.81 | 100.00 |

Portfolio Holdings as of 6/30/2019



Portfolio Holdings as of 6/30/2020



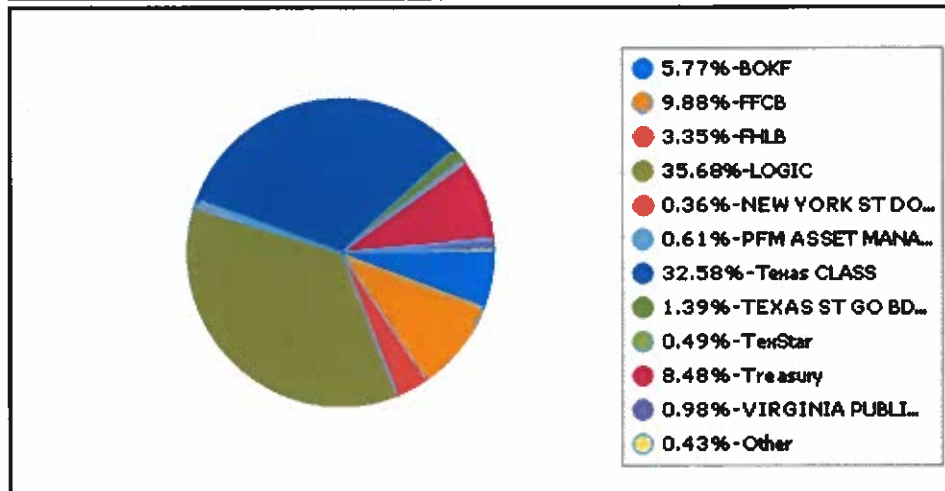


Fort Worth Independent School District Distribution by Issuer - Market Value All Portfolios

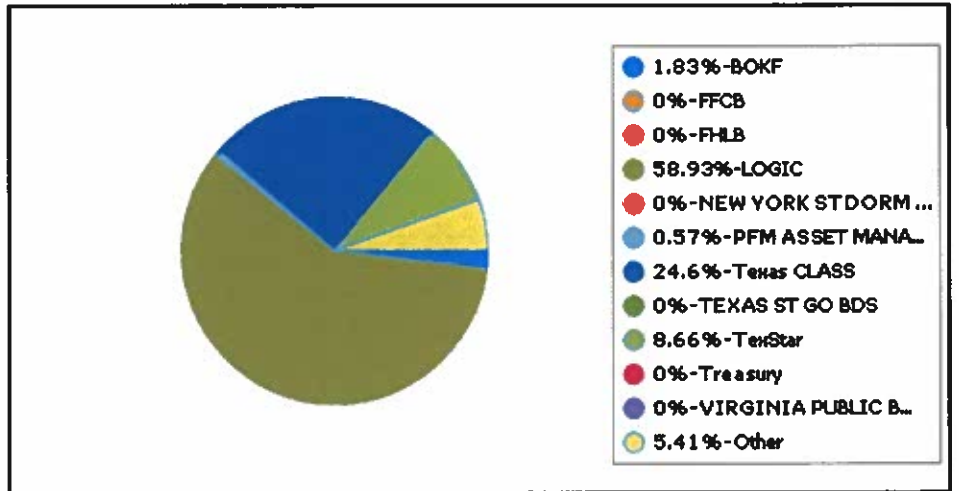
Begin Date: 6/30/2019, End Date: 6/30/2020

| Issuer Allocation | | | | |
|----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 6/30/2019 | % of Portfolio 6/30/2019 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| BOKF | 29,205,556.41 | 5.77 | 10,121,052.33 | 1.83 |
| FFCB | 50,012,317.50 | 9.88 | 0.00 | 0.00 |
| FHLB | 16,976,652.20 | 3.35 | 0.00 | 0.00 |
| LOGIC | 180,602,440.26 | 35.68 | 326,298,115.95 | 58.93 |
| NEW YORK ST DORM AUTHORITY | 1,800,378.00 | 0.36 | 0.00 | 0.00 |
| PFM ASSET MANAGEMENT | 3,103,790.71 | 0.61 | 3,150,753.07 | 0.57 |
| Texas CLASS | 164,877,292.68 | 32.58 | 136,204,958.77 | 24.60 |
| TEXAS ST GO BDS | 7,060,550.00 | 1.39 | 0.00 | 0.00 |
| TexStar | 2,459,525.09 | 0.49 | 47,965,591.94 | 8.66 |
| Treasury | 42,901,547.10 | 8.48 | 0.00 | 0.00 |
| VIRGINIA PUBLIC BUILDING | 4,960,500.05 | 0.98 | 0.00 | 0.00 |
| Other | 2,178,731.92 | 0.43 | 29,929,523.75 | 5.41 |
| Total / Average | 506,139,281.92 | 100.00 | 553,669,995.81 | 100.00 |

Portfolio Holdings as of 6/30/2019



Portfolio Holdings as of 6/30/2020



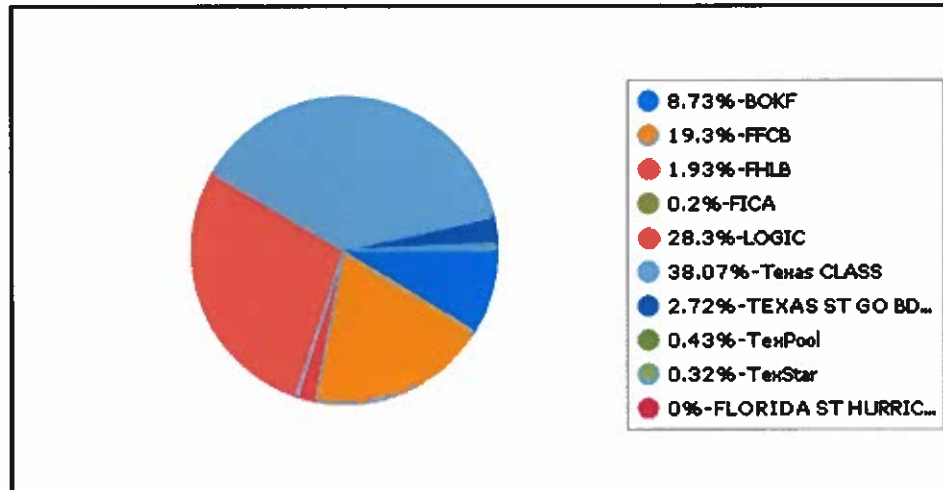


Fort Worth Independent School District Distribution by Issuer - Market Value General Operating Fund

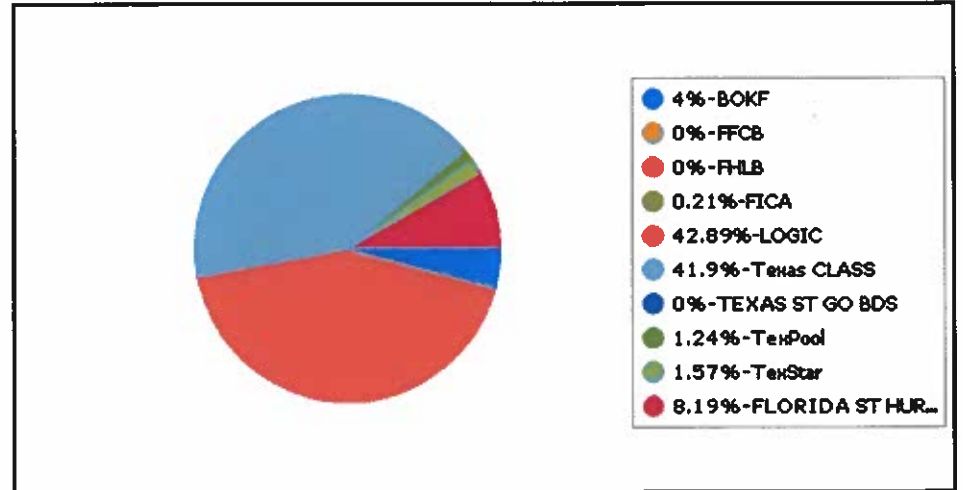
Begin Date: 6/30/2019, End Date: 6/30/2020

| Issuer Allocation | | | | |
|----------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 6/30/2019 | % of Portfolio 6/30/2019 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| BOKF | 22,639,376.05 | 8.73 | 10,121,052.33 | 4.00 |
| FFCB | 50,012,317.50 | 19.30 | 0.00 | 0.00 |
| FHLB | 4,999,801.50 | 1.93 | 0.00 | 0.00 |
| FICA | 521,843.28 | 0.20 | 528,985.00 | 0.21 |
| LOGIC | 73,348,903.11 | 28.30 | 108,441,799.09 | 42.89 |
| Texas CLASS | 98,680,379.40 | 38.07 | 105,950,934.73 | 41.90 |
| TEXAS ST GO BDS | 7,060,550.00 | 2.72 | 0.00 | 0.00 |
| TexPool | 1,107,593.10 | 0.43 | 3,137,661.95 | 1.24 |
| TexStar | 826,940.00 | 0.32 | 3,966,389.60 | 1.57 |
| FLORIDA ST HURRICANE | 0.00 | 0.00 | 20,705,000.00 | 8.19 |
| Total / Average | 259,197,703.94 | 100.00 | 252,851,822.70 | 100.00 |

Portfolio Holdings as of 6/30/2019



Portfolio Holdings as of 6/30/2020



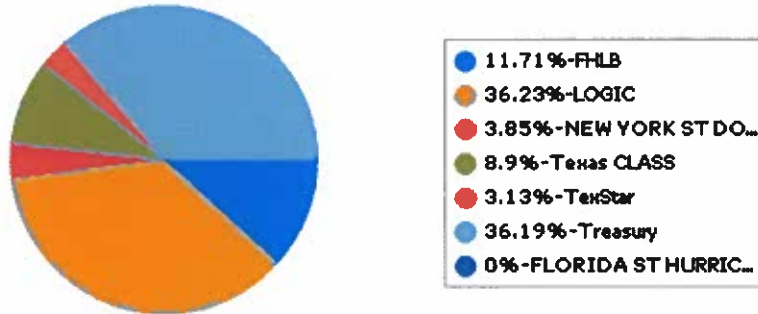


Fort Worth Independent School District Distribution by Issuer - Market Value Interest & Sinking | Debt Service Fund

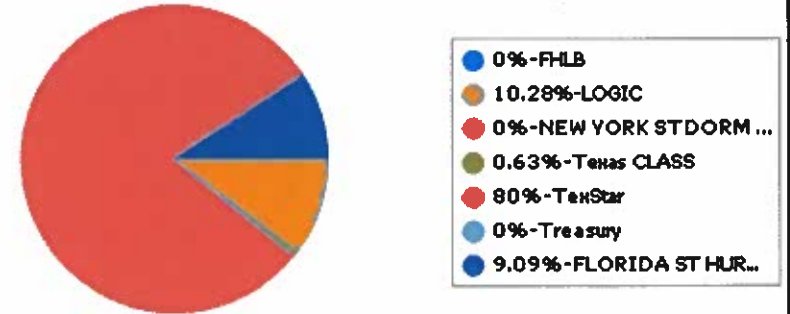
Begin Date: 6/30/2019, End Date: 6/30/2020

| Issuer Allocation | | | | |
|----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 6/30/2019 | % of Portfolio 6/30/2019 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| FHLB | 5,477,108.75 | 11.71 | 0.00 | 0.00 |
| LOGIC | 16,950,198.09 | 36.23 | 5,651,851.81 | 10.28 |
| NEW YORK ST DORM AUTHORITY | 1,800,378.00 | 3.85 | 0.00 | 0.00 |
| Texas CLASS | 4,165,493.17 | 8.90 | 344,865.69 | 0.63 |
| TexStar | 1,463,049.12 | 3.13 | 43,999,202.34 | 80.00 |
| Treasury | 16,931,202.70 | 36.19 | 0.00 | 0.00 |
| FLORIDA ST HURRICANE | 0.00 | 0.00 | 5,000,000.00 | 9.09 |
| Total / Average | 46,787,429.83 | 100.00 | 54,995,919.84 | 100.00 |

Portfolio Holdings as of 6/30/2019



Portfolio Holdings as of 6/30/2020



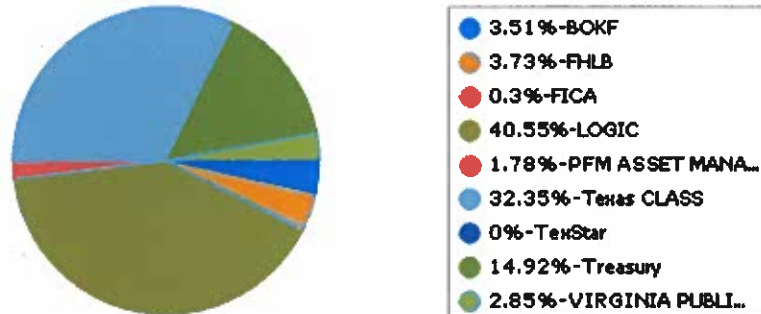


Fort Worth Independent School District Distribution by Issuer - Market Value REPORT GROUP: BOND FUND

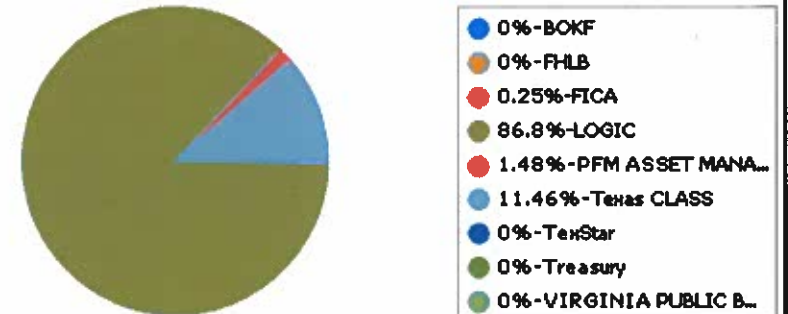
Begin Date: 6/30/2019, End Date: 6/30/2020

| Issuer Allocation | | | | |
|--------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 6/30/2019 | % of Portfolio 6/30/2019 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| BOKF | 6,103,108.90 | 3.51 | 0.00 | 0.00 |
| FHLB | 6,499,741.95 | 3.73 | 0.00 | 0.00 |
| FICA | 525,208.09 | 0.30 | 532,395.86 | 0.25 |
| LOGIC | 70,576,575.27 | 40.55 | 184,415,810.58 | 86.80 |
| PFM ASSET MANAGEMENT | 3,103,790.71 | 1.78 | 3,150,753.07 | 1.48 |
| Texas CLASS | 56,300,128.51 | 32.35 | 24,349,622.04 | 11.46 |
| TexStar | 1,672.65 | 0.00 | 0.00 | 0.00 |
| Treasury | 25,970,344.40 | 14.92 | 0.00 | 0.00 |
| VIRGINIA PUBLIC BUILDING | 4,960,500.05 | 2.85 | 0.00 | 0.00 |
| Total / Average | 174,041,070.53 | 100.00 | 212,448,581.55 | 100.00 |

Portfolio Holdings as of 6/30/2019



Portfolio Holdings as of 6/30/2020





Fort Worth Independent School District Portfolio Holdings by Portfolio Name All Portfolios

Date: 6/30/2020

| Description | Face Amount / Shares | Settlement Date | Cost Value | Market Price | Market Value | % Portfolio | Credit Rating | Days To Call/Maturity |
|-------------------------------------|-----------------------|-----------------|-----------------------|--------------|-----------------------|-----------------|---------------|-----------------------|
| CUSIP | | YTM @ Cost | Book Value | YTM @ Market | Accrued Interest | Unre. Gain/Loss | Credit Rating | Duration To Maturity |
| CIP-2013 BOND | | | | | | | | |
| FICA MM | | 9/10/2015 | 532,395.86 | 100.00 | 532,395.86 | 0.1% | NR | 1 |
| FICA9057CIP2013 | 532,395.86 | 0.22 | 532,395.86 | 0.22 | | 0.00 | NR | 0 |
| LOGIC LGIP | | 9/18/2014 | 5,398,421.47 | 100.00 | 5,398,421.47 | 0.98% | NR | 1 |
| LOGIC13002 | 5,398,421.47 | 0.63 | 5,398,421.47 | 0.63 | | 0.00 | NR | 0 |
| PFM ASSET MANAGEMENT LGIP | | 10/20/2016 | 3,150,753.07 | 100.00 | 3,150,753.07 | 0.57% | NR | 1 |
| PFM-1265-01 | 3,150,753.07 | 0.24 | 3,150,753.07 | 0.24 | | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 4/14/2014 | 5,157,759.77 | 100.00 | 5,157,759.77 | 0.93% | S&P-AA+ | 1 |
| TXCLASS0007 | 5,157,759.77 | 0.59 | 5,157,759.77 | 0.59 | | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 12/1/2016 | 1,059,201.82 | 100.00 | 1,059,201.82 | 0.19% | NR | 1 |
| TXCLASS4001 | 1,059,201.82 | 0.31 | 1,059,201.82 | 0.31 | | 0.00 | NR | 0 |
| | | | 15,298,531.99 | | 15,298,531.99 | 2.77% | | 1 |
| Sub Total CIP-2013 BOND | 15,298,531.99 | 0.50 | 15,298,531.99 | 0.50 | | 0.00 | | 0 |
| CIP-2017 BOND FUND | | | | | | | | |
| LOGIC LGIP | | 5/2/2018 | 179,017,389.11 | 100.00 | 179,017,389.11 | 32.33% | NR | 1 |
| LOGIC13006 | 179,017,389.11 | 0.63 | 179,017,389.11 | 0.63 | | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 5/4/2018 | 18,132,660.45 | 100.00 | 18,132,660.45 | 3.28% | NR | 1 |
| TXCLASS0009 | 18,132,660.45 | 0.59 | 18,132,660.45 | 0.59 | | 0.00 | NR | 0 |
| | | | 197,150,049.56 | | 197,150,049.56 | 35.61% | | 1 |
| Sub Total CIP-2017 BOND FUND | 197,150,049.56 | 0.62 | 197,150,049.56 | 0.62 | | 0.00 | | 0 |
| Food Service Fund | | | | | | | | |
| Texas CLASS LGIP | | 2/14/2012 | 3,255.44 | 100.00 | 3,255.44 | 0% | S&P-AA+ | 1 |
| TXCLASS0002 | 3,255.44 | 0.59 | 3,255.44 | 0.59 | | 0.00 | NR | 0 |
| | | | 3,255.44 | | 3,255.44 | 0% | | 1 |
| Sub Total Food Service Fund | 3,255.44 | 0.59 | 3,255.44 | 0.59 | | 0.00 | | 0 |
| General Operating Fund | | | | | | | | |



Fort Worth Independent School District Portfolio Holdings by Portfolio Name All Portfolios

Date: 6/30/2020

| Description CUSIP | Face Amount / Shares | Settlement Date YTM @ Cost | Cost Value Book Value | Market Price YTM @ Market | Market Value Accrued Interest | % Portfolio Unre. Gain/Loss | Credit Rating Credit Rating | Days To Call/Maturity Duration To Maturity |
|---|-------------------------|-------------------------------|--------------------------|------------------------------|----------------------------------|--------------------------------|--------------------------------|---|
| BOKF 1.8 10/29/2020 | | 10/30/2019 | 10,121,052.33 | 100.00 | 10,121,052.33 | 1.83% | NR | 121 |
| CDARS83893 | 10,121,052.33 | 1.80 | 10,121,052.33 | 1.80 | 0.00 | 0.00 | NR | 0.33 |
| FICA MM | | 2/8/2016 | 528,985.00 | 100.00 | 528,985.00 | 0.1% | NR | 1 |
| FICA9057-GO | 528,985.00 | 0.22 | 528,985.00 | 0.22 | 0.00 | 0.00 | NR | 0 |
| FLORIDA ST HURRICANE 2.995 7/1/2020 | | 8/26/2019 | 20,890,723.85 | 100.00 | 20,705,000.00 | 3.74% | S&P-AA+ | 1 |
| 34074GDH4 | 20,705,000.00 | 1.92 | 20,705,599.11 | 2.95 | 308,334.83 | -599.11 | Moodys-Aa3 | 0 |
| LOGIC LGIP | | 9/25/2014 | 108,441,799.09 | 100.00 | 108,441,799.09 | 19.59% | NR | 1 |
| LOGIC13001 | 108,441,799.09 | 0.63 | 108,441,799.09 | 0.63 | 0.00 | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 5/31/2010 | 105,950,934.73 | 100.00 | 105,950,934.73 | 19.14% | S&P-AA+ | 1 |
| TXCLASS0001 | 105,950,934.73 | 0.59 | 105,950,934.73 | 0.59 | 0.00 | 0.00 | NR | 0 |
| TexPool LGIP | | 6/30/2010 | 3,137,661.95 | 100.00 | 3,137,661.95 | 0.57% | S&P-AA+ | 1 |
| TEXPOOL00001 | 3,137,661.95 | 0.22 | 3,137,661.95 | 0.22 | 0.00 | 0.00 | NR | 0 |
| TexStar LGIP | | 5/31/2010 | 3,966,389.60 | 100.00 | 3,966,389.60 | 0.72% | S&P-AA+ | 1 |
| TEXSTAR11110 | 3,966,389.60 | 0.20 | 3,966,389.60 | 0.20 | 0.00 | 0.00 | NR | 0 |
| Sub Total General Operating Fund | 252,851,822.70 | 0.75 | 252,852,421.81 | 0.84 | 308,334.83 | -599.11 | | 0.01 |
| Interest & Sinking Debt Service Fund | | | | | | | | |
| FLORIDA ST HURRICANE 2.995 7/1/2020 | | 8/26/2019 | 5,044,850.00 | 100.00 | 5,000,000.00 | 0.9% | S&P-AA+ | 1 |
| 34074GDH4 | 5,000,000.00 | 1.92 | 5,000,144.68 | 2.95 | 74,459.03 | -144.68 | Moodys-Aa3 | 0 |
| LOGIC LGIP | | 12/2/2014 | 5,651,851.81 | 100.00 | 5,651,851.81 | 1.02% | NR | 1 |
| LOGIC13003 | 5,651,851.81 | 0.63 | 5,651,851.81 | 0.63 | 0.00 | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 5/31/2010 | 344,865.69 | 100.00 | 344,865.69 | 0.06% | S&P-AA+ | 1 |
| TXCLASS0003 | 344,865.69 | 0.59 | 344,865.69 | 0.59 | 0.00 | 0.00 | NR | 0 |
| TexStar LGIP | | 5/31/2010 | 43,999,202.34 | 100.00 | 43,999,202.34 | 7.95% | S&P-AA+ | 1 |
| TEXSTAR33330 | 43,999,202.34 | 0.20 | 43,999,202.34 | 0.20 | 0.00 | 0.00 | NR | 0 |



Fort Worth Independent School District Portfolio Holdings by Portfolio Name All Portfolios

Date: 6/30/2020

| Description | Face Amount / Shares | Settlement Date | Cost Value | Market Price | Market Value | % Portfolio | Credit Rating | Days To Call/Maturity |
|---|-----------------------|-----------------|-----------------------|--------------|-----------------------|-----------------|---------------|-----------------------|
| CUSIP | | YTM @ Cost | Book Value | YTM @ Market | Accrued Interest | Unre. Gain/Loss | Credit Rating | Duration To Maturity |
| Sub Total Interest & Sinking Debt Service Fund | 54,995,919.84 | 0.40 | 55,040,769.84 | 0.49 | 54,995,919.84 | 9.93% | | 1 |
| | | | 54,996,064.52 | | 74,459.03 | -144.68 | | 0 |
| Internal Finance Fund | | | | | | | | |
| Texas CLASS LGIP | | 5/31/2010 | 4,999,267.02 | 100.00 | 4,999,267.02 | 0.9% | S&P-AA+ | 1 |
| TXCLASS0005 | 4,999,267.02 | 0.59 | 4,999,267.02 | 0.59 | | 0.00 | NR | 0 |
| | | | 4,999,267.02 | | 4,999,267.02 | 0.9% | | 1 |
| Sub Total Internal Finance Fund | 4,999,267.02 | 0.59 | 4,999,267.02 | 0.59 | | 0.00 | | 0 |
| Scholarships | | | | | | | | |
| Nationwide-Highmark Bond | | 4/19/2002 | 23,446.00 | 11.52 | 25,480.94 | 0% | NR | |
| HIGHMARK857 | 2,211.89 | | 23,446.00 | | | 2,034.94 | NR | |
| Texas CLASS LGIP | | 4/24/2014 | 557,013.85 | 100.00 | 557,013.85 | 0.1% | S&P-AA+ | 1 |
| TXCLASS0008 | 557,013.85 | 0.59 | 557,013.85 | 0.59 | | 0.00 | NR | 0 |
| | | | 580,459.85 | | 582,494.79 | 0.1% | | 1 |
| Sub Total Scholarships | 559,225.74 | 0.59 | 580,459.85 | 0.59 | | 2,034.94 | | 0 |
| TRE FUND | | | | | | | | |
| LOGIC LGIP | | 3/8/2018 | 27,788,654.47 | 100.00 | 27,788,654.47 | 5.02% | NR | 1 |
| LOGIC13005 | 27,788,654.47 | 0.63 | 27,788,654.47 | 0.63 | | 0.00 | NR | 0 |
| | | | 27,788,654.47 | | 27,788,654.47 | 5.02% | | 1 |
| Sub Total TRE FUND | 27,788,654.47 | 0.63 | 27,788,654.47 | 0.63 | | 0.00 | | 0 |
| | | | 553,898,534.72 | | 553,669,995.81 | 100.00% | | 3 |
| TOTAL PORTFOLIO | 553,646,726.76 | 0.66 | 553,668,704.66 | 0.70 | 382,793.86 | 1,291.15 | | 0.01 |

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: **APPROVE QUARTERLY INVESTMENT REPORT FOR THE PERIOD:
APRIL 1, 2020 – JUNE 30, 2020****

BACKGROUND:

A written investment report must be presented to the Fort Worth ISD Board of Education and the Superintendent not less than quarterly reflecting the investment transactions of the District in accordance with CDA (LEGAL). The report for the period April 1, 2020 – June 30, 2020, contains all of the reporting requirements as outlined in Section 2256.023 of the Texas Government Code. Interest earnings for the period April 1, 2020 – June 30, 2020, totaled \$1,322,907. All investments met the District's investment strategies and policies, with the District's primary goal being safety of investments and then liquidity of the investments.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Quarterly Investment Report for the Period: April 1, 2020 – June 30, 2020
2. Decline to Approve Quarterly Investment Report For The Period: April 1, 2020 – June 30, 2020
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Quarterly Investment Report for the Period: April 1, 2020 – June 30, 2020

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

None

RATIONALE:

Review and approval of the District's Quarterly Investment Report is required pursuant to Policy CDA (LEGAL).

INFORMATION SOURCE:

Michael Ball

Fort Worth Independent School District

Quarterly Investment Report

April 1, 2020 – June 30, 2020



Published: July 17, 2020

Mr. Michael Ball, CPA

Chief Financial Officer

Mr. David Johnson, CPA
Senior Officer, Budget & Finance

Ms. Gloria Bey, CPA
Controller

Ms. Tonya D. Wright
Treasurer



Fort Worth
INDEPENDENT SCHOOL DISTRICT



FORT WORTH INDEPENDENT SCHOOL DISTRICT
Quarterly Investment Report
04/01/2020 - 06/30/2020




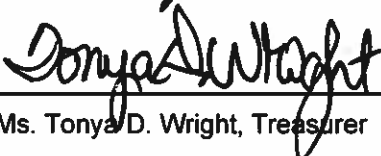
Investment Officer's Certification

This report is prepared for the Fort Worth Independent School District (the "District") in accordance with Chapter 2256 of the Public Funds Investment Act (PFIA). Section 2256.023(a) of the PFIA states that "Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by the District's Investment Officers and includes the disclosures required in the PFIA. Market prices were obtained from the Custodial Bank, JP Morgan Chase.

The investment portfolio complied with the PFIA and the District's approved Investment Policy and Strategy throughout the period. All investment transactions made in the following portfolio during the period were made on behalf of the District and were in full compliance with PFIA and the District's approved Investment Policy.

Total Rate of Return: 0.23%
 Interest Earned During the Period: \$1,322,907
 Interest Earned Fiscal Year to Date: \$9,868,615

| Portfolio Name | Face Amount/Shares | Market Value | Book Value | % of Portfolio | YTM @ Cost | Days To Maturity |
|--|-----------------------|-----------------------|-----------------------|----------------|-------------|------------------|
| CIP-2013 BOND | 15,298,531.99 | 15,298,531.99 | 15,298,531.99 | 2.76 | 0.50 | 1 |
| CIP-2017 BOND FUND | 197,150,049.56 | 197,150,049.56 | 197,150,049.56 | 35.61 | 0.62 | 1 |
| Food Service Fund | 3,255.44 | 3,255.44 | 3,255.44 | 0.00 | 0.59 | 1 |
| General Operating Fund | 252,851,822.70 | 252,851,822.70 | 252,852,421.81 | 45.67 | 0.75 | 6 |
| Interest & Sinking Debt Service Fund | 54,995,919.84 | 54,995,919.84 | 54,996,064.52 | 9.93 | 0.40 | 1 |
| Internal Finance Fund | 4,999,267.02 | 4,999,267.02 | 4,999,267.02 | 0.90 | 0.59 | 1 |
| Scholarships | 559,225.74 | 582,494.79 | 580,459.85 | 0.10 | 0.59 | 1 |
| TRE FUND | 27,788,654.47 | 27,788,654.47 | 27,788,654.47 | 5.02 | 0.63 | 1 |
| Total / Average | 553,646,726.76 | 553,669,995.81 | 553,668,704.66 | 100.00 | 0.66 | 3 |

| | | | |
|---|-----------------------------------|---|----------------------------------|
|  _____ Mr. Michael Ball, Chief Financial Officer | <u>8/10/2020</u> _____ Date |  _____ Mr. David Johnson, Senior Officer | <u>8/7/20</u> _____ Date |
|  _____ Ms. Gloria Bey, Controller | <u>8/5/2020</u> _____ Date |  _____ Ms. Tonya D. Wright, Treasurer | <u>8/5/2020</u> _____ Date |

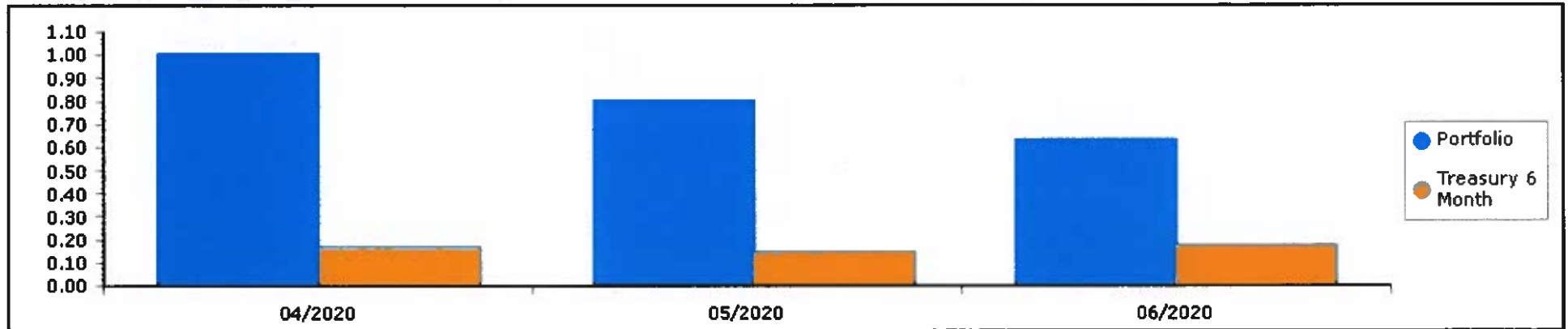


Fort Worth Independent School District Total Rate of Return - Book Value by Month All Portfolios

Begin Date: 4/30/2020, End Date: 6/30/2020

| Month | Beginning BV + Accrued Interest | Interest Earned During Period-BV | Realized Gain/Loss-BV | Investment Income-BV | Average Capital Base-BV | TRR-BV | Annualized TRR-BV | Treasury 6 Month |
|----------------------|------------------------------------|-------------------------------------|--------------------------|-------------------------|----------------------------|-------------|----------------------|---------------------|
| 4/30/2020 | 701,677,633.85 | 578,004.84 | 0.00 | 578,004.84 | 688,273,145.64 | 0.08 | 1.01 | 0.17 |
| 5/31/2020 | 658,799,538.46 | 431,103.37 | 0.00 | 431,103.37 | 638,049,291.35 | 0.07 | 0.81 | 0.15 |
| 6/30/2020 | 600,863,931.94 | 313,798.93 | 0.00 | 313,798.93 | 586,070,880.86 | 0.05 | 0.64 | 0.18 |
| Total/Average | 701,677,633.85 | 1,322,907.14 | 0.00 | 1,322,907.14 | 637,049,258.29 | 0.21 | 0.83 | 0.17 |

Annualized TRR-BV

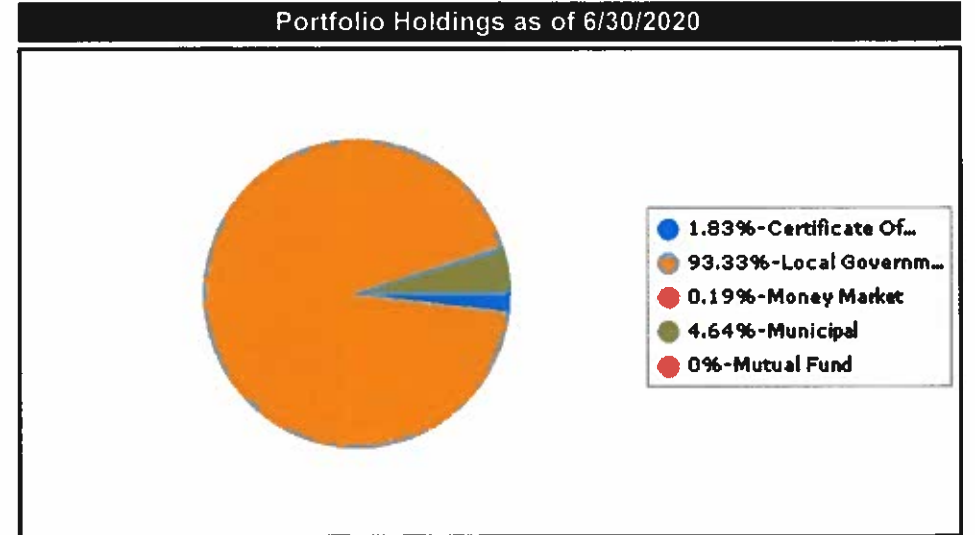
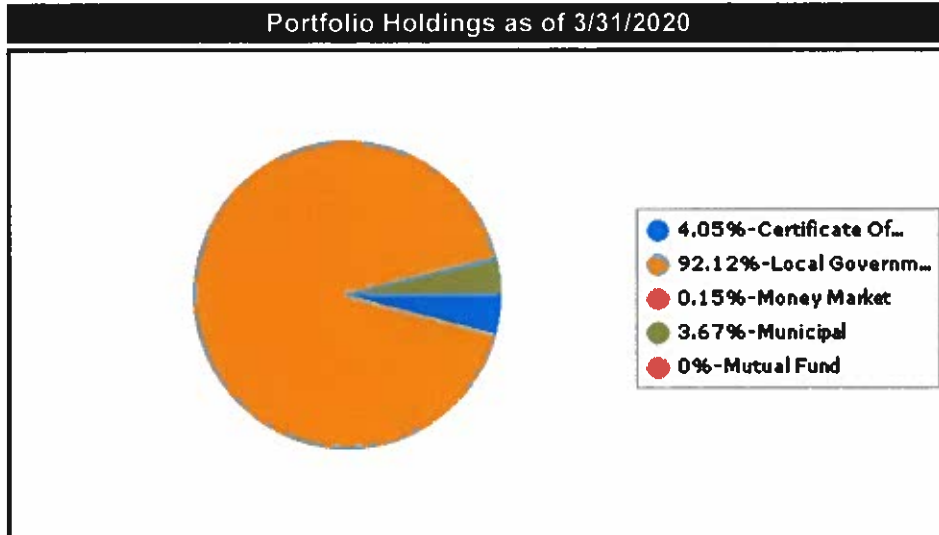




Fort Worth Independent School District Distribution by Security Sector - Book Value All Portfolios

Begin Date: 3/31/2020, End Date: 6/30/2020

| Security Sector Allocation | | | | |
|----------------------------------|-------------------------|-----------------------------|-------------------------|-----------------------------|
| Security Sector | Book Value 3/31/2020 | % of Portfolio 3/31/2020 | Book Value 6/30/2020 | % of Portfolio 6/30/2020 |
| Certificate Of Deposit | 28,423,769.06 | 4.05 | 10,121,052.33 | 1.83 |
| Local Government Investment Pool | 646,203,917.97 | 92.12 | 516,757,081.68 | 93.33 |
| Money Market | 1,060,606.26 | 0.15 | 1,061,380.86 | 0.19 |
| Municipal | 25,773,428.37 | 3.67 | 25,705,743.79 | 4.64 |
| Mutual Fund | 23,446.00 | 0.00 | 23,446.00 | 0.00 |
| Total / Average | 701,485,167.66 | 100.00 | 553,668,704.66 | 100.00 |

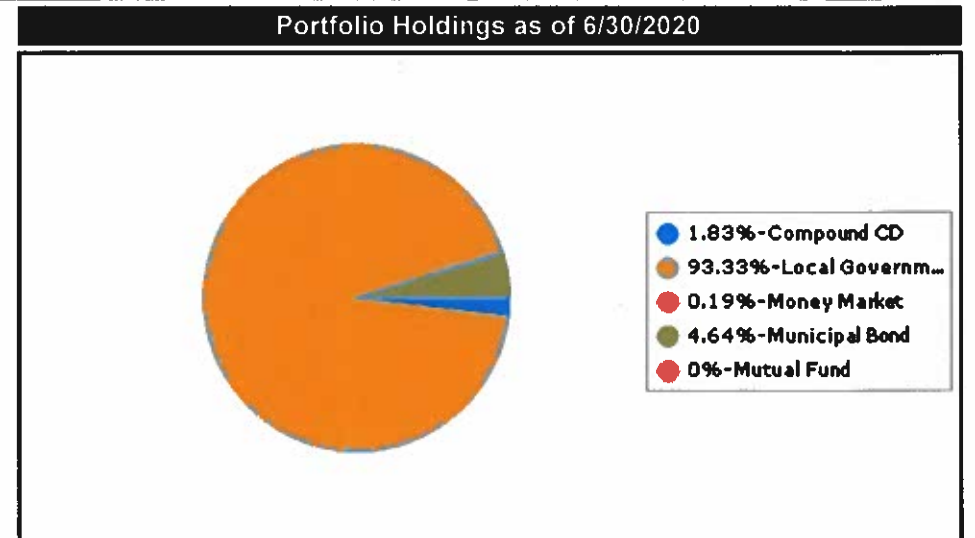
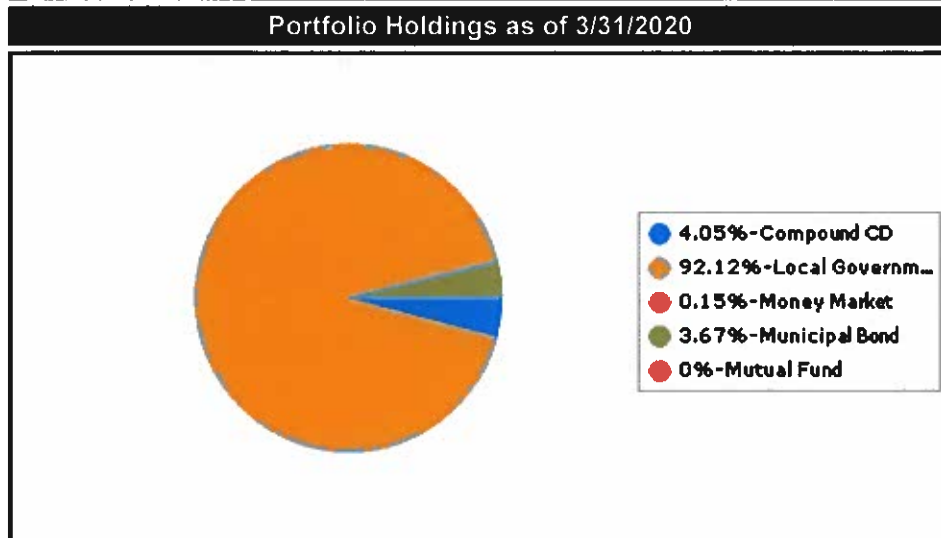




Fort Worth Independent School District Distribution by Security Type - Book Value All Portfolios

Begin Date: 3/31/2020, End Date: 6/30/2020

| Security Type Allocation | | | | |
|----------------------------------|-------------------------|-----------------------------|-------------------------|-----------------------------|
| Security Type | Book Value 3/31/2020 | % of Portfolio 3/31/2020 | Book Value 6/30/2020 | % of Portfolio 6/30/2020 |
| Compound CD | 28,423,769.06 | 4.05 | 10,121,052.33 | 1.83 |
| Local Government Investment Pool | 646,203,917.97 | 92.12 | 516,757,081.68 | 93.33 |
| Money Market | 1,060,606.26 | 0.15 | 1,061,380.86 | 0.19 |
| Municipal Bond | 25,773,428.37 | 3.67 | 25,705,743.79 | 4.64 |
| Mutual Fund | 23,446.00 | 0.00 | 23,446.00 | 0.00 |
| Total / Average | 701,485,167.66 | 100.00 | 553,668,704.66 | 100.00 |

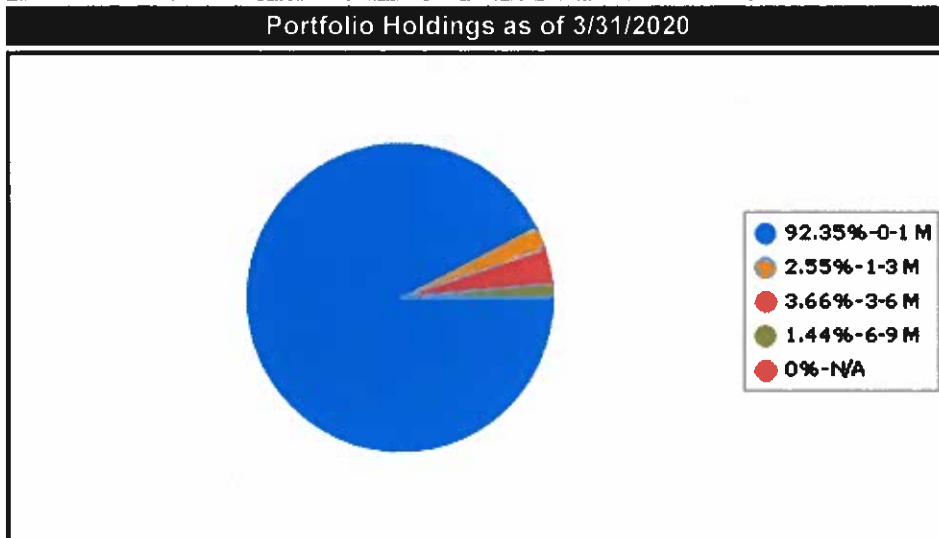




Fort Worth Independent School District Distribution by Maturity Range - Market Value All Portfolios

Begin Date: 3/31/2020, End Date: 6/30/2020

| Maturity Range Allocation | | | | |
|---------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Maturity Range | Market Value 3/31/2020 | % of Portfolio 3/31/2020 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| 0-1 Month | 647,736,133.69 | 92.35 | 543,523,462.54 | 98.17 |
| 1-3 Months | 17,876,424.30 | 2.55 | 0.00 | 0.00 |
| 3-6 Months | 25,681,094.35 | 3.66 | 10,121,052.33 | 1.83 |
| 6-9 Months | 10,075,735.30 | 1.44 | 0.00 | 0.00 |
| N/A | 24,419.21 | 0.00 | 25,480.94 | 0.00 |
| Total / Average | 701,393,806.85 | 100.00 | 553,669,995.81 | 100.00 |



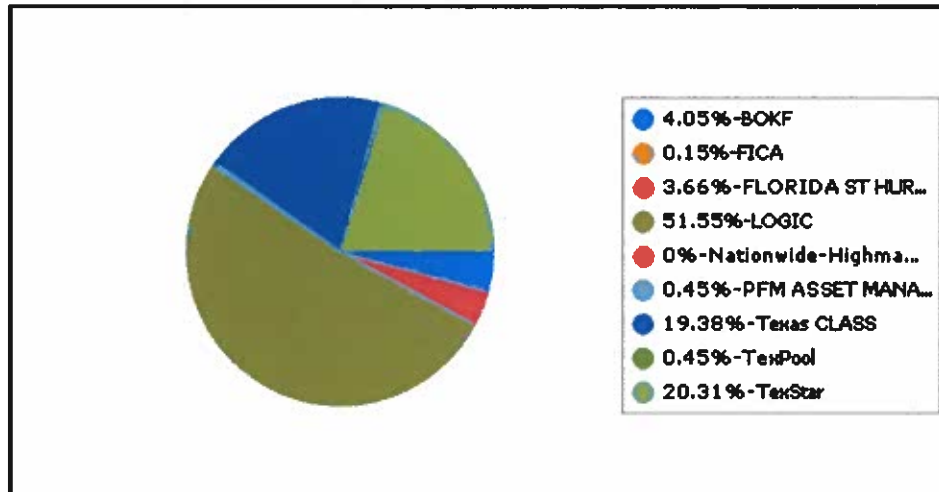


Fort Worth Independent School District Distribution by Issuer - Market Value All Portfolios

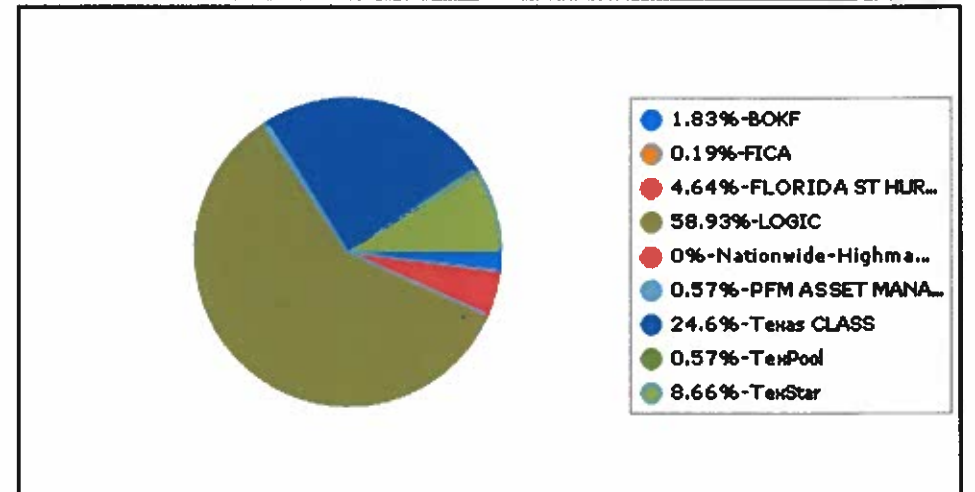
Begin Date: 3/31/2020, End Date: 6/30/2020

| Issuer Allocation | | | | | |
|--------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|--|
| Issuer | Market Value 3/31/2020 | % of Portfolio 3/31/2020 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 | |
| BOKF | 28,423,769.06 | 4.05 | 10,121,052.33 | 1.83 | |
| FICA | 1,060,606.26 | 0.15 | 1,061,380.86 | 0.19 | |
| FLORIDA ST HURRICANE | 25,681,094.35 | 3.66 | 25,705,000.00 | 4.64 | |
| LOGIC | 361,550,727.89 | 51.55 | 326,298,115.95 | 58.93 | |
| Nationwide-Highmark Bond | 24,419.21 | 0.00 | 25,480.94 | 0.00 | |
| PFM ASSET MANAGEMENT | 3,146,934.34 | 0.45 | 3,150,753.07 | 0.57 | |
| Texas CLASS | 135,930,363.91 | 19.38 | 136,204,958.77 | 24.60 | |
| TexPool | 3,135,215.67 | 0.45 | 3,137,661.95 | 0.57 | |
| TexStar | 142,440,676.16 | 20.31 | 47,965,591.94 | 8.66 | |
| Total / Average | 701,393,806.85 | 100.00 | 553,669,995.81 | 100.00 | |

Portfolio Holdings as of 3/31/2020



Portfolio Holdings as of 6/30/2020



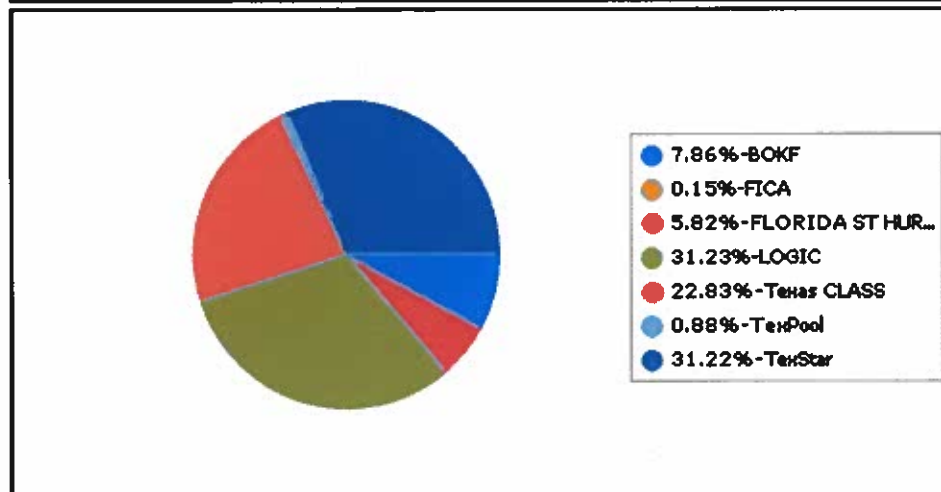


Fort Worth Independent School District Distribution by Issuer - Market Value General Operating Fund

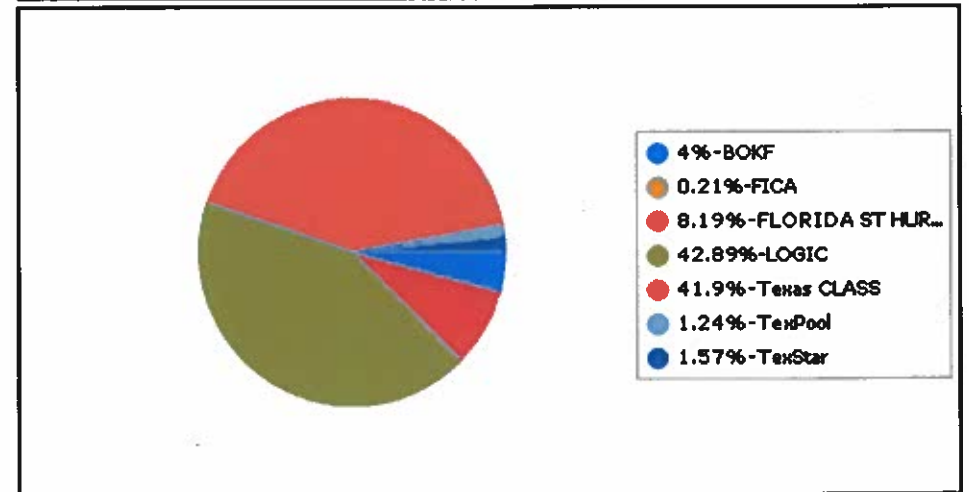
Begin Date: 3/31/2020, End Date: 6/30/2020

| Issuer Allocation | | | | |
|------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 3/31/2020 | % of Portfolio 3/31/2020 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| BOKF | 27,952,159.60 | 7.86 | 10,121,052.33 | 4.00 |
| FICA | 528,598.94 | 0.15 | 528,985.00 | 0.21 |
| FLORIDA ST HURRICANE | 20,685,744.35 | 5.82 | 20,705,000.00 | 8.19 |
| LOGIC | 111,029,323.32 | 31.23 | 108,441,799.09 | 42.89 |
| Texas CLASS | 81,158,516.15 | 22.83 | 105,950,934.73 | 41.90 |
| TexPool | 3,135,215.67 | 0.88 | 3,137,661.95 | 1.24 |
| TexStar | 110,999,939.15 | 31.22 | 3,966,389.60 | 1.57 |
| Total / Average | 355,489,497.18 | 100.00 | 252,851,822.70 | 100.00 |

Portfolio Holdings as of 3/31/2020



Portfolio Holdings as of 6/30/2020



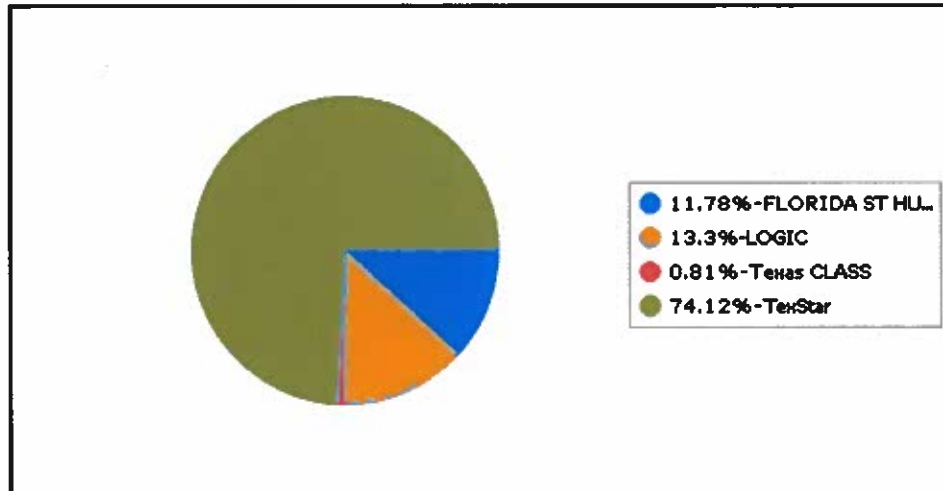


Fort Worth Independent School District Distribution by Issuer - Market Value Interest & Sinking | Debt Service Fund

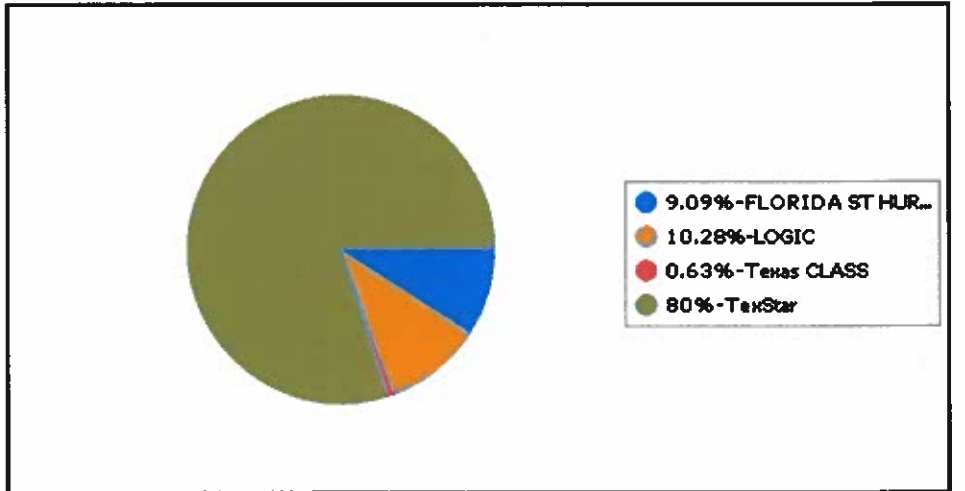
Begin Date: 3/31/2020, End Date: 6/30/2020

| Issuer Allocation | | | | |
|----------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 3/31/2020 | % of Portfolio 3/31/2020 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| FLORIDA ST HURRICANE | 4,995,350.00 | 11.78 | 5,000,000.00 | 9.09 |
| LOGIC | 5,640,158.07 | 13.30 | 5,651,851.81 | 10.28 |
| Texas CLASS | 344,167.68 | 0.81 | 344,865.69 | 0.63 |
| TexStar | 31,440,737.01 | 74.12 | 43,999,202.34 | 80.00 |
| Total / Average | 42,420,412.76 | 100.00 | 54,995,919.84 | 100.00 |

Portfolio Holdings as of 3/31/2020



Portfolio Holdings as of 6/30/2020



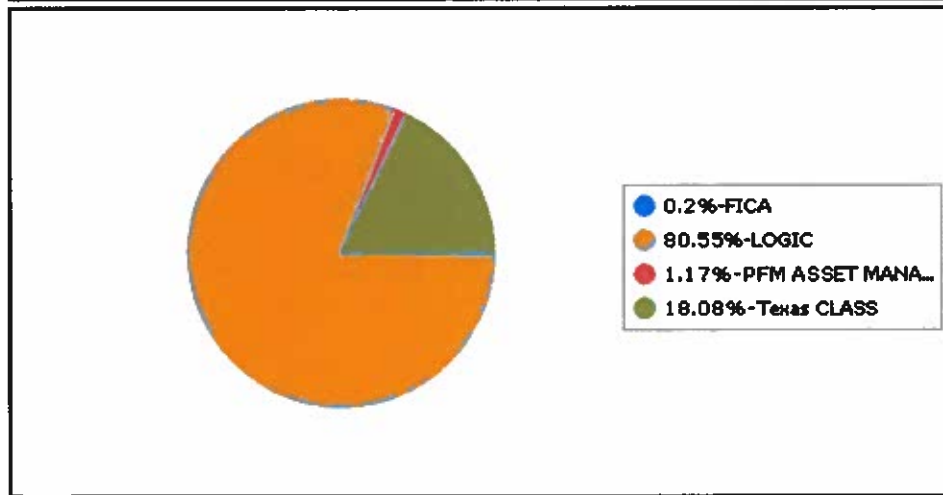


Fort Worth Independent School District Distribution by Issuer - Market Value REPORT GROUP: BOND FUND

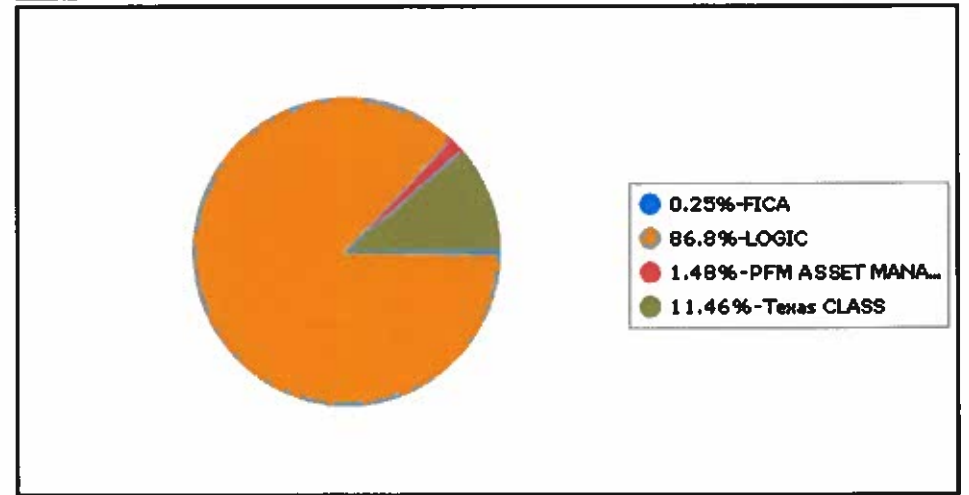
Begin Date: 3/31/2020, End Date: 6/30/2020

| Issuer Allocation | | | | |
|----------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|
| Issuer | Market Value 3/31/2020 | % of Portfolio 3/31/2020 | Market Value 6/30/2020 | % of Portfolio 6/30/2020 |
| FICA | 532,007.32 | 0.20 | 532,395.86 | 0.25 |
| LOGIC | 217,526,895.39 | 80.55 | 184,415,810.58 | 86.80 |
| PFM ASSET MANAGEMENT | 3,146,934.34 | 1.17 | 3,150,753.07 | 1.48 |
| Texas CLASS | 48,829,474.99 | 18.08 | 24,349,622.04 | 11.46 |
| Total / Average | 270,035,312.04 | 100.00 | 212,448,581.55 | 100.00 |

Portfolio Holdings as of 3/31/2020



Portfolio Holdings as of 6/30/2020





Fort Worth Independent School District Portfolio Holdings by Portfolio Name All Portfolios

Date: 6/30/2020

| Description | Face Amount / Shares | Settlement Date | Cost Value | Market Price | Market Value | % Portfolio | Credit Rating | Days To Call/Maturity |
|-------------------------------------|-----------------------|-----------------|-----------------------|--------------|-----------------------|-----------------|---------------|-----------------------|
| CUSIP | | YTM @ Cost | Book Value | YTM @ Market | Accrued Interest | Unre. Gain/Loss | Credit Rating | Duration To Maturity |
| CIP-2013 BOND | | | | | | | | |
| FICA MM | | 9/10/2015 | 532,395.86 | 100.00 | 532,395.86 | 0.1% | NR | 1 |
| FICA9057CIP2013 | 532,395.86 | 0.22 | 532,395.86 | 0.22 | | 0.00 | NR | 0 |
| LOGIC LGIP | | 9/18/2014 | 5,398,421.47 | 100.00 | 5,398,421.47 | 0.98% | NR | 1 |
| LOGIC13002 | 5,398,421.47 | 0.63 | 5,398,421.47 | 0.63 | | 0.00 | NR | 0 |
| PFM ASSET MANAGEMENT LGIP | | 10/20/2016 | 3,150,753.07 | 100.00 | 3,150,753.07 | 0.57% | NR | 1 |
| PFM-1265-01 | 3,150,753.07 | 0.24 | 3,150,753.07 | 0.24 | | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 4/14/2014 | 5,157,759.77 | 100.00 | 5,157,759.77 | 0.93% | S&P-AA+ | 1 |
| TXCLASS0007 | 5,157,759.77 | 0.59 | 5,157,759.77 | 0.59 | | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 12/1/2016 | 1,059,201.82 | 100.00 | 1,059,201.82 | 0.19% | NR | 1 |
| TXCLASS4001 | 1,059,201.82 | 0.31 | 1,059,201.82 | 0.31 | | 0.00 | NR | 0 |
| Sub Total CIP-2013 BOND | 15,298,531.99 | 0.50 | 15,298,531.99 | 0.50 | 15,298,531.99 | 2.77% | | 1 |
| | | | | | | 0.00 | | 0 |
| CIP-2017 BOND FUND | | | | | | | | |
| LOGIC LGIP | | 5/2/2018 | 179,017,389.11 | 100.00 | 179,017,389.11 | 32.33% | NR | 1 |
| LOGIC13006 | 179,017,389.11 | 0.63 | 179,017,389.11 | 0.63 | | 0.00 | NR | 0 |
| Texas CLASS LGIP | | 5/4/2018 | 18,132,660.45 | 100.00 | 18,132,660.45 | 3.28% | NR | 1 |
| TXCLASS0009 | 18,132,660.45 | 0.59 | 18,132,660.45 | 0.59 | | 0.00 | NR | 0 |
| Sub Total CIP-2017 BOND FUND | 197,150,049.56 | 0.62 | 197,150,049.56 | 0.62 | 197,150,049.56 | 35.61% | | 1 |
| | | | | | | 0.00 | | 0 |
| Food Service Fund | | | | | | | | |
| Texas CLASS LGIP | | 2/14/2012 | 3,255.44 | 100.00 | 3,255.44 | 0% | S&P-AA+ | 1 |
| TXCLASS0002 | 3,255.44 | 0.59 | 3,255.44 | 0.59 | | 0.00 | NR | 0 |
| Sub Total Food Service Fund | 3,255.44 | 0.59 | 3,255.44 | 0.59 | 3,255.44 | 0% | | 1 |
| | | | | | | 0.00 | | 0 |
| General Operating Fund | | | | | | | | |



Fort Worth Independent School District Portfolio Holdings by Portfolio Name All Portfolios

Date: 6/30/2020

| Description CUSIP | Face Amount / Shares | Settlement Date YTM @ Cost | Cost Value Book Value | Market Price YTM @ Market | Market Value Accrued Interest | % Portfolio Unre. Gain/Loss | Credit Rating Credit Rating | Days To Call/Maturity Duration To Maturity |
|---|-------------------------|-------------------------------|--|------------------------------|--|---------------------------------|--------------------------------|---|
| BOKF 1 8 10/29/2020 CDARS83893 | 10,121,052.33 | 10/30/2019 1.80 | 10,121,052.33 | 100.00 1.80 | 10,121,052.33 0.00 | 1.83% 0.00 | NR NR | 121 0.33 |
| FICA MM FICA9057-GO | 528,985.00 | 2/8/2016 0.22 | 528,985.00 | 100.00 0.22 | 528,985.00 | 0.1% 0.00 | NR NR | 1 0 |
| FLORIDA ST HURRICANE 2 995 7/1/2020 34074GDH4 | 20,705,000.00 | 8/26/2019 1.92 | 20,890,723.85 20,705,599.11 | 100.00 2.95 | 20,705,000.00 308,334.83 | 3.74% -599.11 | S&P-AA+ Moody's-Aa3 | 1 0 |
| LOGIC LGIP LOGIC13001 | 108,441,799.09 | 9/25/2014 0.63 | 108,441,799.09 | 100.00 0.63 | 108,441,799.09 | 19.59% 0.00 | NR NR | 1 0 |
| Texas CLASS LGIP TXCLASS0001 | 105,950,934.73 | 5/31/2010 0.59 | 105,950,934.73 | 100.00 0.59 | 105,950,934.73 | 19.14% 0.00 | S&P-AA+ NR | 1 0 |
| TexPool LGIP TEXPOOL00001 | 3,137,661.95 | 6/30/2010 0.22 | 3,137,661.95 | 100.00 0.22 | 3,137,661.95 | 0.57% 0.00 | S&P-AA+ NR | 1 0 |
| TexStar LGIP TEXSTAR11110 | 3,966,389.60 | 5/31/2010 0.20 | 3,966,389.60 | 100.00 0.20 | 3,966,389.60 | 0.72% 0.00 | S&P-AA+ NR | 1 0 |
| Sub Total General Operating Fund | 252,851,822.70 | 0.75 | 253,037,546.55 252,852,421.81 | 0.84 | 252,851,822.70 308,334.83 | 45.69% -599.11 | | 6 0.01 |
| Interest & Sinking Debt Service Fund | | | | | | | | |
| FLORIDA ST HURRICANE 2 995 7/1/2020 34074GDH4 | 5,000,000.00 | 8/26/2019 1.92 | 5,044,850.00 5,000,144.88 | 100.00 2.95 | 5,000,000.00 74,459.03 | 0.9% -144.68 | S&P-AA+ Moody's-Aa3 | 1 0 |
| LOGIC LGIP LOGIC13003 | 5,651,851.81 | 12/2/2014 0.63 | 5,651,851.81 | 100.00 0.63 | 5,651,851.81 | 1.02% 0.00 | NR NR | 1 0 |
| Texas CLASS LGIP TXCLASS0003 | 344,865.69 | 5/31/2010 0.59 | 344,865.69 | 100.00 0.59 | 344,865.69 | 0.06% 0.00 | S&P-AA+ NR | 1 0 |
| TexStar LGIP TEXSTAR33330 | 43,999,202.34 | 5/31/2010 0.20 | 43,999,202.34 | 100.00 0.20 | 43,999,202.34 | 7.95% 0.00 | S&P-AA+ NR | 1 0 |



**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 6/30/2020

| Description CUSIP | Face Amount / Shares | Settlement Date YTM @ Cost | Cost Value Book Value | Market Price YTM @ Market | Market Value Accrued Interest | % Portfolio Unre. Gain/Loss | Credit Rating Credit Rating | Days To Call/Maturity Duration To Maturity |
|---|-------------------------|-------------------------------|--|------------------------------|--|--------------------------------|--------------------------------|---|
| Sub Total Interest & Sinking Debt Service Fund | 54,995,919.84 | 0.40 | 55,040,769.84 54,996,064.52 | 0.49 | 54,995,919.84 74,459.03 | 9.93% -144.68 | | 1 0 |
| Internal Finance Fund | | | | | | | | |
| Texas CLASS LGIP | | 5/31/2010 | 4,999,267.02 | 100.00 | 4,999,267.02 | 0.9% | S&P-AA+ | 1 |
| TXCLASS0005 | 4,999,267.02 | 0.59 | 4,999,267.02 | 0.59 | | 0.00 | NR | 0 |
| | | | 4,999,267.02 | | 4,999,267.02 | 0.9% | | 1 |
| Sub Total Internal Finance Fund | 4,999,267.02 | 0.59 | 4,999,267.02 | 0.59 | | 0.00 | | 0 |
| Scholarships | | | | | | | | |
| Nationwide-Highmark Bond | | 4/19/2002 | 23,446.00 | 11.52 | 25,480.94 | 0% | NR | |
| HIGHMARK857 | 2,211.89 | | 23,446.00 | | | 2,034.94 | NR | |
| Texas CLASS LGIP | | 4/24/2014 | 557,013.85 | 100.00 | 557,013.85 | 0.1% | S&P-AA+ | 1 |
| TXCLASS0008 | 557,013.85 | 0.59 | 557,013.85 | 0.59 | | 0.00 | NR | 0 |
| | | | 580,459.85 | | 582,494.79 | 0.1% | | 1 |
| Sub Total Scholarships | 559,225.74 | 0.59 | 580,459.85 | 0.59 | | 2,034.94 | | 0 |
| TRE FUND | | | | | | | | |
| LOGIC LGIP | | 3/8/2018 | 27,788,654.47 | 100.00 | 27,788,654.47 | 5.02% | NR | 1 |
| LOGIC13005 | 27,788,654.47 | 0.63 | 27,788,654.47 | 0.63 | | 0.00 | NR | 0 |
| | | | 27,788,654.47 | | 27,788,654.47 | 5.02% | | 1 |
| Sub Total TRE FUND | 27,788,654.47 | 0.63 | 27,788,654.47 | 0.63 | | 0.00 | | 0 |
| | | | 553,898,534.72 | | 553,669,995.81 | 100.00% | | 3 |
| TOTAL PORTFOLIO | 553,646,726.76 | 0.66 | 553,668,704.66 | 0.70 | 382,793.86 | 1,291.15 | | 0.01 |

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE PROPOSED MIDDLE AND HIGH SCHOOL COURSE CHANGES FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

BACKGROUND:

Each year, proposals for course additions are submitted to the Board of Education for consideration. Attached are new course proposals with related costs for the 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 school years.

See attached listing for course details.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Proposed Middle and High School Course Changes for the 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 School Years
2. Decline to Approve Proposed Middle and High School Course Changes for the 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 School Years
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Proposed Middle and High School Course Changes for the 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 School Years

FUNDING SOURCE

Additional Details

Not Applicable

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

See attached listing for campus locations of specific courses.

RATIONALE:

Adjustments in course offerings are necessary to accommodate changing needs of students and programs.

INFORMATION SOURCE:

Jerry Moore

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|--|--------|-----------------|-------------------|--|--|-----------------------------|
| Foundations of Cybersecurity (Honors & Dual Credit) 2020 – 2021 School Year | 1 | 9 - 10 | Daphne Rickard | In the Foundations of Cybersecurity course, students will develop the knowledge and skills needed to explore fundamental concepts related to the ethics, laws, and operations of cybersecurity. Students will examine trends and operations of cyberattacks, threats, and vulnerabilities. Students will review and explore security policies designed to mitigate risks. The skills obtained in this course prepare students for additional study in cybersecurity. A variety of courses are available to students interested in this field. Foundations of Cybersecurity may serve as an introductory course in this field of study. Offered only at Eastern Hills and Trimble Tech | <u>Textbooks:</u> Computer Course Text/Lab Guide - \$2,760 (per 24 students) Networking Course Text/Lab Guide - \$2,760 (per 24 students) Cyber Security Text/Lab Guide - \$2,760 (per 24 students) <u>Equipment:</u> Cyber Security Equipment Package - \$12,525 <u>Supplies:</u> Complete Introductory Computer Course - \$39,680 Instructor’s Guide - \$90 Intro to Networking Instructor’s Guide - \$100 Intro to Cyber Security Instructor’s Guide - \$100 Freight - \$1,564 Additional Activity Supplies - \$2,447 Total per campus - \$64,786 Funded by CTE | \$129,572 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|---|---------------|------------------------|--------------------------|---|---|------------------------------------|
| Business English AB (Honors & Dual Credit) 2020 – 2021 School Year | 1 | 10 – 12 | Daphne Rickard | This course will be used to align with a TCC course that is part of an AAS degree requirement. Course is part of the PTECH Energy Program Pathway. Offered only at TCC South | Books - \$4,500 (30 students) One-time Startup Costs – \$5,250 Supplies - \$75/student x 30 students = \$2,250 Funded by CTE | \$12,000 |
| Video Game Programming (Honors) 2020 – 2021 School Year | 1 | 10 - 11 | Daphne Rickard | Video Game Programming expands on the foundation created in Video Game Design through programming languages such as: C# programming, XNA game studio, Java, and Android App. In this course, students will investigate the inner workings of a fully functional role-playing game (RPG) by customizing playable characters, items, maps, and chests and eventually applying customizations by altering and enhancing the core game code. Offered only at South Hills High School | Textbook - \$2,834 (26 students) Supplies - \$250 Funded by CTE | \$3,084 |
| Travel and Tourism Management (Honors) 2021 – 2022 School Year | 1 | 10 – 11 | Daphne Rickard | Travel and Tourism Management incorporates management principles and procedures of the travel and tourism industry as well as destination geography, airlines, international travel, cruising, travel by rail, lodging, recreation, amusements, attractions, and resorts. Employment qualifications and opportunities are also included in this course. Offered only at North Side High School | Textbooks - \$425/teacher + \$11/student x 25 students = \$700 Supplies - \$250 Funded by CTE | \$950 |
| Computer Maintenance (Honors) 2021 – 2022 School Year | 1 | 10 | Daphne Rickard | Students will acquire knowledge of computer maintenance and creating appropriate documentation. Students will analyze the social responsibility of business and industry regarding the significant issues relating to the environment, ethics, health, safety, and diversity in society and in the workplace as related to computer maintenance. | Textbooks - \$1,860 (for 25 students) Supplies - \$2,140 \$4,000 per section Funded by CTE | \$16,000 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|--|---------------|------------------------|--------------------------|---|---|------------------------------------|
| | | | | Students will apply technical skills to address the IT industry and emerging technologies. Offered only at South Hills High School, Poly High School, Trimble Tech High School, and Western Hills High School. | | |
| Introduction to Computer Aided Design and Drafting (Honors) 2021 – 2022 School Year | 1 | 9 – 12 | Daphne Rickard | Introduction to Computer-Aided Design and Drafting (CADD), introduces students to CADD equipment, software selection and interfaces; setting up a CADD workstation; upgrading a computer to run advanced CADD software; storage devices; storing, retrieving, back-up and sharing databases; file servers and local area networks (LANs); and transferring drawing files over the Internet. Offered only at Dunbar High School | Textbooks - \$1,104.74 (25 books) Supplies - \$250 Funded by CTE | \$1,354.74 |
| Intermediate Computer Aided Design and Drafting (Honors) 2021 – 2022 School Year | 1 | 10 – 12 | Daphne Rickard | Intermediate Computer-Aided Design and Drafting (CADD), focuses on the fundamentals of computer-aided drafting using various drafting programs. Emphasis is placed on drawing set up; creating and modifying geometry; storing and retrieving predefined shapes; placing, rotating, and scaling objects; adding text and dimensions; using layers and coordinating systems; and using input and output devices. Offered only at Dunbar High School | Textbooks - \$0 Supplies - \$250 Funded by CTE | \$250 |
| Innovative Instrument Repair (Honors) 2021 – 2022 School Year | 1 | 11 – 12 | Daphne Rickard | Instrument Repair Internship course, students will build on preexisting knowledge and skills honed in prior STEM and Fine Arts classes to provide instrument repair. Instrument repair requires a technical knowledge and skill in the areas of problem solving, mechanics, acoustics, innovation, and tool operation. Students will focus on planning | Textbooks - \$0 Equipment - \$1,500 Supplies - \$400 Funded by CTE | \$1,900 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|--|--------|-----------------|-------------------|--|---|-----------------------------|
| | | | | <p>for, managing, and providing instrument repair service.</p> <p>There are currently no courses under the Fine Arts or Career and Technical Education Chapters that provide students with an educational experience in instrument repair. Based on the practicum-like experience intended, this course aligns best with the Career and Technical Education subject area. Students will have gained knowledge and skills in problem solving, critical thinking, mechanics and tool use in at least one previously completed STEM course. Additionally, students will have gained knowledge and skill as it relates to music, acoustics, and instruments in at least one previously completed Fine Arts course. In this course, students' prior knowledge will serve as a foundation to learning in-depth content and skills in instrument repair.</p> <p>Course will be submitted to TEA for approval as an Innovative Course.</p> <p>Offered only at IM Terrell</p> | | |
| <p>Discrete Mathematics for Computer Science (Honors)</p> <p>2021 – 2022 School Year</p> | 1 | 11 – 12 | Daphne Rickard | <p>Discrete Mathematics for Computer Science provides the tools used in most areas of computer science. Exposure to the mathematical concepts and discrete structures presented in this course is essential in order to provide an adequate foundation for further study. Course topics are divided into six areas: sets, functions, and relations; basic logic; proof techniques; counting basics; graphs and trees; and discrete probability. Mathematical topics are interwoven with computer science applications to enhance the students' understanding of the introduced mathematics. Students will develop the ability to see computational problems from a</p> | <p>Textbooks - \$2,080 (25 students)</p> <p>Supplies - \$250</p> <p>Total per Campus - \$2,330</p> <p>Funded by CTE</p> | \$6,990 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|--|------------------------------|-----------------|-------------------|--|---|-----------------------------|
| | | | | <p>mathematical perspective. Introduced to a formal system (propositional and predicate logic) upon which mathematical reasoning is based, students will acquire the necessary knowledge to read and construct mathematical arguments (proofs), understand mathematical statements (theorems), and use mathematical problem-solving tools and strategies. Students will be introduced to discrete data structures and discrete probability and expectations.</p> <p>Offered only at Arlington Heights High School, Paschal High School, and IM Terrell Academy</p> | | |
| <p>Programmable Logic Controller I (Honors & Dual Credit)</p> <p>2021 – 2022 School Year</p> | <p>Pending ITEA approval</p> | 9- 10 | Daphne Rickard | <p>Programmable Logic Controller (PLC) I will cover topics of processor units, numbering systems, memory organization, relay type devices, timers, counters, data manipulators, and programming.</p> <p>Offered only at Dunbar High School</p> | <p>Textbooks - \$4,432.64 (teacher edition + 25 student books)</p> <p>Supplies - \$250</p> <p>Funded by CTE</p> | \$4,682.64 |
| <p>Distribution and Logistics (Honors & Dual Credit)</p> <p>2021 – 2022 School Year</p> | 1 | 10-12 | Daphne Rickard | <p>Distribution and Logistics is designed to provide training for entry-level employment in distribution and logistics. This course focuses on the business planning and management aspects of distribution and logistics. To prepare for success, students will learn, reinforce, experience, apply, and transfer their knowledge and skills related to distribution and logistics.</p> <p>Offered only at TCC South</p> | <p>Textbooks - \$1,500 (25 students)</p> <p>Supplies - \$3,750</p> <p>Teacher edition - \$60</p> <p>Funded by CTE</p> | \$5,310 |
| <p>Heating, Ventilation, and Air Conditioning (HVAC) and Refrigeration Technology I</p> | 1 | 10 – 12 | Daphne Rickard | <p>In Heating, Ventilation, and Air Conditioning (HVAC) and Refrigeration Technology I, students will gain knowledge and skills needed to enter the industry as technicians in the HVAC and refrigeration industry or building maintenance industry, prepare for a postsecondary degree in a specified field of construction management, or</p> | <p>Textbooks - \$3,570 (16 students)</p> <p>One-time Start Up Costs - \$16,000</p> <p>Funded by CTE</p> | \$19,570 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|---|---------------|------------------------|--------------------------|---|--|------------------------------------|
| (Honors & Dual Credit) 2021 – 2022 School Year | | | | pursue an approved apprenticeship program. Students will acquire knowledge and skills in safety, principles of HVAC theory, use of tools, codes, and installation of HVAC and refrigeration equipment. Offered only at TCC South | | |
| Cybersecurity Capstone (Honors and Dual Credit) 2022 – 2023 School Year | 1 | 11 – 12 | Daphne Rickard | In the Cybersecurity Capstone course, students will develop the knowledge and skills needed to explore advanced concepts related to the ethics, laws, and operations of cybersecurity. Students will examine trends and operations of cyberattacks, threats, and vulnerabilities. Students will develop security policies to mitigate risks. The skills obtained in this course prepare students for additional study toward industry certification. A variety of courses are available to students interested in the cybersecurity field. Cybersecurity Capstone may serve as a culminating course in this field of study. Offered only at Eastern Hills High School | Supplies - \$500 Equipment - \$625 | \$1,125 |
| Digital Forensics (Honors and Dual Credit) 2022 – 2023 School Year | 1 | 9 – 12 | Daphne Rickard | Digital forensics is an evolving discipline concerned with analyzing anomalous activity on computers, networks, programs, and data. As a discipline, it has grown with the emergence of a globally-connected digital society. As computing has become more sophisticated, so too have the abilities of malicious agents to access systems and private information. By evaluating prior incidents, digital forensics professionals have the ability to investigate and craft appropriate responses to disruptions to corporations, governments, and individuals. Whereas cybersecurity takes a proactive approach to information assurance to minimize harm, digital forensics takes a reactive approach to incident response. | Textbooks - \$1,741.74 Supplies - \$500 | \$2,241.74 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|--|-------------------------|-----------------|-------------------|---|--|-----------------------------|
| | | | | Offered only at Eastern Hills High School | | |
| Manufacturing Engineering Technology I (Honors and Dual Credit) 2022 – 2023 School Year | 1 | 10 – 12 | Daphne Rickard | In Manufacturing Engineering Technology I, students will gain knowledge and skills in the application, design, production, and assessment of products, services, and systems and how those knowledge and skills are applied to manufacturing. Students will prepare for success in the global economy. The study of manufacturing engineering will allow students to reinforce, apply, and transfer academic knowledge and skills to a variety of interesting and relevant activities, problems, and settings in a manufacturing setting. Available only at Paul Laurence Dunbar High School | Textbooks - \$2,599.74 Supplies - \$500 Equipment - \$72 639 | \$75,738.74 |
| Basic Fluid Power (Honors and Dual Credit) 2023 – 2024 School Year | 1 | 11 – 12 | Daphne Rickard | Basic Fluid Power is an overview of automated manufacturing principles. It includes coverage of the manufacturing process, control systems, and measurement theory. Students will identify terminology and fundamental concepts of manufacturing; describe the trends of manufacturing careers within the industry cluster; identify safety, health, environmental, and ergonomic issues in manufacturing; discuss quality and continuous improvement methods; describe the importance of maintenance within manufacturing; and identify processes and production steps in manufacturing. Available only at Paul Laurence Dunbar High School | Supplies - \$3,750 | \$3,750 |
| Visual and Performing Arts Capstone 2021 – 2022 School Year | 1 State Elective Credit | 12 | Chris Walk | The aim of this course is to provide opportunity for students to explore college preparation and professional applications of their VPA craft. Advanced credit with college and career readiness | No costs associated with adding this course | \$0 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|---|---------------------------------|-----------------|-------------------------|--|--|-----------------------------|
| | | | | <p>focused assignments and special projects will be approved and monitored by the teacher.</p> <p>Students will document their four years of VPA work through the completion of their portfolio in the first semester. Students will receive opportunities to job shadow, unpaid practicums, networking, preparation of interview and audition requirements, and be able to creatively advocate their art to peers and members of the arts community.</p> <p>Students will investigate careers in the arts, develop problem solving skills and apply their art to a service learning action project. Students will actively prepare their capstone project to be presented in the spring semester (recital, gallery exhibit, direction of play, or project).</p> <p>Offered only at IM Terrell</p> | | |
| <p>Gr 6 Enhanced Social Studies (Humanities)</p> <p>2021 – 2022 School Year</p> | <p>N/A Middle school course</p> | <p>6</p> | <p>Joseph Niedziela</p> | <p>This Enhanced course follows the 6th grade ELAR and 6th grade Social Studies TEKS while providing an enhanced curriculum. This course is an interdisciplinary study where students will explore the dynamic relationship between humans and the institutions common to world societies. Emphasis is placed using primary, secondary, and literary sources to examine the connectedness and diversity of the human experience through the exploration of the people, places, and ideas that highlight the geographic, religious, political, social, educational, economic, and scientific spheres of world societies.</p> <p>Offered only at Meadowbrook Middle and Monnig Middle</p> | <p>Supplies - \$200/classroom</p> <p>Funded by Teaching and Learning</p> | <p>\$400.00</p> |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|--|-----------------------------|------------------------|--------------------------|--|--|------------------------------------|
| Gr 7 Enhanced Social Studies (Humanities) 2021 – 2022 School Year | N/A Middle school course | 7 | Joseph Niedziela | This Enhanced course follows the 7th grade ELAR and 7th grade Social Studies TEKS while providing an enhanced curriculum. This course is an interdisciplinary study where students will explore the dynamic relationship between humans and the institutions of Texas history from 1519 to present day. Emphasis is placed on using primary, secondary, and literary sources that examine the human experience with particular attention to issues of race, class, and gender as they encounter the geographic, religious, political, social, educational, economic, and scientific forces of the time period. Offered only at Meadowbrook Middle and Monnig Middle | Supplies - \$200/classroom Funded by Teaching and Learning | \$400.00 |
| Gr 8 Enhanced Social Studies (Humanities) 2021 – 2022 School Year | N/A Middle school course | 8 | Joseph Niedziela | This Enhanced course follows the 8th grade ELAR and 6th grade Social Studies TEKS while providing an enhanced curriculum. This course is an interdisciplinary study where students will explore the dynamic relationship between humans and the institutions of U.S. history from 1607 to 1877. Emphasis is placed on using primary, secondary, and literary sources that examine the human experience with particular attention to issues of race, class, and gender as they encounter the geographic, religious, political, social, educational, economic, and scientific forces of the time period Offered only at Meadowbrook Middle and Monnig Middle | Supplies - \$200/classroom Funded by: Teaching & Learning | \$400.00 |
| Dual Credit Conversational Sign Language in the Workplace 2021 – 2022 School Year | 0.5 Local Credit | 11 – 12 | Shatiqueka Carson | Development of basic conversational skills through practice designed to improve communication with clients/co-worker who are deaf. Course is planned as local credit course but will be submitted to TEA for Innovative Course | Textbooks - \$3,750 (25 students) Tuition - \$3,200 (25 students) Funded by Office of Advanced Academics | \$6,950 |

NEW COURSE REQUESTS FOR THE 2020 – 2021, 2021 – 2022, 2022 – 2023, and 2023 – 2024 SCHOOL YEARS

| PROPOSED COURSE | CREDIT | GRADE PLACEMENT | CONTACT PERSON(S) | DESCRIPTION | COST/FUNDING SOURCE | TOTAL COST FOR ALL CAMPUSES |
|---|------------------|------------------------|--------------------------|---|--|------------------------------------|
| | | | | designation. If approved, students will receive State elective credit. Offered only at WLI | | |
| Dual Credit Deaf Culture 2021 – 2022 School Year | 0.5 Local Credit | 11 – 12 | Shatiqueka Carson | Historical and contemporary perspective of American Deaf culture using a sociocultural model. Includes cultural identity and awareness, values, group norms, communication, language, and significant contributions made by deaf people to the world. Course is planned as local credit course but will be submitted to TEA for Innovative Course designation. If approved, students will receive State elective credit. Offered only at WLI4 | Textbooks - \$3,750 (25 students) Tuition - \$4,800 (25 Students) Funded by Office of Advanced Academics | \$8,550 |
| Dual Credit Visual and Gestural Communication 2020 – 2021 School Year | 0.5 Local Credit | 10 – 12 | Shatiqueka Carson | Development of skills in non-verbal communications. Emphasizes the use and understanding of facial expression, gestures, pantomime, and body language. Course is planned as local credit course but will be submitted to TEA for Innovative Course designation. If approved, students will receive State elective credit. Offered only at WLI | Textbooks - \$3,750 (25 students) Tuition - \$3,200 (25 students) Funded by Office of Advanced Academics | \$6,950 |

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE 2020-2021 FORT WORTH ISD COMPENSATION MANUAL

BACKGROUND:

The Fort Worth ISD Compensation Manual serves as a guide to administer salaries and other compensation in an equitable manner and to assist the District in the recruitment and retention of its employees. The Compensation Manual is a working document that is normally updated throughout a school year as changes become necessary due to deletion, modification, and additions of job types and/or for other compensation-related reasons. After Board approval, the 2020-2021 Compensation Manual will be available for review on the Fort Worth ISD website. Both an executive summary outlining the changes in the Compensation Manual and a draft copy of the Compensation Manual are attached.

STRATEGIC GOAL:

4 - Develop a Workforce that is Student & Customer-Centered

ALTERNATIVES:

1. Approve the 2020-2021 Fort Worth ISD Compensation Manual.
2. Decline to Approve the 2020-2021 Fort Worth ISD Compensation Manual.
3. Remand to staff for further study.

SUPERINTENDENT'S RECOMMENDATION:

Approve the 2020-2021 Fort Worth ISD Compensation Manual

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

Not Applicable

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Compensation and Employee Records Department

RATIONALE:

A Compensation Manual is required for the effective and efficient administration of salaries, extra-duty pay, and stipends. It also serves as a valuable resource for employees to better understand how compensation is calculated and/or determined.

INFORMATION SOURCE:

Michael Ball

2020 - 2021 COMPENSATION MANUAL

Fort Worth Independent School District
Business and Finance Division
100 N. University Drive
Fort Worth, TX 76107
(817) 871-2000
www.fwisd.org

AN EQUAL OPPORTUNITY EMPLOYER

The Board of Education adopts a new compensation plan each year. ***Salary increases are not given automatically.***

Neither past *nor* future salaries can be accurately calculated or predicted from information in this manual. ***Only salaries for the 2020 - 2021 school year may be obtained from the information in this manual.***

The Compensation and/or Payroll departments shall determine final calculations of all salaries, ***regardless of possible typographical errors contained in this manual.***

The Board of Education, the Superintendent, and/or designee ***retain the right to adjust salaries anytime during the fiscal year.***

The contents of this manual will be updated throughout the year as needed due to jobs being added, changed and/or deleted. Updates will also be made to correct for any typographical errors.

For further clarification or information, please contact the Compensation Department at (817) 814-2080, or the Payroll Department at (817) 814-2180.



Compensation Department

The Compensation Department is committed to excellence when providing salary information, relative to pay, to employees of the Fort Worth Independent School District. This information should not be construed as a remedy to correct pay disparities on a retroactive basis.

Contact Information

Mailing Address

Fort Worth ISD
Compensation Department
100 North University Drive, Ste. SW-180
Fort Worth, TX 76107

Compensation Office Hours

8:00am – 5:00pm
Monday - Friday
Except holidays, Spring/Winter breaks

Compensation Staff

Employee Alpha A – L:

Vanessa Camarena, Compensation Assistant, (817) 814-2082

Email: vanessa.camarena@fwisd.org

Data Entry, Audits, Salary Adjustments

Employee Alpha M – Z:

Domingo Garcia, Compensation Assistant, (817) 814-2083

Email: domingo.garcia@fwisd.org

Data Entry, Audits, Salary Adjustments

Brenda Deleon, Director, Compensation & Employee Records, (817) 814-2087

Email: brenda.deleon@fwisd.org

Longdien Le, Manager, Compensation, (817) 814-2088

Email: longdien.le@fwisd.org

John Winchell, Compensation Analyst, (817) 814-2084

Email: john.winchell@fwisd.org

Lanette Jones, Compensation Specialist, (817) 814-2086

Email: lanette.jones@fwisd.org

Patricia Olivas, Compensation Specialist, (817) 814-2081

Email: patricia.olivas@fwisd.org

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Notice of Non-Discrimination

The Fort Worth Independent School District does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age, gender identity and expression, or military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

Title IX Coordinator
Kevin Greene
Director, Title IX
100 N. University Drive
Fort Worth, TX 76107
(817) 814-2790

ADA/Section 504 Coordinator
Patricia Sutton
Director, Special Programs
100 N. University Drive
Fort Worth, TX 76107
(817) 814-2458

Title VII Coordinator
Cynthia Rincon
Chief, Legal Services
100 N. University Drive
Fort Worth, TX 76107
(817) 814-2721



BOARD OF TRUSTEES



Jacinto Ramos, Jr.
Board President
District 1

Tobi Jackson
1st Vice President
District 2

Quinton ‘Q’ Phillips
2nd Vice President
District 3

Daphne Brookins
District 4

Carin ‘CJ’ Evans
District 5

Anne Darr
District 6

Norman Robbins
District 7

Anael Luebanos
Board Secretary
District 8

Ashley Paz
District 9

From their founding in 1882, the public schools were operated by the Fort Worth city government. In 1925, however, the Texas Legislature removed the city’s authority and created the Fort Worth Independent School District, as we know it today, to manage and operate the schools.

The Fort Worth Independent School District is controlled locally through a Board of Education Trustees elected by voters within each district. Nine Trustees serve as single-member district representatives. All Trustees serve four-year terms without pay. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. A policy-making body, the board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Regular board meetings are open to the public. Meetings are televised live on Spectrum Cable Channel 192, AT&T U-Verse 99, and via live streaming video on the District website’s Board Meeting Videos <https://www.fwisd.org/Page/441>. Minutes may be reviewed in the Superintendent’s office in the administration building, 100 N. University Drive. For additional information, please contact the Office of the Board of Education, (817) 814-1920.

SUPERINTENDENT'S LEADERSHIP TEAM



Kent P. Scribner, Ph.D.
Superintendent

Sherry Breed
Chief of Equity & Excellence

Vicki Burris
Chief of Capital Improvement Program

Art Cavazos
Chief of District Operations

Barbara Griffith
Sr. Communications Officer

Karen Molinar
Deputy Superintendent

Jerry Moore
Chief Academic Officer

Raul Pena
Chief of Student & School Support

Cynthia Rincon
Chief of Legal Services

Michael Ball
Chief Financial Officer

David Saenz
Chief Innovation Officer

Kermit Spears
Chief Talent Officer

Vacant
Chief of Technology Officer

Cherie Washington
Chief of Student & School Support

Section I

Compensation Guidelines

Compensation Philosophy

Each year the Compensation Department develops and recommends a pay system for all District personnel to the Superintendent, who shall present the pay system to the Board of Education for adoption. The pay system shall be designed to provide appropriate pay for the assessed worth of individual jobs. The system shall be administered with the intention that employee pay will:

- Stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel;
- Reflect the levels of skill, effort, and responsibility required for different jobs;
- Reward continued length of service to the District;
- Remain fiscally controlled and cost effective;
- Comply with all federal, state, and local laws, and Board of Education policies;
- Encourage outstanding individual and team performance.

Pay Structures & Pay Ranges

The pay system shall consist of salary structures of the major employee groups: teacher, librarian, nurse, counselor, campus professional support, campus administrator, instructional programs (exempt), business and operations (exempt), technology, executive, instructional support (non-exempt), administrative support (non-exempt), and operations (non-exempt).

Pay ranges for each pay grade are based on an assessment of the job worth, which establishes the minimum and maximum pay rates within the range. Employees will be paid the daily or hourly rates within the ranges as established for their assigned position. Pay rates outside the established range requires the Superintendent or designee's approval.

Salary Advancement

Pay ranges shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. On an annual basis the Superintendent shall make recommendations to the Board of Education regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

Transfers between Employee Job Groups

Compensation for employee groups is unique and the years of experience for most are not transferable between groups except as outlined below.

1. Teacher assistant to secretary/clerk;
2. Secretary/clerk to teacher assistant;
3. Teacher assistant to teacher (see page 9 under Teachers for more information);
4. Teacher to teacher assistant (certified teacher who transfers to a teacher assistant non-punitive receives salary consideration for all teacher experience as a teacher assistant);
5. Teacher, nurse, librarian, counselor within each campus support professional pay structure.

Also, a professional employee who subsequently becomes a certified teacher, receives credit for all professional years as long as the employee possessed a bachelor's degree and the percent of time and minimum required days were met (i.e., accountant, MBA with 17 years to certified teacher, receives master's level pay and 17 years of experience on the teacher salary structure).

Salary Guidelines for New Hires

CREDIT FOR PRIOR EXPERIENCE

Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

- Effective with the 1998-99 school year, a teacher may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside FWISD must be verified using the teacher service record form (FIN-115), or a similar form containing the same information.
- Career & Technology teachers may count up to two years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians & Counselors

- Librarians and counselors are placed on the appropriate salary of their respective salary schedules according to degree level and creditable years of experience.

- FWISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

- Effective with the 1998-99 school year, a librarian or counselor may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.

School Nurses

- Nurses are placed on the appropriate step of the nurse's salary schedule according to degree level and creditable years of experience.

A bachelor's degree and registered nurse's license (RN) are required for employment as a school nurse.

- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Compensation Department, and is subject to the following exception:

Exception to Compensation Policy

- Validated non-school based nursing experience will be credited on a one-year for one-year basis if that experience was in a hospital operated or owned by a public college or university accredited and recognized by TEA or a private college or university accredited by a TEA recognized regional accrediting agency.
- Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met.

The rule also applies to out-of-state substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service. A valid emergency or local permit also meets the certification requirement.

Speech-Language Pathologists, OT'S, PT'S, O&M Specialists, Audiologists, LSSP'S

- FWISD grants one (1) year of experience for each 12-months of full-time professional employment in the specific job field in accredited public and/or private schools, post-secondary schools, and teaching hospitals.
- Up to ten (10) years of full-time experience in the specific job field with a certified or licensed public agency that provides social/health services for children or youth may be credited toward advanced salary placement.
- The limit on the number of non-education related creditable years accepted is 10. This is a local credit only (FWISD). As a local credit this service credit may/may not be recognized by other Texas school districts (public or private).

Junior Reserve Officers Training Corp (JROTC) & Middle School Junior Cadet Corp (JCC)

- The **Junior Reserve Officers Training Corp (JROTC)** employee pay is based on a salary schedule, computed by the JROTC Director, in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The **Junior Cadet Corp (JCC)** instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.

School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career & Technology Teachers.

- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. **The 10-year credit is applicable only to the position of JCC instructor** and is not transferable to other positions.

Other Permanent Employees Paid on Salary Ranges

- Starting pay for an employee who is new to the District and is classified in a pay range plan, will be determined individually based on each person's job-related experience, and current salaries paid to employees in the same position with similar experience. The following guidelines shall be followed to calculate credit for prior job experience for purposes of placing new hires in a pay range.

- Salary credit for prior experience that is directly related to the job will be determined by the Compensation Department at the time of hire. Prior experience may be obtained from another school district or any TEA approved entity. Salary credit may be given for non-school experience based on market demand as determined by the Compensation Department.
- Employees may receive salary credit equal to one percent above the minimum of the pay range for each full year of directly related job experience up to 18 years, subject to peer equity considerations. Starting pay may not exceed the midpoint of the pay range.
- Starting pay for a new hire may not exceed the pay of a District employee in the same job title who has equal or more experience in the job.
- Starting pay for employees who are classified at or above the director job level may exceed the midpoint of the pay range. Executive and high level administrators will be placed on an individual basis by the Compensation Department in consultation with the job supervisor.
- Exceptions to these placement guidelines may be approved by the Superintendent or designee for specialized jobs that are hard to fill.

All Employees

- It is the responsibility of the employee to submit original service records and official transcripts. Copies will not be accepted.
- Employees who provide service records with verifiable, creditable experience may receive additional salary if service records are submitted to Compensation **no later than 5:00 pm on June 30th, following your hire date of the current school year**. Service records received after this date which qualify for a salary adjustment will be processed for the following school year by Compensation. Service records received after June 30th of the school year hired will not qualify for or receive back pay.
- Certain positions (teachers, librarians, counselors, and nurses only) may be eligible for additional compensation for earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be submitted to **Compensation no later than 5:00 pm on June 30th, following your hire date of the current school year (for new employees) or following the date the degree was conferred (for current employees)**. Transcripts received after this date which qualify for a salary adjustment will be processed for the following school year by Compensation. Transcripts received after June 30th will not qualify for or receive back pay.

Promotions

Promotions shall be defined as movement from a position in a lower classification to a *different position* in a higher classification.

A promotion increase is applied to the employee's current base salary less any stipends paid for supplemental duties.

Salary placement for a promotion should follow the same guidelines as placement for a new hire. Employees who are promoted internally should not be paid less than a new hire would be paid with the same experience. In any event, an employee who is promoted to a higher pay grade should receive no less than a three percent rate increase (applied to the midpoint of the new pay range) nor be paid any less than the minimum rate of the pay range. Adjustments to promotion increases will be made as necessary to maintain pay equity among peer employees with equal or greater experience.

Lateral Transfer (Placements)

A lateral transfer is defined as movement to another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the daily rate of pay remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable. There may be peer equity adjustments given for lateral transfers where the normal salary of peer employees exceeds the salary of the new employee in that department. This type adjustment must be approved by the appropriate Leadership Team member and the Senior Officer of Compensation and Employee Records.

Demotions- Pay Adjustments for Reassignment to a Lower Pay Grade

A reduction in pay may occur when an employee is reassigned to a different job in a pay range with a daily/hourly rate midpoint that is less than the daily/hourly rate midpoint of the previous job’s pay range. Any reduction in pay is subject to approval by the Superintendent or designee.

Contract employees – For Chapter 21 and non-Chapter 21 contract employees, a reduction in pay as a result of a **voluntary** reassignment will be effective with the date of reassignment to the lower pay grade.

For an **involuntary** reassignment, a Chapter 21 contract employee will retain their existing daily rate and number of work days through the end of the current school year. It may be extended to comply with Chapter 21 contract requirements. A non-Chapter 21 contract employee will retain their existing daily rate and number of work days through the end of the current school year only. At the beginning of the school year in which the reduction is to take place, the salary and days will be commensurate with the new position.

Noncontract employees - A reduction in pay as a result of a **voluntary** reassignment for a noncontract employee will be effective with the date of reassignment to the lower pay grade.

For an **involuntary** reassignment, a noncontract employee will retain their existing daily/hourly rate and number of work days through the end of the current school year. At the beginning of the following school year, the salary and days will be commensurate with the new position.

Reduction calculation - When the reassignment is from one pay range structure to another pay range structure, the employee’s base rate of pay (hourly or daily) will be reduced to the same percent of the range midpoint (rate divided by midpoint) in the lower pay range.

Example of calculating a pay reduction for reassignment to a lower pay grade:

| <u>Higher Pay Grade</u> | | <u>Lower Pay Grade</u> | |
|-------------------------|-----------|------------------------|--------------|
| Employee Rate | \$14.50 | Midpoint Rate | \$13.60 |
| Midpoint Rate | ÷ \$15.87 | Percent of Midpoint | <u>x .91</u> |
| Percent of Midpoint | .91 | Employee New Rate | \$12.38 |

In the case of reassignment from a pay range structure to an experience/degree-based placement scale (teacher, librarian, counselor, or nurse), salary placement will be made according to years of creditable experience and highest degree earned.

In any case, the new salary may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee. Other exceptions also require the Superintendent's approval.

Pay Equity Adjustments

Subject to District policy restrictions on mid-year pay increases (DEA-Local and DEAB-Legal), the Superintendent or designee may authorize special pay adjustments for the purpose of correcting pay inequities for individual employees caused by internal errors or market changes for critical skills needed by the District.

Reinstatement Following Break in Service

An employee who is rehired following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service if rehired for the same position.

If rehired at a different pay grade level or rehired following a break in service that is greater than 12 months, the employee will be placed according to the procedures for placement of new hires.

Supplemental Pay

Supplemental pay (stipends and extra duty pay) represents remuneration in addition to, but separate from, regular base salary. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Job Classification / Reclassification

All positions, with the exception of teachers, librarians, counselors, nurses, substitutes, and part-time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. Compensation will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the District or in the marketplace. An approved reclassification is granted up to 3% of the new pay grade midpoint.

Evaluation of Experience from Other Educational Entities

Several factors are examined to determine whether prior experience from other educational entities is creditable. These factors include:

1. Position held (similar or related positions)
2. Accreditation status of the institution
3. Percentage of days worked
4. Number of days worked (must equal 90 full-time equivalent days)
5. Dates of employment
6. Type of institution

Approval of service credit is subject to state law and is regulated by the Texas Education Agency (TEA). Fort Worth Independent School District adheres to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service.

Creditable Years

Creditable service does not include part-time/temporary employment or employment as a substitute, regardless of service time, date(s) of termination, or type of accumulation.

Service Records

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that:

"The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state's sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information".

It is the responsibility of the employee to submit original service records to Fort Worth ISD.

Also, it is the responsibility of the issuing school district and the employee to ensure that service records are true and correct and that all service recorded on the service record was actually performed. Employees must sign the original service record and submit to Compensation. Employees submitting copies of an original service record must have all copies notarized from the previous district as the official document of record.

Please contact Compensation (817/814-2080) to request a service record packet. This form may also be found on the District's website or the TEA website (www.tea.state.tx.us).

College Transcripts

College transcripts submitted from an accredited university or college must be provided to the Human Capital Management Department at the time of employment. Employees submitting these records at a later date must hand deliver those documents to Employee Records, *not later than 5:00 pm on June 30th, following the hire date of the current school year*. Transcripts received after this date that qualify for a salary adjustment will be processed at the beginning of the new (next) school year. Transcripts received after June 30th of the school year hired will not qualify for/or receive back pay.

Salary Increase Eligibility

Board-approved general salary increases apply to employees in permanent positions. Board Policy DEA (Local) states:

“To be eligible for a pay increase, an employee must have a satisfactory evaluation from the prior school year.” This policy also states: “In order to qualify for a year of experience or an approved salary increase in a subsequent year, an employee must have worked and been paid for at least four and one-half months, a full semester of more than four calendar months, or 90 actual working days in the current year. An employee may combine days worked in another school district, or other accredited entity recognized by the Texas Education Agency (TEA), in the current year with days worked in the District in the current year to satisfy this requirement, provided the service rendered in the other district is evaluated as creditable according to state and local regulations regarding service credit.”

Approval Process for Policy Exceptions

Exceptions to the above regulations require the approval of the Superintendent or designee.

Section II

Classroom Teacher Salary Schedule

Teacher* salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Education adopts a new compensation plan each year. Future salaries should not be assumed or predicted.

*Per Texas **Education Code Section 5.001**

(2) “Classroom teacher” means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher’s aide or a full-time administrator.

2020 – 2021 Teacher Salary Schedule



NEW HIRE SALARY SCHEDULE

SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$55,500 | \$56,500 | \$57,500 |
| 1 | \$55,957 | \$56,957 | \$57,957 |
| 2 | \$57,336 | \$58,336 | \$59,336 |
| 3 | \$57,517 | \$58,512 | \$59,416 |
| 4 | \$57,767 | \$58,865 | \$59,773 |
| 5 | \$58,067 | \$59,101 | \$60,580 |
| 6 | \$58,517 | \$59,351 | \$61,393 |
| 7 | \$59,479 | \$60,413 | \$62,433 |
| 8 | \$59,829 | \$60,813 | \$62,950 |
| 9 | \$60,189 | \$61,231 | \$63,226 |
| 10 | \$60,605 | \$61,738 | \$64,179 |
| 11 | \$61,179 | \$62,295 | \$65,747 |
| 12 | \$61,729 | \$62,789 | \$66,337 |
| 13 | \$62,209 | \$63,400 | \$66,592 |
| 14 | \$62,586 | \$63,881 | \$66,926 |
| 15 | \$63,193 | \$64,491 | \$67,245 |
| 16 | \$63,803 | \$65,142 | \$68,682 |
| 17 | \$64,132 | \$65,547 | \$68,956 |
| 18 | \$64,503 | \$65,823 | \$69,194 |
| 19 | \$64,873 | \$66,194 | \$69,299 |
| 20 | \$65,241 | \$67,072 | \$69,395 |
| 21 | \$65,620 | \$67,219 | \$70,188 |
| 22 | \$66,030 | \$67,377 | \$70,409 |
| 23 | \$66,417 | \$67,809 | \$70,566 |
| 24 | \$67,034 | \$68,616 | \$70,765 |
| 25 | \$67,749 | \$69,247 | \$70,989 |
| 26 | \$69,214 | \$70,416 | \$74,478 |
| 27 | \$70,047 | \$71,573 | \$75,419 |
| 28 | \$70,699 | \$72,142 | \$75,622 |
| 29 | \$71,621 | \$73,069 | \$75,847 |
| 30 | \$72,658 | \$74,768 | \$76,125 |
| 31 | \$74,910 | \$76,180 | \$80,317 |
| 32 | \$74,983 | \$76,960 | \$80,391 |

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$55,500 | \$56,500 | \$57,500 |
| 1 | \$55,957 | \$56,957 | \$57,957 |
| 2 | \$57,336 | \$58,336 | \$59,336 |
| 3 | \$57,517 | \$58,512 | \$59,416 |
| 4 | \$57,767 | \$58,865 | \$59,773 |
| 5 | \$58,067 | \$59,101 | \$60,580 |
| 6 | \$58,517 | \$59,351 | \$61,393 |
| 7 | \$59,479 | \$60,413 | \$62,433 |
| 8 | \$59,829 | \$60,813 | \$62,950 |
| 9 | \$60,189 | \$61,231 | \$63,226 |
| 10 | \$60,605 | \$61,738 | \$64,179 |
| 11 | \$61,179 | \$62,295 | \$65,747 |
| 12 | \$61,729 | \$62,789 | \$66,337 |
| 13 | \$62,209 | \$63,400 | \$66,592 |
| 14 | \$62,586 | \$63,881 | \$66,926 |
| 15 | \$63,193 | \$64,491 | \$67,245 |
| 16 | \$63,803 | \$65,142 | \$68,682 |
| 17 | \$64,132 | \$65,547 | \$68,956 |
| 18 | \$64,503 | \$65,823 | \$69,194 |
| 19 | \$64,873 | \$66,194 | \$69,299 |
| 20 | \$65,241 | \$67,072 | \$69,395 |
| 21 | \$65,620 | \$67,219 | \$70,188 |
| 22 | \$66,030 | \$67,377 | \$70,409 |
| 23 | \$66,417 | \$67,809 | \$70,566 |
| 24 | \$67,034 | \$68,616 | \$70,765 |
| 25 | \$67,749 | \$69,247 | \$70,989 |
| 26 | \$69,214 | \$70,416 | \$74,478 |
| 27 | \$70,047 | \$71,573 | \$75,419 |
| 28 | \$70,699 | \$72,142 | \$75,622 |
| 29 | \$71,621 | \$73,069 | \$75,847 |
| 30 | \$72,658 | \$74,768 | \$76,125 |
| 31 | \$74,910 | \$76,180 | \$80,317 |
| 32 | \$82,037 | \$83,984 | \$88,070 |

New hires are required to submit original service records for verification of prior teaching experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

This salary schedule is based on 187 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.

Section III

Counselor, Librarian, & Nurse Salary Schedules

2020 – 2021 Elementary Counselor Salary Schedule



NEW HIRE SALARY SCHEDULE

SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$58,500 | \$59,500 | \$60,500 |
| 1 | \$59,026 | \$60,026 | \$61,026 |
| 2 | \$60,474 | \$61,474 | \$62,474 |
| 3 | \$60,728 | \$61,748 | \$62,714 |
| 4 | \$61,061 | \$62,081 | \$62,920 |
| 5 | \$61,591 | \$62,611 | \$64,065 |
| 6 | \$62,271 | \$63,314 | \$64,810 |
| 7 | \$62,780 | \$63,822 | \$65,681 |
| 8 | \$63,137 | \$64,181 | \$66,201 |
| 9 | \$63,507 | \$64,553 | \$66,478 |
| 10 | \$63,897 | \$65,037 | \$67,437 |
| 11 | \$64,427 | \$65,627 | \$68,994 |
| 12 | \$64,678 | \$65,839 | \$69,277 |
| 13 | \$65,154 | \$66,352 | \$69,527 |
| 14 | \$65,533 | \$66,833 | \$69,852 |
| 15 | \$66,144 | \$67,449 | \$70,165 |
| 16 | \$66,756 | \$68,106 | \$71,567 |
| 17 | \$67,138 | \$68,467 | \$71,882 |
| 18 | \$67,510 | \$68,825 | \$72,115 |
| 19 | \$67,884 | \$69,187 | \$72,218 |
| 20 | \$68,253 | \$70,044 | \$72,312 |
| 21 | \$68,626 | \$70,188 | \$73,089 |
| 22 | \$69,123 | \$70,438 | \$73,410 |
| 23 | \$69,504 | \$70,861 | \$73,566 |
| 24 | \$70,103 | \$71,648 | \$73,762 |
| 25 | \$70,802 | \$72,265 | \$73,985 |
| 26 | \$72,232 | \$73,419 | \$77,498 |
| 27 | \$73,099 | \$74,623 | \$78,497 |
| 28 | \$73,747 | \$75,195 | \$78,701 |
| 29 | \$74,671 | \$76,128 | \$78,926 |
| 30 | \$75,713 | \$77,813 | \$79,205 |
| 31 | \$77,983 | \$79,237 | \$83,419 |
| 32 | \$78,107 | \$80,057 | \$83,545 |

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$58,500 | \$59,500 | \$60,500 |
| 1 | \$59,026 | \$60,026 | \$61,026 |
| 2 | \$60,474 | \$61,474 | \$62,474 |
| 3 | \$60,728 | \$61,748 | \$62,714 |
| 4 | \$61,061 | \$62,081 | \$62,920 |
| 5 | \$61,591 | \$62,611 | \$64,065 |
| 6 | \$62,271 | \$63,314 | \$64,810 |
| 7 | \$62,780 | \$63,822 | \$65,681 |
| 8 | \$63,137 | \$64,181 | \$66,201 |
| 9 | \$63,507 | \$64,553 | \$66,478 |
| 10 | \$63,897 | \$65,037 | \$67,437 |
| 11 | \$64,427 | \$65,627 | \$68,994 |
| 12 | \$64,678 | \$65,839 | \$69,277 |
| 13 | \$65,154 | \$66,352 | \$69,527 |
| 14 | \$65,533 | \$66,833 | \$69,852 |
| 15 | \$66,144 | \$67,449 | \$70,165 |
| 16 | \$66,756 | \$68,106 | \$71,567 |
| 17 | \$67,138 | \$68,467 | \$71,882 |
| 18 | \$67,510 | \$68,825 | \$72,115 |
| 19 | \$67,884 | \$69,187 | \$72,218 |
| 20 | \$68,253 | \$70,044 | \$72,312 |
| 21 | \$68,626 | \$70,188 | \$73,089 |
| 22 | \$69,123 | \$70,438 | \$73,410 |
| 23 | \$69,504 | \$70,861 | \$73,566 |
| 24 | \$70,103 | \$71,648 | \$73,762 |
| 25 | \$70,802 | \$72,265 | \$73,985 |
| 26 | \$72,232 | \$73,419 | \$77,498 |
| 27 | \$73,099 | \$74,623 | \$78,497 |
| 28 | \$73,747 | \$75,195 | \$78,701 |
| 29 | \$74,671 | \$76,128 | \$78,926 |
| 30 | \$75,713 | \$77,813 | \$79,205 |
| 31 | \$77,983 | \$79,237 | \$83,419 |
| 32 | \$85,853 | \$87,811 | \$91,920 |

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

This salary schedule is based on 188 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.

2020 – 2021 Middle School Counselor Salary Schedule



NEW HIRE SALARY SCHEDULE

SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$61,611 | \$62,665 | \$63,718 |
| 1 | \$62,166 | \$63,219 | \$64,272 |
| 2 | \$63,691 | \$64,744 | \$65,797 |
| 3 | \$63,958 | \$65,032 | \$66,050 |
| 4 | \$64,309 | \$65,383 | \$66,267 |
| 5 | \$64,867 | \$65,941 | \$67,473 |
| 6 | \$65,584 | \$66,682 | \$68,257 |
| 7 | \$66,120 | \$67,217 | \$69,175 |
| 8 | \$66,496 | \$67,595 | \$69,722 |
| 9 | \$66,885 | \$67,987 | \$70,014 |
| 10 | \$67,296 | \$68,497 | \$71,024 |
| 11 | \$67,854 | \$69,118 | \$72,664 |
| 12 | \$68,118 | \$69,341 | \$72,962 |
| 13 | \$68,620 | \$69,881 | \$73,225 |
| 14 | \$69,019 | \$70,388 | \$73,568 |
| 15 | \$69,662 | \$71,037 | \$73,897 |
| 16 | \$70,307 | \$71,729 | \$75,374 |
| 17 | \$70,709 | \$72,109 | \$75,706 |
| 18 | \$71,101 | \$72,486 | \$75,951 |
| 19 | \$71,495 | \$72,867 | \$76,059 |
| 20 | \$71,884 | \$73,770 | \$76,158 |
| 21 | \$72,276 | \$73,921 | \$76,977 |
| 22 | \$72,800 | \$74,185 | \$77,315 |
| 23 | \$73,201 | \$74,630 | \$77,479 |
| 24 | \$73,832 | \$75,459 | \$77,686 |
| 25 | \$74,568 | \$76,109 | \$77,920 |
| 26 | \$76,074 | \$77,324 | \$81,620 |
| 27 | \$76,987 | \$78,593 | \$82,672 |
| 28 | \$77,670 | \$79,194 | \$82,887 |
| 29 | \$78,643 | \$80,178 | \$83,124 |
| 30 | \$79,740 | \$81,952 | \$83,418 |
| 31 | \$82,131 | \$83,452 | \$87,857 |
| 32 | \$82,263 | \$84,316 | \$87,989 |

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$61,611 | \$62,665 | \$63,718 |
| 1 | \$62,166 | \$63,219 | \$64,272 |
| 2 | \$63,691 | \$64,744 | \$65,797 |
| 3 | \$63,958 | \$65,032 | \$66,050 |
| 4 | \$64,309 | \$65,383 | \$66,267 |
| 5 | \$64,867 | \$65,941 | \$67,473 |
| 6 | \$65,584 | \$66,682 | \$68,257 |
| 7 | \$66,120 | \$67,217 | \$69,175 |
| 8 | \$66,496 | \$67,595 | \$69,722 |
| 9 | \$66,885 | \$67,987 | \$70,014 |
| 10 | \$67,296 | \$68,497 | \$71,024 |
| 11 | \$67,854 | \$69,118 | \$72,664 |
| 12 | \$68,118 | \$69,341 | \$72,962 |
| 13 | \$68,620 | \$69,881 | \$73,225 |
| 14 | \$69,019 | \$70,388 | \$73,568 |
| 15 | \$69,662 | \$71,037 | \$73,897 |
| 16 | \$70,307 | \$71,729 | \$75,374 |
| 17 | \$70,709 | \$72,109 | \$75,706 |
| 18 | \$71,101 | \$72,486 | \$75,951 |
| 19 | \$71,495 | \$72,867 | \$76,059 |
| 20 | \$71,884 | \$73,770 | \$76,158 |
| 21 | \$72,276 | \$73,921 | \$76,977 |
| 22 | \$72,800 | \$74,185 | \$77,315 |
| 23 | \$73,201 | \$74,630 | \$77,479 |
| 24 | \$73,832 | \$75,459 | \$77,686 |
| 25 | \$74,568 | \$76,109 | \$77,920 |
| 26 | \$76,074 | \$77,324 | \$81,620 |
| 27 | \$76,987 | \$78,593 | \$82,672 |
| 28 | \$77,670 | \$79,194 | \$82,887 |
| 29 | \$78,643 | \$80,178 | \$83,124 |
| 30 | \$79,740 | \$81,952 | \$83,418 |
| 31 | \$82,131 | \$83,452 | \$87,857 |
| 32 | \$90,420 | \$92,482 | \$96,809 |

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

This salary schedule is based on 198 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.

2020 – 2021 High School Counselor Salary Schedule



NEW HIRE SALARY SCHEDULE

SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$65,345 | \$66,462 | \$67,580 |
| 1 | \$65,933 | \$67,050 | \$68,167 |
| 2 | \$67,550 | \$68,667 | \$69,784 |
| 3 | \$67,834 | \$68,973 | \$70,053 |
| 4 | \$68,206 | \$69,345 | \$70,283 |
| 5 | \$68,798 | \$69,937 | \$71,562 |
| 6 | \$69,558 | \$70,723 | \$72,394 |
| 7 | \$70,127 | \$71,290 | \$73,367 |
| 8 | \$70,525 | \$71,692 | \$73,948 |
| 9 | \$70,938 | \$72,107 | \$74,257 |
| 10 | \$71,374 | \$72,647 | \$75,328 |
| 11 | \$71,966 | \$73,306 | \$77,067 |
| 12 | \$72,246 | \$73,543 | \$77,384 |
| 13 | \$72,778 | \$74,116 | \$77,663 |
| 14 | \$73,201 | \$74,654 | \$78,026 |
| 15 | \$73,884 | \$75,342 | \$78,375 |
| 16 | \$74,568 | \$76,076 | \$79,942 |
| 17 | \$74,994 | \$76,479 | \$80,293 |
| 18 | \$75,410 | \$76,879 | \$80,554 |
| 19 | \$75,828 | \$77,283 | \$80,669 |
| 20 | \$76,240 | \$78,240 | \$80,774 |
| 21 | \$76,656 | \$78,401 | \$81,642 |
| 22 | \$77,212 | \$78,680 | \$82,000 |
| 23 | \$77,637 | \$79,153 | \$82,174 |
| 24 | \$78,306 | \$80,032 | \$82,393 |
| 25 | \$79,087 | \$80,721 | \$82,643 |
| 26 | \$80,684 | \$82,010 | \$86,567 |
| 27 | \$81,653 | \$83,355 | \$87,683 |
| 28 | \$82,377 | \$83,994 | \$87,910 |
| 29 | \$83,409 | \$85,037 | \$88,162 |
| 30 | \$84,573 | \$86,919 | \$88,473 |
| 31 | \$87,109 | \$88,510 | \$93,182 |
| 32 | \$87,247 | \$89,426 | \$93,321 |

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$65,345 | \$66,462 | \$67,580 |
| 1 | \$65,933 | \$67,050 | \$68,167 |
| 2 | \$67,550 | \$68,667 | \$69,784 |
| 3 | \$67,834 | \$68,973 | \$70,053 |
| 4 | \$68,206 | \$69,345 | \$70,283 |
| 5 | \$68,798 | \$69,937 | \$71,562 |
| 6 | \$69,558 | \$70,723 | \$72,394 |
| 7 | \$70,127 | \$71,290 | \$73,367 |
| 8 | \$70,525 | \$71,692 | \$73,948 |
| 9 | \$70,938 | \$72,107 | \$74,257 |
| 10 | \$71,374 | \$72,647 | \$75,328 |
| 11 | \$71,966 | \$73,306 | \$77,067 |
| 12 | \$72,246 | \$73,543 | \$77,384 |
| 13 | \$72,778 | \$74,116 | \$77,663 |
| 14 | \$73,201 | \$74,654 | \$78,026 |
| 15 | \$73,884 | \$75,342 | \$78,375 |
| 16 | \$74,568 | \$76,076 | \$79,942 |
| 17 | \$74,994 | \$76,479 | \$80,293 |
| 18 | \$75,410 | \$76,879 | \$80,554 |
| 19 | \$75,828 | \$77,283 | \$80,669 |
| 20 | \$76,240 | \$78,240 | \$80,774 |
| 21 | \$76,656 | \$78,401 | \$81,642 |
| 22 | \$77,212 | \$78,680 | \$82,000 |
| 23 | \$77,637 | \$79,153 | \$82,174 |
| 24 | \$78,306 | \$80,032 | \$82,393 |
| 25 | \$79,087 | \$80,721 | \$82,643 |
| 26 | \$80,684 | \$82,010 | \$86,567 |
| 27 | \$81,653 | \$83,355 | \$87,683 |
| 28 | \$82,377 | \$83,994 | \$87,910 |
| 29 | \$83,409 | \$85,037 | \$88,162 |
| 30 | \$84,573 | \$86,919 | \$88,473 |
| 31 | \$87,109 | \$88,510 | \$93,182 |
| 32 | \$95,900 | \$98,087 | \$102,677 |

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

This salary schedule is based on 210 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.

2020 – 2021 Librarian Salary Schedule



NEW HIRE SALARY SCHEDULE

SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$57,000 | \$58,000 | \$59,000 |
| 1 | \$57,490 | \$58,490 | \$59,490 |
| 2 | \$58,901 | \$59,901 | \$60,901 |
| 3 | \$59,028 | \$59,991 | \$61,011 |
| 4 | \$59,328 | \$60,266 | \$61,511 |
| 5 | \$59,578 | \$60,510 | \$62,237 |
| 6 | \$59,999 | \$60,996 | \$63,097 |
| 7 | \$60,574 | \$61,611 | \$63,617 |
| 8 | \$60,991 | \$62,030 | \$64,134 |
| 9 | \$61,415 | \$62,456 | \$64,409 |
| 10 | \$61,817 | \$62,955 | \$65,362 |
| 11 | \$62,244 | \$63,437 | \$66,912 |
| 12 | \$62,517 | \$63,672 | \$67,194 |
| 13 | \$63,092 | \$64,283 | \$67,441 |
| 14 | \$63,470 | \$64,762 | \$67,766 |
| 15 | \$64,077 | \$65,375 | \$68,076 |
| 16 | \$64,686 | \$66,025 | \$69,471 |
| 17 | \$65,066 | \$66,388 | \$69,785 |
| 18 | \$65,437 | \$66,744 | \$70,016 |
| 19 | \$65,807 | \$67,103 | \$70,118 |
| 20 | \$66,175 | \$67,956 | \$70,212 |
| 21 | \$66,546 | \$68,098 | \$70,982 |
| 22 | \$67,040 | \$68,348 | \$71,301 |
| 23 | \$67,417 | \$68,769 | \$71,455 |
| 24 | \$68,015 | \$69,552 | \$71,651 |
| 25 | \$68,710 | \$70,165 | \$71,869 |
| 26 | \$70,133 | \$71,307 | \$75,356 |
| 27 | \$70,990 | \$72,501 | \$76,350 |
| 28 | \$71,635 | \$73,070 | \$76,552 |
| 29 | \$72,549 | \$73,997 | \$76,777 |
| 30 | \$73,587 | \$75,698 | \$77,053 |
| 31 | \$75,840 | \$77,108 | \$81,247 |
| 32 | \$75,963 | \$77,940 | \$81,371 |

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$57,000 | \$58,000 | \$59,000 |
| 1 | \$57,490 | \$58,490 | \$59,490 |
| 2 | \$58,901 | \$59,901 | \$60,901 |
| 3 | \$59,028 | \$59,991 | \$61,011 |
| 4 | \$59,328 | \$60,266 | \$61,511 |
| 5 | \$59,578 | \$60,510 | \$62,237 |
| 6 | \$59,999 | \$60,996 | \$63,097 |
| 7 | \$60,574 | \$61,611 | \$63,617 |
| 8 | \$60,991 | \$62,030 | \$64,134 |
| 9 | \$61,415 | \$62,456 | \$64,409 |
| 10 | \$61,817 | \$62,955 | \$65,362 |
| 11 | \$62,244 | \$63,437 | \$66,912 |
| 12 | \$62,517 | \$63,672 | \$67,194 |
| 13 | \$63,092 | \$64,283 | \$67,441 |
| 14 | \$63,470 | \$64,762 | \$67,766 |
| 15 | \$64,077 | \$65,375 | \$68,076 |
| 16 | \$64,686 | \$66,025 | \$69,471 |
| 17 | \$65,066 | \$66,388 | \$69,785 |
| 18 | \$65,437 | \$66,744 | \$70,016 |
| 19 | \$65,807 | \$67,103 | \$70,118 |
| 20 | \$66,175 | \$67,956 | \$70,212 |
| 21 | \$66,546 | \$68,098 | \$70,982 |
| 22 | \$67,040 | \$68,348 | \$71,301 |
| 23 | \$67,417 | \$68,769 | \$71,455 |
| 24 | \$68,015 | \$69,552 | \$71,651 |
| 25 | \$68,710 | \$70,165 | \$71,869 |
| 26 | \$70,133 | \$71,307 | \$75,356 |
| 27 | \$70,990 | \$72,501 | \$76,350 |
| 28 | \$71,635 | \$73,070 | \$76,552 |
| 29 | \$72,549 | \$73,997 | \$76,777 |
| 30 | \$73,587 | \$75,698 | \$77,053 |
| 31 | \$75,840 | \$77,108 | \$81,247 |
| 32 | \$83,725 | \$85,673 | \$89,758 |

New hires are required to submit original service records for verification of prior experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

This salary schedule is based on 187 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.

2020 – 2021 Nurse Salary Schedule



NEW HIRE SALARY SCHEDULE

SCHEDULE FOR HIRES BEFORE SY 2019 - 2020

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$55,500 | \$56,500 | \$57,500 |
| 1 | \$55,957 | \$56,957 | \$57,957 |
| 2 | \$57,336 | \$58,336 | \$59,336 |
| 3 | \$57,517 | \$58,512 | \$59,416 |
| 4 | \$57,767 | \$58,865 | \$59,773 |
| 5 | \$58,067 | \$59,101 | \$60,580 |
| 6 | \$58,517 | \$59,351 | \$61,393 |
| 7 | \$58,767 | \$59,701 | \$61,721 |
| 8 | \$59,117 | \$60,101 | \$62,238 |
| 9 | \$59,477 | \$60,519 | \$62,514 |
| 10 | \$59,893 | \$61,026 | \$63,467 |
| 11 | \$60,467 | \$61,583 | \$65,035 |
| 12 | \$60,717 | \$61,777 | \$65,325 |
| 13 | \$61,197 | \$62,388 | \$65,580 |
| 14 | \$61,574 | \$62,869 | \$65,914 |
| 15 | \$62,181 | \$63,479 | \$66,233 |
| 16 | \$62,791 | \$64,130 | \$67,670 |
| 17 | \$63,170 | \$64,585 | \$67,994 |
| 18 | \$63,541 | \$64,861 | \$68,232 |
| 19 | \$63,911 | \$65,232 | \$68,337 |
| 20 | \$64,279 | \$66,110 | \$68,433 |
| 21 | \$64,658 | \$66,257 | \$69,226 |
| 22 | \$65,168 | \$66,515 | \$69,546 |
| 23 | \$65,555 | \$66,947 | \$69,700 |
| 24 | \$66,172 | \$67,754 | \$69,895 |
| 25 | \$66,887 | \$68,385 | \$70,115 |
| 26 | \$68,352 | \$69,553 | \$73,599 |
| 27 | \$69,235 | \$70,745 | \$74,591 |
| 28 | \$69,880 | \$71,314 | \$74,794 |
| 29 | \$70,793 | \$72,241 | \$75,018 |
| 30 | \$71,830 | \$73,939 | \$75,297 |
| 31 | \$74,082 | \$75,352 | \$79,489 |
| 32 | \$74,206 | \$76,182 | \$79,614 |

| <u>Year</u> | <u>Bachelor's</u> | <u>Master's</u> | <u>Doctorate</u> |
|-------------|-------------------|-----------------|------------------|
| 0 | \$55,500 | \$56,500 | \$57,500 |
| 1 | \$55,957 | \$56,957 | \$57,957 |
| 2 | \$57,336 | \$58,336 | \$59,336 |
| 3 | \$57,517 | \$58,512 | \$59,416 |
| 4 | \$57,767 | \$58,865 | \$59,773 |
| 5 | \$58,067 | \$59,101 | \$60,580 |
| 6 | \$58,517 | \$59,351 | \$61,393 |
| 7 | \$58,767 | \$59,701 | \$61,721 |
| 8 | \$59,117 | \$60,101 | \$62,238 |
| 9 | \$59,477 | \$60,519 | \$62,514 |
| 10 | \$59,893 | \$61,026 | \$63,467 |
| 11 | \$60,467 | \$61,583 | \$65,035 |
| 12 | \$60,717 | \$61,777 | \$65,325 |
| 13 | \$61,197 | \$62,388 | \$65,580 |
| 14 | \$61,574 | \$62,869 | \$65,914 |
| 15 | \$62,181 | \$63,479 | \$66,233 |
| 16 | \$62,791 | \$64,130 | \$67,670 |
| 17 | \$63,170 | \$64,585 | \$67,994 |
| 18 | \$63,541 | \$64,861 | \$68,232 |
| 19 | \$63,911 | \$65,232 | \$68,337 |
| 20 | \$64,279 | \$66,110 | \$68,433 |
| 21 | \$64,658 | \$66,257 | \$69,226 |
| 22 | \$65,168 | \$66,515 | \$69,546 |
| 23 | \$65,555 | \$66,947 | \$69,700 |
| 24 | \$66,172 | \$67,754 | \$69,895 |
| 25 | \$66,887 | \$68,385 | \$70,115 |
| 26 | \$68,352 | \$69,553 | \$73,599 |
| 27 | \$69,235 | \$70,745 | \$74,591 |
| 28 | \$69,880 | \$71,314 | \$74,794 |
| 29 | \$70,793 | \$72,241 | \$75,018 |
| 30 | \$71,830 | \$73,939 | \$75,297 |
| 31 | \$74,082 | \$75,352 | \$79,489 |
| 32 | \$82,037 | \$83,984 | \$88,070 |

New hires are required to submit original service records for verification of prior school district or university experience no later than June 30, 2021 for consideration in the 2020–2021 school year.

This salary schedule is based on 187 days for the 2020 – 2021 school year only and cannot be used to predict future salaries.

Section IV

Pay Grades & Ranges of Pay

2020 – 2021 Administrative Support Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|---|-----------|-----------------|-----------------|------------------|------------------|
| 101 | Storekeeper/Delivery – Special Ed | 220 | Daily | \$ 90.97 | \$ 111.72 | \$ 132.48 |
| | | | 220 Days | 20,013 | 24,578 | 29,146 |
| 102 | Office Assistant IIa – Communications | 240 | 183 Days | 18,487 | 22,697 | 26,908 |
| | Office Assistant IIa – Child Nutrition Services | 183 | 188 Days | 18,992 | 23,318 | 27,644 |
| | Office Assistant IIa – Intake (Student Placement) | 240 | 210 Days | 21,214 | 26,046 | 30,878 |
| | Office Assistant IIa – P-Card | 240 | 240 Days | 24,245 | 29,767 | 35,290 |
| | Office Assistant IIa –Professional Learning | 240 | | | | |
| | Office Assistant IIc – Elementary School (ES) | 183, 188 | | | | |
| | Office Assistant IIc – High School (HS) | 183 | | | | |
| | Office Assistant IIc – Middle School (MS) | 183, 188 | | | | |
| | Office Assistant IIc – Alt./Special School (ALT/SP) | 183, 188 | | | | |
| | Office Assistant IIc – Special Education | 210 | | | | |
| | | | | | | |
| 103 | Admin Associate Ia – AAIL | 240 | 183 Days | 22,921 | 28,149 | 33,379 |
| | Admin Associate Ia – Attendance Control | 183 | 187 Days | 23,422 | 28,764 | 34,109 |
| | Admin Associate Ia – Athletics | 240 | 188 Days | 23,547 | 28,918 | 34,291 |
| | Admin Associate Ia – Central Filing – Special Ed | 240 | 198 Days | 24,800 | 30,456 | 36,115 |
| | Admin Associate Ia – Child Find | 240 | 210 Days | 26,303 | 32,302 | 38,304 |
| | Admin Associate Ia – Child Nutrition Services | 240 | 220 Days | 27,555 | 33,840 | 40,128 |
| | Admin Associate Ia – CIP | 240 | 240 Days | 30,060 | 36,917 | 43,776 |
| | Admin Associate Ia – CTE | 240 | | | | |
| | Admin Associate Ia – Early Learning | 240 | | | | |
| | Admin Associate Ia – Educational Technology | 240 | | | | |
| | Admin Associate Ia – Employee Records | 240 | | | | |
| | Admin Associate Ia – Health Services | 240 | | | | |
| | Admin Associate Ia – Library Media | 220 | | | | |
| | Admin Associate Ia – Maintenance | 240 | | | | |
| | Admin Associate Ia – Psychological Services | 240 | | | | |
| | Admin Associate Ia – Research & Evaluation | 240 | | | | |
| | Admin Associate Ia – RTI | 240 | | | | |
| | Admin Associate Ia – Safety | 240 | | | | |
| | Admin Associate Ia – School Solutions | 240 | | | | |
| | Admin Associate Ia – SERS | 240 | | | | |
| | Admin Associate Ia – Special Education | 210, 240 | | | | |
| | Admin Associate Ia – Special Education – Budget | 240 | | | | |
| | Admin Associate Ia – Student Discipline & Placement | 240 | | | | |
| | Admin Associate Ia – Student Engagement & School Completion | 240 | | | | |

| | |
|---|----------|
| Admin Associate Ia – Student Placement Center (Admissions Advisor) | 198 |
| Admin Associate Ia – Student Records | 240 |
| Admin Associate Ia – Transition Center | 240 |
| Admin Associate Ia – Transportation | 240 |
| Admin Associate Ic – HS College & Career Readiness | 187, 210 |
| Admin Associate Ic – MS-Counseling Clerk | 188 |

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|------------|
| 104 |
|------------|

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|--|-----|
| Admin Associate Ia – Strategic Operations | 240 |
| Admin Associate IIa – Accounts Payable | 240 |
| Admin Associate IIa – Adolescent Pregnancy Services | 240 |
| Admin Associate IIa – Adult Education | 240 |
| Admin Associate IIa – ADQ | 240 |
| Admin Associate IIa – Art Ed | 240 |
| Admin Associate IIa – Bilingual ESL | 240 |
| Admin Associate IIa – Child Nutrition Services | 240 |
| Admin Associate IIa – CIP | 240 |
| Admin Associate IIa – Compliance TTIPS – EDGAR | 198 |
| Admin Associate IIa – Crisis Response & Intervention | 240 |
| Admin Associate IIa – Customer Service DOT | 240 |
| Admin Associate IIa – District Records Management | 240 |
| Admin Associate IIa – DOT Records | 240 |
| Admin Associate IIa – Dyslexia | 240 |
| Admin Associate IIa – Employee Records | 240 |
| Admin Associate IIa – Family & Community Resources | 240 |
| Admin Associate IIa – Fort Worth After School | 240 |
| Admin Associate IIa – Grants & Development | 240 |
| Admin Associate IIa – Guidance & Counseling | 240 |
| Admin Associate IIa – Health Services | 240 |
| Admin Associate IIa – Health & PE | 240 |
| Admin Associate IIa – JROTC | 240 |
| Admin Associate IIa – Legal | 240 |
| Admin Associate IIa – Literacy | 240 |
| Admin Associate IIa – Maintenance | 240 |
| Admin Associate IIa – Math | 240 |
| Admin Associate IIa – Music | 240 |
| Admin Associate IIa – Office of Professional Standards | 240 |
| Admin Associate IIa – Parents as Teachers | 240 |
| Admin Associate IIa – Psychological Services | 240 |
| Admin Associate IIa –Purchase Card/Travel Clerk | 240 |
| Admin Associate IIa – Safety & Security | 240 |
| Admin Associate IIa – Science | 240 |
| Admin Associate IIa – Social Studies | 240 |
| Admin Associate IIa – Special Education | 240 |
| Admin Associate IIa – Student Assessment – ADQ | 240 |

| | Daily | \$ 136.54 | \$ 167.67 | \$ 198.80 |
|-----------------|-------|-----------|-----------|-----------|
| 183 Days | | 24,987 | 30,684 | 36,380 |
| 187 Days | | 25,533 | 31,354 | 37,176 |
| 198 Days | | 27,035 | 33,199 | 39,362 |
| 210 Days | | 28,673 | 35,211 | 41,748 |
| 215 Days | | 29,356 | 36,049 | 42,742 |
| 220 Days | | 30,039 | 36,887 | 43,736 |
| 240 Days | | 32,770 | 40,241 | 47,712 |

| | |
|--|------------------|
| Admin Associate IIa – Student Engagement | 240 |
| Admin Associate IIa – Student Discipline & Placement | 240 |
| Admin Associate IIa – Student Placement Center | 240 |
| Admin Associate IIa – Transportation | 240 |
| Admin Associate IIa – Warehouse | 240 |
| Admin Associate IIa – Warehouse & Textbooks | 240 |
| Admin Associate IIc – ES Secretary | 215 |
| Admin Associate IIc – HS Counseling Clerk | 198 |
| Admin Associate IIc – ALT/SP | 210, 215, 220 |
| Attendance Clerk – HS | 187 |
| Attendance Clerk – MS | 183 |
| Attendance Clerk – ALT/SP | 210 |
| Cash Management Assistant | 240 |
| Technician I –Purchasing | 240 |

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| 105 |
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| | |
|--|-----|
| Admin Assistant Ia – Athletics | 240 |
| Admin Assistant Ia – Bilingual ESL | 240 |
| Admin Assistant Ia – Child Nutrition Services | 240 |
| Admin Assistant Ia – Communications | 240 |
| Admin Assistant Ia – Controller | 240 |
| Admin Assistant Ia – CTE | 240 |
| Admin Assistant Ia – Technology | 240 |
| Admin Assistant Ia – Student & School Support | 240 |
| Admin Assistant Ia – Family Communications | 240 |
| Admin Assistant Ia – FWCP | 240 |
| Admin Assistant Ia – HCM | 240 |
| Admin Assistant Ia – Internal Audit | 240 |
| Admin Assistant Ia – Literacy | 240 |
| Admin Assistant Ia – Maintenance Operations | 240 |
| Admin Assistant Ia – Payroll Customer Service | 240 |
| Admin Assistant Ia – Policy & Planning | 240 |
| Admin Assistant Ia –Prof Learning | 240 |
| Admin Assistant Ia – Purchasing | 240 |
| Admin Assistant Ia – Transportation | 240 |
| Admin Assistant Ia – Visual & Performing Arts | 240 |
| Admin Associate IIIa – Benefits | 240 |
| Admin Associate IIIa – Community & Strat. Partnerships | 240 |
| Admin Associate IIIa – Early Learning | 240 |
| Admin Associate IIIa – Family & Community Resources | 240 |
| Admin Associate IIIa – Guidance & Counseling | 240 |
| Admin Associate IIIa – Legal | 240 |
| Admin Associate IIIa – Library Media Services | 240 |
| Admin Associate IIIa – Maintenance | 240 |

| | Daily | \$ 155.65 | \$ 191.15 | \$ 226.64 |
|-----------------|-------|-----------|-----------|-----------|
| 193 Days | | 30,040 | 36,892 | 43,742 |
| 198 Days | | 30,819 | 37,848 | 44,875 |
| 215 Days | | 33,465 | 41,097 | 48,728 |
| 220 Days | | 34,243 | 42,053 | 49,861 |
| 240 Days | | 37,356 | 45,876 | 54,394 |
| 245 Days | | 38,134 | 46,832 | 55,527 |

| | |
|--|----------|
| Admin Associate IIIa – Transportation Finance | 240 |
| Admin Associate IIIa – Transportation | 245 |
| Admin Associate IIIc – Boulevard Heights | 240 |
| Admin Associate IIIc – HS Secretary | 193, 240 |
| Admin Associate IIIc – MS Secretary | 215 |
| Admin Associate IIIc – International Newcomers Acad. | 240 |
| Data Clerk – ALT/SP | 215, 220 |
| Data Clerk – HS | 215 |
| Data Clerk – MS/SPED | 198 |
| Registrar – HS | 240 |
| Specialist – District Operations | 240 |
| Sr. Clerk – Accounting | 240 |
| Sr. Clerk – Accounts Payable | 240 |
| Sr. Clerk – Purchasing | 240 |
| Technician II – HCM | 240 |
| Technician II – Medicaid/SHARS | 240 |
| Trainer I – Child Nutrition Services | 240 |
| Trainer I – Transportation | 245 |
| Transactional Team – HCM | 240 |

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|------------|
| 106 |
|------------|

| | |
|--|-----|
| Admin Assistant IIa – ADQ | 240 |
| Admin Assistant IIa – Board of Education | 240 |
| Admin Assistant IIa – Educational Technology | 240 |
| Admin Assistant IIa – Grants & Development | 240 |
| Admin Assistant IIa – Legal | 240 |
| Admin Assistant IIa – Management & Budget | 240 |
| Admin Assistant IIa – Operations Management | 240 |
| Admin Assistant IIa – Special Ed | 240 |
| Admin Assistant IIa – Student Support Services | 240 |
| Admin Assistant IIa – Teaching & Learning | 240 |
| Compensation Assistant | 240 |
| Payroll Assistant | 240 |
| Payroll Assistant – Child Nutrition Services | 240 |
| Specialist I – Dispatch – Maintenance | 245 |

| | Daily | \$ 172.79 | \$ 212.20 | \$ 251.60 |
|------------|-------------|-----------|-----------|-----------|
| 240 | Days | 41,470 | 50,928 | 60,384 |
| 245 | Days | 42,334 | 51,989 | 61,642 |

| |
|------------|
| 107 |
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| | |
|---------------------------------------|-----|
| Admin Assistant IIIa – CIP | 240 |
| Admin Assistant IIIa – Division Chief | 240 |
| Analyst I – Lead Data – Bilingual ESL | 240 |
| Specialist – Budget | 240 |
| Specialist – Compensation | 240 |
| Specialist – Employee Records | 240 |
| Specialist – HCM Transactional Team | 240 |
| Specialist – Payroll | 240 |

| | Daily | \$ 190.01 | \$ 233.41 | \$ 276.80 |
|------------|-------------|-----------|-----------|-----------|
| 240 | Days | 45,602 | 56,018 | 66,432 |

Specialist – Risk Management 240

108

Admin Assistant IV – Board of Education 240

Admin Assistant IV – Superintendent 240

| Daily | \$ 212.84 | \$ 261.42 | \$ 310.00 |
|-----------------|-----------|-----------|-----------|
| 240 Days | 51,082 | 62,741 | 74,400 |

2020 – 2021 Instructional Support Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|---|-----------|-----------------|------------------|------------------|------------------|
| 201 | | | Daily | \$ 95.76 | \$ 116.28 | \$ 136.80 |
| | Teacher Assistant I – Bilingual | 183 | 183 Days | 17,524 | 21,279 | 25,034 |
| | Teacher Assistant I – ES | 183 | | | | |
| | Teacher Assistant I – ES Spanish Immersion | 183 | | | | |
| | Teacher Assistant I – HS | 183 | | | | |
| | Teacher Assistant I – Special Ed Inclusion | 183 | | | | |
| | Teacher Assistant I – MS | 183 | | | | |
| | Teacher Assistant I – Pre-K | 183 | | | | |
| | Teacher Assistant I – Special Ed Resource | 183 | | | | |
| | Teacher Assistant I – Resource – Title I | 183 | | | | |
| 202 | | | Daily | \$ 101.43 | \$ 126.81 | \$ 181.76 |
| | Vacant | 183 | 183 Days | 18,562 | 23,207 | 27,040 |
| 203 | | | Daily | \$ 124.75 | \$ 153.26 | \$ 181.76 |
| | Health Associate – Health Services | 183 | 183 Days | 22,829 | 28,047 | 33,262 |
| | Library Clerk | 183 | 187 Days | 23,328 | 28,660 | 33,989 |
| | Teacher Assistant III – CAI Computer Lab | 183 | 198 Days | 24,701 | 30,345 | 35,988 |
| | Teacher Assistant III – Deaf Education | 183 | 220 Days | 27,445 | 33,717 | 39,987 |
| | Teacher Assistant III – Early Childhood – Special Ed | 183 | | | | |
| | Teacher Assistant III – In-House In-School Suspension | 183 | | | | |
| | Teacher Assistant III – LINC – Special Ed | 183 | | | | |
| | Teacher Assistant III – Science Lab – ES | 187 | | | | |
| | Teacher Assistant III – Science Lab – HS | 187, 198 | | | | |
| | Teacher Assistant III – Science Lab – MS/HS | 187, 198 | | | | |
| | Teacher Assistant III – SEAS – Special Ed | 183 | | | | |
| | Teacher Assistant III – Severe Needs – Special Ed | 183 | | | | |
| | Teacher Assistant III – TAP – Special Ed | 183 | | | | |
| | Teacher Assistant III – Transition – Special Ed | 183 | | | | |
| 204 | | | Daily | \$ 135.96 | \$ 167.02 | \$ 198.08 |
| | American Indian Liaison | 240 | 183 Days | 24,881 | 30,565 | 36,249 |
| | Specialist II – Family Communication | 220 | 240 Days | 32,630 | 40,085 | 47,539 |
| | Parent Educator | 183 | | | | |
| 205 | | | Daily | \$ 155.08 | \$ 190.42 | \$ 225.76 |
| | Brailist – Special Education | 187 | 183 Days | 28,380 | 34,847 | 41,314 |
| | Deaf Interpreter – Deaf Education | 183 | 187 Days | 29,000 | 35,609 | 42,217 |
| | Educational Transcriber – Deaf Education | 183 | 240 Days | 37,219 | 45,701 | 54,182 |
| | Liaison – Homeless Education | 240 | | | | |

| | |
|--------------------------------|-----|
| Dyslexia Assistant | 183 |
| Program Assistant – Special Ed | 183 |

2020 – 2021 Operations Auxiliary Hourly Compensation Plan

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|-----------|--|-----------|--------|----------|----------|----------|
| 301H | Bus Attendant | 183 | Hourly | \$ 10.79 | \$ 12.95 | \$ 15.12 |
| 302H | Nutrition Services Worker – Child Nutrition Services | 183, 240 | Hourly | \$ 11.42 | \$ 14.03 | \$ 16.63 |
| 304H | Bus Driver | 183 | Hourly | \$ 18.00 | \$ 21.75 | \$ 25.50 |

2020 – 2021 Operations Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------|--------------------------------------|-----------|-----------------|---|------------------|------------------|--|------------------|------------------|-------------------------|--------|-----------------|---|--------|-----------------|------------------------|--------|-----------------|----------------------------------|--------|-----------------|---|--------|-----------------|---------------------------------------|--------|-----------------|------------------|--------|-----------------|-----------------------------|--------|-----------------|--------------------|----------|-----------------|
| 301 | Vacant | 183 | Hourly | \$ 10.79 | \$ 12.95 | \$ 15.12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 183 Days | 15,797 | 18,959 | 22,136 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302 | Campus Monitor | 187 | Hourly | \$ 11.42 | \$ 14.03 | \$ 16.63 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | Daily | \$ 91.36 | \$ 112.24 | \$ 133.04 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 187 Days | 17,084 | 20,989 | 24,878 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302 | Custodian I | 245 | 187 Days | 17,084 | 20,989 | 24,878 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 245 Days | 22,383 | 27,499 | 32,595 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | 245 Days | 22,383 | 27,499 | 32,595 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 303 | Grounds Worker | 245 | Hourly | \$ 12.67 | \$ 15.56 | \$ 18.46 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | Daily | \$ 101.36 | \$ 124.48 | \$ 147.68 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 245 Days | 24,833 | 30,498 | 36,182 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 303 | Truck Driver – Warehouse & Textbooks | 245 | 245 Days | 24,833 | 30,498 | 36,182 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | Hourly | \$ 15.59 | \$ 19.15 | \$ 22.70 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | Daily | \$ 124.72 | \$ 153.20 | \$ 181.60 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 304 | Custodian II – Head ES | 245 | 189 Days | 23,572 | 28,955 | 34,322 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 240 Days | 29,933 | 36,768 | 43,584 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 304 | Irrigator Technician I | 245 | 240 Days | 29,933 | 36,768 | 43,584 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | 304 | Mechanic – Apprentice | 245 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | 304 | Mechanic – Assistant | 245 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | 304 | Manager I – Child Nutrition Services - ES | 189 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | 304 | Operator –Warehouse | 240 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | 304 | Painter I | 245 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | 304 | Plumber I | 245 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | 304 | Preventive Maintenance Service Person | 245 | 245 Days | 30,556 | 37,534 | 44,492 | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | 304 | Security Monitor | 245 | 245 Days | 30,556 | 37,534 | 44,492 | | | |
| 304 | Technician I – HVAC Chillers | 245 | | | | | | | | | | | | | | | | | | | | | | | | | | | | 245 Days | 30,556 | 37,534 | 44,492 | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 304 | Truck Driver – IT Warehouse | 240 | 245 Days | 30,556 | 37,534 | 44,492 |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 304 | Warehouse Person I | 240, 245 | 245 Days |
| | | | Hourly | \$ 17.00 | \$ 20.87 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | \$ 24.74 |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 305 | Backhoe Operator | 245 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 183 Days |
| | | | | | | 189 Days | 25,704 | 31,555 | | | | | | | | | | | | | | | | | | | | | | | | | | | | 37,407 |
| | | | | | | | | | 240 Days | 32,640 | 40,070 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | 305 | Bus Driver – Team Lead | 183 | 240 Days | 32,640 | 40,070 | 47,501 | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | 305 | Custodian III – Head MS | 245 | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | 305 | Dispatcher – Transportation | 240 | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | 305 | Environmental Worker I | 245 | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | | | | |
| 305 | Floor/Hardware Technician | 245 | | | | | | | | | | | | | | | | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | 305 | General Maintenance Technician I | 245 | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | 305 | General Maintenance Worker II – Athletics | 245 | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | |
| | | | 305 | General Maintenance Worker II – Grounds/Landscaping | 245 | | | | | | | | | | | | | | | | | | | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | 305 | Locker Repairer | 245 | 245 Days | 33,320 | 40,905 | 48,490 | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | 305 | Machine Operator | 245 | 245 Days | 33,320 | 40,905 | 48,490 | | | |
| | | | | | | 305 | Manager II – Child Nutrition Services - MS | 189 | | | | | | | | | | | | | | | | | | | | | | 245 Days | 33,320 | 40,905 | 48,490 | | | |

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|---|-----|
| Manager III – Child Nutrition Services - HS | 189 |
| Painter III | 245 |
| Safety Officer Transportation | 245 |
| Router & Scheduler – Assistant | 245 |
| Warehouse Person II | 245 |

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| 306 | |
| Appliance Repair –Journeyman | 245 |
| Appliance Repair – Technician – Child Nutrition Svcs | 245 |
| Custodian IV – Head HS | 245 |
| Custodian IV – Head Special Campus | 245 |
| General Maintenance Technician II | 245 |
| Specialist I – Auxiliary Services | 245 |
| Specialist I – Central Warehouse | 245 |
| Specialist I – Inventory Mgt – Child Nutrition Svcs | 240 |
| Specialist I – Warehouse – Child Nutrition Svcs | 245 |
| Specialist I – Free Lunch – Child Nutrition Svcs | 240 |
| Specialist I – Lot Supervisor | 245 |

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|-----------------|------------------|------------------|------------------|
| Daily | \$ 154.99 | \$ 190.34 | \$ 225.68 |
| 240 Days | 37,198 | 45,682 | 54,163 |
| 245 Days | 37,973 | 46,633 | 55,292 |

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|--------------------------------------|-----|
| 307 | |
| Building Manager – Central | 245 |
| Exterminator | 245 |
| General Maintenance Technician III | 245 |
| Glazier II | 245 |
| Irrigator Technician III | 245 |
| Locksmith Journeyman | 245 |
| Mechanic II | 245 |
| Plasterer II | 245 |
| Refrigeration Technician III | 245 |
| Router & Scheduler II | 245 |
| Sewer Technician II | 245 |
| Sheet Metal Worker I | 245 |
| Technician III – Fire Alarm | 245 |
| University Grill/Catering Specialist | 240 |
| Welder II | 245 |

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|-----------------|------------------|------------------|------------------|
| Daily | \$ 173.53 | \$ 213.17 | \$ 252.80 |
| 240 Days | 41,647 | 51,161 | 60,672 |
| 245 Days | 42,515 | 52,227 | 61,936 |

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|--|-----|
| 308 | |
| Environmental Worker II – Advanced | 245 |
| Electrician Journeyman | 245 |
| Plumber II | 245 |
| Technician II (Journeyman) – HVAC Chillers | 245 |
| Technician II (Journeyman) – HVAC Rooftop | 245 |
| Technician III – HVAC – Energy Management | 245 |

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|-----------------|------------------|------------------|------------------|
| Daily | \$ 190.92 | \$ 234.46 | \$ 278.00 |
| 245 Days | 46,775 | 57,443 | 68,110 |

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| 309 |
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|---|-----|
| Asst. Foreperson – Child Nutrition Services | 245 |
| Asst. Foreperson – Electronic | 245 |
| Asst. Foreperson – Energy Management | 245 |
| Asst. Foreperson – General Maintenance | 245 |
| Asst. Foreperson – HVAC | 245 |
| Asst. Foreperson – Metal Shop | 245 |
| Asst. Foreperson – Paint Shop | 245 |
| Asst. Foreperson – Plumbing | 245 |
| Asst. Foreperson – Safety & Security | 245 |
| Asst. Foreperson – Small Equipment | 245 |
| Asst. Foreperson – Transportation | 245 |

| Daily | | \$ 219.51 | \$ 269.60 | \$ 319.68 |
|------------|-------------|-----------|-----------|-----------|
| 245 | Days | 53,780 | 66,052 | 78,322 |

2020 – 2021 Campus Administration Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|---|-----------|-----------------|------------------|------------------|------------------|
| 401 | | | Daily | \$ 321.76 | \$ 379.13 | \$ 436.51 |
| | Asst Principal – ES | 210 | 205 Days | 65,961 | 77,722 | 89,485 |
| | Asst Principal – ES – Alice Carlson | 215 | 215 Days | 69,178 | 81,513 | 93,850 |
| | Asst Principal – ES – *Como, *JT White, *Maude Logan, *Mitchell Blvd. | 220 | 220 Days | 70,787 | 83,409 | 96,032 |
| 402 | | | Daily | \$ 337.50 | \$ 397.68 | \$ 457.87 |
| | Asst Principal – MS | 215 | 215 Days | 72,563 | 85,501 | 98,442 |
| | Asst Principal – MS – *Forest Oak, *Glencrest | 220 | 220 Days | 74,250 | 87,490 | 100,731 |
| 403 | | | Daily | \$ 354.24 | \$ 417.40 | \$ 480.57 |
| | Assoc Principal – HS – IM Terrell | 240 | 215 Days | 76,162 | 89,741 | 103,323 |
| | Asst Principal – HS | 215 | 220 Days | 77,933 | 91,828 | 105,725 |
| | Asst Principal – HS – Student Discipline & Placement | 220 | 240 Days | 85,018 | 100,176 | 115,337 |
| | Dean of Instruction – HS | 215, 220 | | | | |
| | Dean of Students – Early College HS | 215 | | | | |
| 404 | | | Daily | \$ 383.80 | \$ 460.56 | \$ 537.32 |
| | Principal – ES | 220 | 220 Days | 84,436 | 101,323 | 118,210 |
| | Principal – ES – *Como, *JT White, *Maude Logan, *Mitchell Blvd, Overton Park | 240 | 240 Days | 92,112 | 110,534 | 128,957 |
| 405 | | | Daily | \$ 416.63 | \$ 499.95 | \$ 583.28 |
| | Principal – HS Alt – Boulevard Heights/Transition Center | 240 | 220 Days | 91,659 | 109,989 | 128,322 |
| | Principal – MS Alt | 220 | 240 Days | 99,991 | 119,988 | 139,987 |
| | Principal – MS – *Forest Oak | 240 | | | | |
| 406 | | | Daily | \$ 452.48 | \$ 542.98 | \$ 633.47 |
| | Principal – HS | 240 | 240 Days | 108,595 | 130,315 | 152,033 |

* Leadership Academies

2020 – 2021 Campus-Professional Support Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|------------|---|-----------------------|------------------|------------------|------------------|
| 601 | | | | | |
| | Specialist II – College & Career Readiness | 187 | \$ 218.91 | \$ 268.85 | \$ 318.79 |
| | Specialist II – Family & Community Outreach | 220, 240 | 187 Days | 40,936 | 50,275 |
| | Specialist II – Parent Outreach | 210 | 210 Days | 45,971 | 56,459 |
| | Specialist II – School Outreach | 187 | 220 Days | 48,160 | 59,147 |
| | | | 240 Days | 52,538 | 64,524 |
| | | | | | 76,511 |
| 602 | | | | | |
| | Case Manager – Intervention Services | 210 | \$ 243.14 | \$ 298.66 | \$ 354.19 |
| | Coordinator II – Home School Program | 210 | 187 Days | 45,467 | 55,849 |
| | Coordinator II – Social Services | 210 | 210 Days | 51,059 | 62,719 |
| | JROTC Instructor | 260 | 240 Days | 58,354 | 71,678 |
| | JROTC Staff | 260 | 260 Days | 63,216 | 77,652 |
| | School Manager (Teacher Manager) | 210 | | | 92,089 |
| | Social Worker I | 240 | | | |
| | Speech Language Pathology Assistant (SLP Assistant) | 187 | | | |
| 603 | | | | | |
| | Analyst | 187, 240 | \$ 273.62 | \$ 336.14 | \$ 398.65 |
| | Aspiring Principal Residency | 187 | 187 Days | 51,167 | 62,858 |
| | Athletic Trainer | 202 | 193 Days | 52,809 | 64,875 |
| | Digital Literacy Coach | 220 | 198 Days | 54,177 | 66,556 |
| | Dyslexia Evaluator | 210 | 202 Days | 55,271 | 67,900 |
| | Dyslexia Specialist | 220 | 210 Days | 57,460 | 70,589 |
| | Music Therapist | 187 | 220 Days | 60,196 | 73,951 |
| | Orientation & Mobility Specialist | 202 | 240 Days | 65,669 | 80,674 |
| | Social Worker II | 193, 202, 210, 220 | | | |
| | Specialist – Career Technical Education (CTE) | 220 | | | |
| | Specialist – Classified Learning | 240 | | | |
| | Specialist – Bilingual ESL Program | 220 | | | |
| | Specialist – DAEP – Intervention Specialist | 240 | | | |
| | Specialist – Curriculum Network | 220 | | | |
| | Specialist – Early Learning | 220 | | | |
| | Specialist – Family Resource Center (FRC) | 220 | | | |
| | Specialist – Intervention Services | 187, 193, 220, 240 | | | |
| | Specialist – Postsecondary Success | 220 | | | |
| | Specialist – Pregnancy Services | 210 | | | |
| | Specialist – Reading Interventionist – FWCP | 187, 215 | | | |
| | Specialist – Restorative Practices | 220 | | | |
| | Specialist – Response to Intervention (MTSS) | 220 | | | |

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|---------------------------------------|-----|
| Specialist – Student Success (MTSS) | 202 |
| Specialist – Visual / Performing Arts | 207 |
| Specialist – Web-Based Learning | 220 |

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| 604 |
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|---|------------------|
| Assessment Data Analyst (Campus Testing Coordinator) | 210 |
| Audiologist | 210 |
| Instructional Coach | 193, 210 |
| Instructional Specialist – Leadership Academy Network | 187 |
| Occupational Therapist | 202 |
| Physical Therapist | 202 |
| School Psychologist (LSSP) | 193, 210, 240 |
| Specialist – Diagnostic Evaluation | 193, 210, 240 |
| Speech – Language Pathologist (SLP Speech Therapist) | 187, 202, 210 |

| Daily | | \$ 310.44 | \$ 379.10 | \$ 447.75 |
|------------|-------------|-----------|-----------|-----------|
| 187 | Days | 58,052 | 70,892 | 83,730 |
| 193 | Days | 59,915 | 73,166 | 86,416 |
| 202 | Days | 62,709 | 76,578 | 90,446 |
| 210 | Days | 65,192 | 79,611 | 94,028 |
| 240 | Days | 74,506 | 90,984 | 107,460 |

2020 – 2021 Technology Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|---|-----------|-----------------|-----------------|-----------------|-----------------|
| 701 | | | Daily | \$181.28 | \$218.00 | \$254.72 |
| | Infrastructure Support | 240 | 240 Days | 43,507 | 52,320 | 61,133 |
| | Specialist I – Customer Services | 240 | | | | |
| | Specialist I – Technical Support | 240 | | | | |
| | Technician II – IT School Solutions | 240 | | | | |
| 702 | | | Daily | \$203.20 | \$244.24 | \$285.28 |
| | Documentation Specialist – Instructional Design | 240 | 220 Days | 44,704 | 53,733 | 62,762 |
| | Network Infrastructure Specialist | 240, 245 | 240 Days | 48,768 | 58,618 | 68,467 |
| | Specialist II – Tech Ops Support | 240 | 245 Days | 49,784 | 59,839 | 69,894 |
| | Specialist II – SIS | 220 | | | | |
| | Specialist II – Team Lead | 240 | | | | |
| | Technician – Transportation Technology | 245 | | | | |
| 703 | | | Daily | \$227.44 | \$273.52 | \$319.60 |
| | Specialist III – 1 to 1 Team Lead | 240 | 220 Days | 50,036 | 60,174 | 70,312 |
| | Specialist III – Campus Support | 240 | 240 Days | 54,586 | 65,645 | 76,704 |
| | Specialist III – CTE | 240 | | | | |
| | Specialist III – Customer Service | 240 | | | | |
| | Specialist III – Legacy | 220, 240 | | | | |
| | Specialist III – Technical Liaison (School Solutions) | 240 | | | | |
| | Specialist III – SIS Support | 220 | | | | |
| | Specialist III – Telecom | 240 | | | | |
| 704 | | | Daily | \$272.98 | \$328.22 | \$383.46 |
| | Administrator – SSRS | 240 | 240 Days | 65,515 | 78,773 | 92,030 |
| | Network Security Specialist | 240 | | | | |
| | ERP Systems Specialist | 240 | | | | |
| | Specialist IV – Child Nutrition Services Systems | 240 | | | | |
| | Specialist IV – IT School Solutions | 240 | | | | |
| | Specialist IV – Lead Campus Support | 240 | | | | |
| | Specialist IV – Network Services | 240 | | | | |
| | Systems Specialist | 240 | | | | |
| 705 | | | Daily | \$318.40 | \$387.30 | \$456.20 |
| | Analyst IV | 240 | 240 Days | 76,416 | 92,952 | 109,488 |
| | Analyst IV – Database | 240 | | | | |
| | Database Administrator | 240 | | | | |
| | Manager I – Help Desk | 240 | | | | |
| | Network Administrator | 240 | | | | |

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|------------------------|-----|
| Collaboration Engineer | 240 |
| Network Engineer | 240 |
| Net Programmer | 240 |
| Security Analyst | 240 |

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|--|-----|-----------------|-----------------|-----------------|-----------------|
| 706 | | Daily | \$347.88 | \$418.28 | \$488.68 |
| Coordinator V – Educational Technology | 240 | 240 Days | 83,491 | 100,387 | 117,283 |
| Database Developer – Senior | 240 | | | | |
| Manager II – Infrastructure | 240 | | | | |
| Network Programmer – Senior | 240 | | | | |
| Project Manager | 240 | | | | |
| Senior Network Engineer | 240 | | | | |
| Senior Network Systems Administrator | 240 | | | | |

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|---|-----|-----------------|---------------|---------------|---------------|
| 707 | | Daily | 368.76 | 443.38 | 518.00 |
| Director – Student Records/PEIMS | 240 | 240 Days | 88,502 | 106,411 | 124,320 |
| Manager – Application Support | 240 | | | | |
| Manager – Campus Support | 240 | | | | |
| Manager – Cybersecurity Engineer | 240 | | | | |
| Manager – Special Population Software Support | 240 | | | | |

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|---|-----|-----------------|-----------------|-----------------|-----------------|
| 708 | | Daily | \$390.88 | \$469.98 | \$549.08 |
| Business Intelligence | 240 | 240 Days | 93,811 | 112,795 | 131,779 |
| Director – Information Services | 240 | | | | |
| Director – Educational Tech. Professional Development | 240 | | | | |
| Director – Network Services | 240 | | | | |
| Director – Registrar/School Software Support | 240 | | | | |
| Director – Student Information | 240 | | | | |
| Director – Technology Planning & Management | 240 | | | | |

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|---|-----|-----------------|------------------|------------------|------------------|
| 709 | | Daily | \$ 431.44 | \$ 507.58 | \$ 583.72 |
| Exec Director – Application Development | 240 | 240 Days | 103,546 | 121,819 | 140,093 |
| Exec Director – Customer Services | 240 | | | | |
| Exec Director – Network Services | 240 | | | | |

2020 – 2021 Business & Operations Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|--|-----------|-----------------|------------------|------------------|------------------|
| 801 | | | Daily | \$ 194.01 | \$ 233.28 | \$ 272.55 |
| | Analyst I – Budget – Innovation | 240 | 240 Days | 46,562 | 55,987 | 65,412 |
| | Analyst I – Budget & Grants – Special Ed | 240 | | | | |
| | Analyst I – Energy Management | 240 | | | | |
| | Buyer | 240 | | | | |
| | Public Information Coordinator | 240 | | | | |
| | Specialist I – Office of Professional Standards | 240 | | | | |
| | Specialist I – CIP Acct/Record | 240 | | | | |
| | Specialist II – Benefits | 240 | | | | |
| | Specialist II – Research | 240 | | | | |
| 802 | | | Daily | \$ 208.52 | \$ 251.44 | \$ 294.35 |
| | Compliance Analyst | 240 | 240 Days | 50,045 | 60,346 | 70,644 |
| | Coordinator II – Internal Communications | 240 | 245 Days | 51,087 | 61,603 | 72,116 |
| | Coordinator II – Budget HUB CIP | 240 | | | | |
| | Specialist III – Assessment – ADQ | 240 | | | | |
| | Specialist III – Data Reporting – ADQ | 240 | | | | |
| | Specialist III – Project Development | 240 | | | | |
| | Specialist III – Student Engagement | 240 | | | | |
| | Supervisor II – Central Calling | 240 | | | | |
| | Supervisor II – Custodial | 245 | | | | |
| | Trainer IV – Dietitian | 240 | | | | |
| 803 | | | Daily | \$ 250.23 | \$ 301.72 | \$ 353.22 |
| | Accountant | 240 | 193 Days | 48,294 | 58,232 | 68,171 |
| | Analyst III – Compensation | 240 | 220 Days | 55,051 | 66,378 | 77,708 |
| | Analyst III – Data Quality – Payroll | 240 | 240 Days | 60,055 | 72,413 | 84,773 |
| | Analyst III – P-Card/Purchasing | 240 | 245 Days | 61,306 | 73,921 | 86,539 |
| | Coordinator II – Textbooks | 245 | | | | |
| | Coordinator III – Branding | 240 | | | | |
| | Coordinator III – Board Services | 240 | | | | |
| | Coordinator III – Community & Strategic Partnerships | 240 | | | | |
| | Coordinator III – Customer Service – Transportation | 240 | | | | |
| | Coordinator III – Employee Records | 240 | | | | |
| | Coordinator III – District Operations | 240 | | | | |
| | Coordinator III – District Records Management | 240 | | | | |
| | Coordinator III – Medicaid/SHARS | 240 | | | | |
| | Coordinator III – Office of Professional Standards | 240 | | | | |
| | Coordinator III – Safety & Security | 240 | | | | |
| | Coordinator III – Social Media | 240 | | | | |

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| Coordinator III – Web Communications | 240 |
| Editor/Photographer | 240 |
| Foreperson – Automotive Fleet | 245 |
| Foreperson – Maintenance | 245 |
| Foreperson – Safety & Security | 245 |
| Foreperson – Transportation Fleet | 245 |
| Foreperson – Warehouse | 245 |
| Internal Auditor | 240 |
| Investigator – Office of Professional Standards | 240 |
| Purchasing/Contract Agent – CIP | 240 |
| Senior Buyer | 240 |
| Senior Buyer – HUB Analyst | 240 |
| Specialist IV – Environment/Asbestos | 240 |
| Specialist IV – Family Communications | 220 |
| Specialist IV – Parents as Teachers | 240 |
| Specialist IV – Safety & Security (Area Advisor) | 193, 220, 240 |
| Specialist IV – Volunteers Coord. – Family Comm. | 240 |
| Supervisor III – Campus Safety | 240 |
| Supervisor III – Child Nutrition Services | 220 |

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| 804 |
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|---|-----|
| Analyst IV – Budget/PC | 240 |
| Analyst IV – Compensation | 240 |
| Coordinator IV – Business Ops – TTIPS | 240 |
| Coordinator IV – Chief | 240 |
| Coordinator IV – CIP | 240 |
| Coordinator IV – Communications | 240 |
| Coordinator IV – Gifted & Talented Education | 240 |
| Coordinator IV – HCM | 240 |
| Coordinator IV – Innovation & Excellence | 240 |
| Coordinator IV – Operations Management | 240 |
| Coordinator IV – Payroll | 240 |
| Coordinator IV – Prof. Learning &. Innovation | 240 |
| Manager I – Special Ed Budget & Grants | 240 |
| Manager I – Transportation | 240 |
| Manager I – Transactional Team | 240 |
| Senior Accountant | 240 |
| Senior Compliance Analyst | 240 |
| Senior Internal Auditor | 240 |
| Specialist V – Accountability & Data Quality | 240 |
| Specialist V – Accounting | 240 |
| Specialist V – Data Analytics | 240 |
| Specialist V – Data Reporting | 240 |
| Specialist V – Equity & Professional Learning | 240 |
| Specialist V –Prof. Learning & Innovation | 240 |

| | Daily | \$ 270.24 | \$ 325.87 | \$ 381.49 |
|------------|-------------|-----------|-----------|-----------|
| 198 | Days | 53,508 | 64,522 | 75,535 |
| 205 | Days | 55,399 | 66,803 | 78,205 |
| 240 | Days | 64,858 | 78,209 | 91,558 |

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|---|-----|
| Specialist V – Sr. Project Development | 240 |
| Supervisor III – Accounts Payable | 240 |
| Supervisor IV – Transportation Planning | 240 |

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| 805 |
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| Coordinator V – Arts & Community Partnerships | 240 |
| Coordinator V – Assessment – ADQ | 240 |
| Coordinator V – Communications | 240 |
| Coordinator V – Program Monitoring & Compliance | 240 |
| Coordinator V – Research Evaluation – ADQ | 240 |
| Coordinator V – Vision Health Partnerships | 240 |
| Director I – Adult Education | 240 |
| Director I – Facilities | 240 |
| Director I – Law Enforcement | 240 |
| Director II – Board Policy, Governance, & Strategic Sppt | 240 |
| Executive Assistant to Superintendent | 240 |

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|-----------------|------------------|------------------|------------------|
| Daily | \$ 291.86 | \$ 351.93 | \$ 412.00 |
| 240 Days | 70,046 | 84,463 | 98,880 |

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| 806 |
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|---|-----|
| Assistant Controller | 240 |
| Assistant Director – Child Nutrition Services | 240 |
| Assistant Director – Compliance – Child Nutrition Srvcs | 240 |
| Assistant Director – Transportation | 240 |
| Director II – Assessment & Accountability – ADQ | 240 |
| Director II – Benefits | 240 |
| Director II – Community & Strategic Partnerships | 240 |
| Director II – Communications | 240 |
| Director II – Creative Communications | 240 |
| Director II – Dyslexia | 240 |
| Director II – Employee Relations | 240 |
| Director II – Environment | 240 |
| Director II – Federal Programs | 240 |
| Director II – Maintenance Central | 240 |
| Director II – Maintenance Project | 240 |
| Director II – Office of Professional Standards | 240 |
| Director II – Payroll | 240 |
| Director II – Program Monitoring & Compliance | 240 |
| Director II – Research & Evaluation – ADQ | 240 |
| Director II – Risk Management | 240 |
| Director II – Staffing | 240 |
| Manager II – Budget Management | 240 |
| Manager II – CIP Program Control | 240 |
| Manager II – Compensation | 240 |
| Manager II – Internal Audit | 240 |
| Manager II – Purchasing | 240 |
| Manager III – CIP Safety/Construction | 240 |

| | | | |
|-----------------|------------------|------------------|------------------|
| Daily | \$ 335.64 | \$ 404.72 | \$ 473.80 |
| 240 Days | 80,554 | 97,133 | 113,712 |

Treasurer 240

807

Chief – Internal Audit 240
 Exec Director – Safety & Security 240
 Exec Director – Communications 240
 Exec Director – Program Monitoring & Compliance 240
 Exec Director – HCM Sel/Ret 240
 Exec Director – HCM Talent/Dev. 240
 Exec Director – Payroll, Benefits, & Risk Mgt. 240
 Exec Director – Purchasing 240
 Manager III – Business Operations 240
 Manager III – CIP Safety 240
 Manager III – Design – CIP 240
 Staff Attorney 240

| Daily | \$ 396.06 | \$ 447.57 | \$ 559.08 |
|-----------------|-----------|-----------|-----------|
| 240 Days | 95,054 | 107,417 | 134,179 |

808

Controller 240
 Director III – Child Nutrition Services 240
 Director III – Compensation & Employee Records 240
 Director III – Transportation 240
 Director III – UIL & Title IX Compliance 240
 General Manager – Maintenance & Operations 240

| Daily | \$ 469.32 | \$ 565.91 | \$ 662.51 |
|-----------------|-----------|-----------|-----------|
| 240 Days | 112,637 | 135,818 | 159,002 |

809

Senior Counsel 240

| Daily | \$ 482.30 | \$ 581.56 | \$ 680.83 |
|-----------------|-----------|-----------|-----------|
| 240 Days | 115,752 | 139,574 | 163,399 |

2020 – 2021 Instructional Programs Exempt Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|--|-----------|-----------------|------------------|------------------|------------------|
| 901 | | | Daily | \$ 201.47 | \$ 245.78 | \$ 290.09 |
| | Coordinator I – FW After School | 220, 240 | 210 Days | 42,309 | 51,614 | 60,919 |
| | Coordinator II – Translator – Bilingual ESL | 240 | 220 Days | 44,323 | 54,072 | 63,820 |
| | Coordinator II – Instructional Support – Adult Education | 240 | 240 Days | 48,353 | 58,987 | 69,622 |
| | Coordinator II – Migrant & EL Retention & Achievement | 240 | | | | |
| | Specialist II – Homeless Liaison | 220 | | | | |
| | Supervisor I – Special Education | 240 | | | | |
| | Supervisor I – Student Placement | 240 | | | | |
| 902 | | | Daily | \$ 233.43 | \$ 283.09 | \$ 332.75 |
| | Coordinator III – Academics Special Projects | 240 | 187 Days | 43,651 | 52,938 | 62,224 |
| | Coordinator II – BTAP | 220 | 193 Days | 45,052 | 54,636 | 64,221 |
| | Coordinator III – Family Resource Center | 240 | 215 Days | 50,187 | 60,864 | 71,541 |
| | Coordinator III – Student Dev. & Acceleration – YWLA | 215 | 220 Days | 51,355 | 62,280 | 73,205 |
| | English Learner Home Liaison Counselor | 220 | 240 Days | 56,023 | 67,942 | 79,860 |
| | Hearing Officer | 193, 240 | | | | |
| | Specialist <u>IV</u> – Attendance Control | 187, 220 | | | | |
| | Specialist – AVID Program | 220 | | | | |
| | Specialist – Collegiate Testing & Compliance | 220 | | | | |
| | Specialist – Program Specialist – FWCP | 193, 215 | | | | |
| | Specialist – Student Engagement & School Completion | 187 | | | | |
| | Specialist – Support – FWCP | 215 | | | | |
| | Specialist – Support – LAN | 215 | | | | |
| | Specialist – Trauma Specialist | 220 | | | | |
| 903 | | | Daily | \$ 278.74 | \$ 339.02 | \$ 399.30 |
| | Coordinator IV – AAIL | 210, 240 | 210 Days | 58,535 | 71,194 | 83,853 |
| | Coordinator IV – Academic Advisement | 240 | 220 Days | 61,323 | 74,584 | 87,846 |
| | Coordinator IV – Academics | 240 | 240 Days | 66,898 | 81,365 | 95,832 |
| | Coordinator IV – Bilingual ESL | 240 | | | | |
| | Coordinator IV – Child Find | 240 | | | | |
| | Coordinator IV – Collegiate Programming | 240 | | | | |
| | Coordinator IV – CTE | 240 | | | | |
| | Coordinator IV – Early College Programs | 240 | | | | |
| | Coordinator IV – Health for Teens | 240 | | | | |
| | Coordinator IV – Innovation & Transformation | 240 | | | | |
| | Coordinator IV – Instructional Coaching | 240 | | | | |
| | Coordinator IV – Library Media | 240 | | | | |
| | Coordinator IV – Special Ed | 240 | | | | |
| | Coordinator IV – STEM | 240 | | | | |

| | |
|---|-----|
| Manager – Family & Community Partnerships | 220 |
| Nurse Specialist | 240 |

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| 904 |
|------------|

| | |
|---|-----|
| Asst. Director – Athletics | 240 |
| Asst. Director – Special Ed | 240 |
| Asst. Director – Student Discipline & Placement | 240 |
| Asst. Director – Student Engagement & Completion | 240 |
| Athletic Coordinator - District | 197 |
| Coordinator V – Choice Programs | 240 |
| Coordinator V – Core Curriculum K-12 | 220 |
| Coordinator V – Eastside Alliance Cmnty Partnership | 215 |
| Coordinator V – Historic Stop Six Initiative | 220 |
| Coordinator V – Parents as Teachers | 240 |
| Coordinator V – Performing Arts Center | 220 |
| Coordinator V –Restorative Practices | 240 |
| Director I – Adolescent Pregnancy | 240 |
| Director I – Family Resource | 240 |
| Director I – Student Placement | 240 |
| Director I – Curriculum | 240 |
| Director I – Early Learning PK-2nd | 240 |
| Director I – Gifted & Talented Education Services | 240 |
| Director I – Strategic School Design & Support | 240 |
| Director I – World Languages | 240 |
| Director – Dance & Theatre | 240 |
| Director II – Choral Music | 240 |
| Director II – Crisis Response & Prevention | 240 |
| Director II – Health & PE | 240 |
| Director II – Instrumental Music | 240 |
| Director II – PK-12 SCI STM | 240 |
| Director II – PK-12 SS | 240 |
| Director II – Secondary Lit. | 240 |
| Director II – Secondary Math Lit. | 240 |
| Director II – Visual Art Education | 240 |
| Coordinator V – FWCP | 215 |

| | Daily | \$ 323.71 | \$ 391.45 | \$ 459.19 |
|------------|-------------|-----------|-----------|-----------|
| 215 | Days | 69,598 | 84,162 | 98,726 |
| 220 | Days | 71,216 | 86,119 | 101,022 |
| 240 | Days | 77,690 | 93,948 | 110,206 |

| |
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| 905 |
|------------|

| | |
|---|-----|
| Director II – Athletics | 240 |
| Director II – Bilingual ESL | 240 |
| Director II – Eastside Alliance Community Partnership | 240 |
| Director II – Family Communications | 240 |
| Director II – FW After School | 240 |
| Director II – FWCP | 240 |
| Director II – Guidance | 240 |
| Director II – Health Services | 240 |

| | Daily | \$ 356.07 | \$ 436.91 | \$ 517.74 |
|------------|-------------|-----------|-----------|-----------|
| 240 | Days | 85,457 | 104,858 | 124,258 |

| | |
|---|-----|
| Director II – Historic Stop Six Initiative | 240 |
| Director II – Intervention | 240 |
| Director II – JROTC | 260 |
| Director II – Library Media | 240 |
| Director II – Psychological Services | 240 |
| Director II – Special Ed | 240 |
| Director II – Special Programs | 240 |
| Director II – Student Discipline | 240 |
| Director II – Student Engagement & Completion | 240 |

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|------------|
| 906 |
|------------|

| | |
|--|-----|
| Exec Director – Bilingual ESL Programs | 240 |
| Exec Director – Career & Technical Education | 240 |
| Exec Director – Choice & Enrichment Programming | 240 |
| Exec Director – Classified Learning | 240 |
| Exec Director – Collegiate Programming | 240 |
| Exec Director – Community Collaborations & Initiatives | 240 |
| Exec Director – Core Content – Academics | 240 |
| Exec Director – Early Academic Success & Acceleration | 240 |
| Exec Director – Equity & Professional Learning | 240 |
| Exec Director – Personalized Learning & Enrichment | 240 |
| Exec Director – School & Ext'l Partnership Dev. (SEPD) | 240 |
| Exec Director – Special Education | 240 |
| Exec Director – Teacher Learning & Improvement | 240 |
| Exec Director – Visual & Performing Arts | 240 |

| | | | |
|-----------------|------------------|------------------|------------------|
| Daily | \$ 409.49 | \$ 502.44 | \$ 595.40 |
| 240 Days | 98,278 | 120,586 | 142,896 |

| |
|------------|
| 907 |
|------------|

| | |
|--|-----|
| Director III – New Teacher Induction | 240 |
| Exec Director – Athletics | 240 |
| Exec Director – Core Content – Academics | 240 |
| Exec Director – Innovation & Transformation | 240 |
| Exec Director – Instructional Initiatives | 240 |
| Exec Director – Personalized Learning & Enrichment | 240 |
| Exec Director – Student & School Support | 240 |

| | | | |
|-----------------|------------------|------------------|------------------|
| Daily | \$ 458.63 | \$ 562.74 | \$ 666.84 |
| 240 Days | 110,071 | 135,058 | 160,042 |

2020 – 2021 Executives Compensation Plan

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | | |
|------------|--|-----------|--------------|------------------|------------------|------------------|---------|
| EE1 | | | Daily | \$ 495.28 | \$ 614.69 | \$ 734.11 | |
| | | | 240 | Days | 118,867 | 147,526 | 176,186 |
| | Asst. Superintendent – Educational Technology | 240 | | | | | |
| | Asst. Superintendent – Specialized Academic Support Services | 240 | | | | | |
| | Asst. Superintendent – Student Support Services | 240 | | | | | |
| | Asst. Superintendent – Teaching & Learning | 240 | | | | | |
| | Senior Communications Officer | 240 | | | | | |
| | Senior Officer – Budget & Finance | 240 | | | | | |
| | Senior Officer – Grants & Development | 240 | | | | | |
| | Senior Officer – Operations Management | 240 | | | | | |
| | Senior Officer – Payroll, Benefits, & Risk Management | 240 | | | | | |
| | Senior Officer – Technology | 240 | | | | | |
| EE2 | | | Daily | \$ 594.33 | \$ 737.63 | \$ 880.93 | |
| | | | 240 | Days | 142,639 | 177,031 | 211,423 |
| | Assoc. Superintendent – Assessment & Accountability | 240 | | | | | |
| | Chief – Academic Officer | 240 | | | | | |
| | Chief – Capital Improvement Program | 240 | | | | | |
| | Chief – District Operations | 240 | | | | | |
| | Chief – Equity & Excellence | 240 | | | | | |
| | Chief – Financial Officer | 240 | | | | | |
| | Chief – Innovation Officer | 240 | | | | | |
| | Chief – Legal Services | 240 | | | | | |
| | Chief – Student & School Support | 240 | | | | | |
| | Chief – Talent Officer | 240 | | | | | |
| | Chief – Technology Officer | 240 | | | | | |
| EE3 | | | Daily | \$ 726.98 | \$ 886.57 | \$1046.15 | |
| | | | 240 | Days | 174,475 | 212,776 | 251,076 |
| | Deputy Superintendent | 240 | | | | | |

Section V

Supplemental Pay Schedules (Stipends)

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, coaching stipends, auto and cell phone allowances, and others as identified. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Also, please note that some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Academic Coaches Evaluation

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation. For additional information please contact the appropriate Program Director.

| Pay Code | | Annual Amt. |
|----------|--|-------------|
| | Coordinator, Academic | \$ 1800 |
| 687 | Coordinator, UIL Campus High School | 1000 |
| 687 | Coordinator, UIL Campus Middle School | 600 |
| | Sponsor, Citizen Bee | 450 |
| | Sponsor, Current Event | 180 |
| | Sponsor, Math Club | 375 |
| | Sponsor, Science Club | 375 |
| | Sponsor, UV4C (high school) | 375 |
| 687 | UIL Cross Examination Debate Coach | 725 |
| 687 | UIL Lincoln Douglas Debate Coach | 725 |
| 687 | UIL Non-athletic Event Coach/High School (exclude One-Act Play, LD Cross-X Debate) | 450 |
| 541 | Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for info. | \$ 800 max. |
| 541 | Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for info. | \$ 750/each |
| 541 | Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for info. | \$ 750 max. |
| 541 | Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for info. | \$ 650/each |
| 541 | Whiz Quiz/UIL Judge (degreed/certified – <i>per event</i>) | \$ 50 |
| 541 | Whiz Quiz/UIL Judge (non-degreed/not certified – <i>per event</i>) | 25 |

- **Stipends may be combined pending program requirements**
- **Stipends are contingent upon fulfillment of departmental requirements (see Prog. Dir.)**

Additional Job Responsibilities

Employee job responsibilities are subject to change at any time to meet the needs of the District. Such changes do not necessarily warrant a change in salary (see **Section I** for more information on what constitutes a promotion, demotion, or lateral move for salary purposes). Exceptions to this rule require the approval of the Superintendent or appropriate Leadership Team member with amounts being determined by the Compensation Department.

Athletic Coaches Stipends

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coach's) activities as scheduled.
2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. There will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach at FWISD.
3. Middle school and high school coaches will work with their feeder schools as follows:
 - a. Report for meetings and workouts as stipulated by the head coach;
 - b. Scout for the high school as assigned by the head coach.
4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.

Athletic stipends are paid on a 12-month basis - September through August

For additional information please call Athletics at 817/871-3273.

| Pay Code | Athletic Stipend (Other) | Annual Rate |
|-----------------|---|--------------------|
| 600 | Athletic Coordinator | \$ 4000 |
| 601 | Athletic Trainer | 6500 |
| 623 | Defensive Coordinator – Football (one stipend only) | 8200 |
| 645 | Offensive Coordinator – Football (one stipend only) | 8200 |

| Pay Code | Head Coach for High School | Annual Rate |
|-----------------|---|--------------------|
| 625 | Head Baseball | \$ 7000 |
| 626 / 627 | Head Basketball | 9000 |
| 628 | Head Cross Country | 5000 |
| 629 | Head Football | 12000 |
| 630 | Head Golf | 6000 |
| 632 | Head Golf – Spring | 3000 |
| 647 | Head Powerlifting (Campus-Based Activity) | 3300 |
| 633 / 634 | Head Soccer | 6000 |
| 635 | Head Softball | 7000 |
| 636 | Head Swimming | 6000 |
| 637 | Head Tennis | 6000 |
| 639 | Head Tennis – Semester | 3000 |
| 640 / 641 | Head Track | 5000 |
| 642 | Head Volleyball | 6000 |
| 643 | Head Wrestling | 5500 |

| Pay Code | Assistant Coach for High School | Annual Rate |
|-----------------|--|--------------------|
| 605 | Assistant Baseball | \$ 4000 |
| 606 / 607 | Assistant Basketball | 4000 |
| 609 | Assistant Cross Country | 2500 |
| 610 | Assistant Football | 6800 |
| 611 | Assistant Golf | 2800 |
| 646 | Assistant Powerlifting | 2200 |
| 612 / 613 | Assistant Soccer | 4000 |
| 614 | Assistant Softball | 4000 |
| 615 | Assistant Swimming | 1600 |
| 617 | Assistant Tennis | 2000 |
| 618 / 619 | Assistant Track | 4000 |
| 620 | Assistant Volleyball | 5500 |
| 621 | Assistant Wrestling | 2000 |

| Pay Code | Coach for Middle School | Annual Rate |
|-----------------|--------------------------------|--------------------|
| 649 / 650 | Basketball | 2000 |
| 651 | Cross Country | 2000 |
| 653 | Football | 2700 |
| 656 / 657 | Soccer | 2000 |
| 660 / 661 | Track | 2000 |
| 662 | Volleyball | 2550 |

| Pay Code | Cheerleading / Drill Team | Annual Rate |
|-----------------|----------------------------------|--------------------|
| 624 | Assistant Cheerleading | \$ 2000 |
| 622 | Head Cheerleading | 5000 |
| 652 | MS Cheerleading Sponsor | 1500 |
| 670 | Head Drill Team | 6300 |

Auto Allowance

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive a one-twelfth of the annual amount indicated.

| Pay Code | Position | Annual Rate |
|----------|--|--------------|
| 410 | Assistant Director – Athletics / Facilities Manager – Athletics | \$ 2160 |
| 411 | Senior Counsel | 2246 |
| 410 | Director – After School Program | 2160 |
| 410 | Director – Athletics | 2160 |
| 410 | Director – Facilities and Planning | 2160 |
| 412 | Executive Director – School Leadership | 3510 |
| 413 | Division Chief | 4500 |
| 412 | Executive Director / Asst. Supt. / Assoc. Supt. / Senior Officer | 3510 |
| 409 | Superintendent | per contract |

Bilingual Stipends

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information call Human Capital Management at **817/814-2256**.

STIPENDS PROCESSED BY COMPENSATION

| Pay Code | Position | Annual Rate |
|----------|--|-------------|
| 503 | Secretary/Clerk, Bilingual <i>(must pass proficiency exam)</i> | 450 |

Bilingual / ESL Education Stipends

These stipends (amounts vary) are designed to compensate teachers who provide Bilingual / ESL services to students. The criteria for stipend eligibility are designated by the Bilingual ESL Department for each position. For additional information call Bilingual / ESL at **817/814-2414**.

STIPENDS PROCESSED BY BILINGUAL/ESL

| Pay Code | Position | Annual Rate |
|----------|---|-------------|
| 766 | Language Center Team Leader (Secondary) | 1125 |
| 763 | Teacher, Elementary DLI - Bilingual | 4000 |
| 764 | Teacher, Elementary DLI - ESL | 450 |
| 767 | Teacher, Elementary ESL Only | 450 |
| 768 | Teacher, Language Center | 900 |
| 767 | Teacher, Transition ESL (Secondary) | 450 |

Cell Phone Allowance

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information please contact your Leadership Team member.

| Pay Code | Position | Annual Rate |
|----------|--------------------------------------|-------------|
| 415 | All Managerial Staff | \$ 480 |
| 417 | Division Chiefs / Senior Counsel | 720 |
| 416 | Other Executive Staff / Senior Staff | 600 |
| 415 | Principals | 480 |

Career & Technical Education (CTE)

Agriculture Stipend -- This rate is designed to compensate CTE Agriculture teachers for working extended hours to manage and maintain the District barn, campus greenhouse, and for additional duties and responsibilities assigned by Career & Technical Education Department.

Campus Liaison Stipend -- This rate is designed to compensate CTE teachers for serving as department heads over CTE teachers and for performing additional duties and responsibilities assigned by Career & Technical Education.

These CTE stipends are contingent upon fulfillment of department requirements. For additional information, call Career & Technical Education at (817) 814-1530.

| Pay Code | Position | Annual Rate |
|----------|--------------------------|-------------|
| 550 | CTE Agriculture Teachers | \$ 5,000 |
| 508 | CTE Campus Liaison | 1,350 |

Deaf Education Interpreter Stipend

For additional information please call Special Education at **817/814-2923**.

| Pay Code | Certification Achieved (Board for Evaluation of Interpreters) | Annual Rate |
|----------|--|-------------|
| 529 | Level I or Basic | \$ 900 |
| 530 | Level II | 1,800 |
| 531 | Level III or higher; Advanced or higher (Effective with the 2013-2014 school year) | 2,700 |

Doctorate Stipend (Pay Code 537)

Professional employees (not including teachers, librarians, counselors, and nurses) up to and including directors with a doctorate degree from an accredited institution will receive a \$540 annual stipend. Teachers, librarians, counselors, and nurses are paid on salary schedules that provide a separate pay lane for those with doctorate degrees. Therefore, they are not eligible to receive a separate doctorate stipend since their base pay includes compensation for the doctorate degree.

Enrollment Stipend

This stipend is for PRINCIPALS ONLY. For additional information please contact Compensation at **817/814-2080**.

| Pay Code | Enrollment Count | Elementary | Middle | High |
|----------|------------------|------------|---------|---------|
| 593 | 1801 – + | X | X | \$ 1800 |
| 592 | 1200 – 1800 | X | X | 900 |
| 594 | 901 – + | \$ 2700 | \$ 2700 | X |
| 593 | 701 – 900 | 1800 | 1800 | X |
| 592 | 350 – 700 | 900 | 900 | X |

Exempt Employees

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

JROTC / JCC Stipend

This stipend (amounts vary) is designed to compensate middle school JCC teachers, high school JROTC instructors and JROTC staff for extracurricular duties, community service events and service learning projects. For additional information please call **817/815-7350**.

| Pay Code | Position | Annual Rate |
|----------|--|-------------|
| 507 | Teacher, Junior Cadet Corp (JCC) Middle School | \$ 2880 |
| 510 | JROTC Instructors and JROTC Staff | 3420 |

Leadership Academy Stipends

This stipend is only for campuses designated as Leadership Academies. (Como ES, JT White ES, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS, Glencrest 6th). Stipend will be paid out in 3 installments. For additional information please call **817/814-1701**.

| Pay Code | Position | Annual Rate |
|----------|--------------------------------|-------------|
| 820 | Administrative Associate | \$ 1,000 |
| 821 | Assistant Principal | 8,000 |
| 822 | Attendance Clerk | 600 |
| 823 | Campus Monitor | 600 |
| 824 | Counselor | 4,000 |
| 825 | Custodian | 600 |
| 826 | Data Analyst | 4,000 |
| 827 | Data Clerk | 600 |
| 828 | Instructional Specialist/Coach | 6,000 |
| 829 | Intervention Specialist | 4,000 |
| 830 | Librarian | 4,000 |
| 831 | Nurse | 4,000 |
| 832 | Nutrition Worker | 4000 |
| 833 | Parent Educator | 600 |
| 834 | Parent Liaison | 600 |
| 835 | Principal | 8,000 |
| 836 | Teacher | 4,000 |
| 837 | Teacher Assistant | 1,000 |

Stipend payouts are budget-dependent and subject to change based upon budgetary constraints.

Language Proficiency Assessment Committee (LPAC)

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$1300 per year. For additional information please call **817/815-7700**.

Maintenance Department Stipend

Night Stipend

Every full-time, 8 hour per day auxiliary employee in a manual trade's classification who works a continuous 8-hour shift, which ends at or after 7:00 p.m., will be paid a night stipend for the entire shift. For additional information please call **817/871-3300**.

| Pay Code | | Frequency | Amount |
|----------|---|-----------|----------|
| 427 | Substitute Lead Mechanic (Acting – current employee) | Per Day | \$ 18.00 |
| 501 | Substitute Head Custodian (Acting – current employee) | Per Day | 16.00 |
| 502 | Hourly Employee – Night Shift (Custodians) | Per Year | 420.00 |

Math Stipend

The math stipend is designed to attract and retain highly qualified math teachers. Secondary personnel must comply with criteria to earn this pay. For additional information call **817/814-2540**.

| Pay Code | | Amount |
|-----------------|---|---------------|
| 569 | Teacher, Secondary Math (campus based – one-time payment) | \$ 1800 |
| 566 | Mathematics and Innovation Coordinator | 2700 |

Mileage Reimbursement

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually. For additional information please call **817/814-2200**.

Miscellaneous

These rates are paid in 12 monthly payments from September through August of each year. For additional information call Compensation at **817/814-2080**.

| Pay Code | Position | Annual Rate | Daily Rate | Hourly Rate |
|-----------------|-------------------------------|--------------------|-------------------|--------------------|
| 561 | Curriculum Network Specialist | \$ 1500 | | |
| 512 | Counselor, Lead | 450 | | |
| 509 | Library Clerk (Dual Sites) | 700 | | |
| 591 | Lead Parent Educator | 2700 | | |

These rates are not coordinated by Compensation and may be paid in different schedules. For additional information please call the phone numbers listed below.

| Pay Code | Position | Contact | Annual Rate | Daily Rate |
|-----------------|---|----------------|--------------------|-------------------|
| 552 | Coordinator, AVID | 817-814-2580 | \$ 1800 | |
| 778 | Coordinator, Technology Liaison | 817-814-3100 | 900 | |
| 562 | Teacher, Bridge (Elementary Schools) | 817-814-2341 | 675 | |
| 588 | New Teacher Workshop | 817-814-3401 | | \$ 60 |
| 589 | New Teacher Mentor (rate per employee mentored) | 817-814-3401 | TBD | |

Performing Arts Stipend

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information please contact the Executive Director at **817/814-2620**.

| Pay Code | Position | Annual Rate |
|-----------------|--|--------------------|
| 684 | High School Assistant Band Director | \$ 6500 |
| 692 | High School Assistant Theatre Director | 3500 |
| 680 | High School Assistant Choral | 3500 |
| 678 | High School Choral Director | 7000 |
| 695 | High School Dance Director | 4500 |
| 676 | High School Head Band Director | 9500 |
| 674 | High School Jazz Band Director | 5500 |
| 675 | High School Mariachi Director | 7000 |
| 667 | High School Mariachi Director (supplement to other duties) | 2150 |
| 673 | High School Orchestra Director | 4500 |
| 691 | High School Theatre Director | 5000 |
| 677 | Middle School Assistant Band Director | 4200 |
| 679 | Middle School Choral Director | 3000 |
| 696 | Middle School Dance Director | 1800 |

| | | |
|-----|---|------|
| 672 | Middle School Head Band Director | 6500 |
| 685 | Middle School Orchestra Director | 3000 |
| 697 | Middle School Mariachi Director | 3000 |
| 698 | Middle School Mariachi Director (supplement to other duties) | 1500 |
| 693 | Middle School Theatre Director | 2200 |
| 686 | Middle School/High School Orchestra School Director (conducts both MS & HS) | 3750 |
| 699 | Sixth Grade Assistant Band Director | 1500 |
| 681 | Sixth Grade Choral Director | 1500 |
| 671 | Sixth Grade Head Band Director | 2500 |
| 682 | Sixth Grade Orchestra Director | 1500 |
| 694 | Elementary Theatre Director | 825 |

Science Stipend

The science stipend is designed to attract and retain highly qualified science teachers. Secondary personnel must comply with criteria to earn this pay. For additional information please call **817/814-2600**.

| Pay Code | Position | Annual Rate |
|----------|--|-------------|
| 488 | Teacher, Secondary Science (campus based – one-time payment) | \$ 1800 |
| 566 | Coordinator | 2700 |

Special Education Stipend

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments. For additional information please call **817/814-2834**.

| Pay Code | Position | Annual Rate |
|----------|--|-------------|
| 524 | Assistant, Special Education Intensive | \$ 1350 |
| 526 | Assistant, Special Education Regular | 450 |
| 525 | Teacher, Special Education Intensive | 1350 |
| 523 | Teacher, Special Education Regular | 450 |

Teacher Assistant Education Stipend (annual)

These stipends are designed to compensate teacher assistants and program assistants for achieving higher education and providing campus-based instruction to students. College transcripts are required for verification and should be submitted to Employee Records. For information please call **817/814-2080**.

| Pay Code | Degree | Annual Rate |
|----------|-------------------------------|-------------|
| 536 | Associates Degree | \$ 450 |
| 535 | Bachelor's Degree (or higher) | 600 |

Section VI

Supplemental Pay Schedules (Substitutes, Summer & Hourly Rates)

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All unapproved rates submitted will be deleted or adjusted by Payroll and/or Compensation. Exceptions will require the approval of the Superintendent or Leadership Team-level designee.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Facility Worker Rates

| Football (Central Site) | |
|--------------------------------|----------|
| Manager | \$ 85.00 |
| Video Director | 75.00 |
| Video Crew | 65.00 |
| Ticket Seller | 45.00 |
| Ticket Taker | 40.00 |
| Press Box | 40.00 |
| Elevator | 45.00 |
| Score Clock | 45.00 |
| Announcer | 65.00 |
| Field Gate | 45.00 |
| Down Box | 50.00 |
| Chain Crew | 50.00 |
| Clock (25 Second) | 40.00 |

| Basketball (Central Site) | 1 Game | 2 Games | 3 Games |
|----------------------------------|---------------|----------------|----------------|
| Manager / WGAC / BFH | 50.00 | 60.00 | 70.00 |
| Ticket Seller | 35.00 | 45.00 | 55.00 |
| Ticket Taker | 35.00 | 45.00 | 55.00 |
| Announcer | 40.00 | 50.00 | 60.00 |
| Clock #2 (WGAC) | 35.00 | 45.00 | 55.00 |
| Message Center (WGAC) | 35.00 | 45.00 | 55.00 |
| Official Scorebook | 35.00 | 45.00 | 55.00 |
| Scoreboard Operator | 45.00 | 55.00 | 65.00 |

| Baseball (Central Site) | | | |
|--------------------------------|-------|-------|---|
| Manager / Ticket Seller | 45.00 | 55.00 | X |
| Ticket Taker/Gate | 40.00 | 45.00 | X |
| Announcer / Official Scorebook | 40.00 | 50.00 | X |
| Scoreboard Operator | 35.00 | 40.00 | X |

| Swimming | | | |
|-------------------------|--------|---|---|
| Announcer | 50.00 | X | X |
| Data Clerk | 150.00 | X | X |
| Timing System | 50.00 | X | X |
| Lead Official / Referee | 45.00 | X | X |
| Official(s) | 45.00 | X | X |
| Manager/Seller | 55.00 | X | X |
| Deck Monitor | 50.00 | X | X |
| Backup Timer Supervisor | 50.00 | X | X |

| Wrestling | | | |
|------------------------------|--------|---|---|
| Manager | 55.00 | X | X |
| Ticket Seller / Taker | 50.00 | X | X |
| Announcer | 50.00 | X | X |
| Data Clerk / Official Scorer | 150.00 | X | X |
| Assistant Scorer | 100.00 | X | X |

| Volleyball (Central Site) | | | |
|----------------------------------|-------|-------|-------|
| Manager | 45.00 | 55.00 | 60.00 |
| Scorer | 25.00 | 30.00 | 35.00 |
| Libero Tracker | 25.00 | 30.00 | 35.00 |
| Ticket Seller / Taker | 30.00 | 35.00 | 40.00 |
| Announcer | 40.00 | 50.00 | 55.00 |

| Softball (Central Site) | | | |
|--------------------------------|-------|-------|-------|
| Manager | 45.00 | 55.00 | 60.00 |
| Seller | 40.00 | 45.00 | 50.00 |
| Taker / Clock | 30.00 | 35.00 | 45.00 |
| Score / Announcer | 40.00 | 50.00 | 55.00 |

Facility Worker Rates (continued)

| Soccer (Central Site) | 1 Game | 2 Games | 3 Games |
|------------------------------|---------------|----------------|----------------|
| Ticket Seller | 35.00 (40.00) | 45.00 (50.00) | X |
| Ticket Taker | 35.00 | 45.00 | X |
| Clock | 35.00 | 45.00 | X |
| Manager | 50.00 | 60.00 | X |

| High School Event – Campus Level | | | |
|--|-------|-------|-------|
| Ticket Seller / Gate | 30.00 | 35.00 | 40.00 |
| Announcer / Official Scorebook | 25.00 | 30.00 | 35.00 |
| Official Scorebook (Varsity B-Ball) | 25.00 | 30.00 | 35.00 |
| Libero Tracker / Scorer (Varsity Volleyball) | 25.00 | 30.00 | 35.00 |
| Lines Judge (2 per game, Varsity Volleyball) | 25.00 | 30.00 | 35.00 |
| Clock (Basketball or MS F-Ball Only) | 25.00 | 30.00 | 35.00 |
| Scoreboard Operator (Football & Basketball) | 30.00 | 35.00 | 40.00 |

| Middle School Event – Campus Level | | | |
|--|-------|-------|-------|
| Ticket Seller/Taker/Gate (Basketball & Volleyball) | 20.00 | 25.00 | 30.00 |
| Scoreboard Operator/Clock (Football & Basketball) | 20.00 | 25.00 | 30.00 |

| Track (Central Site) – All Day Event | |
|---|--------|
| Manager | 85.00 |
| Ticket Seller | 60.00 |
| Ticket Taker | 50.00 |
| Field Gate | 85.00 |
| Announcer | 75.00 |
| Starter | 100.00 |
| Asst. Starter | 45.00 |
| Official (Equip) | 60.00 |
| Timing System Operator | 150.00 |
| Asst. Timing System Operator | 60.00 |
| Meet Director | 150.00 |

| Track (Central Site) – District, Area, or Regional Meet | |
|--|--------|
| Manager | 85.00 |
| Ticket Seller | 60.00 |
| Ticket Taker | 50.00 |
| Field Gate / Monitor | 85.00 |
| Announcer | 75.00 |
| Starter | 100.00 |
| Asst. Starter | 45.00 |
| Official (Equip) | 60.00 |
| Timing System Operator | 150.00 |
| Asst. Timing System Operator | 60.00 |
| Meet Director | 150.00 |
| Meet Referee | 100.00 |
| Field Event Official(s) | 50.00 |

Adult Education - Vocational Technical Rate

For compliance with Department of Labor regulations, the Service Contract Act of 1965 determines that Instructors for the prison HVAC position be paid in accordance with terms and conditions of contract DJB50907783. For additional information contact Career & Technical Education.

| Position | Hourly Rate |
|-----------------|--------------------|
| HVAC (prison) | \$ 22.61 |

Campus Safety & Security Hourly Rates

For additional information please call **817/814-2662**.

| Position | Frequency | Rate |
|--|------------------|-------------|
| Metal Detector Detail/Court Related Services (special approval only) | Per Hour | \$ 21.00 |
| Metal Detector Facility Coordinator | Per Hour | 23.00 |
| Off Duty Police Officers | Per Hour | 37.00 |
| Off Duty Police Sergeants and Lieutenants (supervisory role only) | Per Hour | 43.50 |

Child Nutrition Services Additional Rates

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department program. For additional information please call **817/814-3500**.

| Position | Frequency | Rate |
|--|------------------|-------------|
| Nutrition Services Emergency Gasoline Allowance | Per Round Trip | \$ 2.25 |
| Nutrition Services Substitute Manager (current employee) | Per Hour | 0.75 |
| Nutrition Services Uniform Allowance | Per Pay Period | 3.15 |

Exempt Employees

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

Extra Duty or Additional Pay – Working Beyond Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or designated Leadership Team member.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

FICA Alternative

Any employee working in a substitute, temporary, or part-time position not eligible for membership in the Teacher Retirement System of Texas, will participate in the District's Tax-Sheltered Annuity Plan for Part-time Employees in lieu of participating in social security. **Effective September 1, 2005, all employees not participating in TRS will automatically be set-up to participate in an alternative plan.**

Fort Worth After School (FWAS) Program Hourly Rates

These rates are approved as Extra Duty pay for Full-Time employees, and hourly rates for Part-Time employees who support the Fort Worth After School Program. See separate section Tutor, AVID Tutor & BTAP for after-school tutoring rates. For additional information please call **817/815-2950**.

| Position | Hourly Rate |
|---|--------------------|
| FWAS – Certified Teacher (role of Teacher or Site Supervisor) | \$ 21.00 |
| FWAS – Degree / Not certified (role of Teacher, Site Supervisor or Activity Leader) | 19.00 |
| FWAS – No Degree / 90 college hours (role of Activity Leader) | 17.00 |
| FWAS – No Degree / 60 college hours (role of Activity Leader) | 15.00 |
| FWAS – No Degree / 30 college hours (role of Activity Leader) | 12.00 |
| FWAS – No Degree / less than 30 college hours or High School Student | 10.00 |

Employees paid for the After-School program should be reported with the applicable code:

| Pay Code Description | Pay Code |
|--|-----------------|
| Fort Worth After-School (FWAS) Program | 458 |

Part-Time & other Hourly Rates

These hourly rates are designed to compensate individuals performing duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties. For additional approvals or information please call **817/814-2180**.

| Position | Hourly Rate |
|---|--------------------|
| Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified / licensed school based professional employees) | \$ 21.00 |
| Administrative / Professional – Bachelor's Degree/Not Certified | 19.00 |
| Teacher Assistant / Paraprofessional | 8.00 |
| Bilingual Tester | 10.00 |
| Bus Driver In-Training (Substitute) | 10.00 |
| Cafeteria Monitor | 7.50 |
| Campus Monitor | 10.00 |
| Clerk | 9.00 |
| GED Tester | 9.00 |
| High School Student | 7.50 |
| Opening Facilities After-Hours for Outside Group Rentals (rate of pay determined by Compensation and/or Payroll) | TBD |
| Parent Liaison | 10.00 |
| Secretary | 10.00 |
| Special Ed Translator for ARD | 14.00 |
| Special Ed ARD Evaluator | 25.00 |
| Warehouse Textbooks Summer employee | 10.50 |

| Professional Development – Exempt Professional Staff Only (designated staff development waiver days not included as staff are already compensated for such days) | Hourly Rate |
|---|--------------------|
| Weekend or after normal working hours during contract year or after last working day | \$ 21.00 |

| Summer Enrichment Program Hourly Rates | Hourly Rate |
|--|--------------------|
| Certified Teacher or other certified/licensed school-based professional employee | \$ 21.00 |
| Bachelor's Degree / Not certified | 19.00 |
| No Degree / 90 college hours | 17.00 |
| No Degree / 60 college hours | 15.00 |
| No Degree / 30 college hours | 12.00 |
| No Degree / less than 30 college hours or High School Student | 10.00 |

Employees working for Summer Enrichment Programs will earn the designated rates of pay after they fulfill their normal contractual and/or assigned days for their full-time position. **THERE IS NO ADDITIONAL PAY WHEN NORMAL WORKING DAYS AND SUMMER SCHOOL WORK DAYS RUN CONCURRENTLY WITHIN THE CONTRACT PERIOD.**

Summer School Rates of Pay

Summer school rates are designed to compensate employees for academic summer sessions and maintain consistent pay for summer employment. **These rates apply to academic summer school work only.** Employees working in Summer Enrichment Programs are paid hourly rates as stated above in **Part-Time & other Hourly Rates**. For other rates of pay relative to summer school contact Compensation at **817/814-2080**.

| Position | DailyRate | Half-Day Rate | Hourly Rate |
|---|-----------|---------------|-------------|
| Principal | \$ 350.00 | \$ 175.00 | |
| Assistant Principal | 325.00 | 162.50 | |
| Teacher, Nurse, Librarian, Counselor, Instructional Specialist (or other certified school based professional employees) | | | \$ 25.00 |
| Teacher Assistant/Paraprofessional | | | 14.00 |
| Campus Monitor | | | 12.00 |
| Clerk | | | 13.00 |
| Professional / Bachelor's Degree and Not Certified | | | 21.00 |
| Professional / Bachelor's Degree and Certified in Field | | | 25.00 |
| Professional / Bachelor's Degree and Certified but not in Field | | | 23.00 |
| Secretary | | | 14.00 |

Employees working for summer school will earn the designated Summer School rates of pay after they fulfill their normal contractual and/or assigned days for their full-time position. **THERE IS NO ADDITIONAL PAY WHEN NORMAL WORKING DAYS AND SUMMER SCHOOL WORK DAYS RUN CONCURRENTLY WITHIN THE CONTRACT PERIOD.**

Transportation Department Additional Amounts

These rates are designed to compensate Transportation employees providing services to students and/or the department. For additional information please call **817/815-7900**.

| Position | Frequency | Hourly Rate |
|--|-----------|-------------|
| Transportation Certification Training | Per Hour | 5.00 |
| Transportation Gasoline Allowance | Per Day | 2.40 |
| Transportation Field Trip* Bus Attendant | Per Hour | 15.14 |
| Transportation Field Trip* (non-Bus Driver who will Drive a Bus) | Per Hour | 18.00 |

* Bus Drivers working on Field Trips are paid their regular hourly rate.

Tutorial, AVID Tutor & BTAP Rates (school-based ONLY)

These rates are approved for all tutoring programs (including AVID Tutors) and BTAP (school-based only). See separate section Fort Worth After-School (FWAS) Program for after-school rates not involving tutoring. For additional information please call **817/492-7945**.

Tutorial rates are designed to compensate employees providing campus-based tutoring (instruction) services to students. These rates also apply to summer school tutor positions. A college transcript is required; hours are verified by the HCM Department.

BTAP stands for Bilingual Teacher Assistant Program, a program that hires college students to work part time as a teacher assistant in a dual language classroom, who may also tutor students.

| Position | Hourly Rate |
|---|-------------|
| Tutor – Certified Teacher | \$ 21.00 |
| Tutor – Degree/Not certified | 19.00 |
| Tutor – No Degree/90 college hours | 17.00 |
| Tutor – No Degree/60 college hours | 15.00 |
| Tutor – No Degree/30 college hours | 12.00 |
| Tutor – No Degree/less than 30 college hours or High School Student | 10.00 |

Employees paid as tutors should be paid using the applicable codes below:

| Position / School Level | Pay Code |
|------------------------------|----------|
| Tutor for Elementary Schools | 454 |
| Tutor for Middle Schools | 455 |
| Tutor for High Schools | 456 |

Substitute Teacher – Continuous Assignment

Substitute teachers with a bachelor’s degree, working in a single classroom assignment past ten days, are eligible for the regular substitute daily rate of pay plus an additional daily amount. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment DPB (LOCAL). If the substitute misses more than one day per month, then the rate will revert to the regular rate of \$80/day for the next ten days. **Non-degreed substitutes are not eligible for the higher rate of pay regardless of the number of days worked.** Long-term substitute teachers who are used in other capacities will not be eligible to receive the higher rate of pay.

Substitute Teacher Absences

Substitutes are not paid for absences. An absence while working a long-term assignment (single assignment of 11 days or more) is cause for the higher rate of pay to end. **EXCEPTION:** Principals have the discretion to continue long-term rates if they choose, upon the substitute’s return to the same assignment. If not, the substitute will be required to start over if in the same assignment and teach an additional ten days in order to receive the higher rate of pay.

Substitute Rates

| Position | Requirement | Daily Rate |
|--|---|--------------------|
| Substitute Teacher ** | 60 college hours; Daily | \$ 78.00 |
| Substitute Teacher / Librarian / Counselor / Nurse** | Bachelor’s degree; Daily | 86.00 |
| Substitute Teacher** | Bachelor’s degree & certified; Daily # (long term rate beginning 11 th day in same assignment; Daily) | 96.00 127.00# |
| Substitute Teacher – Special Ed Intensive assignments* | Daily | 5.00 extra per day |
| Compliance Substitute Teacher** | Degreed & certified; Daily | 75.00 |

* Special Ed Intensive assignments include SEAS, LINC, TAP, Day Treatment, PPCD, Jo Kelly, and Boulevard Heights/Transition Center.

** All Leadership Academies will receive \$10/day to the above stated substitute rates. This rate is subject to change without notice.

| Position | Daily or Hourly | Rate |
|--|-----------------|--------------------|
| Substitute Clerk | Daily | \$ 65.00 |
| Substitute Custodian | Hourly | 9.09 |
| Substitute Firewalkers | Daily | 62.00 |
| Substitute Nutrition Manager (Retired) | Hourly | 9.50 |
| Substitute Nutrition Trainer | Hourly | 9.00 |
| Substitute Nutrition Services Worker | Hourly | 7.50 |
| Substitute Professional | Daily | 68.00 |
| Substitute Secretary | Daily | 68.00 |
| Substitute Teacher Assistant | Daily | 67.00 |
| Substitute Teacher Assistant – Special Ed Intensive assignments* | Daily | 5.00 extra per day |
| Substitute Technical | Daily | 75.00 |

* Special Ed Intensive assignments include SEAS, LINC, TAP, Day Treatment, PPCD, Jo Kelly, and Boulevard Heights/Transition Center.

Section VII

Retire/Rehire Salary Information

Information provided in this section is relative to policy and procedures of the Fort Worth Independent School District regarding employment after retirement. These policies are not necessarily the policies of TRS. For policy and practices of TRS please contact them directly for information.

You may call: 1-800-223-8778

You may also write:
TRS
1000 Red River Street
Austin, TX 78701

Or visit the website at: www.trs.state.tx.us/

The Fort Worth Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from the Teacher Retirement System of Texas (TRS). Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes to TRS rules for employment after service retirement. IT IS THE RESPONSIBILITY OF THE RETIREE TO VERIFY HOW THESE CHANGES WILL IMPACT THEIR ANNUITY SHOULD THEY DECIDE TO RETURN TO WORK AT A TRS-PARTICIPATING ENTITY. It is also important to note that any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement (see Board Policy DC Regulation).

FWISD RETIREMENT PROGRAM FOR TERMINAL PAY

Important Note: Effective September 1, 2012, terminal pay benefits for unused leave days and number of years of District experience for eligible employees will be frozen at the amounts earned as of August 31, 2012. See the section titled **Program Phase-Out** below for more detailed information.

Terminal pay shall not be provided to employees hired or rehired after August 31, 2003. To be eligible to receive terminal pay, a full-time employee must have been employed prior to September 1, 2003, and meet the following conditions:

1. Certifies that he or she has been continuously employed by the District for at least five years, including any authorized leaves of absence;
2. Voluntarily terminates employment for retirement purposes;
3. Informs the Board that he or she desires to retire and he or she is a member in good standing of the Teacher Retirement System of Texas;
4. Certifies that he or she is eligible to receive and has applied for retirement benefits or allowances as provided in the Teacher Retirement Act; and
5. Certifies that he or she has not previously received any amount of terminal pay from the District.

The five years or more of continuous employment must directly precede the employee's retirement. Only full-time years of service to the District, as defined herein, shall be creditable for terminal pay.

For purposes of this policy, a full-time year of service that earns credit toward terminal pay shall be defined as the standard service year, including authorized paid leave, for employees in similar

positions, requiring 20 hours or more per week or the regular hours per workweek established by the District for the position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one year of service credit if employed four and one-half months, a full semester of more than four calendar months, or 90 actual working days of service during a school year.

Creditable service shall not include part-time employment (less than 20 hours per week), temporary employment, or employment as a substitute.

Beginning with the 1996–97 school year, only years of satisfactory service (as indicated by a performance evaluation of “meets expectations” or better) shall be credited for terminal pay. As long as an employee meets the eligibility requirement of five years of continuous employment by the District, all the employee’s years of permanent, full-time service are creditable, even if broken by periods when the employee was not employed by the District.

Calculation

Terminal pay is calculated by adding the products of the following two operations:

1. Multiply days of accumulated sick leave, state and local sick and state personal leave, if any, but not exceeding 20 days, by the employee’s computed daily rate of pay. The computed daily rate of pay is calculated by dividing the employee’s last annual salary by 183, and
2. Multiply the employee’s computed daily rate of pay, as calculated above, by the number of creditable years of the employee’s permanent, full-time service as an employee in the District.

Program Phase-Out

Effective September 1, 2012, District employees shall no longer be eligible to accrue benefits under the program for reimbursement of unused leave at retirement (terminal pay).

Effective September 1, 2012, each eligible employee who has previously accrued unused leave benefits through August 31, 2012, shall be paid, at the time of his or her retirement, the terminal pay amount earned under this program, if any, as of August 31, 2012, calculated by adding the products of the following two operations:

1. Multiply by the computed daily rate of pay the number of days of accumulated sick leave, state and local sick and state personal leave, if any, at the time of retirement, not to exceed 20 days, and not to exceed the number of days earned as of August 31, 2012.
2. The computed daily rate of pay is calculated by dividing the employee’s salary on August 31, 2012, by 183.
3. Multiply the employee’s computed daily rate of pay as calculated above on August 31, 2012, by the number of creditable years of permanent, full-time service with the District that the employee has earned as of August 31, 2012.

Alternative Qualification

Effective September 1, 2012, the amount of terminal pay provided with alternative qualification, if any, shall be computed as described at **Program Phase-Out** in the section, above.

If any employee with 20 creditable years of service or more with FWISD dies prior to retirement, and, if at the time of death, he or she was a member in good standing with the Teacher Retirement System of Texas and would have been eligible to receive benefits, his or her designated beneficiary, if any, or his or her heirs or estate shall be entitled to receive the deceased employee's terminal pay computed as described. This entitlement shall also extend to the designated beneficiary, if any, or the heirs of the estate of an otherwise eligible employee with 20 or more years of creditable service who while working reduced hours or while on leave of absence for health reasons dies prior to retirement.

Employees Who Retire and Return as FWISD Employees

Individuals who voluntarily retire from Fort Worth ISD and the Teacher Retirement System of Texas (TRS), and return to any position in FWISD, do not qualify for any stipend, special contract/calendar days, additional terminal pay, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

Employees who retire from other retirement agencies (not TRS) are treated as new hire employees. TRS retirees from other Texas school districts (not Fort Worth ISD), do not qualify for retiree rates listed in this Compensation Handbook.

FWISD Salary Information for Certain Positions after Retirement

Retired employees substituting in any of the positions below must have valid certification. The following rates apply only if substituting in the absence of an employee. Extra help assignments paid as noted.

| Retired Position | Requirement | Daily Rate |
|---|---|------------|
| Counselor | Master's degree / counselor certification | \$ 210 |
| Nurse | Bachelor's degree and RN license | 210 |
| Librarian | Bachelor's degree | 127 |
| Teacher | Bachelor's degree | 127 |
| Secretary / Clerk | Former FWISD Secretary / Clerk | 100 |
| Auxiliary Employee <i>Extra Help</i> | Former FWISD auxiliary employee | 64/66 |
| Professional Employee <i>Extra Help</i> | Former FWISD professional employee | Negotiated |
| Nurse <i>Extra Help</i> | Former FWISD employee | 77 |
| Counselor <i>Extra Help</i> | Retired Counselor from any Texas district | 210 |

| Retired Position Substituting Daily As | Requirement | Daily Rate |
|--|----------------------------|--|
| Assistant Principal / ES | Former FWISD Administrator | Minimum daily rate of the pay grade assigned to substitute in. |
| Assistant Principal / MS | Former FWISD Administrator | |
| Assistant Principal / HS | Former FWISD Administrator | |
| Principal / ES | Former FWISD Administrator | |
| Principal / MS | Former FWISD Administrator | |
| Principal / HS | Former FWISD Administrator | |

RATES NOT LISTED REQUIRE THE APPROVAL OF THE SUPERINTENDENT OR APPROPRIATE LEADERSHIP TEAM MEMBER.

Important Note: Any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement (see Board Policy DC Regulation).

Section VIII

Employee Benefits Information

Employee Insurance & Fringe Benefits

In addition to the salary amount provided in the adopted schedule, the Board of Education contributes to the employee health and life insurance plans.

| | |
|--|---|
| Medical | Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a select plan, a PPO plan, and one HMO plan are available at group rates. |
| Cancer | High and low cancer plan options are available to each employee at group rates through payroll deductions. |
| Dental | Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions. |
| Life | Each employee is provided \$5,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$15,000 for each child, and \$30,000 spousal coverage is available to employees at group rates. |
| Vision | Vision insurance is available through payroll deduction at group rates. |
| Workers' Compensation | The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees. |
| Income Protection | Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness. |
| Tax-sheltered Annuity | Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans]. |
| Leaves of Absence | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i> |
| Bereavement Leave | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i> |
| Family Emergency/Illness Leave | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i> |
| Local Personal & Local Sick Leave | SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i> |
| Flexible Spending Accounts | Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income. |
| Long Term Care | Help with health or personal care needs over an extended period of time are available from TRS through payroll deduction. |
| Health Savings Accounts | Available to employees who select a High Deductible health plan. |
| Payroll Deductions | <ol style="list-style-type: none">1. Credit Union/Bank Deposits2. FWISD Education Foundation3. Dues4. Annuities5. Insurance6. MACE, UNCF, and United Way Contributions |
| Vacation | Effective SY 2019-20, New Hires and existing employees do not earn or accrue Vacation days. See the section Local Personal & Local Sick Leave, under Board Policy, Section DEC (Local). |

NOTE: All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF **SEPTEMBER 1, 2020**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.

CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020

**TOPIC: APPROVE FIRST READING-REVISIONS TO BOARD POLICIES
DIA(LOCAL), FB(LOCAL), FEB(LOCAL) AND FFH(LOCAL)**

BACKGROUND:

The Texas Association of School Boards (TASB) assists school districts by ensuring proper standards are met in regards to state and federal guidelines by supporting and navigating through policy and regulation updates and changes. School districts with localized policy manuals receive several major updates per year called numbered updates. They are called “numbered updates” because they are numbered sequentially. These updates respond to changes in state and federal law, court cases, and decisions by the Attorney General and by the Commissioner of Education. In numbered updates TASB only makes recommendations where the District’s local policies are concerned. District personnel updates policies incorporating TASB’s recommendations and/or the needs of the District. The Board of Trustees always has the final say regarding which policies go in the manual.

Policies DIA(LOCAL), FB(LOCAL) and FFH(LOCAL) include new Title IX regulations, effective August 14, 2020, which define sexual harassment under Title IX and establish detailed procedures for how districts must respond to notice or allegations of sexual harassment, and FEB(LOCAL) assigns the superintendent the responsibility of designating the District's official attendance-taking time.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve First Reading-Revisions to Board Policies DIA(LOCAL), FB(LOCAL), FEB(LOCAL) and FFH(LOCAL)
2. Decline to Approve First Reading-Revisions to Board Policies DIA(LOCAL), FB(LOCAL), FEB(LOCAL) and FFH(LOCAL)
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve First Reading-Revisions to Board Policies DIA(LOCAL), FB(LOCAL), FEB(LOCAL) and FFH(LOCAL)

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

All Schools, Departments and Stakeholders

RATIONALE:

The approval of these policies will update the language as recommended by TASB and/or District personnel.

INFORMATION SOURCE:

Karen Molinar

BOARD POLICY UPDATE #115

DIA(LOCAL) EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT AND RETALIATION

Rationale:

Recommended revisions to this policy incorporate a recent United States Supreme Court decision which held that an adverse employment action against an employee on the basis of homosexuality or transgender status violates Title VII's prohibition on sex discrimination in employment. As a result, the policy clarifies that discrimination on the basis of sex includes discrimination on the basis of biological sex, gender identity, sexual orientation, gender stereotypes, or any other prohibited basis related to sex.

The necessary revisions are extensive and include TASB's standard recommended local policy language. In all provisions our District's unique references are retained .

Annotations are shown as follows.

- *Deletions* are shown in a red strike-through font: ~~deleted text~~.
- *Additions* are shown in a blue, bold font: **new text**.
- Blocks of text that have been *moved* without alteration are shown in green, with double underline and double strike-through formatting to distinguish the text's destination from its origin: ~~moved text~~ becomes moved text.
- *Revision bars* appear in the right margin, as above.

Note: This policy addresses discrimination, ~~bullying~~, harassment, and retaliation ~~against~~ involving District employees. ~~For Title IX and other provisions regarding~~ For discrimination, harassment, and retaliation ~~against~~ involving students, see FFH. ~~For bullying involving students, see FFI.~~ For reporting requirements related to child abuse and neglect, see FFG.

Definitions

Solely for purposes of this policy, the term “employee” includes former employees, applicants for employment, and unpaid interns.

~~**Role of the District**~~

~~The District shall provide training and counseling as needed to promote awareness of this policy and the elimination of bullying, harassment, discrimination, or retaliation based on race, ethnicity, religion, sex, gender, disability, age, sexual orientation, gender identity and expression, or military/veteran status throughout the District. The Human Capital Management Division shall be made aware of all cases related to these types of discrimination, bullying, harassment, or retaliation and shall work with the parties involved to resolve conflicts in a manner consistent with the spirit and requirements of this policy.~~

Statement of Nondiscrimination

The District prohibits discrimination, including harassment, against any employee on the basis of race, color, religion, sex, ~~gender~~, national origin, age, ~~sexual orientation~~, disability, ~~gender identity and expression~~, military/veteran status, or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of District policy ~~and is prohibited~~.

Discrimination

Discrimination against an employee is defined as conduct directed at an employee on the basis of race, color, religion, sex, ~~gender~~, national origin, age, ~~sexual orientation~~, disability, ~~gender identity and expression~~, military/veteran status, or any other basis prohibited by law, that adversely affects the employee’s employment.

In accordance with law, discrimination on the basis of sex includes discrimination on the basis of biological sex, gender identity, sexual orientation, gender stereotypes, or any other prohibited basis re-lated to sex.

Bullying

Bullying in the context of the work environment is repeated abusive mistreatment that undermines, humiliates, or threatens employees, prevents work from being done, and harms employee health. Bullying must not be confused with the non-abusive exercise of management rights to assign tasks, coach, or take work-related disciplinary action against employees. Bullying may be supervisor-to-subordinate or employee-to-employee. [See DH]

Prohibited Conduct

In this policy, the term “prohibited conduct” includes discrimination, harassment, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

Prohibited conduct also includes sexual harassment as defined by Title IX. [See FFH(LEGAL)]

Prohibited Harassment

Prohibited harassment of an employee is defined as physical, verbal, or nonverbal conduct based on an employee’s race, color, religion, sex, ~~gender~~, national origin, age, ~~sexual orientation~~, disability, ~~gender identity and expression~~, military/veteran status, or any other basis prohibited by law, when the conduct is so severe, persistent, or pervasive that the conduct:

1. Has the purpose or effect of unreasonably interfering with the employee’s work performance;
2. Creates an intimidating, threatening, hostile, or offensive work environment; or
3. Otherwise adversely affects the employee’s performance, environment, or employment opportunities.

Examples

Examples of prohibited harassment may include offensive or derogatory language directed at another person’s religious beliefs or practices, accent, skin color, gender identity, or need for workplace accommodation; threatening or intimidating conduct; offensive jokes, name-calling, slurs, or rumors; [cyberharassment](#); physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other [negative](#) stereotypes; or other ~~kinds~~[types](#) of aggressive conduct such as theft or damage to property.

Sex-Based Harassment

As required by law, the District shall follow the procedures below at Response to Sexual Harassment—Title IX upon a report of sex-based harassment, including sexual harassment, when such allegations, if proved, would meet the definition of sexual harassment under Title IX. [See FFH(LEGAL)]

Sexual Harassment

Sexual harassment is a form of sex discrimination defined as unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. Submission to the conduct is either explicitly or implicitly a condition of an employee’s employment, or when submission to or rejection of the conduct is the basis for an employment action affecting the employee; or

2. The conduct is so severe, persistent, or pervasive that it has the purpose or effect of unreasonably interfering with the employee's work performance or creates an intimidating, threatening, hostile, or offensive work environment.

Examples

Examples of sexual harassment may include sexual advances; touching intimate body parts; coercing or forcing a sexual act on another; jokes or conversations of a sexual nature; and other sexually motivated conduct, **contact, or** communication, **including electronic communication**~~or contact~~.

~~Retaliation~~

~~The District prohibits retaliation against an employee who makes a claim alleging to have experienced discrimination or harassment, or another employee who, in good faith, makes a report, serves as a witness, or otherwise participates in an investigation.~~

~~Examples~~

~~Examples of retaliation may include termination, refusal to hire, demotion, and denial of promotion. Retaliation may also include threats, unjustified negative evaluations, unjustified negative references, or increased surveillance.~~

~~Prohibited Conduct~~

~~In this policy, the term "prohibited conduct" includes discrimination, bullying, harassment, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.~~

Reporting
Procedures

~~Any~~**An** employee who believes that he or she has experienced prohibited conduct or believes that another employee has experienced prohibited conduct should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor or campus principal.

Alternatively, the employee may report the alleged acts to one of the District officials below.

Definition of District
Officials

For the purposes of this policy, District officials are the Title IX coordinator, the ADA/Section 504 coordinator, and the Superintendent.

Title IX Coordinator

Reports of discrimination based on sex, including sexual harassment, may be directed to the designated Title IX coordinator. [See DIA(EXHIBIT)]

ADA / Section 504
Coordinator

Reports of discrimination based on disability may be directed to the designated ADA/Section 504 coordinator. [See DIA(EXHIBIT)]

~~Role of the ADA/
Section 504
Coordinator~~

~~The ADA/Section 504 coordinator shall be responsible for ensuring that complaints are processed according to procedures but shall not be responsible for making a decision or determination about a~~

| | |
|---|--|
| | <p>complaint. The responsibility for a decision rests with the administrator who has jurisdiction over the complainant's area of employment.</p> |
| Superintendent | <p>The Superintendent or designee shall serve as coordinator for purposes of District compliance with all other nondiscrimination antidiscrimination laws.</p> |
| Alternative Reporting Procedures | <p>An employee shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports concerning prohibited conduct, including reports against the Title IX coordinator or ADA/Section 504 coordinator, may be directed to the Superintendent.</p> <p>A report against the Superintendent may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.</p> |
| Timely Reporting | <p>To ensure the District's prompt investigation, reports Reports of prohibited conduct shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to promptly report may impair the District's ability to investigate and address the prohibited conduct.</p> |
| Notice of Report | <p>Any District supervisor who receives a report of prohibited conduct shall immediately notify the appropriate District official listed above and take any other steps required by this policy.</p> <p>Any District employee who receives a report of prohibited conduct based on sex, including sexual harassment, shall immediately notify the Title IX coordinator.</p> |
| Investigation of Reports Other Than Title IX the Report | <p>The following procedures apply to all allegations of prohibited conduct other than allegations of harassment prohibited by Title IX. [See FFH(LEGAL)] For allegations of sex-based harassment that, if proved, would meet the definition of sexual harassment under Title IX, see the procedures below at Response to Sexual Harassment—Title IX.</p> <p>The District may request, but shall not require insist upon, a written report. of the allegations. If a report is made orally, the District official shall reduce the report to written form.</p> |
| Initial Assessment | <p>Upon receipt or notice of a report, the District official shall determine whether the allegations, if proved proven, would constitute prohibited conduct as defined by this policy. If so, the District official shall immediately authorize or undertake an investigation, regardless of whether a criminal or regulatory investigation regarding the same or similar allegations is pending.</p> |

| | |
|---|---|
| Interim Action | <p>If appropriate, the District shall promptly take interim action calculated to prevent prohibited conduct during the course of an investigation.</p> |
| District Investigation | <p>The investigation may be conducted by the District official or a designee, such as the campus principal, or by a third party designated by the District, such as an attorney. When appropriate, the campus principal or supervisor shall be involved in or informed of the investigation.</p> <p>The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.</p> |
| Concluding the Investigation | <p>Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation.</p> <p>The investigator shall prepare a written report of the investigation. The report shall be filed with the District official overseeing the investigation.</p> |
| District Action | <p>If the results of an investigation indicate that prohibited conduct occurred, the District shall promptly respond by taking appropriate disciplinary or corrective action reasonably calculated to address the conduct.</p> <p>The District may take action based on the results of an investigation, even if the conduct did not rise to the level of prohibited or unlawful conduct.</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 and comply with applicable law.</p> |
| Appeal | <p>A complainant who is dissatisfied with the outcome of the investigation may appeal through DGBA(LOCAL), beginning at the appropriate level.</p> <p>The complainant may have a right to file a complaint with appropriate state or federal agencies.</p> |
| Response to Sexual Harassment—Title IX | <p>For purposes of the District's response to reports of harassment prohibited by Title IX, definitions can be found in FFH(LEGAL).</p> |
| General Response | <p>When the District receives notice or an allegation of conduct that, if proved, would meet the definition of sexual harassment under Title</p> |

IX, the Title IX coordinator shall promptly contact the complainant to:

- Discuss the availability of supportive measures and inform the complainant that they are available, with or without the filing of a formal complaint;
- Consider the complainant's wishes with respect to supportive measures; and
- Explain to the complainant the option and process for filing a formal complaint.

The District's response to sexual harassment shall treat complainants and respondents equitably by offering supportive measures to both parties, as appropriate, and by following the Title IX formal complaint process before imposing disciplinary sanctions or other actions that are not supportive measures against a respondent.

If a formal complaint is not filed, the District reserves the right to investigate and respond to prohibited conduct in accordance with Board policies and administrative procedures.

Title IX Formal Complaint Process

To distinguish the process described below from the District's general grievance policies [see DGBA, FNG, and GF], this policy refers to the grievance process required by Title IX regulations for responding to formal complaints of sexual harassment as the District's "Title IX formal complaint process."

The Superintendent shall ensure the development of a Title IX formal complaint process that complies with legal requirements. [See FFH(LEGAL)] The formal complaint process shall be posted on the District's website. In compliance with Title IX regulations, the District's Title IX formal complaint process shall address the following basic requirements:

1. Equitable treatment of complainants and respondents;
2. An objective evaluation of all relevant evidence;
3. A requirement that the Title IX coordinator, investigator, decision-maker, or any person designated to facilitate an informal resolution process not have a conflict of interest or bias;
4. A presumption that the respondent is not responsible for the alleged sexual harassment until a determination is made at the conclusion of the Title IX formal complaint process;
5. Time frames that provide for a reasonably prompt conclusion of the Title IX formal complaint process, including time frames

for appeals and any informal resolution process, and that allow for temporary delays or the limited extension of time frames with good cause and written notice as required by law;

6. A description of the possible disciplinary sanctions and remedies that may be implemented following a determination of responsibility for the alleged sexual harassment;
7. A statement of the standard of evidence to be used to determine responsibility for all Title IX formal complaints of sexual harassment;
8. Procedures and permissible bases for the complainant and respondent to appeal a determination of responsibility or a dismissal of a Title IX formal complaint or any allegations therein;
9. A description of the supportive measures available to the complainant and respondent;
10. A prohibition on using or seeking information protected under a legally recognized privilege unless the individual holding the privilege has waived the privilege;
11. Additional formal complaint procedures in 34 C.F.R. 106.45(b), including written notice of a formal complaint, consolidation of formal complaints, recordkeeping, and investigation procedures; and
12. Other local procedures as determined by the Superintendent.

Standard of Evidence

The standard of evidence used to determine responsibility in a Title IX formal complaint of sexual harassment shall be the preponderance of the evidence.

Retaliation

The District prohibits retaliation against an employee who makes a claim alleging to have experienced discrimination or harassment, or another employee who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or otherwise participates or refuses to participate in an investigation.

Examples

Examples of retaliation may include termination, refusal to hire, demotion, and denial of promotion. Retaliation may also include threats, intimidation, coercion, unjustified negative evaluations, unjustified negative references, or increased surveillance.

Records Retention

The District shall retain copies of allegations ~~Copies of reports alleging prohibited conduct~~, investigation reports, and related records regarding any prohibited conduct in accordance with ~~shall be maintained by~~ the District's records control schedules, but ~~District~~

for no less than the minimum amount ~~a period~~ of time required by law. ~~at least three years.~~ [See CPC]

[For Title IX recordkeeping and retention provisions, see FFH(LEGAL) and the District's Title IX formal complaint process.]

Access to Policy and Procedures

Information regarding this ~~This~~ policy and any accompanying procedures shall be distributed annually to District employees. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and readily available at each campus and the District's ~~District~~ administrative offices.

BOARD POLICY UPDATE #115

FB(LOCAL) EQUAL EDUCATIONAL OPPORTUNITY

Rationale:

The provision on the Title IX coordinator has been updated in response to the new Title IX regulations. Corresponding wording changes were made to the ADA/Section 504 coordinator text. This policy is TASB's standard version.

Annotations are shown as follows.

- *Deletions* are shown in a red strike-through font: ~~deleted text~~.
- *Additions* are shown in a blue, bold font: **new text**.
- Blocks of text that have been *moved* without alteration are shown in green, with double underline and double strike-through formatting to distinguish the text's destination from its origin: ~~moved text~~ becomes ~~moved text~~.
- *Revision bars* appear in the right margin, as above.

Note: The following provisions address equal educational opportunity for all students in accordance with law. For provisions addressing discrimination, harassment, and retaliation involving District students, see FFH.

Title IX Coordinator The District ~~designates and authorizes the~~~~has designated a~~ Title IX coordinator for students to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended. [See FB(EXHIBIT)]

ADA / Section 504 Coordinator The District ~~designates and authorizes the~~~~has designated an~~ ADA/Section 504 coordinator for students to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973 ("Section 504"), as amended. [See FB(EXHIBIT)]

Superintendent The Superintendent shall serve as coordinator for purposes of District compliance with all other nondiscrimination laws.

Equal Educational Opportunity
General Education The District shall provide necessary services and supports to provide students equal access to educational opportunities. [See EHBC]- Certain instructional or other accommodations, including on state-mandated assessments, may be made when necessary, when allowable, and when these accommodations do not modify the rigor or content expectations of a subject, course, or assessment. [See EKB]

Additional Services and Supports If the District has reason to believe that a student has a disability that may require additional services and supports in order for the student to receive an appropriate education as this term is defined by law, Section 504 and/or the Individuals with Disabilities Education Act (IDEA) shall govern the evaluation, services, and supports provided by the District. [See also EHBA series]

[For information regarding dyslexia and related disorders, see EHB.]

Note: The following provisions address the District's compliance efforts and system of procedural safeguards as required by federal regulations for a student with a disability as defined by Section 504. A report of discrimination or harassment based on a student's disability shall be made in accordance with FFH.

Section 504
Committees

The District shall form Section 504 committees as necessary. The Section 504 coordinator and members of each Section 504 committee shall receive training in the procedures and requirements for identifying and providing educational and related services and supports to a student who has a disability that results in a substantial limitation of a major life activity.

Each Section 504 committee shall be composed of a group of persons knowledgeable about the student, the meaning of the evaluation data, placement options, and the legal requirements regarding least restrictive environment and comparable facilities for students with disabilities.

Referrals

If a teacher, school counselor, administrator, or other District employee has reason to believe that a student may have a disability as defined by Section 504, the District shall evaluate the student. A student may also be referred for evaluation by the student's parent.

Notice and Consent

The District shall seek written parental consent prior to conducting a formal evaluation. Ordinary observations in the classroom or other school setting shall not require prior parental consent.

Evaluation and Placement

The results of an evaluation shall be considered before any action is taken to place a student with a disability or make a significant change in placement in an instructional program. The Superintendent shall ensure that the District's procedures for tests and other evaluation materials comply with the minimum requirements of law. In interpreting evaluation data and when making decisions related to necessary services and supports, each Section 504 committee shall carefully consider and document information from a variety of sources in accordance with law.

Review and Reevaluation Procedure

To address the periodic reevaluation requirement of law, the District shall adhere to the reevaluation timelines in the IDEA regulations.

A parent, teacher, or other District employee may request a review of a student's services and supports at any time, but a formal reevaluation shall generally occur no more frequently than once a year.

Examining Records

A parent shall make any request to review his or her child's education records to the campus principal or other identified custodian of records. [See FL]

Right to Impartial Hearing

A parent shall be given written notice of the due process right to an impartial hearing if the parent has a concern or complaint about the District's actions regarding the identification, evaluation, or educational placement of a student with a disability. The impartial hearing

EQUAL EDUCATIONAL OPPORTUNITY

FB
(LOCAL)

shall be conducted by a person who is knowledgeable about Section 504 issues and who is not employed by the District or related to a member of the Board in a degree that would be prohibited under the nepotism statute [see DBE]. The impartial hearing officer is not required to be an attorney. The District and the parent shall be entitled to legal representation at the impartial hearing.

Records Retention

Records specific to identification, evaluation, and placement as these pertain to Section 504 shall be retained by the District in accordance with law and the District's local records control retention schedules. [See CPC]

July 2020

BOARD POLICY UPDATE #115

FEB(LOCAL): ATTENDANCE- ATTENDANCE ACCOUNTING

Rationale:

Recommended revisions to this local policy on attendance accounting are to address amended Administrative Code rules that delete the reference to taking attendance during the second or fifth instructional hour and specify that attendance shall be determined at the official attendance-taking time during the campus's instructional day. The recommended text assigns to the superintendent the responsibility of designating the District's official attendance-taking time.

Annotations are shown as follows.

- *Deletions* are shown in a red strike-through font: ~~deleted text~~.
- *Additions* are shown in a blue, bold font: **new text**.
- Blocks of text that have been *moved* without alteration are shown in green, with double underline and double strike-through formatting to distinguish the text's destination from its origin: ~~moved text~~ becomes moved text.
- *Revision bars* appear in the right margin, as above.

Fort Worth ISD
220905

ATTENDANCE
ATTENDANCE ACCOUNTING

FEB
(LOCAL)

**Attendance
Accounting System**

The Superintendent shall be responsible for designating the official attendance-taking time during the campus's instructional day and maintaining a student attendance accounting system in accordance with statutory and TEA requirements. [See also FD for admissions and residency requirements.]

Alternative
Attendance-
Taking Recording
Time

~~The~~ When appropriate, the Superintendent is authorized to ~~shall~~ establish written procedures permitting a campus to record absences in ~~specify~~ an alternative hour from the District's official time for taking attendance-taking time other than the second or fifth instructional hour. ~~Exceptions may be authorized for an entire campus or for a designated group of students at a campus. The alternative time for recording attendance-taking time shall be determined in accordance with TEA's Student Attendance Accounting Handbook and administrative regulations.~~

**Parental Consent to
Leave Campus**

The Superintendent shall establish procedures regarding parental consent for a student to leave campus, including procedures for documenting a student's absence. The procedures shall be communicated in the employee and student handbooks.

DATE ISSUED: 7/16/2020 ~~3/17/2016~~
UPDATE 115404
FEB(LOCAL)-A

ADOPTED:

1 of 1

BOARD POLICY UPDATE #115

FFH(Local): FREEDOM FROM DISCRIMINATION, HARASSMENT AND RETALIATION

Rationale:

Because the necessary revisions based on the new Title IX regulations are so extensive, TASB's standard local policy language is used. Please note, however, that in provisions listing protected characteristics, the District's unique references to sexual orientation, gender identity, and gender expression have been retained.

Annotations are shown as follows.

- *Deletions* are shown in a red strike-through font: ~~deleted text~~.
- *Additions* are shown in a blue, bold font: **new text**.
- Blocks of text that have been *moved* without alteration are shown in green, with double underline and double strike-through formatting to distinguish the text's destination from its origin: ~~moved-text~~ becomes moved text.
- *Revision bars* appear in the right margin, as above.

Note: This policy addresses discrimination, harassment, and retaliation **against involving** District students. For provisions regarding discrimination, harassment, and retaliation **against involving** District employees, see DIA. For reporting requirements related to child abuse and neglect, see FFG. Note that FFH shall be used in conjunction with FFI (bullying) for certain prohibited conduct.

STATEMENT OF
NONDISCRIMINATION

The District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, **sex**, gender, sexual orientation, gender identity, **gender and** expression, national origin, **age**, disability, or any other basis prohibited by law. The District prohibits dating violence, as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

DISCRIMINATION

Discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, **sex**, gender, sexual orientation, gender identity, **gender and** expression, national origin, **age**, disability, or any other basis prohibited by law, that adversely affects the student.

PROHIBITED
CONDUCT

In this policy, the term “prohibited conduct” includes discrimination, harassment, dating violence, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

Prohibited conduct also includes sexual harassment as defined by Title IX. [See FFH(LEGAL)]

PROHIBITED
HARASSMENT

Prohibited harassment of a student is defined as physical, verbal, or nonverbal conduct based on the student’s race, color, religion, **sex**, gender, sexual orientation, gender identity, **gender and** expression, national origin, **age**, disability, or any other basis prohibited by law, **when the conduct that** is so severe, persistent, or pervasive that the conduct:

1. Affects a student’s ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student’s academic performance; or
3. Otherwise adversely affects the student’s educational opportunities.

Prohibited harassment includes dating violence as defined by [law](#) and this policy.

EXAMPLES

Examples of prohibited harassment may include offensive or derogatory language directed at another person's religious beliefs or practices, accent, skin color, ~~sexual orientation, gender identity and expression,~~ or need for accommodation; threatening, intimidating, or humiliating conduct; offensive jokes, name-calling, slurs, or rumors; [cyberharassment](#); physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

SEX-BASED
HARASSMENT

As required by law, the District shall follow the procedures below at Response to Sexual Harassment—Title IX upon a report of sex-based harassment, including sexual harassment, gender-based harassment, and dating violence, when such allegations, if proved, would meet the definition of sexual harassment under Title IX. [See FFH(LEGAL)]

SEXUAL HARASSMENT
BY AN EMPLOYEE

Sexual harassment of a student by a District employee includes: ~~both welcome and unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:~~

1. Quid Pro Quo – where a school employee conditions an educational benefit or service on a student's participation in ~~unwelcome sexual conduct; A District employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or~~
2. Hostile Environment – ~~unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school's educational program or activity; and/or The conduct is so severe, persistent, or pervasive that it:~~
 - a. ~~Affects the student's ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student's educational opportunities; or~~
 - b. ~~Creates an intimidating, threatening, hostile, or abusive educational environment.~~
3. Sexual assault, dating violence, domestic violence, or stalking as defined under the Clery Act and the Violence Against Women Act.

Romantic or **other** inappropriate social relationships between students and District employees are prohibited. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See DF]

BY OTHERS

Sexual harassment of a student, including harassment committed by another student, includes ~~unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or nonverbal conduct when the conduct is so severe, persistent, or pervasive that it:~~

1. **Quid Pro Quo** – where a school employee conditions an educational benefit or service on a student's participation in **unwelcome sexual conduct**; ~~Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;~~
2. **Hostile Environment** – **unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school's educational program or activity; and/or Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or**
3. **Sexual assault, dating violence, domestic violence, or stalking as defined under the Clery Act and the Violence Against Women Act.** ~~Otherwise adversely affects the student's educational opportunities.~~

EXAMPLES

Examples of sexual harassment of a student may include sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; and other sexually motivated conduct, **contact**, or communications, **including electronic communication** ~~or contact~~.

Necessary or permissible physical contact such as assisting a child by taking the child's hand, comforting a child with a hug, or other physical contact not reasonably construed as sexual in nature is not sexual harassment.

GENDER-BASED
HARASSMENT

Gender-based harassment **includes** ~~of a student is defined as~~ physical, verbal, or nonverbal conduct based on the student's gender, **the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity.** For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct **gender expression that** is so severe, persistent, or pervasive that the conduct:

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

1. Affects a student's ability to participate in or benefit from an educational program or activity ~~or a school-sponsored or school-related activity~~, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

EXAMPLES

Examples of gender-based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity ~~and expression~~, may include offensive jokes, name-calling, slurs, ~~or~~ rumors, ~~cyberharassment~~; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

DATING VIOLENCE

Dating violence occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control the other person in the relationship. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense.

For purposes of this policy, dating violence is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

EXAMPLES

Examples of dating violence against a student may include physical or sexual assaults; name-calling; ~~put-downs~~ ~~slurs~~; ~~rumors~~; or threats directed at the student, the student's family members, or members of the student's household. Additional examples may include destroying property belonging to the student, threatening to ~~harm or to~~ commit ~~suicide~~ or homicide if the student ends the relationship, attempting to isolate the student from friends and family, stalking, threatening a student's spouse or current dating partner, or encouraging others to engage in these behaviors.

| | |
|---|---|
| RETALIATION | The District prohibits retaliation by a student or District employee against a student alleged to have experienced discrimination or harassment, including dating violence, or another student who, in good faith, makes a report of harassment or discrimination, 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. |
| FALSE CLAIM | A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding discrimination or harassment, including dating violence, shall be subject to appropriate disciplinary action. |
| PROHIBITED CONDUCT | In this policy, the term “prohibited conduct” includes discrimination, harassment, dating violence, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct. |
| REPORTING PROCEDURES | Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a teacher, school counselor, principal, other District employee, or the appropriate District official listed in this policy. |
| STUDENT REPORT | |
| EMPLOYEE REPORT | Any District employee who suspects or receives direct or indirect notice that a student or group of students has or may have experienced prohibited conduct by an employee shall immediately notify the appropriate District official listed in this policy and take any other steps required by this policy. If a student or group of students has or may have experienced prohibited conduct by a student, a District employee shall immediately notify the principal. |
| DEFINITION OF DISTRICT OFFICIALS TITLE IX COORDINATOR | For the purposes of this policy, District officials are the Title IX coordinator, the ADA/Section 504 coordinator, and the Superintendent. Reports of discrimination based on sex, including sexual harassment, or gender-based harassment, or dating violence, may be directed to the designated Title IX coordinator for students. [See FFH(EXHIBIT)] The District designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended: |

~~Name: Rufino Mendoza~~

~~Position: Director, Employee Relations~~

~~Address: 100 North University Drive, Fort Worth, TX 76107~~

~~Telephone: (817) 814-2790~~

ADA /
SECTION 504
COORDINATOR

Reports of discrimination based on disability may be directed to the designated ADA/Section 504 coordinator for students. [See FFH(EXHIBIT)] ~~The District designates the following person to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, as amended:~~

~~Name: June Davis~~

~~Position: Director of Special Programs~~

~~Address: 100 North University Drive, Fort Worth, TX 76107~~

~~Telephone: (817) 814-2878~~

SUPERINTENDENT

The Superintendent shall serve as coordinator for purposes of District compliance with all other nondiscrimination ~~antidiscrimination~~ laws.

ALTERNATIVE
REPORTING
PROCEDURES

An individual ~~A student~~ shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports concerning prohibited conduct, including reports against the Title IX coordinator or ADA/Section 504 coordinator, may be directed to the Superintendent.

A report against the Superintendent may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.

TIMELY REPORTING

To ensure the District's prompt investigation, reports ~~Reports~~ of prohibited conduct 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.~~

NOTICE TO PARENTS

The District official or designee shall promptly notify the parents of any student alleged to have experienced prohibited conduct by a District employee or another adult.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

INVESTIGATION OF
~~THE~~ REPORTS OTHER
THAN TITLE IX

The following procedures apply to all allegations of prohibited conduct other than allegations of harassment prohibited by Title IX. [See FFH(LEGAL)] For allegations of sex-based harassment that, if proved, would meet the definition of sexual harassment under Title IX, including sexual harassment, gender-based harassment, and dating violence, see the procedures below at Response to Sexual Harassment—Title IX.

The District may request, but shall not require, a written report. If a report is made orally, the District official shall reduce the report to written form.

INITIAL
ASSESSMENT

Upon receipt or notice of a report, the District official shall determine whether the allegations, if ~~proved~~ ~~proven~~, would constitute prohibited conduct as defined by this policy. If so, the District shall immediately undertake an investigation, except as provided below at CRIMINAL INVESTIGATION.

If the District official determines that the allegations, if ~~proved~~ ~~proven~~, would not constitute prohibited conduct as defined by this policy, the District official shall refer the complaint for consideration under FFI.

INTERIM ACTION

If appropriate and regardless of whether a criminal or regulatory investigation regarding the alleged conduct is pending, the District shall promptly take interim action calculated to address prohibited conduct or bullying prior to the completion of the District's investigation.

DISTRICT
INVESTIGATION

The investigation may be conducted by the District official or a designee, such as the principal, or by a third party designated by the District, such as an attorney. When appropriate, the principal shall be involved in or informed of the investigation.

The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.

CRIMINAL
INVESTIGATION

If a law enforcement or regulatory agency notifies the District that a criminal or regulatory investigation has been initiated, the District shall confer with the agency to determine if the District investigation would impede the criminal or regulatory investigation. The District shall proceed with its investigation only to the extent that it does not impede the ongoing criminal or regulatory investigation. After the law enforcement or regulatory agency has finished gathering its evidence, the District shall promptly resume its investigation.

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

| | |
|------------------------------------|--|
| CONCLUDING THE INVESTIGATION | <p>Absent extenuating circumstances, such as a request by a law enforcement or regulatory agency for the District to delay its investigation, the investigation should be completed within ten District business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation.</p> <p>The investigator shall prepare a written report of the investigation. The report shall include a determination of whether prohibited conduct or bullying occurred. The report shall be filed with the District official overseeing the investigation.</p> |
| NOTIFICATION OF OUTCOME | <p>Notification of the outcome of the investigation shall be provided to both parties in compliance with FERPA.</p> |
| DISTRICT ACTION PROHIBITED CONDUCT | <p>If the results of an investigation indicate that prohibited conduct occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the Student Code of Conduct and may take corrective action reasonably calculated to address the conduct.</p> |
| CORRECTIVE ACTION | <p>Examples of corrective action may include a training program for those involved in the report complaint, a comprehensive education program for the school community, counseling to the victim and the student who engaged in prohibited conduct, follow-up inquiries to determine if 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 prohibited conduct has occurred, and reaffirming the District's policy against discrimination and harassment.</p> |
| BULLYING | <p>If the results of an investigation indicate that bullying occurred, as defined by FFI, the District official shall refer to FFI for appropriate notice to parents and District action. The District official shall refer to FDB for transfer provisions.</p> |
| IMPROPER CONDUCT | <p>If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take disciplinary action in accordance with the Student Code of Conduct or other corrective action reasonably calculated to address the conduct.</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 and comply with applicable law.</p> |
| APPEAL | <p>A student or parent who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level. A student or parent shall be informed of his or her</p> |

right to file a complaint with the United States Department of Education Office for Civil Rights.

RESPONSE TO SEXUAL
HARASSMENT-TITLE IX

For purposes of the District's response to reports of harassment prohibited by Title IX, definitions can be found in FFH(LEGAL).

GENERAL RESPONSE

When the District receives notice or an allegation of conduct that, if proved, would meet the definition of sexual harassment under Title IX, the Title IX coordinator shall promptly contact the complainant to:

- Discuss the availability of supportive measures and inform the complainant that they are available, with or without the filing of a formal complaint;
- Consider the complainant's wishes with respect to supportive measures; and
- Explain to the complainant the option and process for filing a formal complaint.

The District's response to sexual harassment shall treat complainants and respondents equitably by offering supportive measures to both parties, as appropriate, and by following the Title IX formal complaint process before imposing disciplinary sanctions or other actions that are not supportive measures against a respondent.

If a formal complaint is not filed, the District reserves the right to investigate and respond to prohibited conduct in accordance with Board policies and the Student Code of Conduct.

TITLE IX FORMAL
COMPLAINT PROCESS

To distinguish the process described below from the District's general grievance policies [see DGBA, FNG, and GF], this policy refers to the grievance process required by Title IX regulations for responding to formal complaints of sexual harassment as the District's "Title IX formal complaint process."

The Superintendent shall ensure the development of a Title IX formal complaint process that complies with legal requirements. [See FFH(LEGAL)] The formal complaint process shall be posted on the District's website. In compliance with Title IX regulations, the District's Title IX formal complaint process shall address the following basic requirements:

1. Equitable treatment of complainants and respondents;
2. An objective evaluation of all relevant evidence;
3. A requirement that the Title IX coordinator, investigator, decision-maker, or any person designated to facilitate an informal-resolution process not have a conflict of interest or bias;

4. A presumption that the respondent is not responsible for the alleged sexual harassment until a determination is made at the conclusion of the Title IX formal complaint process;
5. Time frames that provide for a reasonably prompt conclusion of the Title IX formal complaint process, including time frames for appeals and any informal resolution process, and that allow for temporary delays or the limited extension of time frames with good cause and written notice as required by law;
6. A description of the possible disciplinary sanctions and remedies that may be implemented following a determination of responsibility for the alleged sexual harassment;
7. A statement of the standard of evidence to be used to determine responsibility for all Title IX formal complaints of sexual harassment;
8. Procedures and permissible bases for the complainant and respondent to appeal a determination of responsibility or a dismissal of a Title IX formal complaint or any allegations therein;
9. A description of the supportive measures available to the complainant and respondent;
10. A prohibition on using or seeking information protected under a legally recognized privilege unless the individual holding the privilege has waived the privilege;
11. Additional formal complaint procedures in 34 C.F.R. 106.45(b), including written notice of a formal complaint, consolidation of formal complaints, recordkeeping, and investigation procedures; and
12. Other local procedures as determined by the Superintendent.

STANDARD OF EVIDENCE

The standard of evidence used to determine responsibility in a Title IX formal complaint of sexual harassment shall be the preponderance of the evidence.

RETALIATION

The District prohibits retaliation by a student or District employee against a student alleged to have experienced discrimination or harassment, including dating violence, or another student who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation. The definition of prohibited retaliation under this policy also includes retaliation against a student who refuses to participate in any manner in an investigation under Title IX.

EXAMPLES

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

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

FALSE CLAIM

A student who intentionally makes a false claim or offers false statements in a District investigation regarding discrimination or harassment, including dating violence, shall be subject to appropriate disciplinary action in accordance with law.

RECORDS RETENTION

The District shall retain copies of allegations, investigation reports, and related records regarding any prohibited conduct in accordance with the District's records control schedules, but for no less than the minimum amount of time required by law. [See CPC].

[For Title IX recordkeeping and retention provisions, see FFH(LEGAL) and the District's Title IX formal complaint process.]
~~Retention of records shall be in accordance with FB(LOCAL) and CPC(LOCAL).~~

ACCESS TO POLICY
AND PROCEDURES

Information regarding this policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and ~~any-related~~ procedures shall be posted on the District's website, to the extent practicable, and readily available at each campus and the District's administrative offices.

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE STUDENT FEES AND REPLACEMENT CHARGES FOR THE
2020 – 2021 SCHOOL YEAR**

BACKGROUND:

Board Policy FP (LOCAL), “Student Fees, Fines, and Charges” prohibits the collection of fees from students unless approved by the Board. Therefore, each year, updated lists of materials and other replacement costs and fees are prepared for Board approval. Attached is the report that reflects these changes. The changes for the 2020 – 2021 school year are noted in red.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Student Fees and Replacement Charges for the 2020 – 2021 School Year
2. Decline to Approve the Student Fees and Replacement Charges for the 2020 – 2021 School Year
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Student Fees and Replacement Charges for the 2020 – 2021 School Year

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

All elementary, middle, and high schools

RATIONALE:

Updated lists of student fees and material replacement charges will inform school staff, students, and parents of current fees and charges. Upon Board approval, the lists will be posted in the principals' packets for further distribution to department chairs, teachers, and others as appropriate. This information does not reflect the fees assessed for the replacement of state-adopted instructional materials.

INFORMATION SOURCE:

Jerry Moore

ELEMENTARY SCHOOL REPLACEMENT FEES AND FINES

Library

- Damage or loss of District-owned library books and materials – cost not to exceed the cost or replacement

Student Technology

Student Device Program: Lenovo Chromebook

- Lenovo Chromebook Replacement \$381.66
- Lenovo Chromebook AC Adapter Replacement \$23.00
- Lenovo Chromebook Carrying Case Replacement \$16.00
- Lenovo Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Repair \$159
 - Cracked Screen \$159

DiG-iN 1:1 Program – Acer Chromebook

- Chromebook Replacement \$339.19
- Chromebook AC Adapter Replacement \$23.00
- Chromebook Carrying Case Replacement \$11.00
- Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Repair \$159
 - Cracked Screen \$159

DiG-iN 1:1 Program – Hewlett Packard-ZBook

- Laptop Replacement \$1,293.00
- Laptop AC Adapter Replacement \$65.25
- Laptop Carrying Case Replacement \$22.00
- Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Minor Repair \$159
 - Major Repair \$269
 - Cracked Screen \$269

Technology

WIFI Hotspot Mobile Device \$72.00

MIDDLE SCHOOL REPLACEMENT FEES AND FINES

Athletics

- Damage or Loss of a District-owned Uniform – cost not to exceed the cost of repair or replacement
- Damage or Loss of District-owned Equipment – cost not to exceed the cost of repair or replacement

Choral Music

- Uniform Cleaning Fee – cost not to exceed actual cleaning cost
- Damage or Loss of a District-Owned Uniform – cost not to exceed the cost of repair or replacement

Instrumental Music

- Instrument Maintenance Fee for District-Owned Instruments - \$40/semester
- Damage or Loss of a District-Owned Instrument – cost not to exceed the cost of repair or replacement
- Uniform Cleaning Fee – cost not to exceed actual cleaning cost
- Damage or Loss of a District-Owned Uniform – cost not to exceed the cost of repair or replacement

Identification Cards

No charge for initial issue of identification card that is required by the District or the campus to be displayed on the student. A \$5.00 fee may be assessed to replace a lost or damaged ID card.

JCC

- Damage or Loss of JCC Polo Shirt - \$10.00
- Damage or Loss of JCC Black Pants - \$20.00

Library

- Damage or Loss of District-owned library books and materials – cost not to exceed the cost or replacement

Locks

- No more than \$1.00/semester
- If two students share a locker, cost would be no more than \$.50/student

Mathematics

- TI-73 Graphics Calculator \$57.76
- TI-84+ Calculator \$95.22
- TI-84 EZ Spot Calculator \$95.22
- TI-84+ Silver Edition \$113.50
- TI-Nspire Graphing Handheld \$113.51
- TI-Nspire CX Graphing Handheld \$120.23
- CBR Calculator Based Ranger System \$80.92

Physical Education

- Lock Rental Fee \$3 maximum per semester
- Lock Replacement Fee \$8
- Towel Fee \$5 maximum per semester
- Uniform Rental \$10 per semester
- Uniform Replacement \$20 or cost per district bid, whichever is less
- Uniform Purchase \$10 per shirt maximum
\$10 per short maximum
- Laundering \$5 maximum per semester for gym suit
- HRM Elastic Strap Purchase \$6
- Pedometer Replacement \$30
- Off-Campus PE Waiver Requests A local student fee of \$100 per semester or \$150 per year for processing off-campus PE waiver requests.

Student Technology

DiG-iN 1:1 Program – Dell Latitude

- Laptop Replacement \$616.75
- Laptop Battery Replacement \$89.99
- Laptop AC Adapter Replacement \$44.99
- Laptop Carrying Case Replacement \$15.00
- Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Minor Repair \$159
 - Major Repair \$269
 - Cracked Screen \$269

DiG-iN 1:1 Program – Acer Chromebook

- Chromebook Replacement \$339.19
- Chromebook AC Adapter Replacement \$23.00
- Chromebook Carrying Case Replacement \$11.00
- Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Repair \$159
 - Cracked Screen \$159

DiG-iN 1:1 Program – Hewlett Packard-ZBook

- Laptop Replacement \$1,293.00
- Laptop AC Adapter Replacement \$65.25
- Laptop Carrying Case Replacement \$22.00
- Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Minor Repair \$159
 - Major Repair \$269
 - Cracked Screen \$269

Student Device Program: Lenovo Chromebook

- Lenovo Chromebook Replacement \$381.66
- Lenovo Chromebook AC Adapter Replacement\$23.00
- Lenovo Chromebook Carrying Case Replacement\$16.00
- Lenovo Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Repair \$159
 - Cracked Screen \$159

WIFI Hotspot Mobile Device

\$72.00

HIGH SCHOOL REPLACEMENT FEES AND FINES

AG Mechanics/**Applied Agricultural Engineering Program**

- Leather Work Boots \$65

Athletics

- Damage or Loss of a District-owned Uniform – cost not to exceed the cost of repair or replacement
- Damage or Loss of District-owned Equipment – cost not to exceed the cost of repair or replacement

Choral Music

- Uniform Cleaning Fee – cost not to exceed actual cleaning cost
- Damage or Loss of a District-Owned Uniform – cost not to exceed the cost of repair or replacement

Cosmetology Program

- Permit \$25
- Cosmetology Kit \$250

Culinary Program

- Chef's Uniform, including shoes \$100

~~Education and Training Program~~

- ~~• Child Development Associate \$95, for students choosing to earn Value Package with Preschool the Child Development Associate (CDA) Competency Standards Book Credential™~~

Emergency Services Program (EMS/EMT)

- EMT pants, polo shirt, non-slip shoes \$75

Fire Science Program

- Fire retardant boots ~~\$55~~ \$50
- ~~• 3 sets of uniform pants, shirts & \$60 \$120 athletic attire~~

Health Science Program

- Scrub pants, top, jacket \$65

Law Enforcement Program

- Work boots, a polo, and pants \$75

Welding Program

- Leather work boots \$65

Identification Cards

No charge for initial issue of Identification card that is required by the District or the campus to be displayed on the student. A \$5.00 fee may be assessed to replace a lost or damaged ID card.

Instrumental Music

- Instrument Maintenance Fee for District-Owned Instruments - \$40/semester
- Damage or Loss of a District-Owned Instrument – cost not to exceed the cost of repair or replacement
- Uniform Cleaning Fee – cost not to exceed actual cleaning cost
- Damage or Loss of a District-Owned Uniform – cost not to exceed the cost of repair or replacement

JROTC

- **Army**
 - Damage or Loss of Service Dress Uniform - \$175 - \$275
- **Air Force**
 - Damage or Loss of Service Dress Uniform - \$199 - \$450
- **Navy**
 - Damage or Loss of Service Dress Uniform - \$175 - \$245

Library

- Damage or Loss of District-owned library books and materials – cost not to exceed the cost or replacement

Locks

- No more than \$3.00/year
- If two students share a locker, cost would be no more than \$1.50/student

Mathematics

- TI-84+ Calculator \$95.22
- TI-84+ EZ Spot Calculator \$95.22
- TI-84+ Silver Edition \$113.50
- TI-Nspire Graphing Handheld \$113.51
- TI-Nspire CX Graphing Handheld \$120.23
- TI Nspire Navigator System \$2,340 (system that connects teacher and student calculators. Calculators sold separately. 32 User Standard)
- CBR Calculator Based Ranger System \$80.92
- CBL 2 Calculators Based Laboratory 2 \$144.50

Physical Education

- Lock Rental Fee \$3 maximum per semester
- Lock Replacement Fee \$8
- Towel Fee \$5 maximum per semester
- Uniform Rental \$10 per semester
- Uniform Replacement \$20 or cost per district bid, whichever is less
- Uniform Purchase \$10 per shirt maximum
\$10 per short maximum
- Laundering \$5 maximum per semester for gym suit
- HRM Elastic Strap Purchase \$6

- Pedometer Replacement \$30
- Off-Campus PE Waiver Requests A local student fee of \$100 per semester or \$150 per year for processing off-campus PE waiver requests.

Student Technology

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- Lenovo Replacement Carrying Strap \$3.00
- Malicious or Negligent Damage
 - Repair \$159
 - Cracked Screen \$159

WIFI Hotspot Mobile Device \$72.00

Student Transcripts

- Current Students, through the campus Registrar No Charge, Official & Unofficial
- Former Students, through the Student Records Office \$3.00, Official
- Former Students, through the Student Records Office \$2.00, Unofficial

Student Parking \$35.00/maximum per year

Tuition for High School Courses

High school students who are enrolled full time at a traditional campus and are in need of additional credits can enroll in after-school courses for credit at Success High School. The cost of the course is free for District students and \$220 for out-of-District students.

CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020

TOPIC: APPROVE INTERLOCAL AGREEMENT BETWEEN DALLAS INDEPENDENT SCHOOL DISTRICT AND FORT WORTH INDEPENDENT SCHOOL DISTRICT TO SHARE UNIDOS PARA APRENDER VIDEOS

BACKGROUND:

The proposed interlocal agreement with the Dallas ISD is the result of a collaboration this spring as both Districts looked for “out of the box” ideas to meet our students’ needs. The Unidos para Aprender project has been a collaborative initiative between the Fort Worth ISD and Dallas ISD; the Bilingual ESL Department, the Early Learning Department, and the Communications Department; and FWISD bilingual teachers. We produced short videos for Spanish-language TV – a project that has allowed all of us to bring Spanish language lessons into the homes of our FWISD students. The two districts divided up the responsibilities of providing the lessons. FWISD bilingual teachers recorded lessons for Literacy, Science, Music and Movement, and PE and Dallas ISD bilingual teachers recorded lessons for Math, Social Studies, Art, and Social Emotional Learning.

The initiative began shortly after launching Learning at Home and has continued all summer long. The broadcast streams live every week day from 7 am to 8 am on Univision’s sister station, Channel 40. We aligned all our lessons to the Learning at Home scopes and sequences in the Spring and we incorporated our Summer School Enrichment standards for the summer edition.

STRATEGIC GOAL:

3 - Enhance Family and Community Engagement

ALTERNATIVES:

1. Approve Interlocal Agreement Between Dallas Independent School District and Fort Worth Independent School District to Share Unidos para Aprender Videos
2. Decline to Approve Interlocal Agreement Between Dallas Independent School District and Fort Worth School District to Share Unidos para Aprender Videos
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Interlocal Agreement Between Dallas Independent School District and Fort Worth Independent School District to Share Unidos para Aprender Videos

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS:

Bilingual ESL
Communications/EdTV
Early Learning
FWISD Bilingual Teachers

RATIONALE:

This interlocal agreement with the Dallas ISD will give the District access to all of DISD videos produced by their teachers – and vice-versa. Moreover, we are not limited how the videos can be used. As we begin online learning in the 2020-2021 school year, we will be able to share any number of these video lessons with our youngest students, grades Pre-K through third grade, in support of our lesson plans. This also opens the door for future collaboration on other broadcast or Internet platforms as we continue to share creative and effective ways to connect with our families.

INFORMATION SOURCE:

Jerry Moore

**Interlocal Agreement Between the Fort Worth Independent School District
and Dallas Independent School District for Unidos Para Aprender**

This Interlocal Agreement (“Agreement”) is made by and between the Fort Worth Independent School District, a political subdivision of the state of Texas and a legally constituted independent school district located in Tarrant County, (“FWISD”) and the Dallas Independent School District, a political subdivision of the state of Texas and a legally constituted independent school district located in Dallas County, (“Dallas ISD”) acting herein by and through their respectively authorized officers or employees. FWISD and Dallas ISD may be collectively referred to as the “Parties” or individually the “Party”.

1. Purpose

WHEREAS, FWISD recently joined forces with Dallas ISD to launch Unidos Para Aprender (Together to Learn), a 58-minutes of daily instruction in Spanish for students in grades pre-K through second that airs on Univision (UniMas, Channel 49) Monday through Friday, from 7 a.m. to 8 a.m.;

WHEREAS, the partnership supports student academic progress by supplementing the at-home learning resources that FWISD and Dallas ISD are providing to Spanish-speaking families during the Covid-19 pandemic and beyond;

WHEREAS the programming features instructional content created and is hosted by teachers from both school districts. In addition to instruction designed for early childhood learners, the classes include lessons in science, physical education, social studies, art, music, math, social and emotional learning; and

NOW THEREFORE, premises considered, and in consideration of and conditioned upon the mutual agreements, herein, the Parties hereto mutually agree as follows:

2. Period of Performance/Termination

This Agreement is effective from the date of final execution as indicated in the signature page below until August 1, 2021. This Agreement may be renewed for additional three (3) one-year terms upon mutual written agreement of both Parties. Either Party may terminate this Agreement, for any or no reason, upon thirty (30) days written notice to the other Party.

3. FWISD Responsibilities

FWISD agrees to provide the following:

- 3.1 Oversee submission of original instructional videos by FWISD teachers, in the following subjects: Early Literacy, Science, Music and Movement, and Physical Education.
- 3.2 Together with Dallas ISD develop promotional materials, messaging, and timeline.
- 3.3 Provide necessary FWISD production elements to Dallas ISD in a reasonably timely manner (to be determined by the parties) in order for both school districts to finalize production of the 58-minutes daily segments.

- 3.4 FWISD is responsible for any and all costs incurred in creating any, and all, of its content, promotional materials, messaging, and any other cost or expense associated with this agreement that the district incurs.

4. Dallas ISD Responsibilities

Dallas ISD agrees to provide the following:

- 4.1 Oversee submission of original instructional videos by Dallas ISD teachers, in the following subjects: Math, Social Studies, Visual Art, and Social and Emotional Learning.
- 4.2 Together with FWISD develop promotional materials, messaging, and timeline.
- 4.3 Provide necessary Dallas ISD production elements to FWISD in a reasonable time manner (to be determined by the parties) in order for both school districts to finalize production of the 58-minutes daily segments.
- 4.4 Dallas ISD is responsible for any and all costs incurred in creating any, and all, of its content, promotional materials, messaging, and any other cost or expense associated with this agreement that the district incurs.

5. Mutual Responsibilities

The Parties agree to mutually provide the following:

- 5.1 Each Party hereby warrants and promises that it will not infringe upon or improperly use any third party's copyrighted or trademarked materials in producing recordings or materials pursuant to this agreement. Each Party agrees to fully disclose the source and history of all materials used in producing recordings and material pursuant to this agreement to the other Party upon request of the other Party. Each Party further agrees that it will not use any of the other Party's materials except as the other Party specifically permits.
- 5.2 Each Party hereby agrees that pursuant to the law and the terms of this agreement, it will share, broadcast, or publish any or all of the recordings and/or materials produced pursuant to this agreement ONLY on communications platforms owned and/or operated by Dallas ISD or Fort Worth ISD, such as each district's social media accounts, websites, YouTube channels, emails and mobile applications
- 5.3 Each Party waives the right to any royalties or other compensation arising from the other Party's use of the recordings and/or any materials produced pursuant to this agreement and releases the other party from any claims or causes of action, monetary or otherwise, related to the recordings and/or any material produced pursuant to this agreement.
- 5.4 Each Party acknowledges and agrees that should it infringe a third party's copyright in producing recordings and/or materials pursuant to this agreement, that the violating party is solely responsible for any and all costs associated with that infringement.

6. Confidentiality Provision

Each Party agrees hereby agrees not to divulge any proprietary or confidential information including any personally identifiable information, that it receives from a disclosing Party under this Agreement to any person without written authorization from the disclosing Party. For purposes of the Family Educational Rights and Privacy Act (“FERPA”) and the Health Insurance Portability and Accountability Act (“HIPAA”), each Party agrees to comply with all relevant confidentiality requirements regarding a student’s personally identifiable information and individually identifiable health information including entering into any additional agreements related to the care and confidentiality of such information.

7. Miscellaneous Terms:

- 7.1 Nothing in this Agreement shall constitute a partnership or joint venture between the Parties, nor authorize either Party to incur any liability on behalf of the other.
- 7.2 Neither Dallas ISD or FWISD shall use the other Party’s name, trademarks, or other logos, or the names of any individuals involved in the Agreement in any publication or public presentation without the prior written consent of such other Party.
- 7.3 No alteration, cancellation, variation or addition to this Agreement shall be of any force or effect unless reduced to writing as an addendum to this Agreement and signed by the Parties or their authorized signatories.
- 7.4 This document contains the entire agreement between the Parties, and neither Party shall be bound by any undertaking, representation or warranty not recorded herein or added hereto without the consent of the Parties.
- 7.5 None of the provisions of this Agreement shall be considered waived by any Party unless such waiver is given in writing to the other Party. The failure of a Party to insist upon strict performance of any of the terms and conditions hereof, or failure to delay to exercise any rights provided herein or by law, shall not be deemed a waiver of any rights of any Party.
- 7.6 The headings appearing in this Agreement have been used for reference purposes only and shall not affect the interpretation of this Agreement.
- 7.7 If any clause or term of this Agreement should be invalid, unenforceable, or illegal, then the remaining terms and provisions of this Agreement shall be deemed to be severable there from and shall continue in full force and effect.
- 7.8 Neither Party shall assign, cede, or otherwise transfer any of its rights and obligations in terms of this Agreement without the prior written consent of the other Party.
- 7.9 By signing below, each Party represents that they are authorized to execute this Agreement and that each Party is bound to all terms of the Agreement.
- 7.10 This Agreement shall only become effective and legally binding on the Parties once it has been signed by the Parties.

7.11 No Party shall have the right to commit the other Party to any contractual, legal or financial liability, unless said Party has received the prior agreement from the other Party in writing.

7.12 The Parties understand and agree that nothing herein shall be interpreted as establishing any form of exclusive relationship between the Parties. The Parties further understand and agree that nothing herein shall be interpreted as precluding either Party from entering into agreements similar to this Agreement with third parties or from conducting educational, research, or other activities that may involve the same or similar subject matter as this Agreement, the conduct of which is outside and independent of this Agreement.

7.13 The Parties agree that no individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with any aspects of this Agreement because of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation, including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability. The Parties agree to abide by the standards of responsibility toward the disabled as specified by the Americans with Disabilities Act. In the event that either Party refuses to comply with this provision, this Agreement may be canceled, terminated, or suspended in whole or in part by the other Party.

7.14 Notices. All notices, consents, approvals, demands, requests, or other communications provided for or permitted to be given under any of the provisions of this Agreement shall be in writing and shall be deemed to have been duly given or served when delivered by delivery or when deposited in the U.S. mail by registered or certified mail, return receipt requested, postage prepaid and addressed as follows:

(1) To FWISD:

Fort Worth Independent School District
Attention: Barbara Griffith
Senior Communications Officer
Address: 100 N. University Dr. Ste. NW258
Fort Worth, TX 76107

(2) With Copies to:

Fort Worth Independent School District Office of Legal Services
Attention: Chief Legal Counsel
Address: 100 N. University Dr., Ste. SW 172
Fort Worth, Texas 76107

(3) To Dallas ISD:

Dallas Independent School District Teaching and Learning
Attention: Elizabeth Casas
Address: 9400 North Central Expressway

Dallas, TX 75231

(4) With Copies to:

Dallas Independent School District Office of Legal Services
Attention: General Counsel
Address: 9400 North Central Expressway
Dallas, TX 75231

- 7.15 Any dispute arising under this Agreement shall be resolved in accordance with the laws of the State of Texas.
- 7.16 The terms of this Agreement may be modified only upon a prior written amendment agreement executed by all Parties to this Agreement.
- 7.17 This Agreement constitutes and contains the entire agreement between the Parties with respect to the subject matter hereof and supersedes any prior and contemporaneous oral or written agreements between the Parties.
- 7.18 The parties expressly agree that no provision of this agreement is in any way intended to constitute a waiver by the either of any immunities from suit or from liability that either Party may have by operation of law, state or federal law. A waiver by either of the parties of any of the covenants, conditions or agreements hereof to be performed by the other party shall not be construed to be a waiver of any subsequent breach thereof or of any other covenant, condition or agreement herein contained.

8. Signature Clause

The Parties have caused this Agreement to be executed by their duly authorized representatives. By signing this Agreement, FWISD and Dallas ISD signify that each Party understands and will comply with the conditions stated above.

[Signature Page Follows]

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.
Executed this _____ day of _____, 2020.

Dallas ISD

By: _____
Justin Henry, Dallas ISD Board President

ATTEST:

By: _____
Karla Garcia, Dallas ISD Board Secretary

Fort Worth ISD

By: _____
Jacinto Ramos, Jr., Fort Worth ISD Board President

ATTEST:

By: _____
Anael Luebanos, Fort Worth ISD Board Secretary

Approved as to form for Dallas ISD:

DocuSigned by:
By: mcgowan, LETICIA D
Assistant General Counsel

Date: 7/27/2020

Approved as to form for Fort Worth ISD.

By: [Signature]
Staff Attorney

Date: 07/30/2020

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN
LOW-INCOME SUPPORT SERVICE PROVIDER FOR FAMILIES AND
FORT WORTH INDEPENDENT SCHOOL DISTRICT**

BACKGROUND:

The District seeks partnership with a service provider to assist low-income families with meeting their daily needs. The provider has helped lift families with homeless services, early childhood education, and economic mobility since 1907. The goal of the program is to improve the integration of services provided to young children by a range of early childhood educators/childcare providers to ensure all students are provided an environment in accordance with early childhood practices. The service provider will provide funding for staff members in FWISD classrooms that will provide instructional support in addition to after-school childcare services.

STRATEGIC GOAL:

- 1 - Increase Student Achievement

ALTERNATIVES:

- 1. Approve Memorandum of Understanding Between Low-Income Support Service Provider for Families and Fort Worth Independent School District
- 2. Decline to Approve Memorandum of Understanding Between Low-Income Support Service Provider for Families and Fort Worth Independent School District
- 3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Memorandum of Understanding Between Low-Income Support Service Provider for Families and Fort Worth Independent School District

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

The Center for Transforming Lives

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Western Hills Primary
M.G. Ellis Elementary
Seminary Hills Park

RATIONALE:

FWISD, in partnership with the service provider, will ensure all Pre-Kindergarten students receive comprehensive early learning after-school experiences delivered by 10 teacher assistants from 2:00 pm until 5:00 pm Monday through Friday.

INFORMATION SOURCE:

Jerry Moore

Memorandum of Understanding
The Center for Transforming Lives
AND
Fort Worth Independent School District

SECTION 1 PARTIES TO GRANT:

- 1.1 This agreement is made and entered into and between The Center for Transforming Lives and the Fort Worth Independent School District, a political subdivision of the state of Texas and a legally constituted independent school district (hereinafter referred to as FWISD). The Center for Transforming Lives and the district may be collectively referred to as “Parties” or individually as “Party”. The Parties hereto have severally and collectively agreed to and by the execution hereof are bound to the responsibilities and obligations and to the performances and accomplishment of the tasks hereinafter described.

SECTION 2 AGREEMENT PERIOD:

- 2.1 The period for performance of this agreement shall be effective commencing September 8, 2020 and shall terminate June 30, 2021, unless sooner terminated pursuant to the terms of this agreement. This agreement may be renewed for up to two (2) additional one (1) year terms by the mutual written agreement of both Parties.

SECTION 3 PURPOSE/FUNDING:

- 3.1 **PURPOSE:** The purpose of this agreement is to: (1) support the research-based framework designed by The State Center for Early Childhood Development; (2) improve the integration and coordination of services provided to young children by a range of early childhood educators/childcare providers; and (3) and, ensure all students are provided an environment in accordance with early childhood best practices.
- 3.2 **FUNDING:** Center for Transforming Lives will provide funding for 10 Teacher Assistants and 5 Floaters in Pre-kindergarten classrooms in FWISD. In addition, Center for Transforming Lives will also provide classroom supplies for students. This may include furniture, consumables, educational supplies, and cleaning supplies.

SECTION 4 RESPONSIBILITIES:

- 4.1 **FWISD** agrees to:
- 4.1 a Allow Pre-kindergarten teacher to participate and implement the elements of the Circle Improving the Readiness of Children for Learning and Education (C.I.R.C.L.E.) best practices.
- 4.1 b Coordinate and provide Pre-kindergarten services for eligible children for a minimum of six (6) hours of instruction per contact day, for no less than 187 instructional days.
- 4.1 c Support directors and teachers in arranging a schedule for trainings and meetings.

- 4.1 d Allow Center for Transforming Lives Head Start Early Childhood staff to visit participating classrooms.
- 4.1 e Ensure partnership staff complete or assist in completing required assessments, screenings and/or other required items for children and families.
- 4.1 f Ensure teachers participate in parent teacher conferences and home visits as required by Head Start Performance Standards.
- 4.1 g Ensure partnership staff collaborate to ensure all Head Start Performance Standards are followed.

4.2 **Transforming Lives** agrees to:

- 4.2 a Ensure qualified children are enrolled in the designated pre-kindergarten classrooms. The children should be 4.0 years of age as of September 1, 2020.
- 4.2 b Coordinate and provide Head Start services in collaboration with Pre-kindergarten services for eligible children for a minimum of six (6) hours of instruction per contact day for no less than 187 instructional days.
- 4.2 c Provide extended day/after school care services from 2:15- 5 pm, Monday-Friday during the school year.
- 4.2 d Provide daily attendance for children enrolled in the designated Pre-kindergarten/Head Start classroom, by 9:30 am, each instructional contact day.
- 4.2 e Provide local access to properly equipped computers so participants can access the internet.
- 4.2 f Support teachers in arranging work schedule for trainings and meetings.
- 4.2 g Allow FWISD Early Learning staff to visit participating classrooms.
- 4.2 h All enrolled student will work with FWISD meal plan and meal times as outlined by the FWISD.
- 4.2 i The Center for Transforming Lives will provide funding for 10 classroom teacher assistants and 5 paraprofessionals (floaters).

SECTION 5 EQUIPMENT TRANSFER AND ACCOUNTABILITY:

- 5.1 Equipment provided by FWISD for the instructional program shall be delivered and distributed via FWISD.

SECTION 6 LIABILITY AND INDEMNIFICATION:

- 6.1 Notwithstanding any other provisions of this agreement, it is understood and agreed by the parties hereto that The Center for Transforming Lives obligations under this agreement are contingent upon actual receipt of adequate funds to meet obligations hereunder.

6.2 It is expressly agreed and stipulated that The Center for Transforming Lives is entering into agreement with FWISD and that The Center for Transforming Lives agrees to indemnify and hold FWISD harmless from any and all costs, damages, losses or other claims, including disallowed costs and attorney's fees, arising out of or resulting from performances or lack of performances by said entities under this agreement caused, in whole or in part, by any negligent or willful act, or omission of these entities, their employees, officers, agents, servants or representatives of anyone acting on the entity's behalf in connection with this agreement to the extent permitted by State and Federal laws.

SECTION 7 TERMINATION:

- 7.1 Either party may terminate this agreement upon thirty (30) day written notice to the other party.
- 7.2 This agreement may also be terminated at any time upon mutual agreement of the parties.

SECTION 8 NON-ASSIGNMENT AND SUBCONTRACTING:

- 8.1 This agreement is not assignable. Neither party shall sub-contract, assign or transfer any of the rights, responsibilities, obligations, tasks or performances under this agreement without the written consent of the other party.

SECTION 9 ORAL AND WRITTEN AGREEMENTS:

- 10.1 All oral written agreements between the parties hereto relating to the subject matter of this Agreement that were made prior to the execution of this Agreement have been reduced to writing and are contained herein.
- 10.2 Any alterations, additions or deletions in the terms of this agreement shall not be binding unless made by written amendment executed by both parties.

Carol Klocek
CEO
The Center for Transforming Lives

Date

Dr. Kent Scribner
Superintendent
Fort Worth Independent School District

Date

Cheryl Y. Mixon
Executive Director-Early Learning
Fort Worth Independent School District

Date

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE ONCOR ELECTRIC DELIVERY COMPANY EASEMENT AND RIGHT-OF-WAY AGREEMENT FOR SOUTH HILLS HIGH SCHOOL ADDITION/RENOVATION JOB NO. 003-102 IN CONJUNCTION WITH THE 2017 CAPITAL IMPROVEMENT PROGRAM

BACKGROUND:

Oncor Electric Delivery Company LLC is requiring an easement and right-of-way for underground electric supply and transformer at South Hills High School (Job No. 003-102), 6101 McCart Avenue, Fort Worth, Texas 76133. The transformers are currently located between Buildings C, E, and F. The primary lines must be rerouted due to the planned addition for Building E.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Oncor Electric Delivery Company Easement and Right-of-Way Agreement for South Hills High School Addition/Renovation Job No. 003-102 in Conjunction with the 2017 Capital Improvement Program
2. Decline to Approve Oncor Electric Delivery Company Easement and Right-of-Way Agreement for South Hills High School Addition/Renovation Job No. 003-102 in Conjunction with the 2017 Capital Improvement Program
3. Remand to staff for further study

SUPERINTENDENT'S RECOMMENDATION:

Approve Oncor Electric Delivery Company Easement and Right-of-Way Agreement for South Hills High School Addition/Renovation Job No. 003-102 in Conjunction with the 2017 Capital Improvement Program

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

Not Applicable

VENDOR:

Oncor Electrical Delivery Company

PURCHASING MECHANISM

Bid/RFP/RFQ

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Capital Improvement Program
TEA #003 South Hills High School

RATIONALE:

In order for the new addition to have adequate power to operate, a new easement and right-of-way must be granted to Oncor Electrical Delivery Company.

INFORMATION SOURCE:

Vicki Burris

EASEMENT AND RIGHT OF WAY

THE STATE OF TEXAS §
 § **KNOW ALL MEN BY THESE PRESENTS:**
COUNTY OF TARRANT §

That **FORT WORTH INDEPENDENT SCHOOL DISTRICT**, hereinafter called "Grantor," whether one or more, for and in consideration of Ten and No/100 Dollars (\$10.00) and other valuable consideration to Grantor in hand paid by **Oncor Electric Delivery Company LLC, a Delaware limited liability company**, located at 1616 Woodall Rodgers Freeway, Dallas, Texas, 75202-1234, hereinafter referred to as "Grantee", has granted, sold and conveyed and by these presents does grant, sell and convey unto said Grantee, their successors and assigns, an easement and right-of-way for overhead and/or underground electric supply and communications facilities, consisting of a variable number of poles, wires and cables, supporting structures, surface mounted equipment, transformers, conduits, and all necessary or desirable appurtenances over, under, through, across, and upon Grantor's land described as follows:

SEE EXHIBIT "A" ATTACHED

Grantor recognizes that the general course of said lines, or the metes and bounds as above described, is based on preliminary surveys only, and Grantor hereby agrees that the easement and right-of way and its general dimensions hereby granted shall apply to the actual location of said lines when constructed.

Together with the right of ingress and egress along and upon said easement and right-of-way and over and across Grantor's adjoining properties for the purpose of and with the right to construct, maintain, operate, repair, remove, replace, reconstruct, abandon in place, and to change the size and capacity of said facilities; the right to relocate said facilities in the same relative direction of said facilities; the right to relocate said facilities in the same relative position to any adjacent road if and as such road is widened in the future; the right to lease wire space for the purpose of permitting others to string or lay wire or cable along said facilities; the right to prevent excavation within the easement area; the right to prevent construction of, within the easement area, any and all buildings, structures or other obstructions which, in the sole judgment of Grantee, may endanger or interfere with the efficiency, safety, and/or convenient operation of said facilities and their appurtenances, and the right to trim or remove trees or shrubbery within, but not limited to, said easement area, including by use of herbicides or other similar chemicals approved by the U. S. Environmental Protection Agency, to the extent in the sole judgment of Grantee, as may be necessary to prevent possible interference with the operation of said facilities or to remove possible hazard thereto. Grantor shall not make changes in grade, elevation or contour of the land or impound water within the easement area as described above without prior written consent of Grantee.

Grantor reserves the right to use the land within the above described easement area for purposes not inconsistent with Grantee's use of such property, provided such use shall not, in the sole judgment of the Grantee, interfere with the exercise by the Grantee of the rights hereby granted.

TO HAVE AND TO HOLD the above described easement and right-of-way unto the said Grantee, its successors and assigns, until all of said electric lines and facilities shall be abandoned, and in that event said easement and right-of-way shall cease and all rights herein granted shall terminate and revert to Grantor or Grantor's heirs, successors or assigns; and Grantor hereby binds Grantor and Grantor's heirs, successors, assigns, and legal representatives, to warrant and forever defend the above described easement and right-of-way unto Grantee, its successors and assigns, against every person whomsoever lawfully claiming or to claim the same or any part thereof.

EXECUTED this _____ day of _____, 2020.

GRANTOR: Fort Worth Independent School District,

BY: _____
Kent P Scribner, Superintendent

STATE OF TEXAS §
 §
COUNTY OF TARRANT §

BEFORE ME, the undersigned authority, on this day personally appeared Kent P Scribner, as the Superintendent of Fort Worth Independent School District, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he executed the same for the purposes and consideration therein expressed, in the capacity therein stated and he is authorized to do so.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, A. D. 2020.

Notary Public in and for the State of Texas

EXHIBIT A

**20' X 20' UTILITY EASEMENT
LOCATED IN LOT A-R, BLOCK 10,
SOUTHWEST HILLS
CITY OF FORT WORTH, TARRANT COUNTY, TEXAS**

Being 0.009 acres of land located in Lot A-R, Block 10, Southwest Hills, an addition to the City of Fort Worth, Tarrant County, Texas, according to the plat recorded in Volume 388-213, Page 1, Plat Records, Tarrant County, Texas. Said 0.175 acres of land being more particularly described as follows:

Beginning at a point lying N89°31'25"E 513.24 feet and N00°28'51"W 5.04 feet from a 1/2" iron rod stamped "Beasley RPLS 6066" found at the Southwest corner of said Lot A-R;

THENCE N00°28'51"W, a distance of 20.00 feet to a point;

THENCE N89°31'09"E, a distance of 20.00 feet to a point;

THENCE S00°28'51"E, a distance of 20.00 feet to a point;

THENCE S89°31'09"W, a distance of 20.00 feet to the point of beginning, containing 0.009 acres of land.

The bearings recited hereon are oriented to NAD83 Texas North Central Zone.

Kenneth R. Rogers
Registered Professional
Land Surveyor No. 6066



See 8-1/2" X 11" Exhibit Attached

EASEMENT AND RIGHT OF WAY

THE STATE OF TEXAS §
 § **KNOW ALL MEN BY THESE PRESENTS:**
COUNTY OF TARRANT §

That **FORT WORTH INDEPENDENT SCHOOL DISTRICT**, hereinafter called "Grantor," whether one or more, for and in consideration of Ten and No/100 Dollars (\$10.00) and other valuable consideration to Grantor in hand paid by **Oncor Electric Delivery Company LLC, a Delaware limited liability company**, located at 1616 Woodall Rodgers Freeway, Dallas, Texas, 75202-1234, hereinafter referred to as "Grantee", has granted, sold and conveyed and by these presents does grant, sell and convey unto said Grantee, their successors and assigns, an easement and right-of-way for overhead and/or underground electric supply and communications facilities, consisting of a variable number of poles, wires and cables, supporting structures, surface mounted equipment, transformers, conduits, and all necessary or desirable appurtenances over, under, through, across, and upon Grantor's land described as follows:

SEE EXHIBIT "A" ATTACHED

Grantor recognizes that the general course of said lines, or the metes and bounds as above described, is based on preliminary surveys only, and Grantor hereby agrees that the easement and right-of way and its general dimensions hereby granted shall apply to the actual location of said lines when constructed.

Together with the right of ingress and egress along and upon said easement and right-of-way and over and across Grantor's adjoining properties for the purpose of and with the right to construct, maintain, operate, repair, remove, replace, reconstruct, abandon in place, and to change the size and capacity of said facilities; the right to relocate said facilities in the same relative direction of said facilities; the right to relocate said facilities in the same relative position to any adjacent road if and as such road is widened in the future; the right to lease wire space for the purpose of permitting others to string or lay wire or cable along said facilities; the right to prevent excavation within the easement area; the right to prevent construction of, within the easement area, any and all buildings, structures or other obstructions which, in the sole judgment of Grantee, may endanger or interfere with the efficiency, safety, and/or convenient operation of said facilities and their appurtenances, and the right to trim or remove trees or shrubbery within, but not limited to, said easement area, including by use of herbicides or other similar chemicals approved by the U. S. Environmental Protection Agency, to the extent in the sole judgment of Grantee, as may be necessary to prevent possible interference with the operation of said facilities or to remove possible hazard thereto. Grantor shall not make changes in grade, elevation or contour of the land or impound water within the easement area as described above without prior written consent of Grantee.

Grantor reserves the right to use the land within the above described easement area for purposes not inconsistent with Grantee's use of such property, provided such use shall not, in the sole judgment of the Grantee, interfere with the exercise by the Grantee of the rights hereby granted.

TO HAVE AND TO HOLD the above described easement and right-of-way unto the said Grantee, its successors and assigns, until all of said electric lines and facilities shall be abandoned, and in that event said easement and right-of-way shall cease and all rights herein granted shall terminate and revert to Grantor or Grantor's heirs, successors or assigns; and Grantor hereby binds Grantor and Grantor's heirs, successors, assigns, and legal representatives, to warrant and forever defend the above described easement and right-of-way unto Grantee, its successors and assigns, against every person whomsoever lawfully claiming or to claim the same or any part thereof.

EXECUTED this _____ day of _____, 2020.

GRANTOR: Fort Worth Independent School District,

BY: _____
Kent P Scribner, Superintendent

STATE OF TEXAS §
 §
COUNTY OF TARRANT §

BEFORE ME, the undersigned authority, on this day personally appeared Kent P Scribner, as the Superintendent of Fort Worth Independent School District, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he executed the same for the purposes and consideration therein expressed, in the capacity therein stated and he is authorized to do so.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, A. D. 2020.

Notary Public in and for the State of Texas

Basis of Bearing - NAD 83 (2011)(Epoch: 2010.0000)
 Geoid 12A, Texas North Central Zone. Grid bearings.
 Grid Scale Factor = 0.99986630246

| CURVE TABLE | | | | | |
|-------------|-----------|--------|--------|-------------|-------|
| Curve | Delta | Radius | Length | Chord-Dir | Chord |
| C1 | 90°00'16" | 35.00 | 54.98 | N45°28'43"W | 49.50 |
| C2 | 89°55'15" | 35.00 | 54.93 | N44°29'02"E | 49.46 |
| C3 | 89°55'15" | 25.00 | 39.24 | S44°29'02"W | 35.33 |
| C4 | 90°00'16" | 25.00 | 39.27 | S45°28'43"E | 35.36 |



Kenneth R. Rogers
 Registered Professional
 Land Surveyor No. 6066

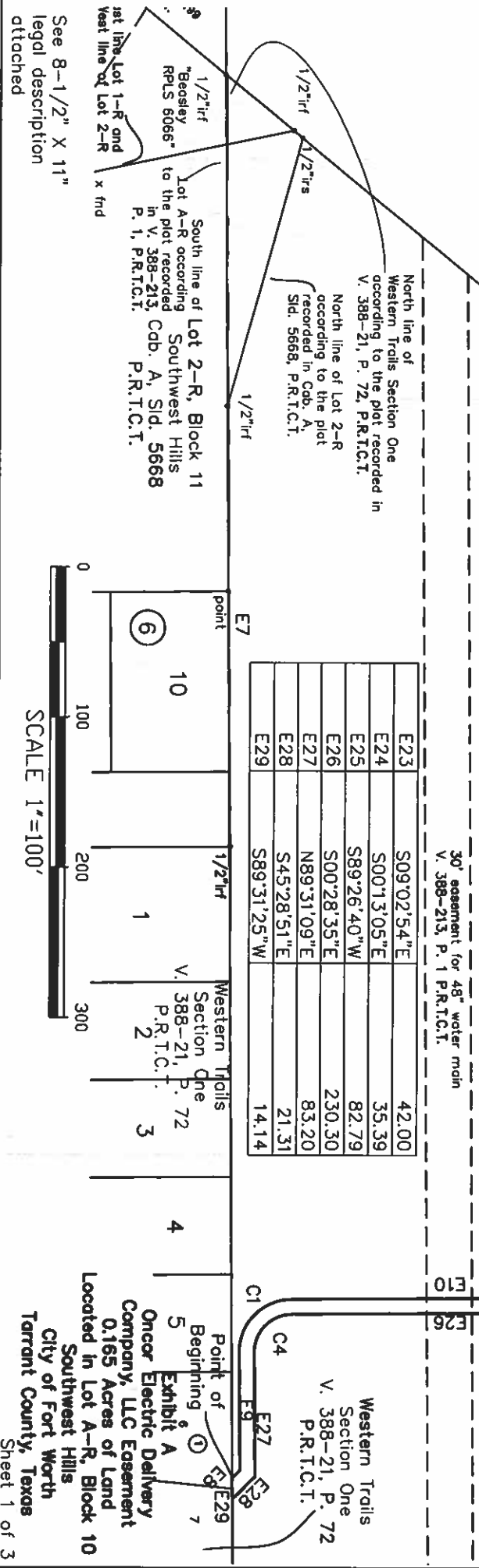
Prepared July 8, 2020
 from a survey performed
 on the ground
 September 2018

Lot A-R, Block 10
 Southwest Hills
 V. 388-213, P. 1
 P.R.T.C.T.

| LINE | BEARING | LENGTH |
|------|-------------|--------|
| E7 | N89°31'25"E | 934.59 |
| E8 | N45°28'51"W | 7.17 |
| E9 | S89°31'09"W | 79.05 |
| E10 | N00°28'35"W | 230.30 |
| E11 | N89°26'40"E | 72.85 |
| E12 | N00°13'05"W | 24.68 |
| E13 | N09°02'54"W | 42.02 |
| E14 | N00°00'00"W | 35.16 |
| E15 | N43°50'28"E | 36.63 |
| E16 | N46°09'32"W | 5.00 |
| E17 | N43°50'28"E | 20.00 |
| E18 | S46°09'32"E | 40.00 |
| E19 | S43°50'28"W | 20.00 |
| E20 | N46°09'32"W | 25.00 |
| E21 | S43°50'28"W | 32.61 |
| E22 | S00°00'00"W | 30.35 |

| LINE | BEARING | LENGTH |
|------|-------------|--------|
| E23 | S09°02'54"E | 42.00 |
| E24 | S00°13'05"E | 35.39 |
| E25 | S89°26'40"W | 82.79 |
| E26 | S00°28'35"E | 230.30 |
| E27 | N89°31'09"E | 83.20 |
| E28 | S45°28'51"E | 21.31 |
| E29 | S89°31'25"W | 14.14 |

30' easement for 48" water main
 V. 388-213, P. 1 P.R.T.C.T.



P. O. BOX 8873
 FORT WORTH, TEXAS 76124

REGISTERED PROFESSIONAL SURVEYORS
HERBERT S. BEASLEY

LAND SURVEYORS L.P.
 • LAND • TOPOGRAPHIC
 • CONSTRUCTION SURVEYING
 FIRM NO. 10094900
 METRO 817-429-0194
 FAX 817-446-5488
 hsbeasley@msn.com

See 8-1/2" X 11" legal description attached

EXHIBIT A

**10' UTILITY EASEMENT
LOCATED IN LOT A-R, BLOCK 10,
SOUTHWEST HILLS
CITY OF FORT WORTH, TARRANT COUNTY, TEXAS**

Being 0.165 acres of land located in Lot A-R, Block 10, Southwest Hills, an addition to the City of Fort Worth, Tarrant County, Texas, according to the plat recorded in Volume 388-213, Page 1, Plat Records, Tarrant County, Texas. Said 0.175 acres of land being more particularly described as follows:

Beginning at a point lying N89°31'25"E 934.59 feet from a 1/2" iron rod stamped "Beasley RPLS 6066" found at the Southwest corner of said Lot A-R;

THENCE N45°28'51"W, a distance of 7.17 feet to a point;

THENCE S89°31'09"W, a distance of 79.05 feet to a point;

THENCE northwesterly, 54.98 feet, along a curve to the right, having a radius of 35.00 feet, a central angle of 90°00'16" and a chord bearing N45°28'43"W 49.50 feet to a point;

THENCE N00°28'35"W, a distance of 230.30 feet to a point;

THENCE northeasterly, 54.93 feet, along a curve to the right, having a radius of 35.00 feet, a central angle of 89°55'15" and a chord bearing N44°29'02"E 49.46 feet to a point;

THENCE N89°26'40"E, a distance of 72.85 feet to a point;

THENCE N00°13'05"W, a distance of 24.68 feet to a point;

THENCE N09°02'54"W, a distance of 42.02 feet to a point;

THENCE North, a distance of 35.16 feet to a point;

THENCE N43°50'28"E, a distance of 36.63 feet to a point;

THENCE N46°09'32"W, a distance of 5.00 feet to a point;

THENCE N43°50'28"E, a distance of 20.00 feet to a point;

THENCE S46°09'32"E, a distance of 40.00 feet to a point;

THENCE S43°50'28"W, a distance of 20.00 feet to a point;

THENCE N46°09'32"W, a distance of 25.00 feet to a point;

THENCE S43°50'28"W, a distance of 32.61 feet to a point;

THENCE South, a distance of 30.35 feet to a point;

THENCE S09°02'54"E, a distance of 42.00 feet to a point;

THENCE S00°13'05"E, a distance of 35.39 feet to a point;

THENCE S89°26'40"W, a distance of 82.79 feet to a point;

THENCE southwesterly, 39.24 feet, along a curve to the left, having a radius of 25.00 feet, a central angle of 89°55'15" and a chord bearing S44°29'02"W 35.33 feet to a point;

THENCE S00°28'35"E, a distance of 230.30 feet to a point;

THENCE southeasterly, 39.27 feet, along a curve to the left, having a radius of 25.00 feet, a central angle of 90°00'16" and a chord bearing S45°28'43"E 35.36 feet to a point;

THENCE N89°31'09"E, a distance of 83.20 feet to a point;

THENCE S45°28'51"E, a distance of 21.31 feet to a point on the south line of said Lot A-R;

THENCE S89°31'25"W, along said south line, a distance of 14.14 feet to the point of beginning, containing 0.165 acres of land.

The bearings recited hereon are oriented to NAD83 Texas North Central Zone.

Kenneth R. Rogers
Registered Professional
Land Surveyor No. 6066



See 8-1/2" X 11" Exhibit Attached

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE CLOSEOUT CONTRACT WITH MUCKLEROY & FALLS FOR BENBROOK MIDDLE/HIGH SCHOOL BASEBALL /SOFTBALL ADDITION/RENOVATION JOB #071-001 (CSP #19-032) AND AUTHORIZE FINAL PAYMENT IN CONJUNCTION WITH THE 2017 CAPITAL IMPROVEMENT PROGRAM

BACKGROUND:

On February 12, 2019, the Board of Education authorized CIP staff to negotiate and enter into a contract with a General Contractor for the 2017 Capital Improvement Program Job No. 071-001 Benbrook Middle/High School Baseball/Softball Addition / Renovation (CSP #19-032). This Bid Package included the construction of a new baseball and softball field on the Corps of Engineers (COE) property managed by the City of Benbrook. The project was substantially completed on February 28, 2020 as inspected by the A/E firm, Hahnfeld Hoffer & Stanford. Muckleroy & Falls has submitted all required closeout documentation, which will be reviewed for completeness prior to final payment to the contractor.

| | | | |
|-------------------------------|------------------|--|-------------------|
| Original Contract Amount: | \$5,040,000.00 | Original Substantial Completion Date: | December 20, 2019 |
| Previous Change Orders (Net) | \$203,717.00 | Substantial Completion Date Increased: | 70 Days |
| Final Deductive Change Order: | (\$54,563.63) | Final Substantial Completion Date: | February 28, 2020 |
| Final Contract Amount: | \$5,189,153.37 | | |
| Previously Paid: | (\$4,929,695.69) | | |
| Final Retainage Payment Due: | \$259,457.68 | | |

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Closeout Contract with Muckleroy & Falls for Benbrook Middle/High School Baseball/Softball Addition/Renovation Job #071-001 (CSP #19-032) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
2. Decline to Approve Closeout Contract with Muckleroy & Falls for Benbrook Middle/High School Baseball/Softball Addition/Renovation Job #071-001 (CSP #19-032) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Closeout Contract with Muckleroy & Falls for Benbrook Middle/High School Baseball/Softball Addition/Renovation Job #071-001 (CSP #19-032) and authorize final payment in conjunction with the 2017 Capital Improvement Program

FUNDING SOURCE

Additional Details

CIP 2017

671-00-2116-000-000-00-000-000000

COST:

Not to Exceed \$259,457.68

VENDOR:

Muckleroy & Falls

PURCHASING MECHANISM

Bid/RFP/RFQ

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Capital Improvement Program
TEA #071 Benbrook Middle/High School

RATIONALE:

Muckleroy & Falls has completed all work as required per the terms of their construction contract. The work has been inspected by Hahnfeld Hoffer & Stanford and the project has been accepted by the CIP Department. A financial reconciliation of the amount paid to date has been performed by the CIP Controls Manager.

INFORMATION SOURCE:

Vicki Burris

**CONSENT AGENDA ITEM
BOARD MEETING
August 25, 2020**

TOPIC: APPROVE CLOSEOUT CONTRACT WITH CZOT-MGS, LLC FOR DUNBAR HIGH SCHOOL ATHLETICS ADDITION / RENOVATION JOB #005-001 (CSP #19-042) AND AUTHORIZE FINAL PAYMENT IN CONJUNCTION WITH THE 2017 CAPITAL IMPROVEMENT PROGRAM

BACKGROUND:

On February 12, 2019, the Board of Education authorized CIP staff to negotiate and enter into a contract with a General Contractor for the 2017 Capital Improvement Program Job No. 005-001 Dunbar High School Athletics Addition / Renovation (CSP #19-042). This Bid Package included the construction of a new athletic facility addition & renovation to include restrooms, locker rooms, coaches’ offices, training room, laundry, and weight room. The project was substantially completed on January 28, 2020 as inspected by the A/E firm, IDG Architects. CZOT-MGS, LLC has submitted all required closeout documentation, which will be reviewed for completeness prior to final payment to the contractor.

| | | | |
|-------------------------------|------------------|--|--------------------|
| Original Contract Amount: | \$3,132,449.00 | Original Substantial Completion Date: | September 13, 2019 |
| Previous Change Orders (Net) | \$100,000.00 | Substantial Completion Date Increased: | 137 Days |
| Final Deductive Change Order: | (\$46,296.42) | Final Substantial Completion Date: | January 28, 2020 |
| Final Contract Amount: | \$3,186,152.58 | | |
| Previously Paid: | (\$3,026,844.95) | | |
| Final Retainage Payment Due: | \$159,307.63 | | |

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Closeout Contract with CZOT-MGS, LLC for Dunbar High School Athletics Addition / Renovation Job #005-001 (CSP #19-042) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
2. Decline to Approve Closeout Contract with CZOT-MGS, LLC for Dunbar High School Athletics Addition / Renovation Job #005-001 (CSP #19-042) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Closeout Contract with CZOT-MGS, LLC for Dunbar High School Athletics Addition / Renovation Job #005-001 (CSP #19-042) and Authorize Final Payment in Conjunction with the 2017 Capital Improvement Program

FUNDING SOURCE

Additional Details

CIP 2017

671-00-2116-000-000-00-000-000000

COST:

Not-to-Exceed - \$159,307.63

VENDOR:

CZOT-MGS, LLC

PURCHASING MECHANISM

Bid/RFP/RFQ

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Capital Improvement Program
TEA #005 Dunbar High School

RATIONALE:

CZOT-MGS, LLC has completed all work as required per the terms of their construction contract. The work has been inspected by IDG Architects and the project has been accepted by the CIP Department. A financial reconciliation of the amount paid to date has been performed by the CIP Controls Manager.

INFORMATION SOURCE:

Vicki Burris

**ACTION AGENDA ITEM
BOARD MEETING
August 25, 2020**

**TOPIC: APPROVAL OF DISTRICT TEACHING PERMIT FOR NON-CORE
CTE COURSES**

BACKGROUND:

The Texas Education Agency provides a provision in the Texas Education Code (§21.055) that allows districts to issue school district teaching permits without approval of the commissioner of education for “noncore academic career and technical education (CTE) courses” beginning September 1, 2015 (TEC §21.055 d-1). Currently, certified Law Enforcement teachers are difficult to find; however, we have an experienced law enforcement applicant who otherwise qualifies for the position. This request is for the Board to exercise its option to issue a District teaching permit to allow us to hire Crescencio Salazar into a current vacant teaching position at Eastern Hills High School.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve District Teaching Permit for Non-Core CTE Courses
2. Decline to Approve District Teaching Permit for Non-Core CTE Courses
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve District Teaching Permit for Non-Core CTE Courses

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Eastern Hills High School

RATIONALE:

This board item should be approved by the Board in order to hire a qualified teacher for a hard-to-fill teaching vacancy in Law Enforcement, as permitted by the Commissioner of Education.

INFORMATION SOURCE:

Kermit Spears

ACTION AGENDA ITEM
BOARD MEETING
August 25, 2020

TOPIC: APPROVE CONTRACT RENEWALS FOR EDUCATIONAL TECHNOLOGY DIGITAL LEARNING, TEXAS STUDENT DATA SYSTEM (TSDS), PUBLIC EDUCATION INFORMATION MANAGEMENT SYSTEM (PEIMS) AND REGION 11 TELECOMMUNICATION NETWORK (RETN) FOR 2020-2021 SCHOOL YEAR

BACKGROUND:

The Fort Worth Independent School District contracts annually with the Education Services Center, Region 11, for Educational Technology Digital Learning, Texas Student Data System (TSDS), Public Education Information Management System (PEIMS) and Region 11 Telecommunication Network (RETN) support services. The contract term is for September 1, 2020 – August 31, 2021. Listed below are a few services that are available for Digital Learning, PEIMS, TSDS and RETN:

- Free access to licensed video streaming and other digital resources
- Free on-line informational resources
- Free technical and planning assistance
- Discounted on-line resources
- Discounted professional development
- TEA/SBEC rules/regulations dissemination and inter-proficiency
- Discovery Education Streaming Discovery Powermedia Plus
- OnePlace Multimedia Resource Portal
- Opportunities for online collaboration with local cultural and educational content program providers as well as surrounding K-12 campuses, community colleges and four-year universities
- Training and transition support
- Two-way audio/two-way video multipoint communication in the Region 11 area

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

1. Approve Contract Renewals for Educational Technology Digital Learning, Texas Student Data System (TSDS), Public Education Information Management System (PEIMS) and Region 11 Telecommunication Network (RETN) for 2020-2021 School
2. Decline to Approve Contract Renewals for Educational Technology Digital Learning, Texas Student Data System (TSDS), Public Education Information Management System (PEIMS) and Region 11 Telecommunication Network (RETN) for 2020-2021 School
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Approve Contract Renewals for Educational Technology Digital Learning, Texas Student Data System (TSDS), Public Education Information Management System (PEIMS) and Region 11 Telecommunication Network (RETN) for 2020-2021 School

| <u>FUNDING SOURCE</u> | <i>Additional Details</i> |
|------------------------------|---|
| Special Revenue | 410-12-6239-001-999-99-458-000000-12245.....\$150,000 |
| General Fund | 199-13-6239-808-999-99-610-000000.....\$202,720 |
| | 199-12-6239-634-999-99-217-000000.....\$42,750 |
| | 199-31-6239-818-999-99-226-000000.....\$10,100 |

COST:

\$405,570

VENDOR:

ESC Region 11

PURCHASING MECHANISM

Interlocal Agreement

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

District-Wide

RATIONALE:

Approval of this item will allow administrators, teachers, students and parents to have access to digital learning tools and media resources as well as provide support for PEIMS TSSD transition.

INFORMATION SOURCE:

Jerry Moore



1451 S. Cherry Lane
White Settlement, TX 76108

**FORT WORTH ISD Contract Summary for
Instructional Solutions and Support-without Canvas v26**

Enrollment Period: 09/01/2020 - 08/31/2021

ESC Region 11 has combined three of its most popular contracts into one inclusive package that provides exceptional offerings at an incredible value. The Administrative Services, Instructional Services, and Digital Learning contracts are now blended to form the new Instructional Support and Solutions Contract. This new contract provides all of the major benefits of each individual contract and features an added bonus—virtually no registration fees!

If you would like your LEA to use the Instructional Services and Support Services, please check the box on the right.

| Answer | Price |
|-------------------------------------|--------------|
| <input checked="" type="checkbox"/> | \$395,470.00 |
| \$395,470.00 | |

Total:

Contract Contact: Shannon Johnson
sjohnson@esc11.net



1451 S. Cherry Lane
White Settlement, TX 76108

**FORT WORTH ISD Contract Summary for
TSDS (PEIMS, studentGPS Dashboard, TIMS, UID, ECDS) v10**

Enrollment Period: 09/01/2020 - 08/31/2021

Please select the following TSDS services for which your district will use.

TSDS PEIMS Support - Please select the options(s) that applies to your district:

PEIMS Support (all districts and charter schools)

PEIMS TSDS First Year Training (also select this checkbox if this is your district's first year to submit TSDS PEIMS)

Adjustment

Total:

Contract Contact: Stephanie Smelley
ssmelley@esc11.net
817-740-7602

| Answer | Price |
|-------------------------------------|-------------|
| <input checked="" type="checkbox"/> | \$10,100.00 |
| | |
| \$10,100.00 | |

FORT WORTH ISD BOARD OF EDUCATION

RESOLUTION
August 25, 2020

*RE: NOMINATION AND ELECTION OF TARRANT APPRAISAL DISTRICT BOARD
MEMBER*

WHEREAS, Fort Worth Independent School District (FWISD) on December 10, 2019, by Resolution, cast 577 votes to appoint John Molyneaux to serve as a Member of Tarrant Appraisal District (TAD) Board of Directors (TAD Board) for the 2020-2021 term; and

WHEREAS, FWISD subsequently passed a Resolution under Texas Property Tax Code Section 6.033, to recall Mr. Molyneaux and to approve the recall; and

WHEREAS, on August 17, 2020, the Chief Appraiser of TAD Called for Appointment of a New Board Member to Fill the Vacancy Resulting From Recall of Mr. Molyneaux,; and

WHEREAS, as FWISD is a “taxing unit[] ... entitled to vote in the recall election” under Section 6.033 (d), it is entitled to vote to appoint a new board member and, by Resolution passed by its Board of Education and filed with the Chief Appraiser, may nominate one candidate to the TAD Board for the 2020-2021 term; and

WHEREAS, FWISD is entitled under Tax Code Section 6.033 (d) to cast its vote by Resolution for one of the candidates to serve as an appointee to the TAD Board for the 2020-2021 term and such Resolution is to be filed with the Chief Appraiser of TAD; it is therefore

RESOLVED, that FWISD, by and through this Resolution of the FWISD Board, casts its 577 votes to nominate as a candidate, whose name is to be submitted to the Chief Appraiser as a nominee, and furthermore, casts its 577 votes to appoint said nominee, _____, to the TAD Board for the 2020-2021 term; and

FURTHER RESOLVED, that a certified copy of this Resolution be delivered to and filed with the Chief Appraiser of TAD.

RESOLVED AND ENTERED this the 25th day of August, 2020.

Jacinto Ramos, Jr., President
Board of Education
Fort Worth Independent School District

ATTEST:

Anael Luebanos, Secretary
Board of Education
Fort Worth Independent School District

ACTION AGENDA ITEM
BOARD MEETING
August 25, 2020

TOPIC: APPROVE ENDORSEMENT OF CANDIDATE FOR TEXAS ASSOCIATION OF SCHOOL BOARDS (TASB) BOARD OF DIRECTORS, REGION 11, POSITION C

BACKGROUND:

The general governing body of TASB is the Delegate Assembly, which meets each Fall on the Saturday of the TASB/TASA Joint Annual Convention, and one of the responsibilities of the voting representatives of the assembly is to elect the TASB Board of Directors. Annually, the Active Members designate a Delegate and Alternate from their local boards to represent their interests at the Delegate Assembly. Either the Delegate or the Alternate, whichever is present on the floor, is on the Active Member's voting representative. Elected TASB Board members and Legislative Advisory Council Members of the TASB Legislative Committee are also voting representatives on the Assembly floor by virtue of their positions.

The 44-member TASB Board is composed of the President, the President-Elect, the Immediate Past President, and members from the 20 TASB Regions, which follow the Education Service Center boundaries. An Education Service Center representative is also a member of the Board serving as a voting ex officio member.

The TASB Board supervises, controls, and directs the affairs of TASB, within the limits of and consistent with the bylaws, beliefs, resolutions, and Advocacy Agenda Priorities and Positions approved by the Delegate Assembly.

TASB Region 11, Position C

STRATEGIC GOAL:

3 - Enhance Family and Community Engagement

ALTERNATIVES:

1. Approve Endorsement of Candidate for Texas Association of School Boards (TASB) Board of Directors, Region 11, Position C
2. Decline to Approve Endorsement of Candidate for Texas Association of School Boards (TASB) Board of Directors, Region 11, Position C
3. Remand to staff for further study

SUPERINTENDENT’S RECOMMENDATION:

Board decision

FUNDING SOURCE

Additional Details

No Cost

Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

PARTICIPATING SCHOOL/DEPARTMENTS

Board Trustees

RATIONALE:

If a majority of the Active Members of the Region endorses a candidate, that individual will be elected to the TASB Board. If at least 25 percent, but not a majority, endorse the candidate, that individual will be included on the official ballot at the TASB Delegate Assembly.

INFORMATION SOURCE:

Kent P. Scribner
Karen Molinar

| Region, Open Position | Candidate/District | Total Endorsements Received |
|--|--|---|
| <p>Region 11, Position B*</p> <p>Jacinto "Cinto" Ramos (Fort Worth ISD) <i>According to the TASB Bylaws, this District is designated as a Large District. For TASB Director nominations, Large Districts are treated as Association Regions and, therefore, do not participate in the endorsement process. A Large District's local board nomination constitutes a majority.</i></p> | <p>Jacinto "Cinto" Ramos (Fort Worth ISD) Brief Bio</p> | |
| <p>Region 11, Position C</p> <p>New Position Total active members in Region=77 Endorsements required for 25 percent=19 Endorsements required for Majority=39 (Endorsement Count)</p> | <p>Douglas Chadwick (Denton ISD) Brief Bio</p> <p>Justin Chapa (Arlington ISD) Brief Bio</p> <p>Julie Cole (Hurst-Euless-Bedford ISD) Brief Bio</p> <p>DeLeon English (Little Elm ISD) Brief Bio</p> <p>Karen Marcucci (Mansfield ISD) Brief Bio</p> <p>Ryan Ray (Crowley ISD) Brief Bio</p> | <p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p> |

Statutory Requirements

“Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board’s attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney’s duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Law. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

“All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

“This notice is posted and filed in compliance with the Open Meetings Law August 21, 2020, at 10:30 a.m.”

Christian Alvarado

Christian Alvarado
Coordinator
Board of Education