



BSAC 3

Retain & Recruit Quality Staff

WORKING GROUPS

01

Operational Efficiency

District operations cover everything from transportation and maintenance to meals and technology.

Understand the impact of the level of service to ensure effective learning environments and make recommendations.

02

Retain & Recruit Quality Staff

Gain a comprehensive understanding of personnel costs and support, while analyzing the markets influencing BISD.

Based on this analysis, make recommendations,

03

Revenue Generation

Districts generate revenue primarily through the state funding formula.

Gain an understanding of available opportunities to generate revenue under current law and make recommendations,

04

Reach & Impact

Understand the current state of engagement and advocacy efforts.

Make recommendations to expand and engage greater levels of advocacy.

Benchmark Districts & Region

20

By Fast Growth

Austin and San Antonio areas:

- Hutto ISD
- Liberty Hill ISD
- Medina Valley ISD
- Southwest ISD
- Hays CISD
- Navarro ISD
- Schertz-Cibolo-UC ISD
- Seguin ISD
- Pflugerville ISD
- Leander ISD
- Dripping Springs ISD
- Comal ISD
- Lake Travis ISD
- Georgetown ISD
- New Braunfels ISD

By Similar Demographics and Property Wealth:

- Del Valle ISD
- Alamo Heights ISD
- Round Rock ISD
- Kerrville ISD

By Proximity:

- Northside ISD
- North East ISD
- Comfort ISD
- San Antonio ISD
- Judson ISD



Fast Facts: Compensation

Entry Rates

- Auxiliary \$13.20–25.39/hourly
- Paraprofessional \$13.36–34.32/hourly
- Teacher, Nurse, Librarian \$294.88/daily
- Professional \$225.99–546.00/daily

Auxiliary & Paraprofessional entry rates increase by \$1.25/hour effective January 1, 2025.

2024–25 Annual Increase *(based on grade/step midpoint)*

- Auxiliary 2.5%
- Paraprofessional 2.5%
- Teacher, Nurse, Librarian 1.5%
- Professional (AP01–AP06) 1.5%
- Professional (AP07–AP10) 0.5%

Fast Facts: Stipends

Stipends are additional compensation paid to teachers for performing supplemental duties.

- Athletics
- Fine Arts
- Academic, including content-based and sponsorships
- Campus-assigned, including academic and sponsorships
- District-assigned, including advanced degree, technology, and new teacher mentor

Stipends are essential to remain competitive with area districts.

The projected cost of teacher stipends for 2024–25 is about \$1.5M.

Fast Facts: Benefits

- BIRD participates in TRS ActiveCare, which had a 14% increase in 2024-25.
- 919 of 1,362 (67.5%) full-time employees have elected BIRD medical insurance benefits in 2024-25.
- BIRD contributes between \$335-\$435/month (depending on the plan chosen) toward medical insurance for employees, who purchase insurance.
- The out-of-pocket cost of medical insurance ranges from \$102-\$1,212 per month.
 - Employee Only \$102-164
 - Employee/Children \$378-484
 - Employee/Spouse \$785-903
 - Employee/Family \$1,051-1,212

Competition for Teachers

DISTRICT	0 YR	5 YR	10 YR	15 YR	20 YR
Medina Valley ISD	\$ 60,934	\$ 63,064	\$ 64,854	\$ 66,454	\$ 68,054
Northside ISD	\$ 59,255	\$ 60,930	\$ 63,105	\$ 64,780	\$ 66,455
Judson ISD	\$ 59,242	\$ 61,842	\$ 65,727	\$ 68,227	\$ 69,252
Alamo Heights ISD	\$ 58,520	\$ 59,591	\$ 60,717	\$ 63,840	\$ 69,818
SCUCISD	\$ 58,400	\$ 59,803	\$ 61,531	\$ 63,165	\$ 65,436
SAISD	\$ 57,500	\$ 58,350	\$ 60,550	\$ 62,350	\$ 64,350
Somerset ISD	\$ 56,520	\$ 58,520	\$ 60,520	\$ 62,620	\$ 64,620
NEISD	\$ 56,500	\$ 59,021	\$ 61,746	\$ 63,656	\$ 65,156
NBISD	\$ 55,500	\$ 58,469	\$ 63,083	\$ 64,465	\$ 65,879
BISD	\$ 55,142	\$ 55,717	\$ 57,310	\$ 59,900	\$ 62,336
Comal ISD	\$ 53,500	\$ 54,825	\$ 58,857	\$ 61,308	\$ 63,904

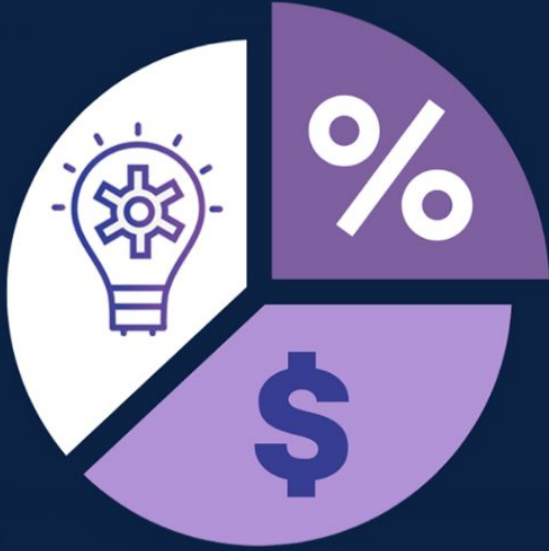
Teacher Retention

2019-2023

Turnover Rate	2019-20	2020-21	2021-22	2022-23
State	16.8%	14.3%	17.7%	21.4%
Boerne ISD	14.3%	14.0%	13.4%	14.6%

Source: Boerne ISD, TAPR, 2019-2023

Direct Student Services



**88% of BISD
employees directly
support students.**

Position	Total Staff
Teacher	720
Teaching Assistant	122
Campus Administration	29
Campus Professional	90
Campus Clerical	64
Campus Auxiliary (Food Services, Custodial, etc.)	118
Transportation	65
Total	1,208

Program Growth in BISD



CTE program growth is tied to Programs of Study in high interest areas & P-TECH programming

Special Education program growth is tied to the inclusion of Dyslexia

Fast Facts: Weighted Average Daily Attendance

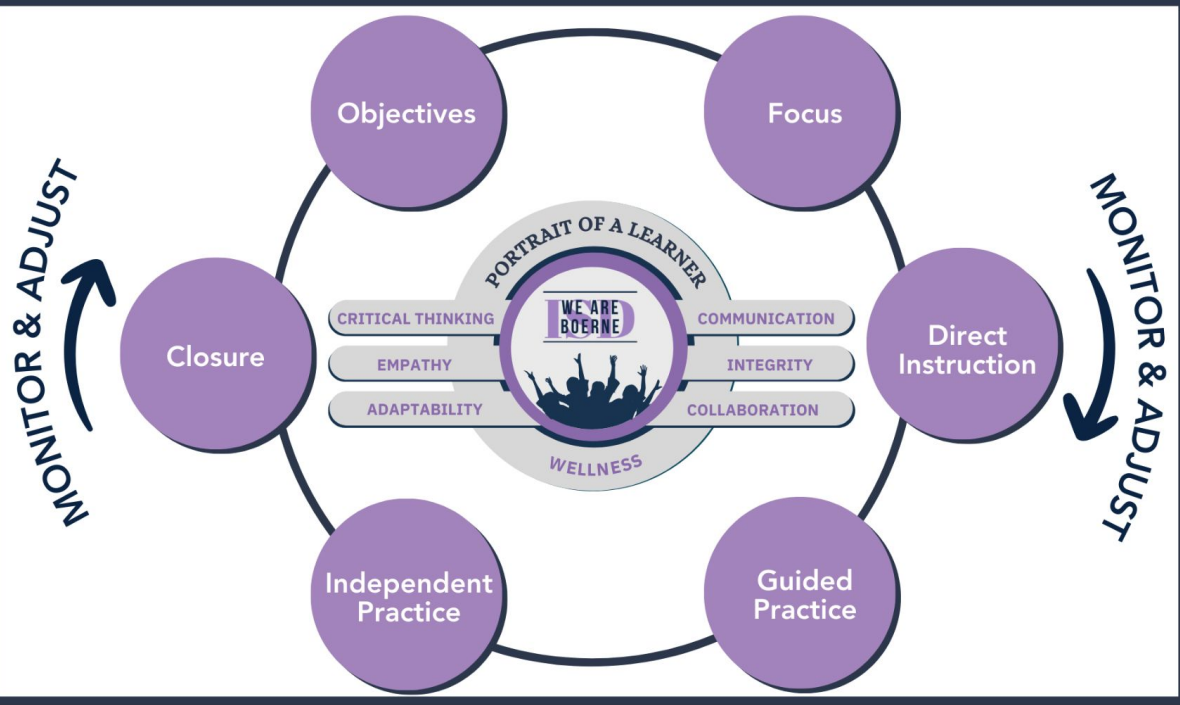
- Weighted Average Daily Attendance (WADA)
 - The state provides additional funding for ISDs based on the number of special needs students enrolled
- Foundation School Program, Tier II: Enrichment Programming
- BISD receives WADA for:
 - Bilingual/Dual Language
 - Gifted and Talented
 - Early Childhood and Special Education
 - CTE
 - Free & Reduced Lunch
- BISD strategies for maximizing WADA
 - Ensure accurate data reporting
 - Accurately screening and identifying students (GT, SPED, Emergent Bilingual)
 - Maximizing Enrollment (CTE, Emergent Bilingual)



Multi-Tiered Systems of Support (MTSS) & Progress Monitoring

Guaranteed Viable Curriculum

Data-Driven Decision Making
Rigor, Relevance, Engagement



lead4ward - AVID

Classroom Walk-Throughs - Collection of Teacher Data for Growth

Professional Learning - PLCs, Instructional Coaching, CMS, TXLS

Fundamental 5



Curriculum, Instruction, & Assessment Map



BISD INSTRUCTIONAL BLUEPRINT

Rigor



High Level Questioning & Academic Discussion

Lessons are designed to inspire students to independently engage in dialogue and add valuable academic content around the learning tasks.

Reading



Reading Across the Contents

Increase student reading levels with an emphasis on fluency and comprehension across all district classrooms.

Writing



Writing Across the Contents

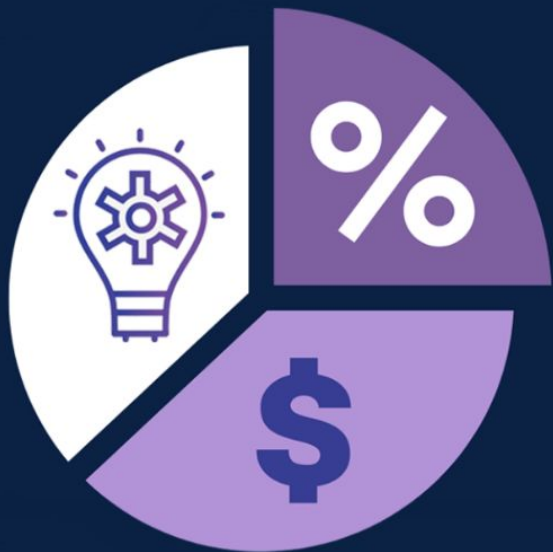
Create and maintain a system of support to instill quality writing across all district classrooms.

Whole Child



Whole Child Learning

Create a school culture that helps children excel academically by being safe, healthy, supported, engaged, and challenged.



Supporting Teachers To Be Their Best

- Professional Learning Communities (Job-Embedded)
- Instructional Coaching Program
- Boerne U
- District Professional Learning Days

Where pay structures are crucial to recruiting teachers, districts must leverage their own teams to create favorable work conditions, a positive culture, and a climate of teacher support and development.

-Darling-Hammond, et al. (2016)

Opportunities for Advancement

Equip & Aspire Teacher Training Program



- Offers educational aides who have been employed with the district for at least one year a pathway to become a certified teacher
- Partnership with Indiana Wesleyan University, Teachworthy, and Capturing Kids' Hearts
- Participants concurrently complete a bachelor's degree and Texas teacher certification

UTSA Masters in Bilingual Education



- 30 credit hours of graduate-level course work in ESL or Dual Language
- FREE OF CHARGE –including tuition, textbooks, student fees, parking
 - Equivalent to a complete Master's degree from UTSA's College of Education and Human Development
- 15 credit hours of choice needed to complete full MA degree in either TESL or Bicultural-Bilingual Education

Aspiring Instructional Coach Academy



- Yearly cohort of educator experiential opportunities to learn more about the skills needed to become an instructional coach
- Admission through an application process that includes a formal recommendation by the applicant's principal

Recruitment

Increased presence at college, university, and partner hiring events

Note: Total of 6 events attended during 2023-24

- Attended 8 events between June – November
- Scheduled to attend 8-10 events during Spring 2025

New Initiatives

- Create brand awareness
- Boerne Market Days
- BISD Homecoming Football Games
- Pre-Hire Agreements



Every Child,
Every Day



Respectful
Relationships



Excellence
through
Integrity



Commitment
to Service

Recruitment Challenges

Teaching Assignment	Major Challenges
Special Education	<ul style="list-style-type: none">• High caseloads• BISD does not offer special education teacher stipends• Additional certification requirements for self-contained classrooms
Bilingual Education	Certification requirement includes 5 tests, whereas most content areas require only 2-3 tests
Career & Technical Education	<ul style="list-style-type: none">• Most content areas require at least two years of industry experience• Teachers can earn higher salaries working outside of education, i.e., nursing, computer programming, etc.
Dual Credit	<ul style="list-style-type: none">• Requires masters degree with requirements for coursework in the content area• Must be approved by the college partner

Retain & Recruit

Meeting 3 Wrap-Up

Recruit

Why is it
important to a
school district?

Retain

Why is it
important to a
school district?

**GUIDING
PRIORITIES**
to inform
decisions ahead



I wonder...

What do you want to
learn more about?





**Budget
Strategy &
Advisory
Committee**

BOERNE
INDEPENDENT SCHOOL DISTRICT