



Agenda of Regular Meeting Monday, September 20, 2021 The Board of Trustees Richardson ISD

A Regular Meeting of the Board of Trustees of Richardson ISD will be held Monday, September 20, 2021, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. **CALL TO ORDER**
 - A. Pledge of Allegiance / Moment of Silence 6
 - B. Reading of Board Goals 8
 - C. Announcements / Communications
Recognition of Schools, Students and Staff
- II. **PUBLIC COMMENT SECTION** 9
Comments from visitors who complete a card requesting to address Board Members.
 - A. Agenda Related Topic
- III. **CONSENT / CONFIRMATION AGENDA ITEMS**
Submitted for Action and/or Information
 - A. Minutes of August 9, August 23 and September 3, 2021 Meetings 12
Action Item
 - B. Human Resources Report 27
Action/Information Item
 - C. Recommended Specified Best Value/Low Bids, Contracts and Cumulative Purchases 53
Action/Information Item
 - Part A: New Bids - For Approval**
Miscellaneous Consultant Services
Data Center Refresh EA, Compute, WiFi, DNS
 - Part B: Bid Renewals - For Approval**
None
 - Part C: Contract Information (Greater than \$100,000) - For Approval**
Dallas County Appraisal District - appraising property in the county
Longhorn Bus Sales - 77-passenger buses, 8 each (BuyBoard 630-20)
Footsteps to Brilliance - Instructional Software to support biliteracy development in grades Pre-K through 3rd. Purchase is a 5 year license (Choice Partners 21/016KN-07)

Interior Resources Group - Teacher mobile sit/stand desk (Omnia Partners R191808)

PBK Architects, Inc. - Field turf installations for baseball and softball at Lake Highlands, Berkner, and Richardson High Schools

Savvas - Digital and print textbooks for AP Physics (RISD Bid # 21-121)

Communities In Schools - Consultants providing direct program and related social services for at-risk students at Audelia Creek Elementary, Northlake Elementary, Northrich Elementary, Bukhair Elementary, Greenwood Hills Elementary, Spring Valley Elementary, Mark Twain Elementary, Stults Elementary, Forest Lane Academy, Thurgood Marshall Elementary, Aiken Elementary, Stults Road Elementary, Skyview Elementary, Prestonwood Elementary, Dover Elementary, Apollo JH, Lake Highlands JH, Forest Meadow JH, Richardson West JH, Parkhill JH, Liberty JH, Westwood JH, Lake Highlands HS, L.V. Berkner HS, J.J. Pearce HS, Richardson North JH, and Richardson HS, through June 30, 2022.

STAR Autism Support - Provide professional consulting, workshops, staff training, and parent training services, per grant awarded to RISD 2021-2022.

Texas Air Systems - Replacement of three boiler units at Lake Highlands High School (BuyBoard 609-20)

Baun Intertec - Geotechnical services JJPHS (Professional Services)

Flyleaf Publishing - Decodeable readers and teacher lesson resources for small group reading (BuyBoard 609-20)

Pioneer Valley Books - Word Study Kits for small group phonics (RISD Bid #1605)

Netsync Network Solutions - APC Service 5 years (DIR-CPO-4430)

Bonfire Interactive LTD - 5 year renewal for e-procurement system (DIR-TSO-4363)

Part D: Interlocal Agreements, Memorandums of Understanding, and Other - For Approval

Interlocal Agreements:

CFB ISD - CDL Skills Test facilitation

Memorandums of Understanding:

Between RISD and Education Service Center Region 11

Other:

None

Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)

IdentifiE Special Education on behalf of Olivia Perez - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Soliant Health on behalf of Catherine Mathews - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Supplemental Health Care on behalf of Tzu-Jung Chong - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Crossley Psychological Services, PLLC - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Soliant Health on behalf of Delsa Hughes - Support RISD's Speech Language Pathology Team, collaboration with campus teams, attendance in RtI meetings, comprehensive speech language therapy, writing IEPs, updating progress and attendance of ARD meetings, through December 31, 2021.

Soliant Health on behalf of Belinda Carson - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Soliant Health on behalf of Danise Spiva - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

National Recruiting Consultants, LLC - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Program Evaluation & Educational Research Solutions (PEERS), Evaluator: Eleazar Ramirez - Provide bilingual LSSP support to the evaluation staff, through December 31, 2021.

Soliant Health on behalf of Tammy Williams - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

East Texas Educational Contracting - Support RISD's Evaluation staff to include, but not limited to, educational assessment,

report writing, and attendance of ARD meetings, through December 31, 2021.

Soliant Health on behalf of Jordan Atchison - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Catholic Charities Diocese of Ft. Worth - Translation/Interpretation services.

Soliant Health on behalf of Jessica Reyes - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Templeton Demographics - Perform a demographic study - Ten-Year enrollment forecast. (through January 31, 2022)

Supplemental Health Care on behalf of Anne Marden - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Supplemental Health Care on behalf of Sharon Thibodeau - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Jan Doughman - Assist Instructional Technology with distribution of new devices for teachers and students.

Kollar Educational Consulting, LLC on behalf of Tina Kollar - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.

Jana Schofield - Support RISD's Speech Language Pathology Team, collaboration with campus teams, attendance in RtI meetings, comprehensive speech language therapy, writing IEPs, updating progress and attendance of ARD meetings, through December 31, 2021.

JRB Consulting - Assist with update and maintenance of the Instructional Operating Guide (IOG)

Nola LTD - Event rental space for April 9, 2022

Shruti Mehta - Consultant will assist with the development of data integrations for various 3rd party vendors, the maintenance and enhancement of the ODS structures, maintaining and developing data warehouse reporting to extend the functionality of the Data Warehouse and maintaining and enhancing PL/SQL ETLs, through June 30, 2022.

Melanie Klutts dba MK Consulting - Review all previously written ELAR?SLAR assessments for TEK alignment and STAAR alignment. Write and translate assessments for genres not previously tested, translate all answer documents, align all ELAR and SLAR assessments to district curriculum documents, upload and organize work product to shared drive, through May 1, 2022.

Lead4ward, LLC - STAAR4Ward for Leaders Planning Workshop, Presenter, Brad Gibson. (September 10-14, 2021)

Amanda Harrison - Marching Band Color Guard Director/Technician. (PHS)

Paul Jacob Mooney - Marching Band Color Guard Director/Technician. (RHS)

Part F: Cumulative Purchases - Information Only

Cumulative Purchases from Qualified Vendors:

Buy Board - Texas Association of School Boards

CCGPF - Collin County Governmental Purchasing Forum

CPGPC - Choice Partners

DIR - State of Texas Department of Information Resources

EPCNT - Education Purchasing Cooperative of North Texas

ESC - Educational Service Center

SOURCEWELL - Sourcewell (previously NJPA)

OMNIA Partners - TCPN/IPA/US Communities

PACE - Purchasing Association of Cooperative Entities

PPPCP - Prospering Pals

TIPS - The Interlocal Purchasing System

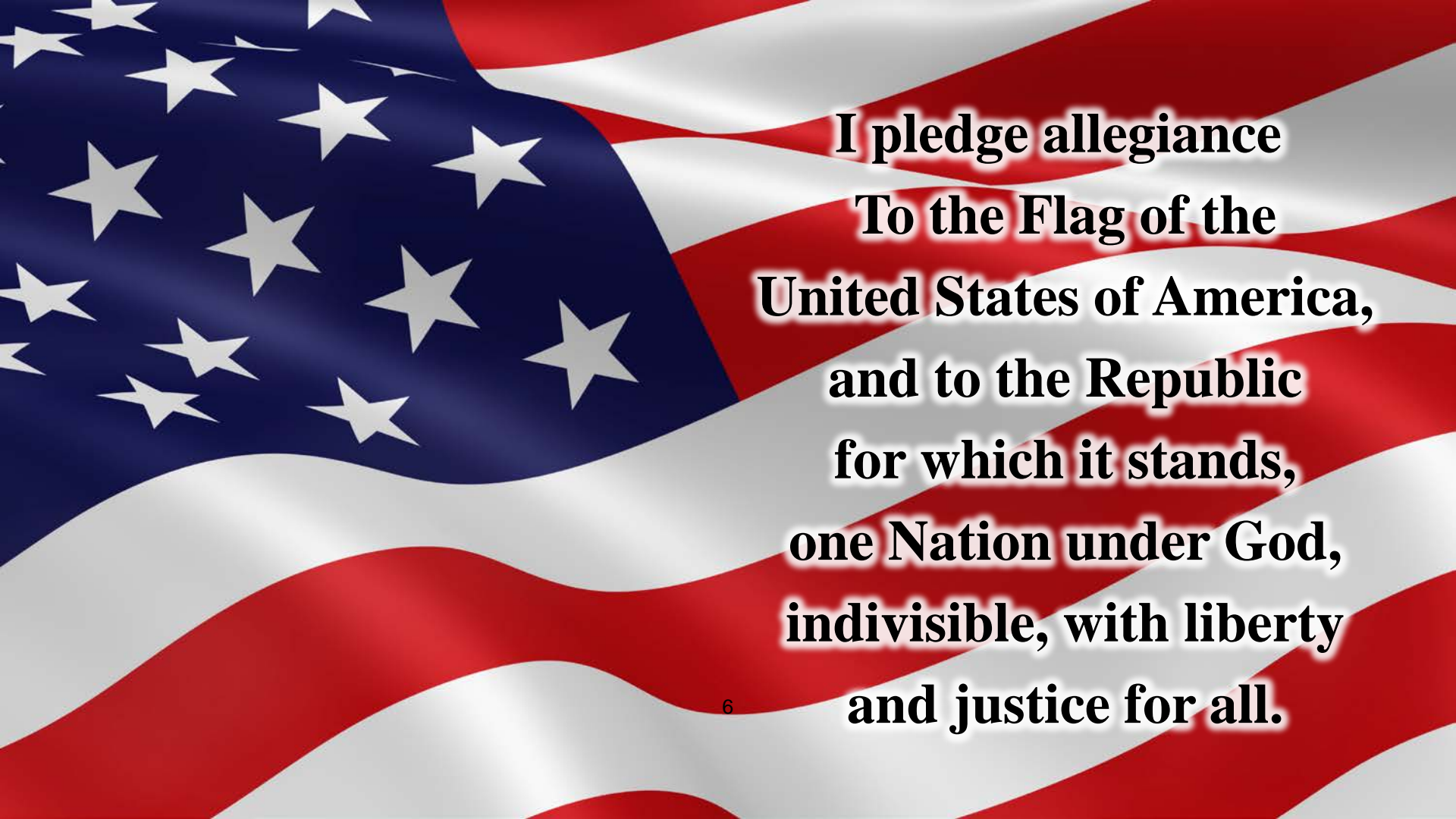
TPASS - Texas Procurement and Support Services

D. Schedule of Upcoming Bids	62
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Information Item	

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	Action Item	
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	Action Item	
B.	Consider Gifts	82
	Action Item	
C.	COVID-19 Task Force Update	84
	Information Item	
D.	2021-2022 RISD Accelerated Learning Plan	92
	Information Item	
E.	Senate Bill 1882 Partnership - Dallas College / Board Policy Update - ELA (Local) - 1st Reading	120
	Information Item	
F.	Strategic Plan Update	141
	Information Item	
G.	Discussion of Legislative Issues	
	Information Item	
H.	Discussion of Student / District Activities	
	Information Item	
I.	Discussion of Upcoming Events	
	Information Item	
J.	Discussion of Recently Attended or Upcoming Conferences and Meetings	
	Information Item	
K.	Proposal of Future Agenda Items	
	Information Item	
V.	PUBLIC COMMENT SECTION	
A.	Non-Agenda Related Topic	
VI.	ENTER CLOSED MEETING in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 - Consultation with Attorney.	
A.	Real Property	
B.	Litigation Update	
VII.	RECONVENE	
	Open Meeting to vote on matters considered in Closed Meeting, if applicable.	
VIII.	ADJOURNMENT	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly

identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

The background of the image is a close-up, slightly angled view of the American flag. The blue field with white stars is on the left, and the red and white stripes are on the right. The flag appears to be waving, with soft folds and highlights.

**I pledge allegiance
To the Flag of the
United States of America,
and to the Republic
for which it stands,
one Nation under God,
indivisible, with liberty
and justice for all.**



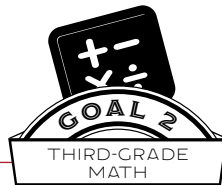
**Honor the Texas flag;
I pledge allegiance
to thee, Texas,
one state under God,
one and indivisible.**



2024 BOARD GOALS



The percent of students who score at the meets level in 3rd grade reading will grow from 47% to 60% by June 2024.



The percent of students who score at the meets level in 3rd grade math will grow from 52% to 65% by June 2024.



Percent of students completing Algebra I and meeting standard on Algebra I EOC before entering high school will increase from 38% to 50% by June 2024.



CCMR indicator score for all students will increase from 65% to 79% by June 2024.



Graduation rate for all RISD students will increase from 88% to 98% by June 2024.



BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT

Procedures for Public Comments During Board Meetings

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The Board offers a Public Comment Section during its meetings to provide opportunities for members of the public to convey information to the Board.

The Board adopted the following procedures concerning public comments to facilitate the efficient operation of meetings:

- **Public Comment Section.**
 - The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Monday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Monday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.
 - The Public Comment Section for agenda-related topics ordinarily will be placed on the Agenda just prior to the first business item on the Agenda. The section for comments related to non-agenda topics may be placed on the Agenda after other action and information items.
 - When necessary for effective meeting management, to accommodate large numbers of individuals wishing to address the Board at a meeting, or when otherwise advisable to accommodate specific circumstances, the Board delegates to the presiding officer the authority to make adjustments to these public comment procedures. Such adjustments may include, without limitation, adjusting when public comment will occur during a meeting, reordering agenda items, deferring public comment on non-agenda items, continuing an agenda item to a later meeting, temporarily revising public comment procedures as necessary if a meeting is conducted via videoconference, providing expanded opportunity for public comment, or establishing an overall time limit for public comments and adjusting the time allotted to each speaker.
- **Speaker Topics.**
 - Regular Business Meetings. Speakers may comment on specific Agenda items as well as matters not on the posted Agenda during the Public Comment Section at regular business meetings.
 - Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.
 - Public Hearings. When RISD gives notice of a public hearing, speakers may complete a separate comment card for the public hearing. Speakers may only comment on the specific

topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

- Public Comment Cards.

- Persons wishing to address the Board must complete a Public Comment card. Public Comment cards are located in the foyer of the Auditorium in the Administration Building before scheduled meetings. (If the Board schedules a meeting at another location, Public Comment cards will be available in a conspicuous location at the meeting site.) A staff member typically will be present to receive Public Comment cards.
- Completed cards must be placed in the designated box no later than fifteen (15) minutes prior to the posted time for the meeting to begin. Most meetings are scheduled to begin at 6:00 p.m. RISD will not accept Public Comment cards later than fifteen minutes prior to the posted meeting time.
- In addition to identifying information, each speaker must indicate the specific Agenda item about which he or she wishes to comment and/or identify the non-Agenda topic of the comments.
- If RISD gives notice of a public hearing, it will provide a separate public hearing comment card that persons who wish to speak must complete.

- Written Materials. A speaker who wishes to provide written materials to the Board of Trustees must attach at least nine (9) copies of the materials to the completed Public Comment card. Staff will provide a copy of the materials to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

- Time.

- Each speaker is limited to a total of three* minutes and a speaker may not use time of another speaker to extend his or her comment period. *Note:* A speaker who addresses the Board through a translator will have six* minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.
- Staff will set a three*-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.
(*Unless the comment period has been limited as provided herein.)

- Single comment. A speaker may complete one Public Comment Card for each meeting. A speaker who comments during a public hearing is not ineligible to speak during the regular public comment period.

- Protocol for Speakers.

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.
- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.

- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.
 - The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda.
 - Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed.
- Consent for Online Publication. RISD may audio and video record its meetings. A person who chooses to speak during the Public Comment Section is consenting to the online audio/video publication of his or her comments.
 - Reasonable Accommodation and Translation. Persons desiring to make a public comment who need reasonable accommodations of a disability or who require a language translator should contact the Board office at 469-593-0403 in advance of the meeting to request assistance.

Approved: August 9, 2021

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: August 9, 2021

Department: Board of Trustees Office

Submitted by: Libby Oliver, Administrative Manager - Board Relations

ACTION ITEM

TOPIC: Minutes of June 7, June 14 and July 19, 2021 Meetings

BACKGROUND INFORMATION

Minutes recorded on above date(s).

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the minutes of the 2021 meetings listed above.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
August 9, 2021

The Board of Trustees of the Richardson Independent School District met in a Regular Meeting at 6:00 P.M., in the Administration Building, 400 South Greenville Avenue, Richardson, Texas with the following present: Mrs. Karen Clardy, President; Ms. Regina Harris, Secretary; Mr. Eron Linn, Mr. Eric Eager Mrs. Debbie Renteria, Mr. Chris Poteet and Mrs. Megan Timme as well as Dr. Jeannie Stone, Superintendent; Mrs. Tabitha Branum, Deputy Superintendent; Mrs. Brenda Payne, Assistant Superintendent Administrative Services; Dr. Christopher Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Byno, Assistant Superintendent of Teaching and Learning; Mrs. Sandra Hayes, Assistant Superintendent Operations; Mr. David Pate, Chief Financial Officer; Ms. Melissa Heller, Chief of Strategy and Engagement; Mr. Henry Hall, Chief Technology Officer; and Ms. Mia Martin, General Counsel.	Present
None	Absent
Mrs. Clardy led the pledges of allegiance and Dr. Stone led the moment of silence in memory of Ng'Arge Shaw, our friend and colleague that passed away over the weekend. Mrs. Clardy read aloud the Board Goals.	Pledges of Allegiance
Dr. Melissa Heller presented the recognitions listed below. The Board recognized the following: Partner Recognition: <ul style="list-style-type: none"> • Network of Community Ministries – Outstanding support of all RISD families. 	Recognitions
The following persons addressed the board during the public comment section – agenda items of the meeting: <ul style="list-style-type: none"> • Bill Ames – Budget/Finance (Mr. Ames began speaking on a non-agenda item and was asked to stop and continue his comment at that point in the agenda.) • Euan Blackman – Budget, Bond Expenditures & Financials • Mercedi Hale – STAAR Testing • Lisa Hord – Revised Public Comment Procedures & Student/District Activities 	Public Comment – Agenda Items
Mrs. Clardy called for nominations for Board Offices.	Board Organization
Eron Linn nominated Karen Clardy for President; Regina Harris seconded the nomination. There being no further nominations, the nominations were closed. The motion passed 7-0. Mrs. Clardy was elected President. Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None	No. 8729 Clardy Vote Yeas Nays
Eric Eager nominated Regina Harris for Vice President; Debbie Rentería seconded the nomination. There being no further nominations, the nominations were closed. The motion passed 7 – 0. Ms. Harris was elected Vice President. Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None	No. 8730 Harris Vote Yeas Nays
Regina Harris nominated Debbie Renteria for Secretary; Megan Timme seconded the nomination. There being no further nominations, the nominations were closed. The motion passed 7 – 0. Mrs. Renteria was elected Secretary. Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None	No. 8731 Renteria Vote Yeas Nays
Chris Poteet nominated Eric Eager for TASB Delegate; Eron Linn seconded the nomination. There being no further nominations, the nominations were closed. The motion passed 7 – 0. Mr. Eager was elected TASB Delegate. Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None	No. 8732 Eager Vote Yeas Nays
Megan Timme nominated Chris Poteet for TASB Delegate Alternate; Regina Harris seconded the nomination. There being no further nominations, the nominations were closed. The motion passed 7 – 0. Mr. Poteet was elected TASB Delegate Alternate. Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme	No. 8733 Poteet Vote Yeas

None

Nays

A motion was made by Eron Linn and seconded by Chris Poteet to approve the consent agenda as follows:

No. 8734
Consent
Agenda

- Minutes of the June 7, June 14, and July 19, 2021 Meetings
- Human Resources Report as presented
- Military Leave Compensation
- Teacher Appraisal Calendar
- Administrator Appraisal Calendar
- Staff Development Waiver
- Recommended Specified Bids, Contracts, and Cumulative Purchases:
 - Part A: New Bids - For Approval**
 - Miscellaneous Consultant Services
 - Richardson HS Generator
 - LHHS Generator
 - Operations Center Generator
 - Air Purifier
 - Part B: Bid Renewals - For Approval**
 - Insurance for Student Devices
 - Part C: Contract Information (Greater than \$100,000) - For Approval**
 - Interior Resources Group - Teacher mobile/sit stand desk (Omnia Partners R191808)
 - NWEA — 3 Year Map Subscription (EPCNT Allen ISD — 2018-Feb-09)
 - IXL Learning — 4 Year Site license K-8 9-12 (RISD Bid #105)
 - Ellevation, Inc. — 5 Year subscription compliance platform Teks aligned instructional resources (RISD Bid # 20-105)
 - PBK/Beam Professionals — Design of roofing to be replaced summer of 2022 (RISD Bid # 1401)
 - Edgenuity -5 year subscription — Various digital libraries 6-8th and 9-12th (RISD # 21-121)
 - Branching Minds — 3 Year license BrM Platform License K-12 (EPCNT Ft. Worth 19-111) (Addendum 2)
 - Reed, Wells & Benson — Summer 2022 HVAC Design Services (Professional Services)
 - Blackboard Inc. — 5 Year agreement for mass notification system (TIPS 210101)
 - Classlink — 5 year RISD Single Sign On Platform for students and staff (TIPS 200105)
 - Brother's Produce — Multi-Region Purchasing Coop (RFP# 2021-06)
 - Texthelp — 5 year subscription to Read & Write and EquatIO (EPCNT Denton ISD # 2002-04)
 - Curriculum Associates — 2 year intervention program for students who didn't master TEKS through tier 1 (RISD Bid # 21-121)
 - EAI Education — 2 year Texas Instruments TI84 Graphing Calculator App (RISD Bid # 21-121)
 - Houghton Mifflin Harcourt Intervention — Do The Math Intervention kits (RISD # 21-121)
 - CDWG — 5 year Go Guardian site license (PACE P00185)
 - M&A Technology — iPad Stands (TIPS 200105)
 - Learning without Tears — Handwriting student consumables (IMA State adoption)
 - WeVideo — 5 year subscription digital subscription and digital content video and audio editing software (EPCNT Plano ISD 2018-078)
 - Journeyed.com — 4 year district wide Adobe license (DIR-CPO-4451)
 - Interior Resources - RHS: Testing tables, chairs and chair dolly (Omnia Partners R191808)
 - Windstream Holdings — District Business Phones and Long Distance blanket PO
 - Frontline Education — IEP — eStar v5, unlimited usage for internal employees (RISD Bid # 1398)
 - Audio Optical Systems of Austin, Inc. — Kurzweil 3000 Web District Wide Subscription (TIPS # 200101)
 - Really Great Reading Company - 1 year intervention program for Tier 1 elementary campuses
 - Learning without Tears — 3 year software to support new keyboarding basic instruction K-5 (RISD Bid # 21-121)
 - Region 10 — Local implementation ELAR blended cohort leaders
 - Part D: Interlocal Agreements, Memorandums of Understanding, and Other - For Approval**
 - Interlocal Agreements:
 - None
 - Memorandums of Understanding:
 - Between RISD and Dallas County Juvenile Justice Alternative Education Program (DCJJAEP)
 - Other:
 - Lease agreement between RISD and Network of Community Ministries LLC — term ends August 30, 2031, with options to renew additional 5 years
 - Purchase and Sale Agreement between RISD and Sherman Tank Properties LLC.
 - Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)**
 - Morning Star Productions — 2-day onsite professional development
 - Garland Independent School District dba/Curtis Culwell Center — 2021 Convocation
 - Ivonne R Glynn — Educational Consulting Services: Complete Dyslexia Assessment and Reporting results of Bilingual Assessment.
 - Part F: Cumulative Purchases - Information Only**
 - Buy Board — Texas Association of School Boards
 - DIR — State of Texas Department of Information Resources
 - EPCNT — Education Purchasing Cooperative of North Texas

ESC — Educational Service Center
NCPA — National Cooperative Purchasing Alliance
SOURCEWELL — Sourcewell (previously NJPA)
OMNIA Partners — TCPN/IPA/US Communities
PACE — Purchasing Association of Cooperative Entities
TCCPP — Tarrant County Cooperative Purchasing Program
TIPS — The Interlocal Purchasing System
TPASS — Texas Procurement and Support Services

- Schedule of Upcoming Bids
- Bond Expenditure Report
- Monthly Financial Statements (April & May 2021)
- Quarterly Investment Report
- Review of Independent Sources of Instruction for the Training of Investment Officers
- Designation of Investment Officers for the District
- Exempt Courses for UIL No Pass/No Play
- Appointment of Chris Poteet to the Skillman Corridor Tax Increment Financing (TIF) District Board of Directors
- Revised Public Comment Procedures
- Updated Board Operating Procedures

The motion passed 7 – 0.

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

Yeas
Nays

A motion was made by Regina Harris and seconded by Eron Linn to approve the resolution whereas, the Board of Trustees (Board) of the Richardson Independent School District (RISD or the District) recognizes that a vacancy now exists on the Texas Association of School Boards (TASB) Board of Directors in District 10 (position A); and whereas, the TASB Board is charged with carrying out the policies established by the Delegate Assembly of the Association; and whereas, member districts are invited to submit a nominee for the identified vacancy on the TASB Board; and whereas, the nominated candidate should be a capable, experienced, school board member who can assist in providing TASB with outstanding leadership; and whereas, each nominee's local school board must timely submit documentation from the nominee confirming an intention to be a nominee and a willingness to serve, if elected; and whereas, Stephanie ODell has the experience, expertise, and commitment needed to fulfill the various duties of a member of the TASB Board of Directors and is willing to serve if elected; therefore, be it resolved, that the Board hereby nominates Stephanie ODell as a candidate to be a member of the TASB Board of directors in District 10 (position A).
The motion passed 7 – 0.

No. 8735
TASB Board of
Directors
Nomination

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

Yeas
Nays

Mr. Pate presented information about gifts to the district. Since no single gift is over \$5000, these do not require a vote.

Gifts

David Pate presented information to the board from Dallas Central Appraisal District (DCAD). A motion was made by Eron Linn and seconded by Debbie Renteria to approve the resolution whereas, the Tax Assessor/Collector timely submitted the certified tax appraisal roll to the Board of Trustees pursuant to § 26.01(a) of the Tax Code; and whereas, the Education Code, § 44.004 (c), allows the Board to accept certified appraisal roll as the District's official tax roll for the purposes of preparing and adopting its tax rate and budget; and whereas, acceptance of the certified appraisal roll as the District's official tax roll for said purposes supports the Board's strategy that we will responsibly manage current resources to support our mission; therefore be it resolved, that the Board of Trustees of the Richardson Independent School District accepts the certified appraisal roll that the Dallas Central Appraisal District provided on or about July 22, 2021, and declares that it shall be used in the preparation and adoption of the District's 2021 – 2022 tax rate.
The motion passed 7-0.

No. 8736
Certified
Appraisal Roll

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

Yeas
Nays

Mr. Pate discussed necessary updates to the investment policy and investment strategy. A motion was made by Eric Eager and seconded by Regina Harris to approve the resolution whereas, Board Policy CDA (Legal) and section 2256.005(b) of the Government Code require

No. 8737
Revisions to
Investment

<p>the Board to review the District’s investment policy and investment strategies at least annually and to adopt a written instrument confirming the review. The written instrument also must record any changes made to the policy and/or strategies; and whereas, the Investment Committee has reviewed the investment policies and investment strategies and has recommended minor revisions to the local policy that sets out the investment policy and strategies; and whereas, the recommended revisions to policy CDA (Local) do not alter the Board’s investment strategies; and whereas, regular review of the District’s investment policy and investment strategies to ensure they continue to meet the District’s investment needs not only complies with policy and applicable law but also demonstrates good stewardship of District assets; and whereas, the Board has carefully reviewed the investment policy and investment strategies and finds that they continue to meet the needs of the District and that the recommended revisions to the policy are appropriate; therefore, be it resolved that the Board of Trustees hereby adopts the recommended revisions to policy CDA (Local) as submitted.</p> <p>The motion passed 7 – 0.</p>	Policy & Investment Strategy – Policy CDA (Local)
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme</p> <p>None</p>	Yeas Nays
<p>Sandra Hayes provided an update on the purchase of the S. Sherman St. real property. A motion was made by Eric Eager and seconded by Chris Poteet to approve the resolution whereas, in connection with the District’s strategic planning efforts to ensure current and future facility space needs can be met, the Administration recently identified additional property for purchase, to wit, approximately 7.162 acres of land located at 600, 610, and 401 (Buildings 1, 2, and, 3) S. Sherman Street, Richardson, Texas 75081 that is adjacent to and near other property RISD plans to purchase on Sherman Street; and whereas, the Administration desires to fully inspect the property to confirm its potential suitability to address current and future facility space needs and has been in negotiations with the Seller to reach an agreed purchase price in the amount of \$9,297,875, which the Board finds to be a good value; and whereas, taking steps to ensure current and future facility space needs can be met supports the Board’s Strategic Plan; therefore be it resolved that the Board of Trustees hereby:</p> <ul style="list-style-type: none">• authorizes the Superintendent or her designee to continue to work with the Seller to finalize an access agreement and a contract for the purchase of the real property located at 601, 610, and 401 (Buildings 1, 2, and 3) S. Sherman Street, Richardson, Texas 75081 at a purchase price of \$ 9,297,875.00; and• authorizes District staff and the Board President to take such actions and execute such documents as required to purchase of said real property. <p>The motion passed 7 – 0.</p>	No. 8738 Purchase of Real Property – S. Sherman St., Richardson
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme</p> <p>None</p>	Yeas Nays
<p>A motion was made by Chris Poteet and seconded by Megan Timme to approve the resolution whereas, RISD purchased a tract of land at 12351 Abrams Road, Dallas, Texas 75243, for anticipated future facility construction needs; and whereas, the District has determined that the site is no longer suitable for its current needs and has identified no other needs for the property in the foreseeable future; and whereas, disposing of property for good value that does not meet the District’s current and foreseeable needs supports the Board’s strategy that we will actively pursue creative funding sources and responsibly manage current resources to support our mission and its strategy that we will ensure that our facilities and infrastructure adapt to support our mission; and whereas, The Board authorized the Administration to follow applicable law to offer the Abrams Road tract for sale; and whereas, the Administration identified a responsible bidder for the property and received an offer to purchase the tract for a good value; therefore be it resolved, that the Board of Trustees authorizes District staff to continue to work with the highest bidder, TI Capital, to finalize a contract for the purchase and sale of the District’s property located at 12351 Abrams Road, Dallas, Texas 75243-3000, for the sales price of \$5,913,270.00 and further authorizes the Board President or her designee to execute such documents as required to finalize the sale of the property.</p> <p>The motion passed 7 – 0.</p>	No. 8739 Sale of Real Property – 12351 Abrams Rd., Dallas
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme</p> <p>None</p>	Yeas Nays
<p>James Watson presented information regarding the Oncor Electric Easement at Mohawk Elementary. A motion was made by Eron Linn and seconded by Megan Timme to approve the resolution whereas, Oncor Electric Delivery Company, LLC has requested that the District grant</p>	No. 8740

<p>a utility easement at Mohawk Elementary School as a part of the required relocation of electric service due to the construction and renovation at the school; and whereas, staff has reviewed the proposed easement and determined that granting of the requested easement will not interfere with the District’s ability to access or maintain the property; and whereas, the Board finds that granting the requested easement serves a public purpose of providing improved electric service to the District’s property; therefore be it resolved, that the Board of Trustees of the Richardson Independent School District grants to Oncor Electric Delivery Company, LLC an electric utility easement in a 10.00 acre tract of land, Block 183, Richardson Heights Estates North, 6th Installment, John Edmonds Survey, Abstract No. 429, City of Richardson, Dallas County, Texas for electric service, and further authorizes the Superintendent or her designee to sign such documents and take such other actions as are necessary to convey the approved easement.</p> <p>The motion passed 7 – 0.</p>	<p>Oncor Electric Easement – Mohawk Elem.</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None</p>	<p>Yeas Nays</p>
<p>A motion was made by Megan Timme and seconded by Eron Linn to approve the whereas, RISD desires to upgrade existing systems/infrastructure and construct new building addition(s) to increase campus capacity with an estimated budget of \$17,187,195 for this phase of the project; and whereas, the Board approved the construction manager-at-risk construction delivery method for the construction of this project; and whereas, RISD followed board direction to create a committee for the purpose of identifying program needs at J.J. Pearce High School; and whereas, this is phase two of a three phase project to address the needs identified by the Program Planning Committee at J.J. Pearce High School; and therefore be it resolved, that the Board of Trustees of the Richardson Independent School District hereby approves the Guaranteed Maximum Price in the amount of \$17,187,195 for Phase Two of a construction project at J.J. Pearce High School to upgrade existing systems/infrastructure and construct new building addition(s) to increase campus capacity.</p> <p>The motion passed 7 – 0.</p>	<p>No. 8741 GMP – Amendment 2 - PHS</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None</p>	<p>Yeas Nays</p>
<p>A motion was made by Eron Linn and seconded by Chris Poteet to approve the resolution whereas, on May 1, 2021, the voters of the Richardson Independent School District approved a \$750,000,000 bond proposition that will provide funds for construction, expansion, renovation, and/or revitalization projects at each school in the District, and whereas, staff anticipates that the need for other construction and maintenance projects may arise over the next six years for which operating funds may be used to fund projects; and whereas, the efficient and cost effective completion of the construction projects contemplated under the anticipated 2021 Bond Program and for other construction and operational needs will require one or more construction contracts; and whereas, such construction contracts will use one or more of the delivery methods specified by Section 44.031 (a)(5) of the Texas Education Code and Chapter 2269 of the Texas Government Code; and whereas, the Board of Trustees desires to employ construction delivery methods that will provide the best value for the District; and whereas, the Board of Trustees of the Richardson Independent School District has considered the available delivery methods and staff recommendations and has determined that the use of the four methods described in Texas Education Code sections 44.031(a) and Chapter 2269 of the Texas Government Code: (1) competitive bidding, (2) competitive sealed proposals, (3) interlocal contract, and/or (4) contract to construct, rehabilitate, alter, or repair facilities that involve using a construction manager will provide the best value for the District for the completion of the projects contemplated under the 2016 Bond program and for other operational needs over the next five years; and whereas, selection of project delivery methods that provide the best value to the District supports the Board’s goal to demonstrate excellence in all operations; therefore be it resolved, by the Board of Trustees of the Richardson Independent School District, that District staff may select from among the following construction delivery methods for the projects to be completed under the 2021 Bond Program and for other operational needs over the next five years: (1) competitive bidding, (2) competitive sealed proposals, (3) interlocal contract, and/or (4) contract to construct, rehabilitate, alter, or repair facilities that involve using a construction manager.</p> <p>The motion passed 7 – 0.</p>	<p>No. 8742 Construction Project Delivery Methods</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None</p>	<p>Yeas Nays</p>

A motion was made by Eric Eager and seconded by Regina Harris to approve the resolution whereas, pursuant to Section 44.0312 of the Texas Education Code and Section 2269.053 of the Texas Government Code, the Board of Trustees (the Board”) of the Richardson Independent School District (“RISD” or the “District”) desires to delegate certain authority reserved to the District under Subchapter B of Chapter 44 of the Texas Education Code and Subchapter B of Chapter 2269 of the Texas Government Code to a designated person, representative, or committee; and whereas, the District will undertake various construction projects under the 2021 Bond Program, as well as other construction projects over the next six years; and whereas, the Board has approved construction delivery methods through which staff may procure construction services; and whereas, establishing procedures through which staff can procure needed services in a more efficient and timely manner and to ensure the District receives the best value for its dollars supports the Board’s goal to ensure excellence in operations; therefore be it resolved, in accordance with Section 44.0312 of the Texas Education Code and Section 2269.053 of the Texas Government Code, that the Board hereby (i) creates a Construction Review Committee (the “Committee”) to be comprised of the Assistant Superintendent of Operations (or designee), the Director of Purchasing (or designee), and a professional architect or engineer (as appropriate depending upon the particular project) and (ii) delegates to the Committee the authority to take the following actions in connection with identified construction projects:

1. Prepare and distribute a Request for Proposal (“RFP”) that provides general information about the contemplated project including project site, scope, and budget, special systems, selection criteria, and other information that may assist potential firms in submitting proposals for the project.
2. Evaluate all timely submitted responses to the RFP on the basis of the respondent firm’s experience, past performance, safety record, and personnel and methodology using a weighted evaluation matrix.
3. Based upon its review of the responses to the RFP, the Committee shall rank respondents and identify a qualified firm or firms that the Committee determines can provide the best value to the District and shall attempt to negotiate a contract with the selected firm(s). If the Committee is unable to negotiate a satisfactory contract with the selected firm(s), the Assistant Superintendent of Operations (or designee), on behalf of the Committee, shall notify the firm(s) in writing that the Committee is ending negotiations with that firm.
4. The Committee shall then proceed to negotiate with the next firm in the order of the selection ranking until a contract is reached or negotiations with all qualified firms end.
5. The Committee shall present the proposed final contract for the project to the Board for consideration and acceptance.

Be it further resolved, that notice of the foregoing delegation and the limits of this delegation shall be included in all requests for proposals for construction projects and in any addenda to the requests. Approved and adopted by the Richardson Independent School District Board of Trustees during a duly called meeting held on this 9th day of August, 2021.

The motion passed 7 – 0.

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

No. 8743
Delegation of
Authority for
Construction

Yeas
Nays

Dr. Matthew Gibbins reviewed changes to the Student Code of Conduct with the board and highlighted the changes to the discipline for vaping. A motion was made by Debbie Rentería and seconded by Chris Poteet to approve the resolution whereas, the Texas Education Code requires a school district to adopt a code of conduct to establish standards for student behavior and inform students and parents of the consequences for failure to meet the behavioral standards; and whereas, following reviews by District administrators and the General Counsel, a proposed Student Code of Conduct was developed for the 2020 - 2021 school year; and whereas, the Board wishes to ensure its policies, practices, and procedures fully comply with applicable law and best practices; and whereas, the Board finds that clearly stated standards of conduct for students supports the Board’s vision that RISD provides an environment where all students may connect, learn, grow, and succeed, as well as its strategic objectives that all students will maximize their intellect and skills to create their own futures, develop strength of character, contribute to local and global communities, and belong to a community of meaningful connections and positive relationships; therefore be it resolved that the Board of Trustees approves the 2021 – 2022 Student Code of Conduct as presented and directs the Superintendent to ensure that it is made available to students, parents, and staff as required by the Texas Education Code.

The motion passed 7 – 0.

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

No. 8744
Student Code
of Conduct
2021-22

Yeas
Nays

<p>A motion was made by Megan Timme and seconded by Regina Harris to approve the resolution whereas, the Board of Trustees regularly reviews and updates its policies to ensure they conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; and whereas, the Board has reviewed the proposed revisions to the local policies as presented by staff, and finds that the proposed revisions are appropriate and necessary to ensure that the District's policies conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; therefore be it resolved, that the Board of Trustees of the Richardson Independent School District adopts and approves the proposed revisions, to the following local policies: Revise: BDAA (Local) Officers and Officials: Duties and Requirements of Board Officers; and CPC (Local) Office Management: Records Management. The motion passed 7 – 0.</p>	<p>No. 8745 Board Policy Updates: BDAA (Local) and CPC (Local)</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None</p>	<p>Yeas Nays</p>
<p>A motion was made by Regina Harris and seconded by Debbie Rentería to approve the resolution whereas, the Board of Trustees regularly reviews and updates its policies to ensure they conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; and whereas, the Board has completed its annual review of the District’s policies on reporting child abuse and neglect; and whereas, the Board has reviewed proposed revisions to the local policy as presented by staff, and finds that the proposed revisions are appropriate and necessary to ensure that the District's policies conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District adopts and approves the proposed revisions and additions to local policy FFG Local) Student Welfare: Child Abuse and Neglect. The motion passed 7 – 0.</p>	<p>No. 8746 Child Abuse Reporting Policy & Revision to FFG (Local)</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None</p>	<p>Yeas Nays</p>
<p>Henry Hall provided an update to the board regarding the child internet protection act and information about Content Keeper and other tools and systems that the district utilizes to protect students from potential dangers on the Internet.</p>	<p>Review of Child Internet Protection Act Policy</p>
<p>Tabitha Branum and Jacob Cortez presented information and data to the board regarding the 2021 STAAR testing including the following considerations and reflections:</p> <ul style="list-style-type: none"> • In 2021, no A-F accountability ratings; all are “Not Rated: Declared State of Disaster” • Data reflects all students tested on STAAR in Spring 2021 • Data analysis and focus are at “Meets” level, matching the emphasis of our board goals • RISD had a combined participation rate of 93% for all STAAR and STAAR EOC tests across all subjects. • Testing administrations this year were 100% online format for STAAR and STAAR EOC. • All students were required to test on campus, regardless of learning model. • Since STAAR was canceled in 2020, this was the first time 3rd and 4th grade students participated in STAAR • RISD all students, all tests outperformed State at the “Meets” level; experienced less learning loss than several Dallas County peers • COVID learning loss more significant in mathematics and science than other subjects • Academic learning gaps widened in all state identified subgroups 	<p>2021 STAAR Performance Report</p>
<p>At 8:00 pm, Karen Clardy announced the board would take a 10 minute break. The meeting resumed at 8:10 pm.</p>	<p>Break</p>
<p>Brenda Payne presented information to the board regarding the current enrollment. Tabitha Branum and Dr. Stone discussed with the board the need for a virtual option.</p>	<p>Enrollment Update</p>
<p>Sandra Hayes provided an update to the board on the 2021 Bond construction projects at our schools and campuses including:</p> <ul style="list-style-type: none"> • Administration Building • Brentfield Elementary • Forest Meadow Junior High • Lake Highlands Junior High • Mohawk Elementary 	<p>2021 Bond Update</p>

<ul style="list-style-type: none"> • Pearce High School • Skyview Annex Connector • Flooring Projects at multiple campuses • Library Projects at multiple campuses • Playground Projects at multiple campuses • Plumbing Projects at multiple campuses • Roofing Projects at multiple campuses 	
<p>Sandra Hayes and Cindy Shafer, CEO of Network provided information to the board regarding the Newcomer Center located at the new Network of Community Ministries campus.</p>	<p>Network of Community Ministries / Newcomer Center Update</p>
<p>Dr. Stone and Dr. Goodson provided an update to the Board on the new teacher orientation. Dr. Stone and Tabitha Branum shared information about the RISD Teacher Love Store (Supply Store for teachers). Dr. Stone and Melissa Heller provided a recap of the Backpack Bash Events.</p>	<p>Student/District Activities</p>
<p>In accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 – Consultation with Attorney, the Board entered into Closed Meeting at 10:15 P.M. to receive advice from Counsel regarding COVID-19 Issues and Enrollment.</p>	<p>Closed Meeting – Consultation with Attorney</p>
<p>The Board reconvened into Open Meeting on August 9, 2021 at 11:25 P.M., having taken no action during closed session.</p>	<p>Open Session</p>
<p>Mrs. Clardy adjourned the meeting at 11:25 P.M.</p>	<p>Adjourned</p>
<p>Approved as submitted on September 20, 2021.</p>	

Debbie Rentería, Secretary

Karen Clardy, President

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
August 23, 2021

<p>The Board of Trustees of the Richardson Independent School District met in a Called Meeting at 6:00 p.m., at 400 S. Greenville Avenue, Richardson, Texas, with the following present: Mrs. Karen Clardy, President; Ms. Regina Harris, Vice President; Mrs. Debbie Rentería, Secretary, Mr. Eric Eager, Mr. Eron Linn, Mr. Chris Poteet, and Mrs. Megan Timme, as well as Dr. Jeannie Stone, Superintendent; Mrs. Tabitha Branum, Deputy Superintendent; Ms. Mia Martin, General Counsel; Mrs. Brenda Payne, Assistant Superintendent Administrative Services; Dr. Christopher Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Byno, Assistant Superintendent of Teaching and Learning; Mrs. Sandra Hayes, Assistant Superintendent Operations; Mr. David Pate, Chief Financial Officer; Ms. Melissa Heller, Chief of Strategy and Engagement and Mr. Henry Hall, Chief Technology Officer.</p>	Present
None	Absent
<p>Dr. Stone and the Board recognized Luke Childs, a kindergarten student from Mohawk Elementary that has been diagnosed with a terminal illness. The Board expressed care and appreciation for his family.</p>	Special Recognition
<p>The following persons addressed the board during the public comment section of the meeting:</p> <ul style="list-style-type: none"> • Denita Jones – Masks in schools • Amy Phipps – Superintendent’s Start of School Update & Mask Mandates • Dr. Toni Engram – Mask Mandates • Alisa Woods – Vaccine Incentive • Lowry Manders – Mask Mandate & COVID Protocols • Natasha Lowery – Vaccination Incentive • David Stotts – COVID Incentive & Protocols • Dortehea Colón – Superintendent’s Start of School Update • Guillermo Colón – Superintendent’s Start of School Update • Mercedi Hale – Vaccination Incentive • Susan Hamilton – Vaccination Incentive • Grant Simmons – Mask Mandates • Lisa Hord – Superintendent’s Start of School Update & Mask Mandates • Kristie Frazier – Vaccine Incentive • Laura Stead – Vaccine Incentive • Sam Jarvis – Mask Mandates • Viri Gutierrez-Vera – Mask Mandates 	Public Comment
<p>Dr. Stone provided an update about the start of school including the following:</p> <ul style="list-style-type: none"> • Convocation and Back to School Reflections • Enrollment • Virtual Classroom Option • COVID Protocols 	Superintendent’s Start of School Update
<p>At 8:07 pm, Mrs. Clardy announced that the board would take a brief break. The meeting resumed at 8:25 pm.</p>	Break
<p>Dr. Goodson provided information to the board regarding a COVID-19 leave plan that RISD recommends to the board. A motion was made by Eric Eager and seconded by Eron Linn to approve the resolution whereas, the District’s Board of Trustees (“Board”) recognizes that the State of Texas and the United States Government have declared a disaster and emergency regarding Coronavirus/COVID-19 (hereafter “COVID-19”) and its potential spread, and continue to extend these declarations;</p> <p>whereas, the territory included in the District is within the areas declared a disaster and an emergency area; whereas, on or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended; whereas, the Board and Administration are following advice and directives from federal, state and local authorities in responding to COVID-19; whereas, the Board has a substantial public interest in protecting the health and safety of its students, staff, and school community, and therefore desires to protect, to the fullest extent possible, the health and safety of students, staff, and the school community in light of COVID-19; whereas, in accordance with current public health guidance for COVID-19 Prevention in K-12 schools, the Center for Disease Control (“CDC”)</p>	No. 8747 COVID-19 Leave Resolution

recommends that, “schools should... allow flexible, non-punitive, and supportive paid sick leave policies and practices that encourage sick workers to stay home without fear of retaliation, loss of pay, or loss of employment level...”; whereas, employee benefits that help ensure employees can recuperate from COVID-19, isolate to avoid the spread of COVID-19, follow health officials instructions, and generally help to protect the school community are essential in creating a school environment in which students can be successfully educated; whereas, the District benefits from employees not being at District facilities when at possible risk of spreading, ill from, or recuperating from COVID-19, in accordance with health department instructions, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with COVID-19; it is therefore resolved that the Board finds a substantial public purpose exists in protecting the health and safety of its students, staff, and the school community, and in taking action to help ensure that the District and its community are prepared, to the fullest extent possible, to protect the health and safety of students, staff, and school community in light of COVID-19.

In furtherance of these public purposes, the Board of Trustees creates additional leave for the 2021-22 school year as outlined below:

The Board hereby establishes (“COVID Extended Leave”). COVID Extended Leave is additional paid leave available to contract and non-contract employees when: (1) the employee is test confirmed to have COVID-19; (2) if the employee is required to quarantine, pursuant to the District’s COVID plan/RISD Blueprint, for “close contact” with an individual positively identified as having COVID-19; or (3) the employee is the sole caretaker of a minor who is subject to qualification (1) or (2) above.

Up to a total of five days of COVID Extended Leave is available to employees who have used five days of accrued sick leave days and have exhausted applicable COVID-19 Sick Leave Bank days if applicable, subject to applicable exceptions as required in accordance federal, state, and local laws and regulations. The Superintendent or designee shall develop administrative regulations surrounding the implementation of the leave in accordance with current state and federal law.

The authority granted by this Resolution is effective until the end of the 2021-2022 school year, unless the Board takes action discontinue this authority, or to authorize continuation for a longer duration.

Following the motion and second, the board asked clarifying questions regarding the leave resolution. After the discussion, the board voted and the motion passed 7 – 0.

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

Yeas
Nays

Mrs. Clardy introduced the vaccination incentive item and told the board that she had asked Dr. Stone to add this item to the agenda so that the board could discuss this as an option for RISD. Dr. Stone provided additional information regarding this incentive. A motion was made by Karen Clardy and seconded by Regina Harris to approve the resolution whereas, the COVID-19 pandemic continues to threaten the health and safety of our community and taking appropriate steps to provide a safe and healthy environment for students, staff, and visitors is of paramount importance; and whereas, the Administration has implemented health and safety protocols designed to provide healthy and safe school and work environments so students that staff may attend school and work regularly and avoid absences due to COVID-19 infection and illness; and whereas, as a part of the ongoing efforts to provide a safe and healthy environment for our students, staff, and visitors, the Administration has recommended that the Board approve a vaccination incentive payment for employees; and whereas, the board finds that offering an incentive for employees to obtain a COVID-19 vaccination serves a valuable public purpose of helping create a more safe and healthy school and work environment, reduces the potential spread of the virus to students and staff, supports wellness, reduces student and staff absences, and, thereby, reduces disruption of District operations due to widespread absences; and whereas, offering an incentive to staff to obtain a vaccination supports the Board’s goals and strategic objectives; therefore be it resolved, that the Board of Trustees of the Richardson Independent School District, authorizes the Superintendent to develop a program and appropriate procedures to offer to employees an incentive to obtain a COVID-19 vaccination and to pay vaccinated employees a one-time payment up to \$500.00.

COVID-19
Vaccination
Incentive

Following the motion and second, the board discussed the incentive and expressed several concerns regarding this incentive. Following the discussion, Mrs. Clardy made a motion to rescind the motion for a vaccination incentive and it was seconded by Chris Poteet. The board voted to rescind the motion. The motion to rescind passed 7 – 0.

No. 8748
Rescind the
Motion for the
Vaccine
Incentive

Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme
None

Yeas
Nays

<p>A motion was made by Eric Eager and seconded by Debbie Renteria to approve the resolution whereas, the District has an opportunity to enter into a cooperative arrangement with the Lake Highlands Public Improvement District (PID) to erect a Pegasus statute on and landscape district-owned property located at the northwest corner of White Rock Trail and Church Road; and whereas, the PID would erect the statute and maintain the site and the parties would jointly bear the costs of damages for vandalism and other criminal mischief on district property up to \$5,000; and whereas, RISD is not currently using and has no plans in the foreseeable future to use the land in question; and whereas, entering into cooperative arrangements with other public entities and community organizations that result in benefits to RISD and our larger community support all of the Boards strategic goals and objectives; therefore be it resolved, that the Board of Trustees of the Richardson Independent School District, hereby authorizes the District to enter into the Cooperation Agreement By and Between the Richardson Independent School District and the Lake Highlands Public Improvement District Corporation as attached hereto and further authorizes the Superintendent or her designee to execute such documents and take such other actions as reasonably necessary under the agreement.</p> <p>The motion passed 7 – 0.</p>	<p>No. 8749 Agreement between RISD & LHPID Corp. (Sculpture Installation)</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme</p> <p>None</p>	<p>Yeas</p> <p>Nays</p>
<p>In accordance with the Texas Open Meetings Act, Texas Government Code, Section 551.071 – Consultation with Attorney, the Board entered into Closed Meeting at 9:45 pm to discuss a redistricting update following the 2020 Census and the Mask Mandate Litigation Update.</p>	<p>Closed Meeting – Redistricting & Mask Mandate Litigation</p>
<p>The Board reconvened into Open Meeting at 12:10 am on August 24, 2021, having taken no action during closed session.</p>	<p>Open Session</p>
<p>A motion was made by Chris Poteet and seconded by Eric Eager to approve the resolution whereas, members of the Board of Trustees of the Richardson Independent School District currently are elected from five single-member districts and two at-large places of the District; and whereas, section 11.052(i) of the Texas Education Code provides that not later than the goth day before the date of the first regular election at which trustees officially may recognize and act on the last preceding federal census, the Board shall re-divide the District into the appropriate number of trustee districts if the census data indicates that the population of the most populous district exceeds the population of the least populous district by more than ten percent; and whereas, the Board intends to comply with all applicable state and federal laws in connection with reconfiguring the single-member district of RISD; therefore, under sections 11.051- 1i.053, 1i.057, 11.061 - 11.062 of the Texas Education Code, and all other applicable law; be it resolved and ordered that the Board of Trustees of the Richardson Independent School District shall observe the following criteria to the greatest extent possible in reconfiguring the District's single-member districts:</p> <ol style="list-style-type: none">1. Follow easily identifiable geographic and political boundaries when possible.2. Develop single-member districts that are as nearly of equal populations as compared to the total population according to the census as can practicably be drawn. In doing so, RISD should endeavor to keep the total deviation between the largest and smallest district at or within 10 percent.3. Develop single member districts that are compact and composed of contiguous territory.4. Preserve incumbent-constituency relations to the degree possible by placing the residence of existing trustees in separate single-member districts.5. Maintain communities of interest within single-member districts where possible and attempt to avoid splitting neighborhoods when redrawing single- member district lines.6. Consider the racial and language minority status of residents only to the extent needed to avoid violating the Fifteenth Amendment and Equal Protection Clause of the Fourteenth Amendment of the US Constitution, the Voting Rights Act of 1965, as amended, and the Texas Education Code (e.g., avoid retrogression of minority voting rights by drawing a plan where minority voting strength is not diminished relative to the existing plan).7. Preserve existing single-member district boundaries to the degree possible. <p>The motion passed 7 – 0.</p>	<p>No. 8749 Adopting Redistricting Criteria</p>
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme</p>	<p>Yeas</p>

None	Nays
A motion was made by Debbie Rentería and seconded by Regina Harris that the board authorize the Richardson Independent School District to join the La Joya ISD litigation pending in the 353 rd Judicial District Court in Travis County, Texas; Cause No. D-1-GN-21-003897. The motion passed 5 – 2.	No. 8750 Join LaJoya ISD Litigation
Karen Clardy, Eric Eager, Regina Harris, Debbie Rentería, Megan Timme Eron Linn, Chris Poteet	Yeas Nays
Mrs. Clardy adjourned the meeting at 12:10 am on August 24, 2021.	Adjourned
Approved as submitted on September 20, 2021.	

Debbie Rentería, Secretary

Karen Clardy, President

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
September 3, 2021

<p>The Board of Trustees of the Richardson Independent School District met in an Emergency Called Meeting at 8:15 a.m., at 400 S. Greenville Avenue, Richardson, Texas, with the following present: Mrs. Karen Clardy, President; Ms. Regina Harris, Vice President; Mrs. Debbie Rentería, Secretary, Mr. Eric Eager, Mr. Eron Linn, Mr. Chris Poteet, and Mrs. Megan Timme, as well as Dr. Jeannie Stone, Superintendent; Mrs. Tabitha Branum, Deputy Superintendent; Ms. Mia Martin, General Counsel; Mrs. Brenda Payne, Assistant Superintendent Administrative Services; Dr. Christopher Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Byno, Assistant Superintendent of Teaching and Learning; Mrs. Sandra Hayes, Assistant Superintendent Operations; Mr. David Pate, Chief Financial Officer; Ms. Melissa Heller, Chief of Strategy and Engagement and Mr. Henry Hall, Chief Technology Officer.</p>	Present
None	Absent
<p>The following persons addressed the board during the public comment section of the meeting:</p> <ul style="list-style-type: none"> • Rachael Potter – Covid Protocols – Closing schools due to COVID • Mercedi Hale – Closing schools due to COVID • Lisa Hord – COVID Protocols - quarantining • Alisa Woods – COVID Protocols – Closing schools due to COVID • Carley Butts – COVID Protocols – Contact tracing • Allyson D Vaughn – COVID Protocols poorly defined • Lauren McDonough – Closing Schools due to COVID • Becca Bishop – COVID Safety Planning – Clear guidelines • Alexandra Webb, MD – Student safety and Masks preventing spread of COVID • Blair Taylor – COVID safety precautions – critical actions recommended 	Public Comment
<p>Dr. Stone provided an update on the following topics:</p> <ul style="list-style-type: none"> • COVID-19 Update – Dr. David Bonnet, Health Officer for the City of Richardson provided information to the board via phone about COVID spread and the importance of following risk mitigation protocols. Ashley Jones, RISD Director of Health Services, provided information to the board including comparison of positive cases from the 2020-21 school year (1854 total cases) vs. 2021-22/first 13 days of school (537 cases) • School Closure Status - Mrs. Jones also shared information regarding how decisions are made to close classes or schools due to the number of absences. • Educational Continuity Plans – Mrs. Branum shared information on the shift to virtual learning while Brentfield Elementary is temporarily closed. • Critical Actions Recommended to Mitigate further Threat to Health and Safety 	Update from Superintendent
<p>In accordance with the Texas Open Meetings Act, Texas Government Code, Section 551.071 – Consultation with Attorney, the Board entered into Closed Meeting at 10:00 am for legal advice.</p>	Closed Meeting – Consultation with Attorney
<p>The Board reconvened into Open Meeting at 11:46 am on September 3, 2021, having taken no action during closed session.</p>	Open Session
<p>A motion was made by Eron Linn and seconded by Regina Harris to recommend that the Board of Trustees, under the exclusive authority granted by Chapter 11 of the Texas Education Code to oversee the management of Richardson ISD, affirm the existing mask protocol the Superintendent announced at the outset of this school year, and direct Dr. Stone to continue to take responsible and reasonable steps as necessary to keep our schools open, and direct the Superintendent to bring back information concerning the health and safety of our schools no later than our Board meeting on Monday, October 4. Several board members expressed their ultimate desire is to keep students in class and to make local decisions for our community and school district. After the discussion, the board voted and the motion passed 7 – 0.</p>	No. 8751 Affirmation of Superintendent Mask Protocol
<p>Karen Clardy, Eric Eager, Regina Harris, Eron Linn, Chris Poteet, Debbie Rentería, Megan Timme None</p>	Yeas Nays

Mrs. Clardy adjourned the meeting at 11:56 am on September 3, 2021.

Adjourned

Approved as submitted on September 20, 2021.

Debbie Rentería, Secretary

Karen Clardy, President

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 20, 2021

Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

ACTION ITEM

TOPIC: Human Resources Report

BACKGROUND INFORMATION

Listed on the following pages is the Human Resources Report. Part A of this report includes the appointments of professional personnel. The Assistant Superintendent of Human Resources has reviewed this report and recommends that the Board employ the individuals listed to work in the Richardson Schools during the 2021-2022 school year under the salary schedule adopted by the Board, subject to assignment and reassignment as determined by the Superintendent.

Also submitted for your information in Part B of the Human Resources Report, are appointments of paraprofessionals and classified employees, and separations of professional, paraprofessional, and classified personnel.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve Part A of the Human Resources Report, dated September 20, 2021.

RESOLUTION

WHEREAS, the Board of Trustees has approved the appropriate budgets and staffing allocations for the Richardson Independent School District and the following recommendations fall within those guidelines; and

WHEREAS, the appointment of highly qualified, student-focused staff supports the Board's vision, values, goals, and mission;

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves Part A of the Human Resources Report for September 20, 2021.

PART A: Proposed Personnel Actions Submitted for Board of Trustees' Approval

APPOINTMENTS OF PROFESSIONAL PERSONNEL:

ELEMENTARY

LAST NAME	FIRST NAME	ASSIGNMENT	START DATE	ORGANIZATION
ABBAS	SIDNEY	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
ABDU	NEEMA	TEACHER	08/03/2021	DARTMOUTH ELEMENTARY
ACUY	ALISON	CAMPUS MATH SPECIALIST	08/03/2021	O. HENRY ELEMENTARY
ADYA	SHILPI	TEACHER	08/10/2021	RICHLAND ELEMENTARY
AHLHEIM	ASHLEY	TEACHER	08/03/2021	DOBIE
AKPOFURE	MONISOLA	TEACHER	08/03/2021	C MCAULIFFE LEARNING CTR
ALBRIGHT	KELLY	TEACHER	08/03/2021	O. HENRY ELEMENTARY
ALEXANDER	JACQUELINE	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
ALLDAY	CAROLINE	TEACHER	08/03/2021	O. HENRY ELEMENTARY
ALVARADO	YOLANDA	TEACHER	08/03/2021	RICHARDSON TERRACE ELEM
ALVARADO DE POVEDA	LYA	TEACHER	08/03/2021	RISD ACADEMY
ALVAREZ	JULISA	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY
AMAN	MAX	TEACHER	08/03/2021	RICHARDSON TERRACE ELEM
ANDRADE	NIKITA	TEACHER	08/03/2021	CANYON CREEK ELEMENTARY
ANGSTADT	AVERY	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
ANN	JASON	TEACHER	08/03/2021	FOREST LANE ACADEMY
ANYONA	LATASHA	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
ARCE	MARISOL	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
ARINZE	JENNIFER	TEACHER	08/03/2021	NORTHWOOD HILLS ELEMENTARY
ARLIE	KEIANA	INSTRUCTIONAL COACH	08/03/2021	RICHLAND ELEMENTARY
ARNOLD	MITCHELL	TEACHER	08/11/2021	MARK TWAIN ELEMENTARY
AZAB	AMAL	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
BALL	PATRICK	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
BAPTISTA SEGOVIA	ANA	INSTRUCTIONAL COACH	08/03/2021	CAROLYN G. BUKHAIR ELEM
BARBA	NATALIE	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
BARKER	AMY	TEACHER	08/03/2021	O. HENRY ELEMENTARY
BARLOW	EMILY	TEACHER	08/03/2021	AIKIN ELEMENTARY
BASSO	MADELEINE	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY

BAYLOG	BEATRIZ	TEACHER	08/03/2021	RISD ACADEMY
BAZIS	HALEY	TEACHER	08/03/2021	DOVER ELEMENTARY
BEASLEY	KATELYN	TEACHER	08/03/2021	CANYON CREEK ELEMENTARY
BEHYMER	MAKENZIE	TEACHER	08/03/2021	O. HENRY ELEMENTARY
BENNINGHOFF	JENNIFER	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
BENTLEY	SARA	TEACHER	08/03/2021	ARAPAHO CLASSICAL MAGNET
BERGGREN	KIMBERLY	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
BICKLEY	LENA	TEACHER	08/03/2021	ARAPAHO CLASSICAL MAGNET
BLACKWOOD	LAUREN	TEACHER	08/03/2021	GREENWOOD HILLS ELEMENTARY
BOGANY	CHRISTIN	TEACHER	08/11/2021	RICHLAND ELEMENTARY
BRANTLEY	JANET	COUNSELOR	08/09/2021	O. HENRY ELEMENTARY
BROOKNER	THUY	TEACHER	08/03/2021	BOWIE ELEMENTARY
BROWN	ALICIA	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY
BROWN	VINCHEA	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
BRUNI	STACY	TEACHER	08/03/2021	DOVER ELEMENTARY
BUFFINGTON	LYDIA	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
BURKE	JACKELINE	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
BURNS	VINTEA	TEACHER	08/30/2021	SKYVIEW ELEMENTARY
BUSSE	ALEXANDRA	TEACHER	08/03/2021	FOREST LANE ACADEMY
BUTLER	CAITLYN	TEACHER	08/03/2021	FOREST LANE ACADEMY
BYRD	AUDREY	TEACHER	08/03/2021	RISD ACADEMY
CAIN	KAYELEE	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
CAMPOS	MISTY	CAMPUS	08/03/2021	NORTHRICH ELEMENTARY
CANNON	CHRIS	TEACHER	08/03/2021	PRESTONWOOD ELEMENTARY
CANTU	ISABEL	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
CARBAJAL-BUTLER	MARIA	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
CARDWELL	CASSANDRA	TEACHER	08/03/2021	NORTHLAKE ELEMENTARY
CARPENTER	BRADLEY	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
CARPENTER	RANNY	TEACHER	08/03/2021	FOREST LANE ACADEMY
CASEY	KORA	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
CENTENO	ALVARO	TEACHER	08/03/2021	SPRING VALLEY ELEMENTARY
CEPHUS	MARTHA	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
CHAPPELL	QDANIELLE	TEACHER	08/03/2021	RICHLAND ELEMENTARY
CHIN	SU	TEACHER	08/03/2021	SKYVIEW ELEMENTARY

CHOE	PAULA	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
CHRISTON	MARIA	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
CHRITE	JORDAN	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
CISTULLI	JOSEPH	TEACHER	08/03/2021	DARTMOUTH ELEMENTARY
CLARK	KATHERINE	TEACHER	08/03/2021	RICHLAND ELEMENTARY
COBB	BRITTANY	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
CONNOR	EMILY	TEACHER	08/03/2021	DARTMOUTH ELEMENTARY
CONWAY-KOLLASCH	GENEVIEVE	TEACHER	08/03/2021	MOHAWK ELEMENTARY
COUZYNSE	JACKSON	TEACHER	08/03/2021	AIKIN ELEMENTARY
COWARD	MANDY	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
COYLE	RACHEL	TEACHER	08/03/2021	FOREST LANE ACADEMY
CRISP	YVETTE	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
CROWDER	KIRSTEN	TEACHER	08/03/2021	DARTMOUTH ELEMENTARY
DAVIS	STEPHEN	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
DE LA CRUZ	SILVIA	CAMPUS READING SPECIALIST	08/03/2021	AUDELIA CREEK ELEMENTARY
DEONARINE	TANJA	TEACHER	08/03/2021	AIKIN ELEMENTARY
DEVERS	DEBRA	TEACHER	08/03/2021	RISD ACADEMY
DIAZ FONTANEZ	MARIBEL	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
DICKERSON	EDNA	TEACHER	08/03/2021	GREENWOOD HILLS ELEMENTARY
DU MARS	LESLIE	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
EGUASA	SHERIYAH	TEACHER	08/10/2021	DOBIE
EKI-EDO	JOY	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
ESSEX	AVERY	TEACHER	08/03/2021	NORTHLAKE ELEMENTARY
EVANS	KIM	TEACHER	08/11/2021	STULTS ROAD ELEMENTARY
FARIS	COURTNEY	TEACHER	08/10/2021	WHITE ROCK ELEMENTARY
FERNANDEZ	EDITH	TEACHER	08/03/2021	NORTHLAKE ELEMENTARY
FIELDS	SYDNEY	TEACHER	08/03/2021	SPRINGRIDGE ELEMENTARY
FIRRA	NATALIE	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
FITZGERALD	MADISON	TEACHER	08/03/2021	HAMILTON PARK PACESETTER
FLORES	ESTHER	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
FLOYD	SUSAN	COUNSELOR	08/05/2021	AUDELIA CREEK ELEMENTARY
FOLKER	WHITNEY	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
FORD	TARA	TEACHER	08/03/2021	DARTMOUTH ELEMENTARY
FORTUNE	KYLIE	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY

FOUGHT	EMILY	TEACHER	08/03/2021	RICHARDSON HEIGHTS ELEM
FRANCIS	ELIZABETH	TEACHER	08/03/2021	MOHAWK ELEMENTARY
FREDERIKSEN	REGINA	TEACHER	08/03/2021	PRESTONWOOD ELEMENTARY
FRISBY	MATTHEW	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY
FRIZELL	AMANDA	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY
FULLER	REAGAN	CAMPUS READING SPECIALIST	08/03/2021	RICHARDSON HEIGHTS ELEM
GAFFORD	CARA	INSTRUCTIONAL COACH	08/03/2021	THURGOOD MARSHALL ELEM
GANDY	ABIGAIL	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
GANGSTEAD	ALEXANDRA	LIBRARY & INFO TECH ED	08/05/2021	AUDELIA CREEK ELEMENTARY
GARRETT	BAYLEIGH	TEACHER	08/03/2021	FOREST LANE ACADEMY
GARZA	JORDAN	TEACHER	08/03/2021	NORTHRICH ELEMENTARY
GEORGE	CHANCE	TEACHER	08/03/2021	BIG SPRINGS ELEMENTARY
GILBERT	MELISSA	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
GLATZ	STEVEN	TEACHER	08/13/2021	WALLACE ELEMENTARY
GLOVER	CHARQUEL	TEACHER	08/11/2021	WALLACE ELEMENTARY
GONZAGA	EDGAR	TEACHER	08/26/2021	RISD ACADEMY
GONZAGA	MERCEDES	TEACHER	08/03/2021	NORTHWOOD HILLS ELEMENTARY
GONZALES	LESLEE	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
GOOCH	KAITLYN	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
GORDON	JEINI	LITERACY INTERVENTIONIST	08/03/2021	FOREST LANE ACADEMY
GRAY	SYLVER	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
GREEN	LATOSHA	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
GREEN-AVERY	ARMAND	TEACHER	08/03/2021	RISD ACADEMY
GRINSTEAD	LASHONE	TEACHER	08/03/2021	NORTHRICH ELEMENTARY
GUILLAMONDEGUI	DELIA	TEACHER	08/05/2021	BOWIE ELEMENTARY
HADDOX	JAMES	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
HALL	HARELLE	TEACHER	08/03/2021	ARAPAHO CLASSICAL MAGNET
HANCOCK	JESSICA	TEACHER	08/03/2021	PRESTONWOOD ELEMENTARY
HANEY	KRISTIN	TEACHER	08/03/2021	DOVER ELEMENTARY
HANKINS	HEATHER	TEACHER	08/03/2021	MOHAWK ELEMENTARY
HARDIN	ARIEN	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
HARDING	KELSEY	TEACHER	08/11/2021	O. HENRY ELEMENTARY
HARE	MADISON	TEACHER	08/03/2021	FOREST LANE ACADEMY
HARRIS	KRYSTAL	TEACHER	08/03/2021	SKYVIEW ELEMENTARY

HASHERT	JENNIFER	LIBRARY & INFO TECH	08/03/2021	HAMILTON PARK PACESETTER
HASHMY	GHAJEJA	TEACHER	08/03/2021	DOBIE
HATTLEY	ASPEN	TEACHER	08/03/2021	DOBIE
HEBERT	AMY	TEACHER	08/03/2021	DOVER ELEMENTARY
HEINE	KAELY	TEACHER	08/03/2021	BIG SPRINGS ELEMENTARY
HEINIKEL	MEGHAN	TEACHER	08/03/2021	HAMILTON PARK PACESETTER
HENRY	BAILEY	TEACHER	08/03/2021	BRENTFIELD ELEMENTARY
HERRON	DAVID	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
HOFFMAN	LAUREN	TEACHER	08/03/2021	MOHAWK ELEMENTARY
HOGAN	HALEY	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
HOLYOAK	MAREN	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
HORAN	MARGARET	TEACHER	08/03/2021	AIKIN ELEMENTARY
HOWARTH	ELLERY	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
HOWELL	CLARISSA	TEACHER	08/10/2021	WHITE ROCK ELEMENTARY
HUCKABY	JAMIE	TEACHER	08/03/2021	BIG SPRINGS ELEMENTARY
HUIE	SUMMER	TEACHER	08/03/2021	RICHLAND ELEMENTARY
HUSEMAN	ALYSHA	TEACHER	08/03/2021	MOHAWK ELEMENTARY
HYLAND	MELISSA	TEACHER	08/03/2021	MOHAWK ELEMENTARY
INTRIAGO	MONICA	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
JABATI	CINDY	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
JACKSON	KRISTINA	TEACHER	08/03/2021	SPRINGRIDGE ELEMENTARY
JANAK	BAYLEE	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
JENKINS	JULIE	TEACHER	08/03/2021	PRAIRIE CREEK ELEMENTARY
JHOWRY	KHEERANI	TEACHER	08/11/2021	RICHLAND ELEMENTARY
JOHNSON	BRITTNEY	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
JOHNSON	CLAIRE	TEACHER	08/03/2021	NORTHRICH ELEMENTARY
JOHNSON	LAURA	TEACHER	8/3/2021	HAMILTON PARK PACESETTER
JOHNSON	NAKAYDRIA	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
JOHNSTON	ANNA	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
JONES	MIGNON	TEACHER	08/05/2021	HAMILTON PARK PACESETTER
JUNG	SHANNON	CAMPUS MATH SPECIALIST	08/03/2021	FORESTRIDGE ELEMENTARY
KASHIWAGURA	AKIRA	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
KEA	TAMMY	INSTRUCTIONAL COACH	08/03/2021	SKYVIEW ELEMENTARY
KEENER	APRIL	TEACHER	08/16/2021	RICHARDSON HEIGHTS ELEM

KELLA	DENISE	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
KELLEY	MARY	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
KENT	AMBER	TEACHER	08/03/2021	NORTHLAKE ELEMENTARY
KIRKHAM	KELLY	TEACHER	08/03/2021	FOREST LANE ACADEMY
KNOX	DARBY	TEACHER	08/03/2021	PRESTONWOOD ELEMENTARY
KOCH	ELIZABETH	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
KRATZER	KEATON	TEACHER	08/03/2021	O. HENRY ELEMENTARY
KROUNGOLD	HANNAH	TEACHER	08/03/2021	O. HENRY ELEMENTARY
KRUSE	KALLI	INSTRUCTIONAL COACH	08/03/2021	HAMILTON PARK PACESETTER
LAAKMAN	ELIZABETH	TEACHER	08/03/2021	ARAPAHO CLASSICAL MAGNET
LABARBA	SARA	TEACHER	08/03/2021	RISD ACADEMY
LAFFOON	BRANDON	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
LANHAM	KYLIE	TEACHER	08/03/2021	MOHAWK ELEMENTARY
LATIOLAIS	KAREN	TEACHER	08/05/2021	THURGOOD MARSHALL ELEM
LEE	GRACE	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
LENZEN	EMILY	TEACHER	08/03/2021	MOHAWK ELEMENTARY
LEON	JOSEFINA	COUNSELOR	08/10/2021	RICHLAND ELEMENTARY
LICHTI	LAUREN	TEACHER	08/03/2021	CANYON CREEK ELEMENTARY
LITTLE	CHAVON	TEACHER	08/03/2021	HAMILTON PARK PACESETTER
LOGSDON	ANA MARIA	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
LOPEZ	ANA	TEACHER	08/03/2021	RISD ACADEMY
LOPEZ	NIKKI	TEACHER	08/03/2021	RISD ACADEMY
LUNA	SUSAN	TEACHER	08/31/2021	SPRING VALLEY ELEMENTARY
MACINNIS	MYCHEL	TEACHER	08/03/2021	FOREST LANE ACADEMY
MAGNUSON	BRITTNEY	TEACHER	08/03/2021	BIG SPRINGS ELEMENTARY
MAHMOOD	FOZIA	TEACHER	08/03/2021	FOREST LANE ACADEMY
MALAMUT	ADINA	TEACHER	08/03/2021	SPRINGRIDGE ELEMENTARY
MALCOMB-ESCOBEDO	TRACY	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
MARIANI	SUSAN	TEACHER	08/03/2021	PRESTONWOOD ELEMENTARY
MARTIN	CHRISTOPHER	TEACHER	08/03/2021	BOWIE ELEMENTARY
MARTIN	CRISTINA	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
MARTINEZ	CAMILO	COUNSELOR	08/05/2021	RISD ACADEMY
MARTINEZ	DANIEL	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY
MARTINEZ	THOMAS	TEACHER	08/03/2021	NORTHWOOD HILLS ELEMENTARY

MASCHINO	KALLIE	TEACHER	08/03/2021	BOWIE ELEMENTARY
MATHEWS	AMY	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
MATHIEU	ALLISON	TEACHER	08/10/2021	ADVANCED ACADEMICS
MATTU	KIRANJOT	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
MAXEY	BROOKE	TEACHER	08/03/2021	FOREST LANE ACADEMY
MAYES	KRISTIN	TEACHER	08/03/2021	CANYON CREEK ELEMENTARY
MAYO	MEAGAN	TEACHER	08/03/2021	BOWIE ELEMENTARY
MCALINDEN	MEGAN	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
MCCALL	LISA	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
MCCORMICK	KARA	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
MCCREA	HALEY	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
MCDOW	KRISTI	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
MCGRATH	BRITTANY	TEACHER	08/03/2021	WALLACE ELEMENTARY
MCRAE	ROSS	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY
MEAD	NATALIE	TEACHER	08/03/2021	RICHLAND ELEMENTARY
MEARS	ASIA	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
MENDEZ	MARILEN	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
MENEZES	MARTHA	TEACHER	08/03/2021	NORTHWOOD HILLS ELEMENTARY
MILLER	KATHERINE	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
MONROE	MICHELLE	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
MONROY	MALLORY	TEACHER	08/03/2021	SPRING VALLEY ELEMENTARY
MONTGOMERY	AMY	TEACHER	08/03/2021	HAMILTON PARK PACESETTER
MOONEY	CAROLINE	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
MORGAN	DARRELL	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
MORRIS	HOLLY	TEACHER	08/03/2021	BRENTFIELD ELEMENTARY
MULLINS	CAROLINE	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
NARDI	CELINE	TEACHER	08/03/2021	SPRING CREEK ELEMENTARY
NAVARETTE	SARA	TEACHER	08/03/2021	NORTHWOOD HILLS ELEMENTARY
NESBITT	JENNIFER	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
NGUYEN	DAI	TEACHER	08/03/2021	YALE ELEMENTARY
NIKOLAS	MADISON	TEACHER	08/03/2021	NORTHRICH ELEMENTARY
O'NEAL	ANGELA	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
O'NEAL	CHELSEA	TEACHER	08/03/2021	SPRINGRIDGE ELEMENTARY
ORJUELA	JOSE	TEACHER	08/03/2021	DOVER ELEMENTARY

OVERMAN	ANN	TEACHER	08/17/2021	WALLACE ELEMENTARY
PACE	ANN	TEACHER	08/05/2021	BIG SPRINGS ELEMENTARY
PACHECO	MEGAN	TEACHER	08/03/2021	DOVER ELEMENTARY
PARIS	LATESHA	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
PARRIS	KATHERINE	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
PASCH-COOPER	JACOB	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
PATTERSON	JUSTINE	TEACHER	08/03/2021	CANYON CREEK ELEMENTARY
PAYNE	KALYN	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
PAYNE	VICTORIA	TEACHER	08/03/2021	DOVER ELEMENTARY
PEARSON	ENID	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
PHILLEY	ALI	TEACHER	08/03/2021	NORTHWOOD HILLS ELEMENTARY
PIEPENBURG	JENNIFER	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
PINEDA	BRYAN	TEACHER	08/03/2021	RICHARDSON TERRACE ELEM
POINDEXTER	ANNIKA	TEACHER	08/03/2021	O. HENRY ELEMENTARY
POWELL	DOMINQUE	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
PUPO	EMILY	TEACHER	08/03/2021	FOREST LANE ACADEMY
PUTNAM	KENNEDY	TEACHER	08/03/2021	BOWIE ELEMENTARY
RAMIREZ	MIRANDA	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
RASMUSSEN	AUTUMN	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
RATMIROFF	LILLIAN	TEACHER	08/05/2021	MARK TWAIN ELEMENTARY
RESSLER	NICOLE	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
RHOADS	BALEIGH	TEACHER	08/03/2021	YALE ELEMENTARY
RHOADS	DOROTHY	LIBRARY & INFO TECH ED	08/03/2021	RICHARDSON TERRACE ELEM
RICHARD	TARA	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
RIEDELSEL	FAITH	TEACHER	08/03/2021	RISD ACADEMY
RING	COURTNEY	TEACHER	08/03/2021	RICHLAND ELEMENTARY
RIOS	MONICA	TEACHER	08/03/2021	RISD ACADEMY
RIVERA LOPEZ	WANDA	INSTRUCTIONAL COACH	08/10/2021	CAROLYN G. BUKHAIR ELEM
ROACHE	COURTNIE	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
ROBERTS	ALLISON	TEACHER	08/03/2021	PRESTONWOOD ELEMENTARY
ROBERTSON	ALYSSA	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
ROBINSON	SHERRELL	TEACHER	08/03/2021	SKYVIEW ELEMENTARY
RODAS	APRIL	TEACHER	08/13/2021	RISD ACADEMY
RODRIGUEZ	OSIRIS	TEACHER	08/11/2021	HAMILTON PARK PACESETTER

RODRIGUEZ	REGINA	TEACHER	08/03/2021	RICHLAND ELEMENTARY
ROJO	ROSAMARIA	TEACHER	08/03/2021	RISD ACADEMY
ROLFING	PAIGE	TEACHER	08/03/2021	BRENTFIELD ELEMENTARY
ROLLINS	CAITLYN	TEACHER	08/03/2021	BIG SPRINGS ELEMENTARY
ROSE	STEPHANIE	TEACHER	08/03/2021	HAMILTON PARK PACESETTER
ROSS	MONROE	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
RUSCH	JESSICA	TEACHER	08/03/2021	ARAPAHO CLASSICAL MAGNET
RUSSELL	KRISTINA	TEACHER	08/03/2021	RICHARDSON TERRACE ELEM
RUTHERFORD	STEPHANIE	TEACHER	08/03/2021	RISD ACADEMY
RUTTER	REAGAN	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
SALCEDO	LORRAINE	TEACHER	08/10/2021	LAKE HIGHLANDS ELEMENTARY
SAMUEL	SINI	CAMPUS READING SPECIALIST	08/03/2021	SKYVIEW ELEMENTARY
SAMUELSON	JORDAN	TEACHER	08/03/2021	CANYON CREEK ELEMENTARY
SANDERS	NONA	LITE ASSOCIATE	08/03/2021	THURGOOD MARSHALL ELEM
SANDOVAL	DENISE	LITE ASSOCIATE	08/03/2021	CAROLYN G. BUKHAIR ELEM
SANDS	JENNIFER	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
SASSEEN	LACEY	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
SCHISLER	TAMERA	TEACHER	08/13/2021	WALLACE ELEMENTARY
SCHWIETERMAN	HAPPY	TEACHER	08/03/2021	ARAPAHO CLASSICAL MAGNET
SEALE	GABRIELLE	TEACHER	08/03/2021	PRAIRIE CREEK ELEMENTARY
SEVERSON	CHLOE	TEACHER	08/03/2021	RISD ACADEMY
SHAVER	AMANDA	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
SHERMAN	SUZANNE	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
SHULTZ	SUZANN	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
SIAM	ANISA	TEACHER	08/03/2021	CAROLYN G. BUKHAIR ELEM
SIMS	RUSSELL	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
SMALL	AYANNA	TEACHER	08/03/2021	THURGOOD MARSHALL ELEM
SMALL	CAROLINE	TEACHER	08/03/2021	SPRINGRIDGE ELEMENTARY
SMITH	KARA	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
SMITH	SAVANNA	TEACHER	08/03/2021	HAMILTON PARK PACESETTER
SMITH	SHANA	TEACHER	08/03/2021	YALE ELEMENTARY
SMITH	TONYA	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
SMITH	TONYA	TEACHER	8/3/2021	FORESTRIDGE ELEMENTARY
SOSA	SAVANNAH	TEACHER	08/03/2021	RICHARDSON HEIGHTS ELEM

SPANN	THERESA	PK SEL INTERVENTIONIST	08/06/2021	DOBIE
SPARKS	ERIN	TEACHER	08/03/2021	JESS HARBEN ELEMENTARY
SPEAR	AMANDA	TEACHER	08/03/2021	MATH/SCIENCE/TECH MAGNET
SPRADLEY	LAURA	CAMPUS READING SPECIALIST	08/03/2021	YALE ELEMENTARY
SPRADLIN	TAYLOR	TEACHER	08/03/2021	BRENTFIELD ELEMENTARY
STEPHENS	STACEY	COUNSELOR	08/05/2021	GREENWOOD HILLS ELEMENTARY
STRENK	EMILY	TEACHER	08/03/2021	MOSS HAVEN ELEMENTARY
STRIEBER	ANN	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
STUDENNY	ANGELA	TEACHER	08/03/2021	MOHAWK ELEMENTARY
SUDBURY	MICAH	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
SUTTON	CATHERINE	TEACHER	08/03/2021	WHITE ROCK ELEMENTARY
TANNEHILL	MICHELLE	TEACHER	08/03/2021	RISD ACADEMY
TERRELL	VIRGINIA	CAMPUS MATH SPECIALIST	08/03/2021	GREENWOOD HILLS ELEMENTARY
THIBODEAUX	CHYNA	TEACHER	08/03/2021	RICHLAND ELEMENTARY
THOMPSON	EMILY	TEACHER	08/03/2021	LAKE HIGHLANDS ELEMENTARY
TREVINO	SAMANTHA	TEACHER	08/03/2021	SPRING VALLEY ELEMENTARY
TRIBBLE	TAMARA	CAMPUS READING SPECIALIST	08/03/2021	STULTS ROAD ELEMENTARY
TSUI	TIFFANY	TEACHER	08/03/2021	FORESTRIDGE ELEMENTARY
TURNER	CHRISTINA	TEACHER	08/03/2021	BIG SPRINGS ELEMENTARY
URBANUS	GRACE	TEACHER	08/03/2021	NORTHRICH ELEMENTARY
VALLADARES	SAMANTHA	TEACHER	08/03/2021	RISD ACADEMY
VARELA	JESSICA	TEACHER	08/23/2021	YALE ELEMENTARY
VENHAUS	SAMANTHA	TEACHER	08/05/2021	RICHLAND ELEMENTARY
VU	JENNIFER	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
WADE	MAXINE	TEACHER	08/03/2021	FOREST LANE ACADEMY
WALKER	HANNAH	LIBRARY & INFO TECH ED	08/03/2021	ARAPAHO CLASSICAL MAGNET
WALLACE	MAY	TEACHER	08/03/2021	STULTS ROAD ELEMENTARY
WASHINGTON	CALVIN	TEACHER	08/03/2021	RICHARDSON TERRACE ELEM
WASSER	GABRIELLA	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
WAYMON	JACOB	TEACHER	08/03/2021	DOVER ELEMENTARY
WEBB	JODIE	TEACHER	08/03/2021	O. HENRY ELEMENTARY
WHITENTON	JOSPEH	TEACHER	08/03/2021	SPRING CREEK ELEMENTARY
WHITESIDE	SUE	TEACHER	08/03/2021	RICHLAND ELEMENTARY
WICKER	LILY	TEACHER	08/03/2021	HAMILTON PARK PACESETTER

WILLIAMS	BRANDI	TEACHER	08/16/2021	THURGOOD MARSHALL ELEM
WILLIAMS	JENNIFER	TEACHER	08/03/2021	ADVANCED ACADEMICS
WILLIAMS	JOHN	TEACHER	08/03/2021	FOREST LANE ACADEMY
WILLIAMS	NICOLE	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
WILLIS	ERICA	TEACHER	08/03/2021	WALLACE ELEMENTARY
WILSON	HALEY	TEACHER	08/03/2021	NORTHLAKE ELEMENTARY
WILSON	SARAH	TEACHER	08/03/2021	MARK TWAIN ELEMENTARY
WISE	AMELIA	TEACHER	08/03/2021	FOREST LANE ACADEMY
WOOD	MORIAH	TEACHER	08/03/2021	MERRIMAN PARK ELEMENTARY
WU	KRISTIE	TEACHER	08/03/2021	SPRINGRIDGE ELEMENTARY
ZALTRON	ALEJANDRA	TEACHER	08/03/2021	DOVER ELEMENTARY
ZIMINSKI	KATHRYN	TEACHER	08/03/2021	AUDELIA CREEK ELEMENTARY

APPOINTMENTS OF PROFESSIONAL PERSONNEL:

SECONDARY

LAST NAME	FIRST NAME	ASSIGNMENT	START DATE	ORGANIZATION
ADAMS	AVERI	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
ADKINS	ASACO	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
ADKINS	RICHARD	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
ALVARADO	CHELSEA	COUNSELOR	08/02/2021	FOREST MEADOW JUNIOR HIGH
AMARNEH	BILAL	TEACHER	08/10/2021	BERKNER HIGH SCHOOL
ARMSTRONG	ETHAN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
AYENI	ENIOLUWA	TEACHER	08/03/2021	R WEST TECH MAGNET
BARMAN	ODILIA	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
BEARMAN	KAREN	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
BENNINGFIELD	NATALIE	TEACHER	08/03/2021	R NORTH JUNIOR HIGH
BETTEN	KATHERINE	TEACHER	08/03/2021	R WEST TECH MAGNET
BIEDEBACH	JACOB	TEACHER	08/03/2021	WESTWOOD
BLACK	KEITH	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
BLAGG	JUSTYN	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
BLAKE	HAYDEN	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
BOICE	DAVID	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
BOICE	DAVID	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL

BOOKER	KELSEY	TEACHER	08/03/2021	R WEST TECH MAGNET
BOWERS	JOSHUA	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
BRISCO	GARRETT	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
BROWN	KRISTINA	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
BULLEIT	MADELINE	TEACHER	08/10/2021	WESTWOOD
BURG	CHRISTOPHER	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
BURKHALTER	RUTH	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
BURNETT	HAYDEN	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
BUTLER	QUINCY	TEACHER	08/16/2021	BERKNER HIGH SCHOOL
CANA	VICKI	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
CHENG	KARIN	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
CHMURA	ELLEN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
CLARK	GEORGE	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
CLEM	JARED	TEACHER	08/03/2021	MEMORIAL PARK ACADEMY
COKER	JACQUELINE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
CORRELL	SARAH	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
COUNTER	LATANYA	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
DALGIC	VERONICA	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
DARROW	JUNIPER	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
DE LA ROSA	MARCELLA	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
DEAN	JEANNE	TEACHER	08/17/2021	BERKNER HIGH SCHOOL
DECKER	DREW	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
DELGADO	JOCELYNE	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
DEMPSEY	DAWN	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
DENT	DINNAH	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
DENTON	TARYN	TEACHER	08/03/2021	R WEST TECH MAGNET
DICKEY	EMILY	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
DIXON	JALISA	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
DOMINGUEZ	YANNIN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
DRAPER	ERICA	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
DUANE	CREE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
DUNN	MICHAEL	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
DUNSMORE	KELLY	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
DURST	COURTNEY	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL

DYER	LESLIE	TEACHER	08/05/2021	BERKNER HIGH SCHOOL
EASTERLING	TERESA	TEACHER	08/12/2021	RICHARDSON HIGH SCHOOL
ELLIS	ALYSSA	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
ENOCH	SAMANTHA	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
ESPARZA	ALISON	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
FAUST	ABIGAIL	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
FEATHERSTON	RODNEY	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
FELMET-HILL	HALEY	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
FERGUSON	APRIL	TEACHER	08/19/2021	BERKNER HIGH SCHOOL
FERGUSON	HALEY	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
FISCHER	MADISON	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
FLANAGAN	FAY	TEACHER	08/03/2021	R WEST TECH MAGNET
FORD	JAYDA	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
FOSTER	KYLE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
FRANKLIN	RENARD	TEACHER	08/03/2021	R WEST TECH MAGNET
FREDERICK	HETHA	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
FREEMAN	JILL	TEACHER	08/16/2021	JJ PEARCE HIGH SCHOOL
FRENCH	ELISABETH	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
FRYKHOLM	SAMUEL	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
FULTON	MADELINE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
GALLANDER	SUSAN	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
GALLEGOS	MICHAEL	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
GEFFERT	TIFFANY	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
GELIBERT	LAURENT	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
GERIK	JACOB	TEACHER	08/18/2021	LAKE HIGHLANDS HIGH SCHOOL
GRAHAM	AUSTIN	TEACHER	08/10/2021	LAKE HIGHLANDS HIGH SCHOOL
GRAYCZYK	JUSTIN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
GROVES	MARY	TEACHER	08/10/2021	LAKE HIGHLANDS HIGH SCHOOL
HADLEY-WHITE	JENNIFER	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
HALE	ZACHARY	TEACHER	08/11/2021	FOREST MEADOW JUNIOR HIGH
HAMMER	AMY	TEACHER	08/05/2021	RICHARDSON HIGH SCHOOL
HANSEN	PATRICIA	TEACHER	08/13/2021	LAKE HIGHLANDS HIGH SCHOOL
HARGROVE	MATTHEW	TEACHER	8/23/2021	R WEST TECH MAGNET
HARRIS	TYLER	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL

HART	KRISTIN	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
HEARNE	LATISHA	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
HEINEN	NICKLAUS	TEACHER	08/03/2021	WESTWOOD
HINEY	SCOTT	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
HING	JUVY	TEACHER	08/04/2021	LAKE HIGHLANDS HIGH SCHOOL
HINZE	DAWNIELLE	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
HOHMAN	AMBER	TEACHER	08/03/2021	WESTWOOD
HOLLAND	JOANNA	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
HOLLOWAY	BROOKE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
HOLLOWAY	KENDRICK	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
HONGOLA	BRANDON	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
HOWZE	ALEXANDRIA	TEACHER	08/03/2021	R WEST TECH MAGNET
HUDSON	MICHAEL	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
HUNTER	COURTNEY	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
IVEY	FRANK	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
JAIMES	CAROLINE	TEACHER	08/03/2021	WESTWOOD
JENNINGS	OLIVIA	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
JOHNSTON	CHRISTOPHER	TEACHER	08/03/2021	R WEST TECH MAGNET
JONES	ADDISON	TEACHER	08/18/2021	LAKE HIGHLANDS JUNIOR HIGH
JONES	KELLAN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
JONES	KIMBERLY	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
JONES	KRYSTAL	TEACHER	08/03/2021	MEMORIAL PARK ACADEMY
JONES	TOBY	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
JOYNT	KATELYN	TEACHER	08/05/2021	BERKNER HIGH SCHOOL
JOYNT	SHAUN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
JYOTHSWARA	RADHIKA	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
KAHAN	JOSEPH	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
KARMANN	STEPHANIE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
KIM	ASHLEY	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
KIM	JENNIFER	INSTRUCTIONAL COACH	08/03/2021	BERKNER HIGH SCHOOL
KIMBERLEY	CARRIE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
KIMBRELL	KERI	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
KING	NICHOLAS	TEACHER	08/03/2021	R NORTH JUNIOR HIGH
KNIGHT	MADELINE	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH

KNORR	MICAH	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
KOEPKE	ELIZABETH	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
LANG	TIFFANY	INSTRUCTIONAL COACH	08/03/2021	WESTWOOD
LANHAM	JUSTIN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
LATHROM	NATASHA	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
LAWLER	MELANIE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
LEGGATT	NICHOLAS	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
LEIGH	ANGELA	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
LEWIS	BRYSON	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
LOVE	CLEOTHES	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
MACY	KERRI	TEACHER	08/10/2021	LAKE HIGHLANDS HIGH SCHOOL
MAGEE	ALICIA	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
MALDONADO	MEGAN	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
MALLARD	ALEXA	INSTRUCTIONAL COACH	08/03/2021	FOREST MEADOW JUNIOR HIGH
MARKOS	EMILY	TEACHER	08/03/2021	WESTWOOD
MARSHALL	KRISTY	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
MARSHELL	KRISTINA	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
MARTIN	AUSTIN	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
MARTINEZ	ISABEL	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
MASON	PATRICK	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
MAY	SARAH	TEACHER	08/10/2021	LAKE HIGHLANDS JUNIOR HIGH
MCADAMS	ANDREW	TEACHER	08/03/2021	WESTWOOD
MCCANN	CASEY	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
MCCASKILL	STAFFORD	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
MCCOY	KATHERINE	TEACHER	08/03/2021	R NORTH JUNIOR HIGH
MCPHERSON	DEVORAH	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
MEADOR	ERIKA	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
MEIKLEJOHN	KELLEY	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
MERCY	MATTHEW	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
MILLS	WILLIAM	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
MITCHELL	SANTRECIA	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
MULLIS	JADE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
MYERS	TAMERA	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
NAVARRO	ROBERT	TEACHER	08/03/2021	WESTWOOD

NICKERSON	NICHOLAS	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
NIIMI	WENDY	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
NINO	GUILLERMO	TEACHER	08/03/2021	WESTWOOD
NINO	JOSE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
NORTHCUTT	EMILY	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
OJEDA	LUIS	TEACHER	08/18/2021	LAKE HIGHLANDS HIGH SCHOOL
OLIVER	SAMUEL	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
OWENS	BRITTANY	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
PACKER	AARON	INSTRUCTIONAL COACH	08/03/2021	WESTWOOD
PATISON	JOHN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
PAULEY	MARY	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
PEREZ	DAVID	TEACHER	08/18/2021	RICHARDSON HIGH SCHOOL
PEREZ	JOBRINA	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
PIPPARD	RHETT	TEACHER	08/18/2021	PARKHILL JUNIOR HIGH
PITTMAN	CLAIRE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
POLLARD	WILLIAM	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
PORTER	DANIEL	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
POWERS	KENDALL	TEACHER	08/03/2021	WESTWOOD
RAMOS	VERONICA	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
RAVKIND	CAITLIN	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
REITER	JOSEPH	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
RICHARDSON	KEESHEAMA	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
RIGGLE	SCOTT	TEACHER	08/03/2021	R WEST TECH MAGNET
ROBB	ASHLEIGH	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
ROBERTS	JAMES	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
ROBISON	CONNOR	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
ROBSON	ROBERT	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
ROSELLI	DANIELLE	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
RUIZ	GABRIEL	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
RUSSELL	ALIYAH	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
SANCHEZ	WHITNEY	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
SANDERS	WILLIAM	TEACHER	08/03/2021	R NORTH JUNIOR HIGH
SCHULTZ	JONATHON	TEACHER	08/10/2021	LAKE HIGHLANDS HIGH SCHOOL
SEAY	JODI	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH

SETON-ROGERS	BRYCE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
SIEMERS	RAPHAELLE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
SIMKA	JOEL	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
SKELTON	TIFFANY	COUNSELOR	08/03/2021	FOREST MEADOW JUNIOR HIGH
SMITH	CALVIN	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
SNODGRASS	VERA	TEACHER	08/03/2021	R WEST TECH MAGNET
SNYDER	JENNA	TEACHER	08/03/2021	APOLLO JUNIOR HIGH
SREENY	ALICIA	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
ST JAMES	NICHOLA	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
STANDISH	NICHOLAS	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
STRIEBER	MARY	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
TATUM	VICTORIA	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
TAYLOR	DARRELL	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
TEETER	SEAN	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
THACKER	BETHANY	TEACHER	08/03/2021	LIBERTY JUNIOR HIGH
THOMAS	JULIA	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
TICZON	EUNICE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
TILLETT	CHRISTINA	TEACHER	08/10/2021	JJ PEARCE HIGH SCHOOL
TOMS	KELSEY	TEACHER	08/03/2021	R WEST TECH MAGNET
TORRES	SARAH	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
TREADWELL	CRUCITA	TEACHER	08/03/2021	JJ PEARCE HIGH SCHOOL
TREVINO	RENE	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
TRIECE	KELLY	TEACHER	08/03/2021	R NORTH JUNIOR HIGH
UDOVITSCH	ALYSSA	TEACHER	08/03/2021	FOREST MEADOW JUNIOR HIGH
VALDERRAMA	MICHAEL GERARD	TEACHER	08/11/2021	RICHARDSON HIGH SCHOOL
VINCENT	CAROLYN	TEACHER	08/03/2021	LAKE HIGHLANDS HIGH SCHOOL
WAINSCOTT	ALLISON	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
WEATHERLY	ANNA	TEACHER	08/03/2021	BERKNER HIGH SCHOOL
WEBER	KATHRYN	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
WEISHEIT	MELISSA	TEACHER	08/03/2021	PARKHILL JUNIOR HIGH
WELKENER	CORRIE	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
WHITE	DAVID	TEACHER	08/03/2021	R NORTH JUNIOR HIGH
WHITMAN	EMILY	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
WILHELM	EDWARD	TEACHER	08/03/2021	APOLLO JUNIOR HIGH

WILKIN	CHRISTINE	TEACHER	08/03/2021	WESTWOOD
WILKINS	EVAN	TEACHER	08/03/2021	RICHARDSON HIGH SCHOOL
WILLIAMS	DAVID	TEACHER	08/10/2021	RICHARDSON HIGH SCHOOL
WILLIAMS	KATHRYN	TEACHER	08/03/2021	LAKE HIGHLANDS JUNIOR HIGH
WILLIAMS	WAYNE	TEACHER	08/03/2021	WESTWOOD
WOLFE	SAMANTHA	TRAINER	08/03/2021	JJ PEARCE HIGH SCHOOL
YAO	CRYSTAL	INSTRUCTIONAL TECH	08/11/2021	LIBERTY JUNIOR HIGH

APPOINTMENTS OF PROFESSIONAL PERSONNEL:

LAST NAME	FIRST NAME	ASSIGNMENT	START DATE	ORGANIZATION
ALEXANDER	KATIE	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
ALLEN	HANNAH	NURSE	08/03/2021	HEALTH SERVICES
ARMSTRONG	NEELEY	DIAGNOSTICIAN	08/02/2021	SPECIAL STUDENT SERVICES
ASHBAUGH	CHRISTA	LSSP	08/02/2021	SPECIAL STUDENT SERVICES
BARROW	EMILY	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
BLAST	JOANNE	LSSP INTERN	08/06/2021	SPECIAL STUDENT SERVICES
BURSON	DUSTIN	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
CHARLES	CASSANDRA	TEACHER - DYSLEXIA	08/03/2021	DYSLEXIA PROGRAM
CIUBA	EMILY	NURSE	08/03/2021	HEALTH SERVICES
COOPER	MAUREATTE	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
DAVIS	KELLI	NURSE	08/03/2021	HEALTH SERVICES
DUNCAN	MORGAN	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
EALY	LILA	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
EVANS-ROBERTS	JOI	SSS CAMPUS FACILITATOR	08/10/2021	SPECIAL STUDENT SERVICES
EVENSON	CLAIRE	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
FLOYD	AUBREY	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
GHALY	ERIN	NURSE	08/03/2021	HEALTH SERVICES
GONZALEZ	ADRIANA	HIPPY/EP CITY SPECIALIST	08/24/2021	FEDERAL PROGRAMS & GRANTS
GONZALEZ	LAUREL	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
GUEVARA SEQUEDA	MARIA	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
HARRIS	MARJORY	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
HENRY	RONDA	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
HUFF	YOLANDRA	LITERACY INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION

HUNTZINGER	MARY	TEACHER	08/03/2021	SPECIAL STUDENT SERVICES
INGRAM	DYLAN	BEHAVIOR SPECIALIST	08/10/2021	STUDENT SERVICES
JENKINS	CRYSTALYN	DIAGNOSTICIAN	08/02/2021	SPECIAL STUDENT SERVICES
JONES	SHAUNTEL	BEHAVIOR SPECIALIST	08/10/2021	SPECIAL STUDENT SERVICES
MCCARTER	SHERRY	LSSP	08/02/2021	SPECIAL STUDENT SERVICES
MCCOMMAS	CATHERINE	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
MCLEOD	LISA	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
MCNIEL	MARGARET	DIAGNOSTICIAN	08/02/2021	SPECIAL STUDENT SERVICES
MERSBACH	KAILEY	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
MUNOZ	ADRIANA	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
NEELY	ASHLEY	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
NEILL	ASHLEY	PHYSICAL THERAPIST	08/04/2021	SPECIAL STUDENT SERVICES
NGUYEN	CATHERINE	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
O'REILLY	ABBIE	NURSE	08/03/2021	HEALTH SERVICES
PERRY	CHRISTINE	TEACHER - DYSLEXIA	08/03/2021	DYSLEXIA PROGRAM
PETRI-SUN	JESSICA	LSSP	08/02/2021	SPECIAL STUDENT SERVICES
PINILLA	CRISTINA	LITERACY INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
PIRTLE	TIMOTHY	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
RICHARDSON	TIONIA	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
RILEY	TRACY	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
ROBERTSON	JILLIAN	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
RODRIGUEZ	JANIE	NURSE	08/03/2021	HEALTH SERVICES
SANCHEZ	JOHN	LITERACY INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
SANDERS	MARY	DIAGNOSTICIAN	08/16/2021	SPECIAL STUDENT SERVICES
SNYDER	LYNETTE	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
SPEARS	HANNAH	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
STAUDENECKER	KELSEY	MATH INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
STEWARD	MEREDITH	LSSP INTERN	08/06/2021	SPECIAL STUDENT SERVICES
STRUNK	SHANTELE	DIAGNOSTICIAN	08/02/2021	SPECIAL STUDENT SERVICES
STUER	NINA	TEACHER	08/03/2021	ADVANCED ACADEMICS
THOMAS	LAUREN	SPEECH THERAPIST	08/03/2021	SPECIAL STUDENT SERVICES
THORNTON	TAMETRICE	LITERACY INTERVENTIONIST	08/03/2021	PRE K-12 INTERVENTION
TORRES	JESSICA	BEHAVIOR SPECIALIST	08/10/2021	SPECIAL STUDENT SERVICES
VANDERGRIF	DENEEN	TEACHER - CENTRAL SPED	08/03/2021	SPECIAL STUDENT SERVICES

VARILLAS	ROMINA	READING ACADEMY COACH	08/02/2021	PRE K-12 INTERVENTION
YGLECIAS	GAY	READING ACADEMY COACH	08/02/2021	PRE K-12 INTERVENTION

PART B: Personnel Actions Submitted for Board of Trustees' Information				
APPOINTMENTS of Paraprofessional and Classified Personnel:				
PARAPROFESSIONAL		DATE	POSITION	LOCATION
ACOSTA GUTIERREZ	PRISCILLA	08/25/2021	AIDE I	WESTWOOD
ALVARADO	VANESSA	08/19/2021	SITE COORDINATOR I	EXTENDED LEARNING
ALWAN	AMAN	08/10/2021	LIBRARY ASSISTANT	APOLLO JUNIOR HIGH
ANGUIANO BONILLA	DIANA	08/17/2021	AIDE I - PREK	LAKE HIGHLANDS ELEMENTARY
ANSARI	PARVIN	08/10/2021	SECRETARY II	LAKE HIGHLANDS JUNIOR HIGH
AREVALO	JESSICA	08/10/2021	SECRETARY I/CLERK	GREENWOOD HILLS ELEMENTARY
ASLAM	SHAGUFTA	08/23/2021	SPECIAL EDUCATION AIDE	DOVER ELEMENTARY
AVILA	NANCY	08/10/2021	SPECIAL EDUCATION AIDE	DOBIE
BAHENA	YESENIA	08/02/2021	SECRETARY II	RICHARDSON HIGH SCHOOL
BENAVIDES	KARINA	08/10/2021	AIDE I	JJ PEARCE HIGH SCHOOL
BOOKER	KIMBERLY	08/10/2021	LIBRARY ASSISTANT	R WEST TECH MAGNET
BOWIE	ARIEL	08/10/2021	CLERK	O. HENRY ELEMENTARY
BRAUN	SHIRLEY	08/02/2021	SITE COORDINATOR I	EXTENDED LEARNING
BRYANT	NIKKI	08/10/2021	SPECIAL EDUCATION AIDE	YALE ELEMENTARY
BUFFINGTON	MISHAELE	08/23/2021	CLERK	MARK TWAIN ELEMENTARY
BURTON	SAVETTE	08/10/2021	SPECIAL EDUCATION AIDE	RICHARDSON HIGH SCHOOL
CALAMS	JAMES	08/10/2021	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
CAMPBELL	SHERRI	08/10/2021	SPECIAL EDUCATION AIDE	NORTHRICH ELEMENTARY
CAMPOS	JEHU	08/02/2021	STUDENT DATA SPEC	SPRING VALLEY ELEMENTARY
CARDENAS	MAXIMILIANO	08/10/2021	SPECIAL EDUCATION AIDE	WHITE ROCK ELEMENTARY
CARDOSO CAMPUZANO	DEICI	08/26/2021	AIDE I - PREK	THURGOOD MARSHALL ELEM
CASTILLO	JOCELYN	08/10/2021	SPECIAL EDUCATION AIDE	SPRING VALLEY ELEMENTARY
CATO	ERIC	08/10/2021	SPECIAL EDUCATION AIDE	BERKNER HIGH SCHOOL
CELIS GRANJENO	MARIA	08/10/2021	SPECIAL EDUCATION AIDE	MATH/SCIENCE/TECH MAGNET
CHAPARRO	MARIA	08/10/2021	AIDE I	O. HENRY ELEMENTARY
CHAVEZ	ILKA	08/10/2021	AIDE I	DOVER ELEMENTARY
CHOU	JASON	08/10/2021	LIBRARY ASSISTANT	LAKE HIGHLANDS HIGH SCHOOL
COCHRAN	KATLIN	08/10/2021	SPECIAL EDUCATION AIDE	SKYVIEW ELEMENTARY
COLEMAN	CRESTON	08/19/2021	SPECIAL EDUCATION AIDE	PARKHILL JUNIOR HIGH

CREECY	KATHRYN	08/10/2021	SPECIAL EDUCATION AIDE	SPRING CREEK ELEMENTARY
CREWSE	MATTHEW	08/10/2021	SPECIAL EDUCATION AIDE	FOREST MEADOW JUNIOR HIGH
CRUSE	CHARMANIQUE	08/12/2021	SPECIAL EDUCATION AIDE	AIKIN ELEMENTARY
CUNNINGHAM	SHATEVIA	08/25/2021	SPECIAL EDUCATION AIDE	LAKE HIGHLANDS ELEMENTARY
DANIEL	STEPHANIE	08/10/2021	SPECIAL EDUCATION AIDE	SKYVIEW ELEMENTARY
DANIEL	STEPHANIE	8/10/2021	SPECIAL EDUCATION AIDE	SKYVIEW ELEMENTARY
DELAVAN	KAREN	08/10/2021	AIDE I	NORTHRICH ELEMENTARY
DIAZ	JENNIFER	08/23/2021	SPECIAL EDUCATION AIDE	DOBIE
DOWLING	WILLIAM	08/10/2021	SPECIAL EDUCATION AIDE	LAKE HIGHLANDS HIGH SCHOOL
ENOCH	MALCOLM	08/10/2021	SPECIAL EDUCATION AIDE	YALE ELEMENTARY
ESCOBAR NAJARRO	ANDREA	08/02/2021	STUDENT DATA SPEC	THURGOOD MARSHALL ELEM
ESPARZA	ANGELICA	08/10/2021	SPECIAL EDUCATION AIDE	BERKNER HIGH SCHOOL
EVANS	AMARI	08/10/2021	SPECIAL EDUCATION AIDE	SKYVIEW ELEMENTARY
EWING	CHRYSTAL	08/10/2021	SECRETARY II-CAMPUS	JJ PEARCE HIGH SCHOOL
FIELDS	AMANDA	08/10/2021	SECRETARY II-CAMPUS	FOREST MEADOW JUNIOR HIGH
FIELDS	REBECCA	08/10/2021	AIDE I	WHITE ROCK ELEMENTARY
FREDERKING	NICOLE	08/03/2021	EXECUTIVE ASSISTANT I	JJ PEARCE HIGH SCHOOL
GOMES	HIRA	08/10/2021	AIDE I	HAMILTON PARK PACESETTER
GONZALES	ALYSSA	08/10/2021	AIDE I	SKYVIEW ELEMENTARY
GRAVES	JUANA	08/14/2021	SPECIAL EDUCATION	DOBIE
GRIFFIN	ARTRA	08/10/2021	SPECIAL EDUCATION AIDE	R WEST TECH MAGNET
GRIFFIN	KETENA	08/19/2021	AIDE I	DOBIE
GUESBY	MENDASIA	08/10/2021	SECRETARY I/CLERK	DARTMOUTH ELEMENTARY
GUEVARA	STEPHANIE	08/25/2021	SECRETARY I	BERKNER HIGH SCHOOL
HERNANDEZ	MARILYN	08/10/2021	AIDE I	RICHLAND ELEMENTARY
HERRERA JIMENEZ	MIREYA	08/10/2021	SPECIAL EDUCATION AIDE	FORESTRIDGE ELEMENTARY
HOLBERT	UNIKA	08/10/2021	SPECIAL EDUCATION AIDE	LIBERTY JUNIOR HIGH
ISLAS	MARIA	08/10/2021	SECRETARY I-CAMPUS	AUDELIA CREEK ELEMENTARY
ISRAEL	ASAIAH	08/10/2021	SPECIAL EDUCATION AIDE	AUDELIA CREEK ELEMENTARY
JAGGER	JOHN	08/10/2021	SPECIAL EDUCATION AIDE	YALE ELEMENTARY
JBLOU	HANAE	08/10/2021	SPECIAL EDUCATION AIDE	AUDELIA CREEK ELEMENTARY
JIMENEZ	LESLIE	08/05/2021	STUDENT DATA SPEC	RICHLAND ELEMENTARY
LEDESMA	CANDICE	08/10/2021	SECRETARY II-CAMPUS	JJ PEARCE HIGH SCHOOL
LEMUS	BEATRIZ	08/10/2021	AIDE I - BILINGUAL	O. HENRY ELEMENTARY

LOPEZ RIVERA	LESLIE	08/16/2021	SECRETARY II	R WEST TECH MAGNET
LOPEZ RIVERA	STEPHANIE	08/16/2021	AIDE I	R WEST TECH MAGNET
LUCI	ROXANNE JOY	08/10/2021	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
LUNFORD	ANGEL	08/31/2021	SPECIAL EDUCATION AIDE	DOVER ELEMENTARY
MAHAFZHAH	JENNIFER	08/10/2021	SPECIAL EDUCATION AIDE	WESTWOOD
MALDONADO	REYNA	08/10/2021	SPECIAL EDUCATION AIDE	DOBIE
MARCUS	FRANCES	08/17/2021	AIDE I	BIG SPRINGS ELEMENTARY
MARSH	EMMA	08/26/2021	SPECIAL EDUCATION AIDE	BIG SPRINGS ELEMENTARY
MARTINEZ	ANGELA	08/10/2021	SPECIAL EDUCATION AIDE	WHITE ROCK ELEMENTARY
MARTINEZ	ZAIRA	08/23/2021	ADMIN SPECIALIST III	PAYROLL & BENEFITS
MEMON	BISMAH	08/16/2021	SPECIAL EDUCATION AIDE	BIG SPRINGS ELEMENTARY
MONROE	JULIA	08/10/2021	SECRETARY I	BERKNER HIGH SCHOOL
MONTGOMERY	LADONNA	08/10/2021	SPECIAL EDUCATION AIDE	DARTMOUTH ELEMENTARY
MORRIS	JENNIFER	08/10/2021	AIDE I	DARTMOUTH ELEMENTARY
MOSSA	SUNSHINE	08/10/2021	CLERK	BOWIE ELEMENTARY
MUDER	ELIZABETH	08/10/2021	SPECIAL EDUCATION AIDE	WHITE ROCK ELEMENTARY
MULLEN	DIEADREA	08/23/2021	SECRETARY II	BERKNER HIGH SCHOOL
MUNOZ	MONICA	08/10/2021	SPECIAL EDUCATION AIDE	R NORTH JUNIOR HIGH
NANCE	JENNA	08/10/2021	SPECIAL EDUCATION AIDE	BIG SPRINGS ELEMENTARY
NARGIS	MIRZA	08/10/2021	SPECIAL EDUCATION AIDE	SPRINGRIDGE ELEMENTARY
NASH	REBECCA	08/10/2021	SPECIAL EDUCATION AIDE	DARTMOUTH ELEMENTARY
NGUYEN NGO	MARY	08/17/2021	SPECIAL EDUCATION AIDE	MARK TWAIN ELEMENTARY
O'NEIL	RACHEL	08/10/2021	SPECIAL EDUCATION AIDE	NORTHRICH ELEMENTARY
PAREDES	JANET	08/10/2021	SECRETARY I/CLERK	WESTWOOD
PARRAGA SILGUERO	ALBERTO	08/16/2021	STUDENT DATA SPEC	RISD ACADEMY-137
PENALOZA	SHEILA	08/03/2021	STUDENT DATA SPEC	MERRIMAN PARK ELEMENTARY
PRINCE	MAYRA	08/03/2021	EXEC ASSISTANT I	PRE-KINDERGARTEN
RAMIREZ	CHRISTINE	08/24/2021	CLERK	WHITE ROCK ELEMENTARY
RAMZAN	SADAF	08/25/2021	SECRETARY II	APOLLO JUNIOR HIGH
REYES	DEVANHI	08/10/2021	SPECIAL EDUCATION AIDE	DARTMOUTH ELEMENTARY
REYES	SHIRLEYN	08/02/2021	STUDENT DATA SPEC	DARTMOUTH ELEMENTARY
RIDDICK	YVETTE	08/10/2021	CLERK	MATH/SCIENCE/TECH MAGNET
ROBERTSON	ELIZABETH	08/23/2021	EXECUTIVE ASSISTANT	BERKNER HIGH SCHOOL
ROBINSON-MOORE	DEANTE	08/10/2021	SPECIAL EDUCATION AIDE	BERKNER HIGH SCHOOL

ROCKWELL	KEAJA	08/10/2021	CLERK	GREENWOOD HILLS ELEMENTARY
RODRIGUEZ	BRENDA	08/02/2021	STUDENT DATA SPEC	WESTWOOD
RODRIGUEZ	ROSEVELIA	08/10/2021	AIDE I	BOWIE ELEMENTARY
ROJAS	CLARISSA	08/10/2021	SPECIAL EDUCATION AIDE	BIG SPRINGS ELEMENTARY
ROPER	MALLORY	08/10/2021	SPECIAL EDUCATION AIDE	LAKE HIGHLANDS HIGH SCHOOL
SALAS	GENISES	08/10/2021	CLERK	WHITE ROCK ELEMENTARY
SALAS LIRA	YANIRA	08/10/2021	AIDE I	HAMILTON PARK PACESETTER
SELLERS	KASSEY	08/10/2021	AIDE I	SKYVIEW ELEMENTARY
SHELTON	BEN	08/10/2021	SPECIAL EDUCATION AIDE	PARKHILL JUNIOR HIGH
STANTON	KIMBERLY	08/03/2021	TEACHER ASSISTANT	HAMILTON PARK PACESETTER
STRIEGLER	CODY	08/23/2021	SPECIAL EDUCATION AIDE	BIG SPRINGS ELEMENTARY
TALEBZADEH	SIMA	08/10/2021	SPECIAL EDUCATION AIDE	JJ PEARCE HIGH SCHOOL
THOMAS	CORTEZ	08/27/2021	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
THOMPSON	DEBORAH	08/10/2021	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
TOMLIN	BRETT	08/10/2021	SPECIAL EDUCATION AIDE	NORTHLAKE ELEMENTARY
TREVINO	MARCUS	08/25/2021	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
TURNER	EDWARD	08/12/2021	CLERK	APOLLO JUNIOR HIGH
VASQUEZ TAPIA	ANGELICA	08/10/2021	SPECIAL EDUCATION AIDE	DOBIE
VAZQUEZ	JUANA	08/10/2021	SECRETARY I/CLERK	BIG SPRINGS ELEMENTARY
VERGARA	ERICK	08/10/2021	AIDE	AIKIN ELEMENTARY
VOLKMER	ASHLEY	08/16/2021	EXECUTIVE ASSISTANT I	LAKE HIGHLANDS HIGH SCHOOL
WILLIAMS	ARMANI	08/02/2021	SITE COORDINATOR I	EXTENDED LEARNING
WINTERS	SHANTINIQUE	08/18/2021	SPECIAL EDUCATION AIDE	MARK TWAIN ELEMENTARY
WRIGHT	DEJIA	08/10/2021	SPECIAL EDUCATION AIDE	NORTHWOOD HILLS ELEMENTARY
APPOINTMENTS of Paraprofessional and Classified Personnel:				
CLASSIFIED		DATE	POSITION	LOCATION
ABDULKADIR	SHANKA	08/12/2021	BUS DRIVER	TRANSPORTATION
ABERRA	BELETE	08/12/2021	BUS DRIVER (NON-CDL)	TRANSPORTATION
ABU GHAITH	HEBA	08/13/2021	CHILD NUTRITIONIST	R WEST TECH MAGNET
AGUILAR JAIMES	DAYS	08/17/2021	CHILD NUTRITIONIST	RISD ACADEMY

PART B: Personnel Actions Submitted for Board of Trustees' Information

SEPARATIONS of Personnel:

PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	LAST NAME	FIRST NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	LOCAL YEARS EXPERIENCE	DATE EFFECTIVE
Paraprofessional	AL ALI	ALIAA	TECHNICAL ASSISTANT	SPRING VALLEY ELEMENTARY	0	08/10/2021
Professional-Secondary	BALDERAS	SUZANNE	TEACHER	RICHARDSON HIGH SCHOOL	0	08/12/2021
Professional-Central	BARRETT	ANNA	DIAGNOSTICIAN	SPECIAL STUDENT SERVICES	0	08/20/2021
Classified	BAYOH	ZAINAB	CUSTODIAL I	HAMILTON PARK PACESETTER	4	08/10/2021
Professional-Elementary	BESSARD	CATRINA	TEACHER - ELEM	BIG SPRINGS ELEMENTARY	1	08/31/2021
Professional-Central	BLAKELEY	PATRICIA	ADMIN MANAGER	FEDERAL PROGRAMS & GRANTS	25	08/31/2021
Classified	BURKHAM	BRANDON	HVAC TECH	FACILITIES MAINTENANCE	2	08/06/2021
Paraprofessional	CALDERON	GUADALUPE	SPECIAL ED AIDE	FOREST MEADOW JUNIOR HIGH	7	08/18/2021
Professional-Central	COMER	NORMA	EXECUTIVE DIRECTOR	INFORMATION SYSTEMS	23	08/31/2021
Classified	FOX	FINLEY	BUS MONITOR	TRANSPORTATION	0	08/31/2021
Classified	FREEMAN	JAMAL	BUS DRIVER	TRANSPORTATION	3	08/27/2021
Professional-Elementary	GERARDINO	DIANA	TEACHER	WALLACE ELEMENTARY	1	08/16/2021
Paraprofessional	HALL	KEMOY	SPECIAL EDUCATION AIDE	BIG SPRINGS ELEMENTARY	1	08/12/2021
Paraprofessional	HARVEY	TERESA	STUDENT DATA SPEC	RISD ACADEMY	4	08/13/2021
Professional-Central	LEE	ANDREA	TEACHER - DYSLEXIA	DYSLEXIA PROGRAM	8	08/18/2021
Professional-Central	LEIJA	JUANA	READING ACADEMY COACH	PRE K-12 INTERVENTION	0	08/05/2021
Classified	MALTOS	APOLONIA	CUSTODIAL I	FORESTRIDGE ELEMENTARY	4	08/15/2021
Classified	MCCLOUD	RHYAN	BUS DRIVER	TRANSPORTATION	0	08/12/2021
Paraprofessional	O'NEIL	CHELSEA	SECRETARY I	LIBERTY JUNIOR HIGH	1	08/20/2021
Paraprofessional	OZAETA RAMIREZ	SYLVIA	AIDE I	R WEST TECH MAGNET	8	08/11/2021
Professional-Secondary	PARKER	LAURA	ASSISTANT PRINCIPAL	LAKE HIGHLANDS JUNIOR HIGH	17	08/20/2021
Professional-Elementary	RIVERA	DANNY	COUNSELOR	SKYVIEW ELEMENTARY	2	08/20/2021
Professional-Central	SHAW	NGARGE	DIRECTOR - GROUNDS	GROUNDS	25	08/06/2021
Classified	STEVENS	JENNIFER	TRANSPORTATION SUPERVISOR	TRANSPORTATION	2	08/04/2021
Classified	TAYLOR	MARY	CHILD NUTRITIONIST	RICHLAND ELEMENTARY	2	08/02/2021
Professional-Central	VIDAL	DAWN	TEACHING & LEARNING SPEC	LANGUAGE ARTS	3	08/03/2021
Classified	WILLIAMS	ANDRE	BUS DRIVER	TRANSPORTATION	5	08/18/2021

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Submitted by: David Pate, CFO, Financial & Support Services

INFORMATION AND ACTION ITEM

TOPIC: Specified Best Value/Low Bids, Contracts, and Cumulative Purchases

BACKGROUND INFORMATION:

Bids for the items listed in Part A on the attached sheets were advertised and received for opening in the RISD Purchasing Department. The bid(s) listed under Part A are recommended for acceptance as the lowest responsive bid(s) or other qualifying bid that meets specifications and provides the best value to the District. If the lowest responsive bid does not fall within the budgeted amount for the item, supportive justification and information has been requested and may be made available.

Bids listed in Part B reflect vendors recommended for renewal of an existing bid that was originally approved as providing the best value/lowest responsive bid for the district.

Part C sets out purchases, contracts, contract modifications, and any contract change orders recommended for approval. The amount of items listed in Part C exceeds \$100,000. Purchases and contract(s) for the goods and services reflected under Part C have been reviewed and negotiated, where appropriate. Each contract is within the budgeted amount for the item, category, or service. As indicated, certain purchases and contracts have been renegotiated, modified, or otherwise changed. Any such changes recommended are within budgeted amounts.

Part D reflects Interlocal Agreements or other Memorandums of Understanding that address agreements and understandings between other local governmental entities or certain nonprofit organizations. These items are recommended for the Board's approval.

Part E is provided for the Board's information. The items reflected in this section involve contract amounts of less than \$100,000. Board policy CH (Local) delegates purchasing authority to the Superintendent for expenditure of budgeted amounts for goods and services under \$100,000.

Part F is provided for the Board's information. This section provides information about cumulative purchases from state-approved vendors under contracts or buying

cooperative agreements that the Board already has approved. All such purchases have been made through established District procedures to ensure that the purchase provided the best buy at the lowest available price.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the items recommended under Parts A, B, C, and D. The items in Parts E and F are provided for the Board's information.

PROPOSED RESOLUTION

Whereas, in compliance with state purchasing and procurement requirements and other applicable law, the RISD Purchasing Department, in collaboration with the end-user departments, has solicited, received, opened, and considered responsive bids for contracts to procure various goods and services required for District operations and has made recommendations for the acceptance and approval of bids and contracts that provide the best value to the District; and

WHEREAS, the district has collaborated with other local government entities to develop Interlocal Agreements and Memoranda of Understanding to obtain goods or share services; and

WHEREAS, the District has made cumulative purchases from previously qualified vendors in accordance with applicable procedures for services and has entered into contracts for goods and services within the Superintendent's delegated purchasing authority; and

WHEREAS, effective management of the District's purchasing and acquisition processes supports the Board's strategic objectives and strategies; now

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District accepts, and/or approves the recommended bids, contracts, and Interlocal Agreements and Memoranda of Understanding set out in Parts A, B, C, and D on the attached pages.

Board Agenda September 20, 2021

PART A - New Bids -- For Approval							
Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
21-129	Miscellaneous Consultant Services	Accountable Healthcare Staffing, Inc. Allyson Caudill Amanda Harrison C.E. Mendez Foundation Kristen Goguen Logan Ray Meghann Zenteno National Board for Professional Teaching Standards Norman Wick Onset Technologies LLC Phillip Alvarado Program Evaluation & Educational Researrch Solutions Quickfire Solutions Inc. Shruti Mehta Sunbelt Staffing LLC Toolkit Technologies Inc UnboundedEd Learning Inc.	Compliance	N/A	17	0	NA
21-142	Data Center Refresh EA, Compute, Wi-Fi, DNS	Netsync Network Solutions	\$ 3,969,588.01	\$ 4,000,000.00	1	0	162

PART B - Bid Renewals -- For Approval							
Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
None							

PART C - Purchase and Contract Information (Greater than \$100,000) -- For Approval	
Purchases, Contracts, Contract Modifications & Change Orders: Greater than \$100,000	Amount
Dallas County Appraisal District - appraising property in the county	\$ 1,170,562.00
Longhorn Bus Sales - 77-passenger buses, 8 each (BuyBoard 630-20)	\$ 921,632.00
Footsteps2Brilliance - Instructional Software to support biliteracy development in grades Pre-K through 3rd. Purchase is a 5 year license. (Choice Partners 21/016KN-07)	\$ 394,763.00
Interior Resources Group - Teacher mobile sit/stand desk (Omnia Partners R191808)	\$ 381,516.08
PBK Architects, Inc. - Field turf installations for baseball and softball at Lake Highlands, Berkner and Richardson High Schools.	\$ 370,000.00

Savvas - Digital and print textbooks for AP Physics (RISD Bid # 21-121)	\$ 352,946.16
Communities In Schools - Consultants providing direct program and related social services for at-risk students at Audelia Creek Elementary, Northlake Elementary, Northrich Elementary, Bukhair Elementary, Greenwood Hills Elementary, Spring Valley Elementary, Mark Twain Elementary, Stults Elementary, Forest Lane Academy, Thurgood Marshall Elementary, Aiken Elementary, Stults Road Elementary, Skyview Elementary, Prestonwood Elementary, Dover Elementary, Apollo JH, Lake Highlands JH, Forest Meadow JH, Richardson West JH, Parkhill JH, Liberty JH, Westwood JH, Lake Highlands HS, L.V. Berkner HS, J.J. Pearce HS, Richardson North JH, and Richardson HS, through June 30, 2022	\$ 304,000.00
STAR Autism Support - Provide professional consulting, workshops, staff training, and parent training services, per grant awarded to RISD 2021-2022.	\$ 262,500.00
Texas Air Systems - Replacement of three boiler units at Lake Highlands High School (BuyBoard 631-20)	\$ 262,388.00
Baun Intertec - Geotechnical services JPHS (Professional Services)	\$ 159,320.98
Fileleaf Publishing - Decodeable readers and teacher lesson resources for small group reading (Buyboard 609-20)	\$ 158,498.87
Pioneer Valley Books - Word Study Kits for small group phonics (RISD Bid # 1605)	\$ 132,097.50
Netsync Network Solutions - APC Service 5 years (DIR-CPO-4430)	\$ 119,733.30
Bonfire Interactive LTD - 5 year renewal for e-procurement system (DIR-TSO-4363)	\$ 115,500.04

PART D - Interlocals, MOU's, and Other -- For Approval

Interlocals

CFB ISD - CDL Skills Test facilitation

Memorandum of Understanding

Between RISD and Education Service Center Region 11. \$ 1,550.00

Other

None

PART E - Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)

IdentIFIE Special Education on behalf of Olivia Perez - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$ 72,160.00
Soliant Health on behalf of Catherine Mathews - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$ 68,500.00
Supplemental Health Care on behalf of Tzu-Jung Chong - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$ 64,000.00

Crossley Psychological Services, PLLC - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	64,000.00
Soliant Health on behalf of Delsa Hughes - Support RISD's Speech Language Pathology Team, collaboration with campus teams, attendance in Rtl meetings, comprehensive speech language therapy, writing IEPs, updating progress and attendance of ARD meetings, through December 31, 2021.	\$	62,000.00
Soliant Health on behalf of Belinda Carson - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	60,000.00
Soliant Health on behalf of Danise Spiva - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	58,500.00
National Recruiting Consultants, LLC - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	58,000.00
Program Evaluation & Educational Research Solutions (PEERS), Evaluator: Eleazar Ramirez - Provide bilingual LSSP support to the evaluation staff, through December 31, 2021.	\$	55,000.00
Soliant Health on behalf of Tammy Williams - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	51,500.00
East Texas Educational Contracting - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	44,000.00
Soliant Health on behalf of Jordan Atchison - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	42,500.00
Catholic Charities Diocese of Ft. Worth - Translation/Interpretation services.	\$	40,000.00
Soliant Health on behalf of Jessica Reyes - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	40,000.00
Templeton Demographics - Perform a demographic study - Ten-Year enrollment forecast. (through January 31, 2022)	\$	35,000.00
Supplemental Health Care on behalf of Anne Marden - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	32,000.00
Supplemental Health Care on behalf of Sharon Thibodeau - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	32,000.00
Jan Doughman - Assist Instructional Technology with distribution of new devices for teachers and students.	\$	30,000.00
Kollar Educational Consulting, LLC on behalf of Tina Kollar - Support RISD's Evaluation staff to include, but not limited to, educational assessment, report writing, and attendance of ARD meetings, through December 31, 2021.	\$	29,000.00
Jana Schofield - Support RISD's Speech Language Pathology Team, collaboration with campus teams, attendance in Rtl meetings, comprehensive speech language therapy, writing IEPs, updating progress and attendance of ARD meetings, through December 31, 2021.	\$	25,500.00
JRB Consulting - Assist with update and maintenance of the Instructional Operating Guide (IOG)	\$	16,500.00
Nola LTD - Event rental space for April 9, 2022	\$	10,800.00
Shruti Mehta - Consultant will assist with the development of data integrations for various 3rd party vendors, the maintenance and enhancement of the ODS structures, maintaining and developing data warehouse reporting to extend the functionality of the Data Warehouse and maintaining and enhancing PL/SQL ETLs, through June 30, 2022.	\$	10,000.00

Melanie Klutts dba MK Consulting - Review all previously written ELAR?SLAR assessments for TEK alignment and STAAR alignment. Write and translate assessments for genres not previously tested, translate all answer documents, align all ELAR and SLAR assessments to district curriculum documents, upload and organize work product to shared drive, through May 1, 2022.	\$	7,000.00
Lead4ward, LLC - STAAR4Ward for Leaders Planning Workshop, Presenter, Brad Gibson. (September 10-14, 2021)	\$	5,900.00
Amanda Harrison - Marching Band Color Guard Director/Technician. (PHS)	\$	5,000.00
Paul Jacob Mooney - Marching Band Color Guard Director/Technician. (RHS)	\$	5,000.00

PART F - Cumulative Purchases -- Information Only

Cumulative Purchases from Qualified Vendors:	Amount
BUY BOARD - Texas Association of School Boards	\$ 298,609.93
CCGPF - Collin County Governmental Purchasing Forum	\$ 3,700.95
CPGPC - Choice Partners	\$ 2,348.33
DIR - State of Texas Department of Information Resources	\$ 293,077.19
EPCNT - Education Purchasing Cooperative of North Texas	\$ 1,582,130.62
ESC - Educational Service Center	\$ 738,635.47
SOURCEWELL - Sourcewell (previously NJPA)	\$ 109,534.27
OMNIA Partners - TCPN/IPA/US Communities	\$ 982,235.04
PACE - Purchasing Association of Cooperative Entities	\$ 273,523.43
PPPCP - Prospering Pals	\$ 767,187.17
TIPS - The Interlocal Purchasing System	\$ 843,133.32
TPASS - Texas Procurement and Support Services	\$ 10,000.00
TOTAL:	\$ 5,904,115.72

BOARD AGENDA- SEPTEMBER 20, 2021
RECOMMENDED SPECIFIED BID COMMENTS

Bid #	Description	Comments
21-129	Miscellaneous Consultant Services	This RFP (unsealed) establishes a roster of vendors to be used for consulting contracts. Vendors will be added as responses are submitted to the district and approved for district use. Contracts will be reported as needed per the BOT reporting guidelines. The term for this roster of vendors ends 5/31/2025.
21-142	Data Center Refresh EA, Compute, Wi-Fi, DNS	An RFP was solicited for a Data Center Refresh. Several vendors were invited. The recommendation is to award to vendor who provided a complete response to all items.

Bid Renewals:

Bid #	Description	Comments
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None

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Department: Operations

Submitted by: Sandra Hayes, Assistant Superintendent, Operations

ACTION ITEM

TOPIC: Consider Approval of an Interlocal Cooperation Agreement with the Carrollton-Farmers Branch Independent School District ('C-FB ISD') for Third-Party Commercial Driver License (CDL) Skills Testing

BACKGROUND INFORMATION:

The Texas Department of Public Safety (DPS) requires all school bus drivers to obtain a Commercial Driver License (CDL) before becoming eligible to operate a school bus and transport students. As a part of that DPS requirement, employees must successfully complete a basic control skills course and road test route that meets the requirements promulgated by the DPS. The Carrollton-Farmers Branch Independent School District holds a DPS license, which authorizes it to administer the CDL Skills Test, and it may offer this service to other school districts.

Partnering with CFBISD to make the skills test available will increase the number and timing of opportunities for our transportation employees to complete their CDL licensing requirements, which not only will help improve operational efficiency and productivity within the Transportation Department, but also will facilitate our efforts to more effectively serve the students and staff of RISD.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board of Trustees approve the Interlocal Cooperation Agreement between the Richardson Independent School District and the Carrollton-Farmers Branch Independent School District for Third-Party Commercial Driver License Skills Testing.

PROPOSED RESOLUTION

WHEREAS, RISD must ensure that it has adequate staffing of bus drivers who hold a Commercial Driver's License (CDL) to transport our students; and

WHEREAS, the Carrollton-Farmers Branch Independent School District (CFBISD) is an authorized organization licensed by the Department of Public Safety (DPS) to administer the CDL skills test which is required to obtain a CDL and has offered this service to RISD; and

WHEREAS, CFBISD also may benefit from this Agreement as RISD's participation will assist CFB ISD to meet its testing quota requirements for the program imposed by the Texas

Department of Public Safety (DPS); and

WHEREAS, entering into cooperative agreements with other school districts helps improve the efficiency of our organization and supports all of the Board's strategies and strategic objectives;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District approves the attached Interlocal Cooperation Agreement between the Richardson Independent School District and the Carrollton-Farmers Branch Independent School District for Third-Party Commercial Driver License (CDL) Skills Testing.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Submitted by: David Pate, CFO, Finance & Support Services

INFORMATION ITEM

TOPIC: Upcoming Bids

BACKGROUND INFORMATION

Attached is a schedule of anticipated bids for the next 12 months.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents this schedule for the Board's information.

RISD Purchasing Department- Upcoming Bids

BOT Meeting

October

November

Print/Copy Services

December

Full Service Delivery of Fresh Produce
Disposable Supplies and Related Items
Stage and Event Rentals

January

Concrete & ADA Installations
Commercial Real Estate Broker Services

February

March

April

May

Custodial Supplies and Related Items

June

July

August

September

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 20, 2021

Submitted by: David Pate, CFO, Finance and Support Services

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

The Bond Program Management Department prepares a report of the 2016 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents these reports for the Board's information.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through September 2, 2021
Bond Series 2016

									Changes from Prior Report 19-Jul-21		
	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2016 Bond	Spent and Committed	Estimate to Complete	Available or (Shortage)
Instruction & Technology											
Athletics	9,205,140	8,656,850	7,525,651	86.9%	1,131,198	1,131,198	-	9,205,140	146,416	(146,416)	-
Career & Technical Education	16,332,244	16,544,746	16,134,493	97.5%	410,252	410,252	-	16,332,244	10,679	(10,679)	-
Fine Arts	7,405,580	7,196,797	6,826,195	94.9%	370,603	370,603	-	7,405,580	(32,252)	32,252	-
Health Services	266,780	358,445	358,445	100.0%	-	-	-	266,780	-	-	-
Innovative Instructional Space/Library Media	19,188,412	16,534,298	16,145,025	97.6%	389,273	389,273	-	19,188,412	6,660	(6,660)	-
Instructional Technology	59,216,049	63,704,945	60,382,811	94.8%	3,322,133	3,322,133	-	59,216,049	(59,779)	59,779	-
Junior Reserve Officer Training Corp (JROTC)	623,500	660,610	565,923	85.7%	94,687	94,687	-	623,500	(838)	838	-
Language Arts	1,914,445	1,916,255	1,848,094	96.4%	68,161	68,161	-	1,914,445	(19,881)	19,881	-
Languages Other Than English	1,185,800	1,196,600	1,151,680	96.2%	44,920	44,920	-	1,185,800	2,398	(2,398)	-
Mathematics	1,151,550	1,151,550	1,137,421	98.8%	14,129	14,129	-	1,151,550	(14,060)	14,060	-
Multipurpose Activity Centers	59,981,665	50,749,416	49,892,912	98.3%	856,504	856,504	-	59,981,665	81,611	(81,611)	-
PACE After School Program	216,000	223,204	193,232	86.6%	29,972	29,972	-	216,000	3,329	(3,329)	-
Physical Education & Health	489,400	462,878	436,874	94.4%	26,003	26,003	-	489,400	14,002	(14,002)	-
Science	2,656,702	2,657,328	2,613,286	98.3%	44,042	44,042	-	2,656,702	34,733	(34,733)	-
Social Studies	311,523	340,900	311,708	91.4%	29,192	29,192	-	311,523	-	-	-
Special Education	1,438,000	2,973,431	1,424,099	47.9%	1,549,332	1,549,332	-	1,438,000	45,360	(45,360)	-
Student Assistance Programs	55,875	55,875	44,844	80.3%	11,031	11,031	-	55,875	29,293	(29,293)	-
Student Performance and Evaluation	410,000	437,026	350,755	80.3%	86,270	86,270	-	410,000	16,891	(16,891)	-
Visual Arts	547,697	469,294	465,128	99.1%	4,166	4,166	-	547,697	(82)	82	-
	182,596,362	176,290,446	167,808,578	95.2%	8,481,868	8,481,868	-	182,596,362	264,481	(264,481)	-
Infrastructure and Support											
Enterprise Technology	35,565,000	32,819,152	26,479,806	80.7%	6,339,346	6,339,346	-	35,565,000	(50,221)	50,221	-
Facilities	97,507,693	86,782,451	80,838,100	93.2%	5,944,351	5,944,351	-	97,507,693	(13,455)	13,455	-
Furniture, Office Equipment, Copiers	7,534,426	10,189,436	9,204,035	90.3%	985,401	985,401	-	7,534,426	(830,127)	830,127	-
Maintenance & Operations	1,978,281	1,961,585	1,942,239	99.0%	19,346	19,346	-	1,978,281	957	(957)	-
Program and Project Management	1,282,044	1,329,012	1,124,883	84.6%	204,128	204,128	-	1,282,044	1,184	(1,184)	-
Transportation	3,349,835	1,136,957	1,074,133	94.5%	62,824	62,824	-	3,349,835	55,437	(55,437)	-
	147,217,279	134,218,592	120,663,195	90%	13,555,397	13,555,397	-	147,217,279	(836,224)	836,224	-
Construction											
Construction	107,271,359	133,993,837	131,605,902	98.2%	2,387,935	2,387,935	-	107,271,359	(408,610)	408,610	-
	107,271,359	133,993,837	131,605,902	98.2%	2,387,935	2,387,935	-	107,271,359	(408,610)	408,610	-
TOTAL 2016 BOND	437,085,000	444,502,875	420,077,675	94.5%	24,425,199	24,425,199	-	437,085,000	(980,353)	980,353	-

(1) "Estimate To Complete" includes 100% of the original project estimate for projects not yet bid and estimated cost of projects in progress.

(2) From the total bond amount, \$84M was issued on 7/21/16, \$225M was issued on 5/31/17, and \$128M was issued on 6/13/19

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 20, 2021

Submitted by: David Pate, CFO, Finance & Support Services

ACTION ITEM

TOPIC: Budget Status Report – 2021-2022 Annual Budget

BACKGROUND INFORMATION

In compliance with the Texas Education Code and also with TEA Financial Accounting and Reporting Budgeting Module, the expenditure budget for the District must be approved by the Board of Trustees. The annual budget includes Funds 199 (Operating), 240 (Child Nutrition), and 599 (Debt Service) and is adopted by function and object series as prescribed by the Budgeting Module.

Many changes in function expenditures occur within each month. To keep the Board informed of these changes, the Budget Status Report for expenditures is presented for approval on a monthly basis. Changes in function expenditures or appropriations in amounts greater than \$5,000 are not made until the Board of Trustees gives its approval.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report as listed on the following pages.

RESOLUTION

WHEREAS, the Board of Trustees adopted the budget for the fiscal year in June; and

WHEREAS, changes occur in expenditures during the year; and

WHEREAS, these changes are necessary for the successful education of the students in the district and

WHEREAS, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report on the following pages.

Summary of Budget - Proposed Amendments - All Official Funds

Summary as of Date September 20, 2021

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes ¹	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 91,221,512	\$ -	\$ -	\$ -	\$ 91,221,512	\$ -	\$ -	\$ -	\$ 91,221,512
Revenues									
Local	368,913,621	-	-	-	368,913,621	-	7,320,821	-	376,234,442
State	95,421,156	-	-	-	95,421,156	-	(2,436,082)	-	92,985,074
Federal	20,975,891	-	-	-	20,975,891	-	-	-	20,975,891
Total Revenues	485,310,668	-	-	-	485,310,668	-	4,884,739	-	490,195,407
Expenditures									
Function 11 - Instruction	234,487,229	-	-	-	234,487,229	446,421	-	(289,091)	234,644,559
Function 12 - Library/Media Services	6,264,140	-	-	-	6,264,140	72,498	-	-	6,336,638
Function 13 - Curriculum/Instructional Staff Development	8,424,563	-	-	-	8,424,563	88,023	-	139,702	8,652,288
Function 21 - Instruction Leadership	6,487,288	-	-	-	6,487,288	63,277	-	169,300	6,719,865
Function 23 - School Leadership	26,602,595	-	-	-	26,602,595	13,676	-	200	26,616,471
Function 31 - Guidance / Counseling	19,715,211	-	-	-	19,715,211	192,708	-	(28,000)	19,879,919
Function 32 - Social Work Services	1,343,710	-	-	-	1,343,710	344	-	-	1,344,054
Function 33 - Health Services	5,819,946	-	-	-	5,819,946	260	-	-	5,820,206
Function 34 - Student Transportation	10,233,463	-	-	-	10,233,463	5,414	-	-	10,238,877
Function 35 - Child Nutrition	18,885,168	-	-	-	18,885,168	-	-	-	18,885,168
Function 36 - Co-curricular / Extracurricular Activities	6,455,942	-	-	-	6,455,942	14,386	-	10,500	6,480,828
Function 41 - General Administration	11,506,258	-	-	-	11,506,258	136,740	-	(10,672)	11,632,326
Function 51 - Maintenance & Operations	32,515,882	-	-	-	32,515,882	697,047	1,408,230	79,600	34,700,759
Function 52 - Security Services	2,593,396	-	-	-	2,593,396	15,377	-	-	2,608,773
Function 53 - Data Processing Services	5,686,419	-	-	-	5,686,419	16,684	-	(80,000)	5,623,103
Function 61 - Community Services	1,060,655	-	-	-	1,060,655	135	-	-	1,060,790
Function 71 - Debt Administration	66,486,395	-	-	-	66,486,395	-	-	8,461	66,494,856
Function 72 - Debt Administration	27,897,471	-	-	-	27,897,471	-	-	-	27,897,471
Function 73 - Debt Administration	7,500	-	-	-	7,500	-	-	-	7,500
Function 81 - Facilities Acquisition & Construction	8,927	-	-	-	8,927	-	-	-	8,927
Function 91 - Intergovernmental Charges	1,199,930	-	-	-	1,199,930	-	697,897	-	1,897,827
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment	1,900,000	-	-	-	1,900,000	-	-	-	1,900,000
Function 99 - Other Intergovernmental Charges	1,170,562	-	-	-	1,170,562	-	-	-	1,170,562
Total Expenditures	497,058,354	-	-	-	497,058,354	1,762,990	2,106,127	-	500,927,471
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	100,000	-	-	-	100,000	-	-	-	100,000
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	(900,000)	-	-	-	(900,000)	-	-	-	(900,000)
Ending Fund Balance	\$ 78,573,826	\$ -	\$ -	\$ -	\$ 78,573,826	\$ (1,762,990)	\$ 2,778,612	\$ -	\$ 79,589,448

Note: The beginning fund balance reflects the 2020-21 ending fund balance less nonspendable balances and restrictions, commitments and assignments in the General Fund per the 2021-22 final BSR, plus unspent encumbrances that rolled to 2021-22.

Summary of Budget - Proposed Amendments - General Operating Fund

Summary as of Date September 20, 2021

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 63,667,109	\$ -	\$ -	\$ -	\$ 63,667,109	\$ -	\$ -	\$ -	\$ 63,667,109
Revenues									
Local	273,323,525	-	-	-	273,323,525	-	4,743,990	-	278,067,515
State	94,845,767	-	-	-	94,845,767	-	(2,388,443)	-	92,457,324
Federal	7,975,218	-	-	-	7,975,218	-	-	-	7,975,218
Total Revenues	376,144,510	-	-	-	376,144,510	-	2,355,547	-	378,500,057
Expenditures									
Function 11 - Instruction	234,487,229	-	-	-	234,487,229	446,421	-	(289,091)	234,644,559
Function 12 - Library/Media Services	6,264,140	-	-	-	6,264,140	72,498	-	-	6,336,638
Function 13 - Curriculum/Instructional Staff Development	8,424,563	-	-	-	8,424,563	88,023	-	139,702	8,652,288
Function 21 - Instruction Leadership	6,487,288	-	-	-	6,487,288	63,277	-	169,300	6,719,865
Function 23 - School Leadership	26,602,595	-	-	-	26,602,595	13,676	-	200	26,616,471
Function 31 - Guidance / Counseling	19,715,211	-	-	-	19,715,211	192,708	-	(28,000)	19,879,919
Function 32 - Social Work Services	1,343,710	-	-	-	1,343,710	344	-	-	1,344,054
Function 33 - Health Services	5,819,946	-	-	-	5,819,946	260	-	-	5,820,206
Function 34 - Student Transportation	10,233,463	-	-	-	10,233,463	5,414	-	-	10,238,877
Function 35 - Child Nutrition	549,072	-	-	-	549,072	-	-	-	549,072
Function 36 - Co-curricular / Extracurricular Activities	6,455,942	-	-	-	6,455,942	14,386	-	10,500	6,480,828
Function 41 - General Administration	11,506,258	-	-	-	11,506,258	136,740	-	(10,672)	11,632,326
Function 51 - Maintenance & Operations	32,246,685	-	-	-	32,246,685	697,047	1,408,230	79,600	34,431,562
Function 52 - Security Services	2,593,396	-	-	-	2,593,396	15,377	-	-	2,608,773
Function 53 - Data Processing Services	5,686,419	-	-	-	5,686,419	16,684	-	(80,000)	5,623,103
Function 61 - Community Services	1,058,155	-	-	-	1,058,155	135	-	-	1,058,290
Function 71 - Debt Administration	1,395	-	-	-	1,395	-	-	8,461	9,856
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	8,927	-	-	-	8,927	-	-	-	8,927
Function 91 - Intergovernmental Charges	1,199,930	-	-	-	1,199,930	-	697,897	-	1,897,827
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,170,562	-	-	-	1,170,562	-	-	-	1,170,562
Total Expenditures	382,160,590	-	-	-	382,160,590	1,762,990	2,106,127	\$ -	386,029,707
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	100,000	-	-	-	100,000	-	-	-	100,000
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	(900,000)	-	-	-	(900,000)	-	-	-	(900,000)
Ending Fund Balance	\$ 56,751,029	\$ -	\$ -	\$ -	\$ 56,751,029	\$ (1,762,990)	\$ 249,420	\$ -	\$ 55,237,459

Note: The beginning fund balance reflects the 2020-21 ending unrestricted fund balance per the 2020-21 final BSR, plus unspent encumbrances that rolled to 2021-22.

Summary of Budget - Proposed Amendments - Child Nutrition Fund
Summary as of Date September 20, 2021

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 3,726,985				\$ 3,726,985				\$ 3,726,985
Revenues									
Local	5,518,237	-	-	-	5,518,237	-	-	-	5,518,237
State	88,883	-	-	-	88,883	-	-	-	88,883
Federal	13,000,673	-	-	-	13,000,673	-	-	-	13,000,673
Total Revenues	18,607,793	-	-	-	18,607,793	-	-	-	18,607,793
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	18,336,096	-	-	-	18,336,096	-	-	-	18,336,096
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	269,197	-	-	-	269,197	-	-	-	269,197
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	2,500	-	-	-	2,500	-	-	-	2,500
Function 71 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	18,607,793	-	-	-	18,607,793	-	-	-	18,607,793
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-				-		-		-
7912 Sale of Real and Personal Property	-				-		-		-
7916 Premium on Issuance of Bonds	-				-		-		-
7915 Transfers In	-				-		-		-
8911 Transfers Out	-				-		-		-
8949 Payment to Refunded Bond Escrow Agent	-				-		-		-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ 3,726,985	\$ -	\$ -	\$ -	\$ 3,726,985	\$ -	\$ -	\$ -	\$ 3,726,985

Note: The beginning fund balance reflects the 2020-21 ending fund balance less nonspendable balances per the 2020-21 final BSR, plus unspent encumbrances that rolled to 2021-22.

Summary of Budget - Proposed Amendments - Debt Service Fund

Summary as of Date September 20, 2021

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 23,827,418				\$ 23,827,418				\$ 23,827,418
Revenues									
Local	90,071,859	-	-	-	90,071,859	-	2,576,831	-	92,648,690
State	486,506	-	-	-	486,506	-	(47,639)	-	438,867
Federal	-	-	-	-	-	-	-	-	-
Total Revenues	90,558,365	-	-	-	90,558,365	-	2,529,192	-	93,087,557
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	-	-	-	-	-	-	-	-	-
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	-	-	-	-	-	-	-	-	-
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	66,485,000	-	-	-	66,485,000	-	-	-	66,485,000
Function 72 - Debt Administration	27,897,471	-	-	-	27,897,471	-	-	-	27,897,471
Function 73 - Debt Administration	7,500	-	-	-	7,500	-	-	-	7,500
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	1,900,000	-	-	-	1,900,000	-	-	-	1,900,000
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	96,289,971	-	-	-	96,289,971	-	-	-	96,289,971
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-		-		-	-	-	-	-
7912 Sale of Real and Personal Property	-		-		-	-	-	-	-
7916 Premium on Issuance of Bonds	-		-		-	-	-	-	-
7915 Transfers In	-		-		-	-	-	-	-
8911 Transfers Out	-		-		-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-		-		-	-	-	-	-
Total Other Plan Sources (Uses)	-		-		-	-	-	-	-
Ending Fund Balance	\$ 18,095,812	\$ -	\$ -	\$ -	\$ 18,095,812	\$ -	\$ 2,529,192	\$ -	\$ 20,625,004

Note: The beginning fund balance reflects the 2020-21 ending fund balance less nonspendable balances per the 2020-21 final BSR, plus unspent encumbrances that rolled to 2021-22.

BOARD MEETING
September 20, 2021

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
From: 199.11.63990.891.21.0000.891.000	Other Supplies and Materials	(10,000.00)
To: 199.11.62995.122.11.0000.733.000	Contracted Substitute Teachers	700.00
From: 199.11.63990.047.11.1600.000.000	Other Supplies and Materials	(200.00)
From: 199.11.63991.047.11.1600.000.000	Consumable Supplies Teaching	(8,000.00)
From: 199.11.63991.133.11.1600.000.000	Consumable Supplies Teaching	(2,312.00)
To: 199.11.64991.002.11.0000.902.000	Food Consumed by Students	3,500.00
From: 199.11.63991.142.11.1600.000.000	Consumable Supplies Teaching	(768.00)
From: 199.11.63991.142.11.1600.000.000	Consumable Supplies Teaching	(500.00)
From: 199.11.63990.999.11.0000.996.000	Other Supplies and Materials	(215,000.00)
From: 199.11.63990.999.11.0000.996.000	Other Supplies and Materials	(100,000.00)
To: 199.11.63991.842.11.0000.842.000	Consumable Supplies Teaching	10,000.00
To: 199.11.61120.842.11.0000.842.000	Subst for Teachers or Oth Prof	500.00
To: 199.11.64991.842.11.0000.842.000	Food Consumed by Students	4,000.00
To: 199.11.64997.842.11.0000.842.000	Student Awards and Incentives	1,500.00
To: 199.11.63995.842.11.0000.842.000	Software Licenses	30,000.00
From: 199.11.63991.124.11.1600.000.000	Consumable Supplies Teaching	(1,300.00)
To: 199.11.63990.144.32.0000.839.000	Other Supplies and Materials	5,000.00
From: 199.11.63991.048.11.3006.000.000	Consumable Supplies Teaching	(500.00)
From: 199.11.63991.002.11.0000.000.000	Consumable Supplies Teaching	(8,460.64)
From: 199.11.64997.142.11.0000.000.000	Student Awards and Incentives	(1,000.00)
To: 199.11.62220.891.11.0000.891.000	Student Tuition Public School	3,750.00
TOTAL FUNCTION 11		(289,090.64)
To: 199.13.64110.902.99.0000.902.000	Travel, Train, Subsistence EE	3,122.00
To: 199.13.64110.047.99.0000.000.000	Travel, Train, Subsistence EE	8,000.00
To: 199.13.64110.133.99.0000.000.000	Travel, Train, Subsistence EE	2,312.00
To: 199.13.61170.839.99.0000.839.000	Xtra Pay OT Prof Personnel	85,000.00
To: 199.13.64981.142.99.0000.000.000	Training Not Involving Travel	768.00
To: 199.13.64981.142.99.0000.000.000	Training Not Involving Travel	500.00
To: 199.13.61184.842.99.0000.842.000	Extracurricular Supplements	5,500.00
To: 199.13.64996.842.99.0000.842.000	Staff Awards and Incentives	1,500.00
To: 199.13.61170.842.99.0000.842.000	Xtra Pay OT Prof Personnel	10,000.00
To: 199.13.64110.842.99.0000.842.000	Travel, Train, Subsistence EE	7,500.00
To: 199.13.62990.842.99.0000.842.000	Misc Contracted Services	10,000.00
To: 199.13.64110.124.99.0000.000.000	Travel, Train, Subsistence EE	1,300.00
To: 199.13.64110.142.99.0000.000.000	Travel, Train, Subsistence EE	1,000.00
To: 199.13.62990.892.99.0000.892.000	Misc Contracted Services	3,200.00
TOTAL FUNCTION 13		139,702.00
From: 199.21.63990.999.99.0000.996.000	Other Supplies and Materials	(85,000.00)
To: 199.21.63990.885.25.0000.885.000	Other Supplies and Materials	215,000.00
To: 199.21.64990.842.99.0000.842.000	Other Misc Operating Cost	750.00
To: 199.21.63994.842.99.0000.842.000	Postage	1,500.00
To: 199.21.63993.842.99.0000.842.000	Consumable Supplies Office	2,000.00
To: 199.21.64950.842.99.0000.842.000	Dues	500.00
To: 199.21.64110.842.99.0000.842.000	Travel, Train, Subsistence EE	4,000.00
To: 199.21.64999.842.99.0000.842.000	Employee Clothing not uniforms	750.00
From: 199.21.63990.839.99.0000.839.000	Other Supplies and Materials	(5,000.00)
To: 199.21.63993.854.38.0000.854.000	Consumable Supplies Office	38,000.00
From: 199.21.63990.892.99.0000.892.000	Other Supplies and Materials	(3,200.00)
TOTAL FUNCTION 21		169,300.00
To: 199.23.64992.047.99.0000.000.000	Food Consumed by EE Onsite	200.00
TOTAL FUNCTION 23	71	200.00

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To: 199.31.63390.891.21.0000.891.000	Other Test Material incl Study	10,000.00
From: 199.31.63990.891.21.0000.891.000	Other Supplies and Materials	(58,000.00)
To: 199.31.64990.950.99.0000.950.000	Other Misc Operating Cost	20,000.00
TOTAL FUNCTION 31		(28,000.00)
To: 199.36.64120.842.11.0000.842.000	Student Travel and Training	10,000.00
To: 199.36.63991.048.91.0000.000.000	Consumable Supplies Teaching	500.00
TOTAL FUNCTION 36		10,500.00
From: 199.41.62990.733.99.0000.733.000	Misc Contracted Services	(700.00)
From: 199.41.64110.737.99.0000.737.000	Travel, Train, Subsistence EE	(3,122.00)
From: 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	(3,500.00)
From: 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	(3,750.00)
To: 199.41.63990.744.99.3057.938.000	Other Supplies and Materials	400.00
TOTAL FUNCTION 41		(10,672.00)
To: 199.51.62491.867.99.0000.736.000	Cont Maint and Repair Equip	80,000.00
From: 199.51.63990.938.99.3057.938.000	Other Supplies and Materials	(400.00)
TOTAL FUNCTION 51		79,600.00
From: 199.53.62490.736.99.0000.736.000	Other Cont Maint and Repair	(80,000.00)
TOTAL FUNCTION 53		(80,000.00)
To: 199.71.65120.002.99.0000.000.000	Capital Lease Principal	8,460.64
TOTAL FUNCTION 71		8,460.64

TOTAL FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199) **(0.00)**

OTHER PLAN CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To: 199.51.63990.999.99.3057.996.000	COVID PPE	300,000.00
To: 199.51.63190.937.99.0000.937.000	Air Purifiers	1,108,230.00
TOTAL FUNCTION 51		1,408,230.00
To: 199.91.62240.999.99.0000.730.000	Recapture	697,897.00
TOTAL FUNCTION 91		697,897.00
TOTAL OTHER PLAN CHANGES - OPERATING FUND (199)		2,106,127.00

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Department: Human Resources

Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

ACTION ITEM

TOPIC: Teacher Appraisers for 2021 – 2022

BACKGROUND INFORMATION:

On June 13, 2016, the Board of Trustees adopted the Texas Teacher Evaluation and Support System (T-TESS) as the primary appraisal system for RISD's classroom teachers. The Commissioner's Rules, set out at 19 TAC, Chapter 150, Subchapter AA Teacher Appraisal, specify an appraiser must be the teacher's supervisor or a person approved by the Board of Trustees. The Commissioner's Rules further specify the qualifications an appraiser must meet. See 19 TAC §150.1005 (b) (appraiser must hold a comparable administrator/supervisor certificate established by the State Board for Educator Certification, or supervisory staff whose job description includes the appraisal of teachers and who is not a classroom teacher). All appraisers must satisfactorily complete required state-approved and local training and pass a certification test. Periodic recertification and training also is required for T-TESS appraisers.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the attached list of administrators as teacher appraisers for the 2021 – 2022 school year.

PROPOSED RESOLUTION

WHEREAS, the Commissioner's Rules require that the Board of Trustees approve all persons who are authorized to appraise classroom teachers under the Texas Teacher's Evaluation System (T-TESS); and

WHEREAS, the Commissioner's Rules set out requirements and qualifications for persons who appraise classroom teachers under T-TESS; **WHEREAS**, District administrators have participated in training and other activities to obtain certification to conduct teacher appraisals under T-TESS; and

WHEREAS, ensuring qualified staff are available to conduct appropriate, meaningful appraisals of classroom teachers supports the Board's goal that RISD will recruit, develop, and retain a high-performing, student-focused and diverse staff;

THEREFORE, BE IT RESOLVED that the Board of Trustees for the Richardson Independent School District approves the attached list of administrators as teacher appraisers for the 2021 – 2022 school year:

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

ACTION ITEM

TOPIC: Amendment to COVID Extended Leave Resolution

BACKGROUND INFORMATION:

On August 23, 2021, the RISD Board of Trustees approved a resolution to provide up to five days of paid leave for employees who have a positive COVID-19 diagnosis, a need to quarantine because of exposure through close contact to COVID-19, or if the employee is the sole caregiver of a child experiencing COVID-19 or quarantine.

The Resolution, as adopted, restricted availability of the leave until after an eligible employee had used his/her accrued leave. Upon implementing the new leave resolution and considering employee needs, the Superintendent recommends adding flexibility to adjust the order in which the leave can become available to an eligible employee. The change would allow an otherwise eligible employee to access the extended leave before he/she used five days of accrued personal or sick leave, which benefits the employee and lessens administrative time in managing the leave.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board of Trustees approve the following to replace the August 23, 2021, COVID Extended Leave Resolution:

PROPOSED RESOLUTION

WHEREAS, the Board of Trustees ("Board") recognizes that the State of Texas and the United States Government have declared a disaster and emergency regarding Coronavirus/COVID-19 (hereafter "COVID-19") and its potential spread, and continue to extend those declarations; and

WHEREAS, on or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended and the territory included in the District is within the areas declared a disaster and an emergency area; and

WHEREAS, the Board and Administration are following advice and directives from federal, state, and local authorities in responding to COVID-19; and

WHEREAS, the Board has a substantial public interest in protecting the health and safety of its students, staff, and school community, and desires to protect, to the fullest extent possible, the health and safety of students, staff, and the school community in light of COVID-19; and

WHEREAS, in accordance with current public health guidance for COVID-19 Prevention in K-12 schools, the Center for Disease Control (“CDC”) recommends that, “schools should... allow flexible, non-punitive, and supportive paid sick leave policies and practices that encourage sick workers to stay home without fear of retaliation, loss of pay, or loss of employment level...”; and

WHEREAS, employee benefits that help ensure employees can recuperate from COVID-19, isolate to avoid the spread of COVID-19, follow health officials instructions, and generally help to protect the school community are essential in creating a school environment in which students can be successfully educated; and

WHEREAS, the District benefits from employees not being at District facilities when at possible risk of spreading, ill from, or recuperating from COVID-19, in accordance with health department instructions and District guidelines, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with COVID-19;

IT IS THEREFORE RESOLVED THAT the Board finds a substantial public purpose exists in protecting the health and safety of its students, staff, and the school community, and in taking action to help ensure that the District and its community are prepared, to the fullest extent possible, to protect the health and safety of students, staff, and school community in light of COVID-19.

In furtherance of these public purposes, the Board of Trustees amends the original resolution regarding COVID Extended Leave for the 2021-22 school year as outlined below:

COVID Extended Leave is additional paid leave available to contract and non-contract employees when: (1) the employee is test-confirmed to have COVID-19; (2) if the employee is required to quarantine, pursuant to the District’s COVID plan/RISD Blueprint, for “close contact” with an individual positively identified as having COVID-19; and/or (3) the employee is the sole caretaker of a minor who is subject to qualification (1) or (2) above.

Up to a total of five days of COVID Extended Leave is available to employees in allocated positions who meet specified criteria as established by District protocols and who have exhausted COVID-19 Sick Leave Bank days if applicable, subject to applicable exceptions as required in accordance with federal, state, and local laws and regulations.

The Superintendent or designee shall develop administrative regulations to guide the implementation of the COVID Extended Leave in accordance with current state and federal law and the Board’s Resolution.

The authority granted by this Resolution is effective until the end of the 2021-2022 school year, unless the Board takes prior action to discontinue this authority, or to authorize continuation of COVID Extended Leave for a longer duration.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Submitted by: David Pate, Chief Financial Officer

ACTION ITEM

TOPIC: Adopt Tax Rate for the 2021 – 2022 School Year

BACKGROUND INFORMATION:

Section 26.05(a) of the Texas Property Tax Code requires the Board to adopt its tax rate in a public meeting before the later of September 30 or the 60th day after the date the taxing unit received the certified appraisal roll. At least sixty percent of the Board of Trustees must vote to approve the tax rate. The chief appraiser provided the certified appraisal roll to RISD on July 22, 2021. In accordance with HB3 and TEA guidelines, RISD provided its certified value to TEA for the calculation of the maximum compressed tax rate. Section 26.05(b) of the statute further requires a school district taxing entity to use the certified appraisal roll to calculate both the no-new-revenue tax rate and the voter approval tax rate. RISD used the certified appraisal roll to calculate both rates as the Tax Code requires. RISD also has received guidance from TEA about the appropriate calculation of its tax rate.

The Board of Trustees held a public hearing on June 14, 2021, during which it explained the tax rate the Board would consider. Adoption of a tax rate today complies with the timelines set out in the Tax Code.

The proposed maintenance and operations tax rate of \$1.0409 and interest and sinking tax rate of \$0.35, which is a total proposed tax rate of \$1.3909 per \$100 valuation, does not exceed the voter approval tax rate and does not exceed the tax rate published in the public notice on June 3 or discussed in the public hearing on June 14.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board of Trustees set the 2021 tax rate as described in the attached resolution.

RESOLUTION

WHEREAS, the Texas Property Tax Code requires the Board to adopt its tax rate in a public meeting before the later of September 30 or the 60th day after the date the taxing unit receives the certified appraisal roll and that the District used the certified value to calculate its rate; and

WHEREAS, the Board held a public hearing on the proposed tax rate on June 14, 2021, and the District (i) received the certified appraisal roll on July 22, 2021, and (ii) used the certified value to calculate its tax rate; and

WHEREAS, adoption of the tax rate as presented in the public hearing, and described more specifically below, supports the Strategy to actively pursue creative funding sources and responsibly manage current resources to support our mission as well as the Specific Result from the Strategic Action Committee to establish the capacity to sustainably fund the District's mission through state and local revenues;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District (i) hereby levies and adopts the following tax rate on \$100 valuation for this school district for the tax year 2020:

\$1.0409 for the purposes of **maintenance and operation, and**

\$0.3500 for the **payment of principal and interest on bonded debt** of this school district; which results in

\$1.3909 as the **total tax rate**; and

(ii) hereby authorizes the Tax Assessor/Collector to assess and collect the taxes of the Richardson Independent School District.

FURTHER, the RISD Board of Trustees declares, as required by Tax Code § 26.05 (b)(1):

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 2.41 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$32.79.

PASSED by at least 60% of the members of the RISD Board of Trustees on this 20th day of September 2021.

Board of Trustees
Richardson Independent School District

ATTEST:

By: _____
Name: Karen Clardy
Title: President, Board of Trustees

By: _____
77 Name: Debbie Rentería
Title: Secretary, Board of Trustees



Where all students connect, learn, grow and succeed.

2021-2022 Tax Rate Adoption

September 20, 2021

Actively pursue creative funding sources and manage⁷⁸ current resources to support our mission.

Property Tax Facts (Certified Tax Roll)

Description	Total	Residential	Commercial
Parcels – Count	69,417	56,608	12,809
Parcels - %		81.5%	18.5%
Certified Taxable Value - Amount	\$27,810,541,497	\$15,156,486,169	\$12,654,055,328
Certified Taxable Value %		54.5%	45.5%

- 70.7% - Residential accounts will pay the same or less tax than the prior year.
- 28.55% - Dallas Central Appraisal District's reappraisal rate. Lowest in the last 5 years. Highest was 84.71%



Tax Rate Comparison

Description	Adopted 2020 – 21	Proposed 2021 – 22
Maintenance & Operations Tax Rate		
Tier I – Maximum Compressed Rate	\$0.9164	\$0.9026
Tier II – Pennies	\$0.1383	\$0.1383
Maintenance & Operations Tax Rate	\$1.0547	\$1.0409
Interest & Sinking Tax Rate (Debt Service)	\$0.3500	\$0.3500
Total Tax Rate	\$1.4047	\$1.3909

M&O tax rate of \$1.0517 was presented during budget adoption.

Proposed tax rate decrease of 1.38¢

Remaining pennies of \$0.0317 require tax ratification election.



Where all students connect, learn, grow and succeed.

Budget Impact

- Adopted based on 1.5% property value growth
- Based on certified value expect 3.57% property value growth
- Property tax revenue increases and state revenue decreases
- Recapture increases
- General Fund – Net increase of \$1,657,650
- Debt Service Fund – Net increase of \$2,529,197



BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Submitted by: David Pate, CFO, Finance & Support Services

ACTION ITEM

TOPIC: Gifts

BACKGROUND INFORMATION:

The following gifts to the Richardson Independent School District were received as of August 2021. The Board of Trustees formally accepts gifts to the District of \$5,000 or more as described on the following pages. Gifts or donations of less than \$5,000 and a cumulative year-to-date total are also included for your information.

The Board's acceptance of gifts shall not be construed as a testimonial or endorsement by the Board or the District of a product or business enterprise.

By acknowledging these gifts and formally accepting those of \$5,000 or more, the Board also ratifies corresponding adjustments to the applicable organizations' budgets. Gifts of equipment or supplies do not require an adjustment in an organization's budget. The Superintendent's Advisory Council has approved this adjustment. Staff will provide the Board with the necessary information to formally amend the District's overall budget at the appropriate time.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board accept the gifts of \$5,000 or more as listed on the following pages.

RESOLUTION

WHEREAS, the Board of Trustees has considered the gifts of \$5,000 or more as listed on the following pages; and

WHEREAS, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and

WHEREAS, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed on the following pages and approves amending the District's overall budget to reflect receipt of the monetary gifts.

\$5,000 or More				
To	From	Purpose	Cash Received	Estimated Supply/Equip Value
Arapaho Classical Magnet	PTA	Garden at ACM	\$7,000.00	
Merriman Park	Merriman Park PTA	Outdoor Learning Center	\$20,000.00	
Prairie Creek	Prairie Creek Elem. PTA	Magazines, Tutoring, Additional Subs, Printer Ink, and Teacher Worksheets	\$11,349.00	
Richardson HS	RHS Athletic Booster Club	Gym Decals	\$7,000.00	
			\$45,349.00	\$0.00
Total Cash & Supply/Equipment Value - Gifts Over \$5,000 September 2021			\$45,349.00	
Less Than \$5,000				
To	From	Purpose	Cash Received	Estimated Supply/Equip Value
Arapaho Classical Magnet	Anonymous donors via Donors Choose	SHW Electric Memory Preset Height Adjust. Computer Desk		\$841.47
Parkhill Jounior High	Anonymous donors via Donors Choose	Science Lab Supplies		\$443.22
			\$0.00	\$1,284.69
Total Cash & Supply/Equipment Value - Gifts Under \$5,000			\$1,284.69	
Grand Total of All Gifts Over & Under \$5,000 September 2021			\$46,633.69	
Prior Year Comparison				
Fiscal YTD Cash & Supply/Equipment Value - Gifts Over \$5,000			\$45,349.00	
Fiscal YTD Cash & Supply/Equipment Value - Gifts Under \$5,000			\$13,501.03	
Fiscal YTD Total of All Gifts Over & Under \$5,000 September 2021			\$58,850.03	
Fiscal YTD Total of All Gifts Over & Under \$5,000 September 2020			\$287,114.79	
Increase / (decrease) compared to prior year			(\$228,264.76)	

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 20, 2021

Department: Health Services

Submitted by: Ashley Jones, Director of Health Services
Brenda Payne, Assistant Superintendent

INFORMATION ITEM

TOPIC: COVID-19 TASKFORCE UPDATE

BACKGROUND INFORMATION:

The RISD Health Services Team partnered with a group of local physicians to create a taskforce to bring information to the Board of Trustees and community related to COVID-19 and the current Delta variant. Tonight's presentation will include information on how the virus spreads, data related to mask requirement and contact tracing/quarantine. The team will continue to meet over the next several weeks/months and bring forward additional information in October for the Board's information.

RISD COVID UPDATE 9.20.21

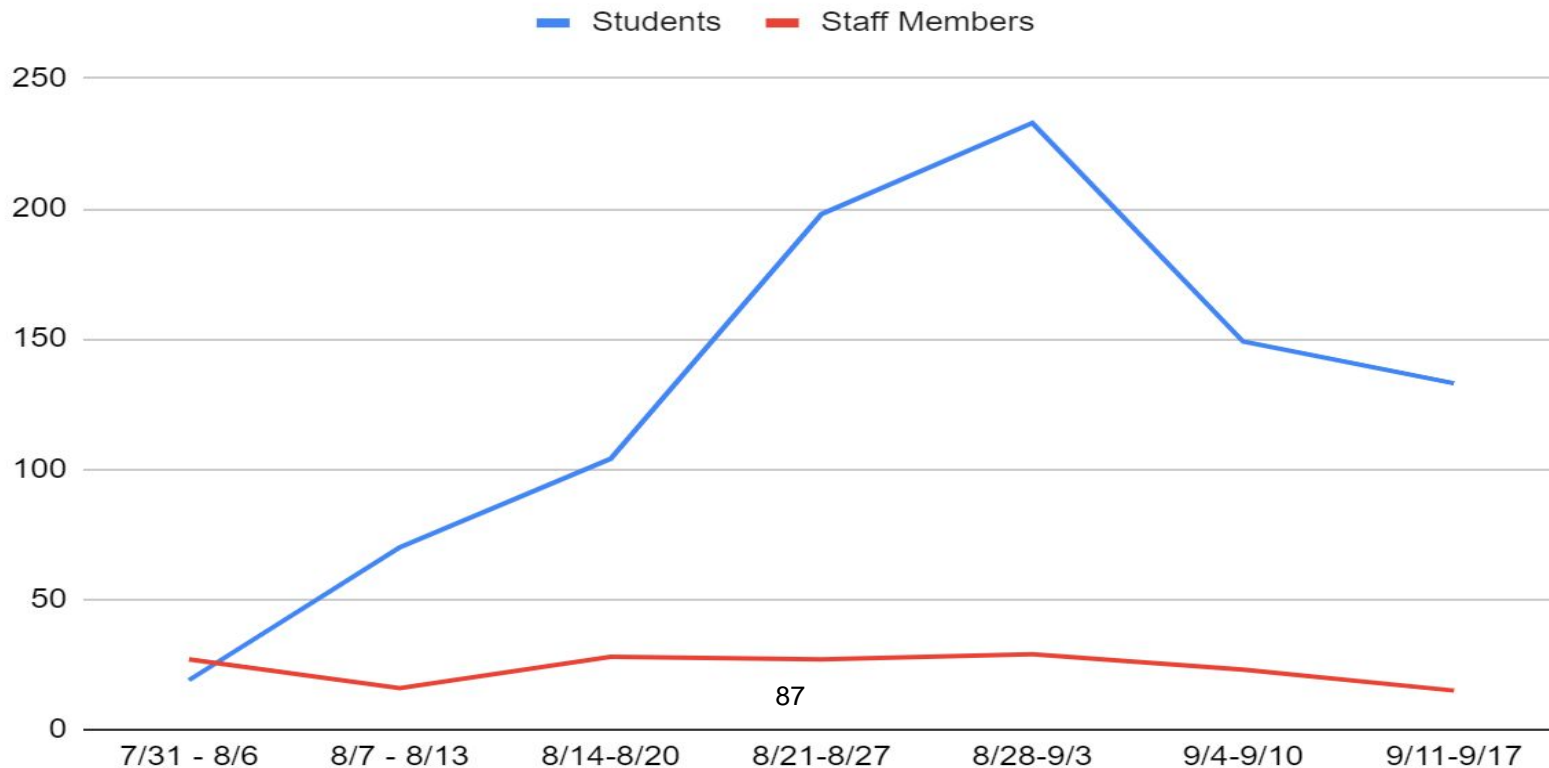


Health Services

Recent Changes

- Contact Tracing
- Classroom Notification Letters
- TEA announced new Testing Plan
 - TDEM stopped 9/15 - CLIA no longer valid. TEA working on getting a CLIA for RN's to be able to test on campuses.
 - 5 Vendors provided to districts from TEA through a Federal Grant.
- Partnership with MCI LAB- Free- Cares Act
 - Possible staff self PCR test on campus
 - Students/Staff can go through Drive Through at MCI.
- Vaccination- Pediatric Dose
 - Stand-up event at each High School following approval/release

Combined Students and Staff who have tested positive per week



Active Cases on the Campus Level

C19 Case Portal

COVID TASK FORCE UPDATE

- Current Status of COVID19
- Vaccination
- Mask Efficacy
- Mask and Social Development
- Quarantine and Contact Tracing

Presented by:

Sasha Webb, MD & Local Health Professionals⁸⁹

Questions?

COVID-19 Task Force Video

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 20, 2021

Department: Teaching and Learning / Literacy and Intervention

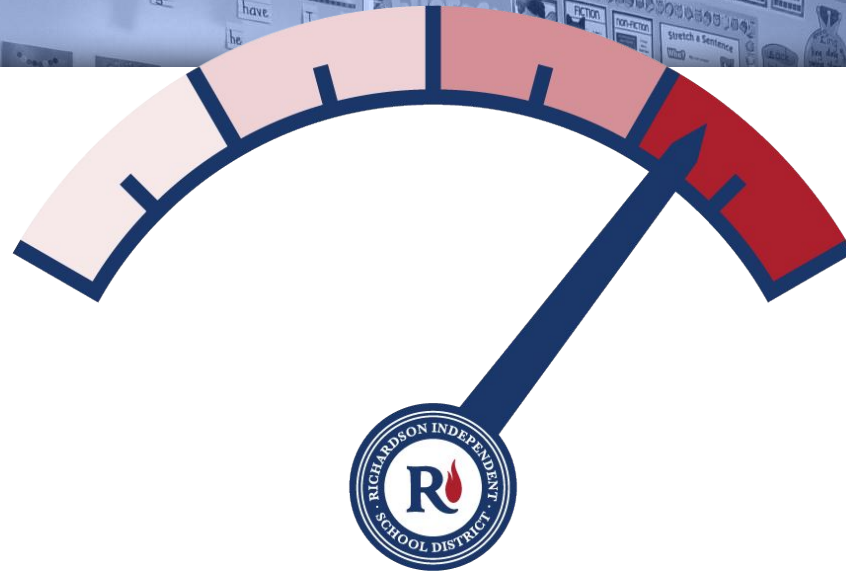
Submitted by: Tabitha Branum, Deputy Superintendent
Kristin Byno, Assistant Superintendent
Shawna Ballast, Executive Director

INFORMATION ITEM

TOPIC: 2021-2022 RICHARDSON ISD ACCELERATED LEARNING PLAN

BACKGROUND INFORMATION:

Tonight, we present the Richardson ISD Accelerated Learning Plan (ALP) for the Board's review. The presentation will include how the district will respond to 2021 STAAR/EOC scores and meet the individual needs of students. The team will review how ESSER II and ESSER III funds will be used to support the ALP including additional intervention staff and intervention resources/materials. The ALP is supported by Multi-Tiered System of Support (MTSS) and this information will be shared with the Board tonight as well.

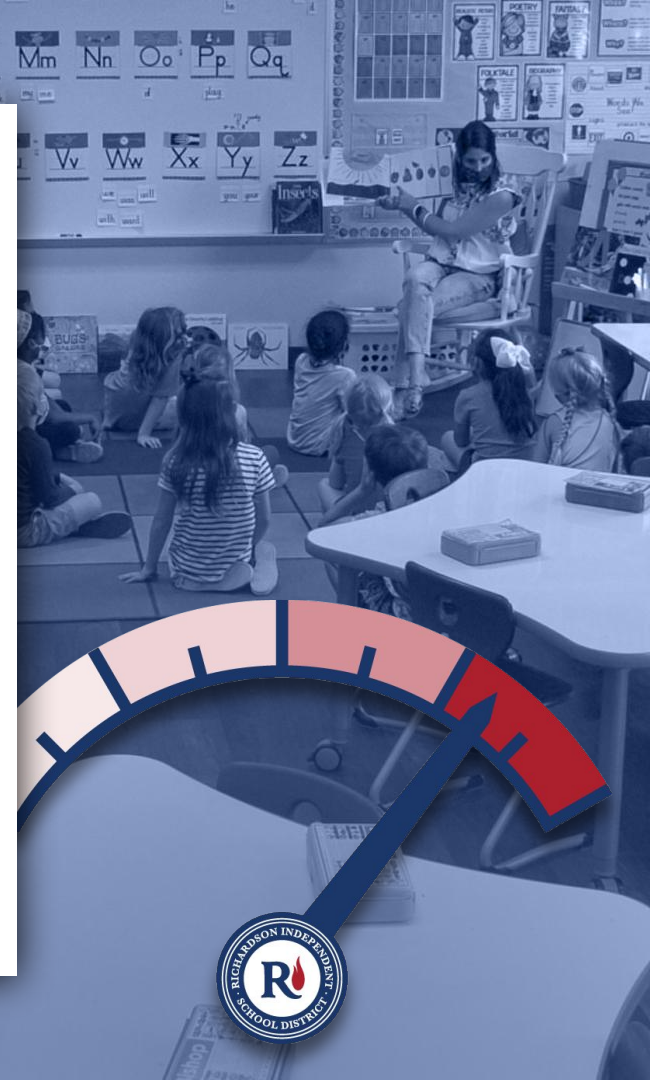


Accelerated Learning Plan

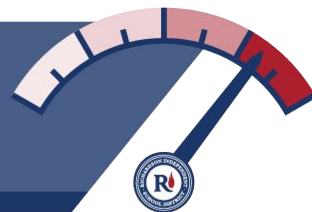
September 20, 2021

Intended Outcomes

- Know and understand how RISD will **accelerate and support** student learning
- Inform how ESSER funds are being used to support **Accelerated Learning Plan**
- Identify **connections between programs and supports** RISD is providing to students
- Review **Board Goals** connected to Accelerated Learning Plan



How are we utilizing ESSER funds to support...

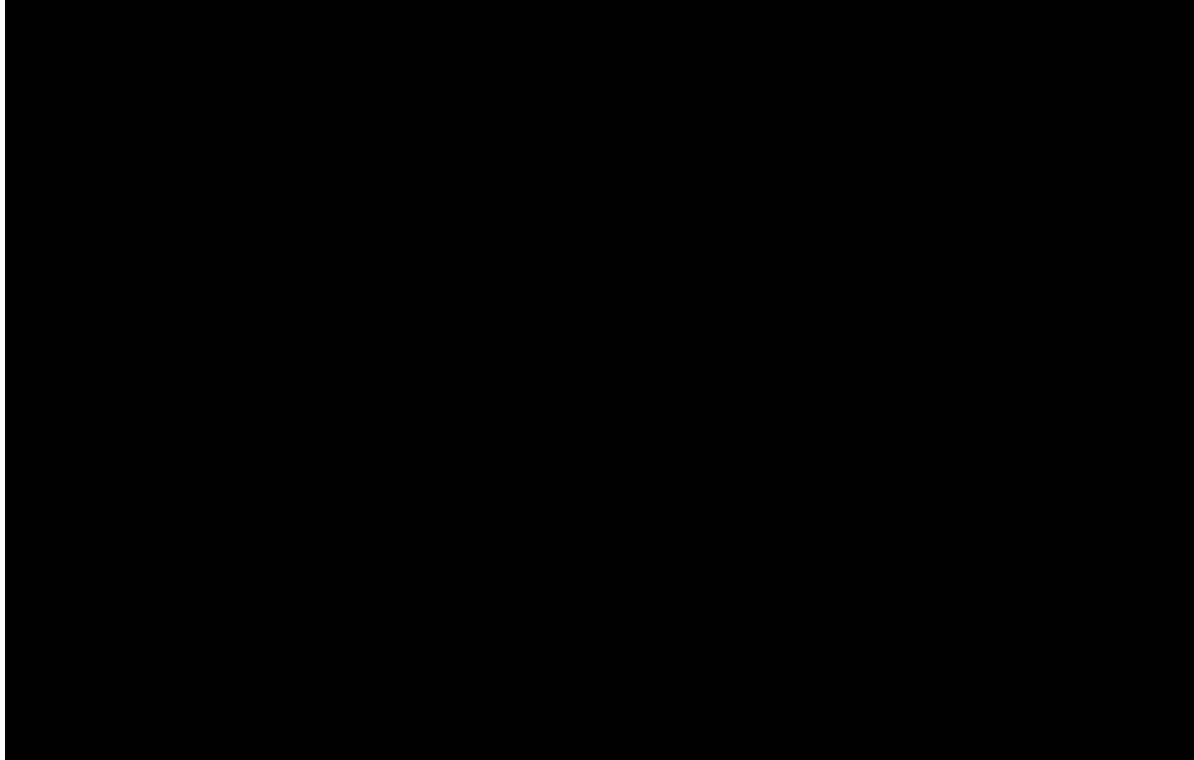
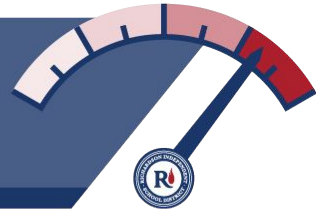


- **Resources/Materials (Phonics Kits, Tier II/III Intervention programs)**
- **People (Interventionists, ESSER Support Teachers, Class Size Reduction)**
- **Professional Development/Support – Best Practices Tier I**
- **Additional learning experiences and opportunities (SOAR, RISE Academy)**

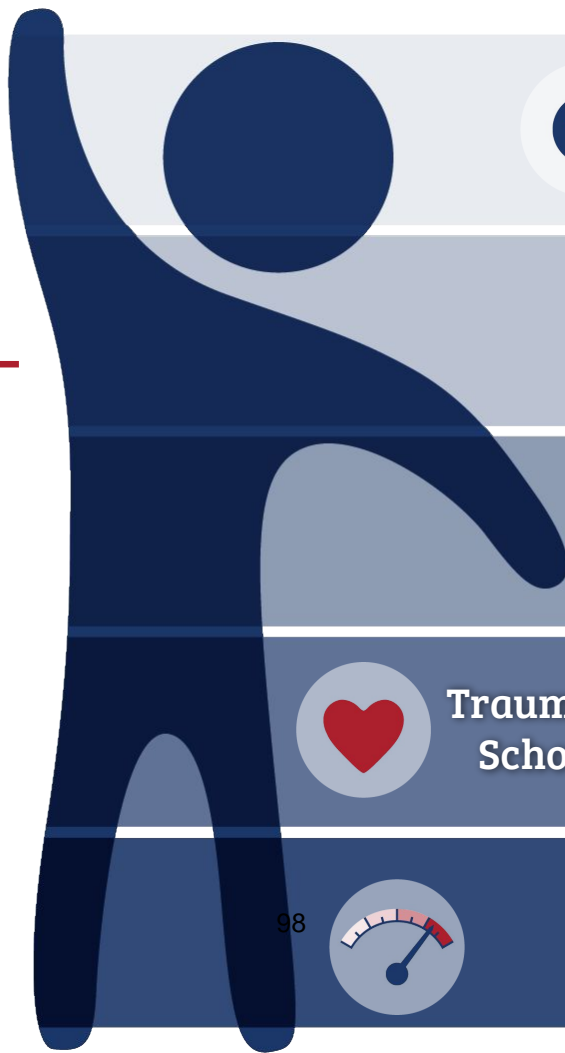
Big Picture: Board Goals

It's like a
moving sidewalk...

Why Acceleration?



To accelerate
learning for ALL
RISD students,
we must
support the
whole child:



Social/emotional wellness



Re-entry to in-person



Parent/community
involvement and
Partners in Learning

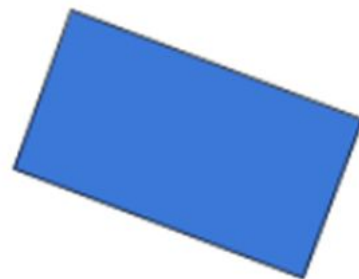
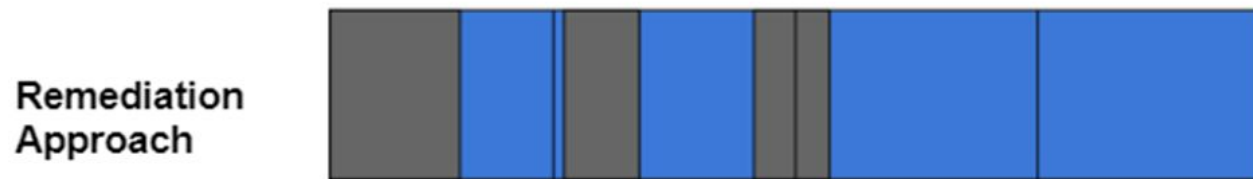
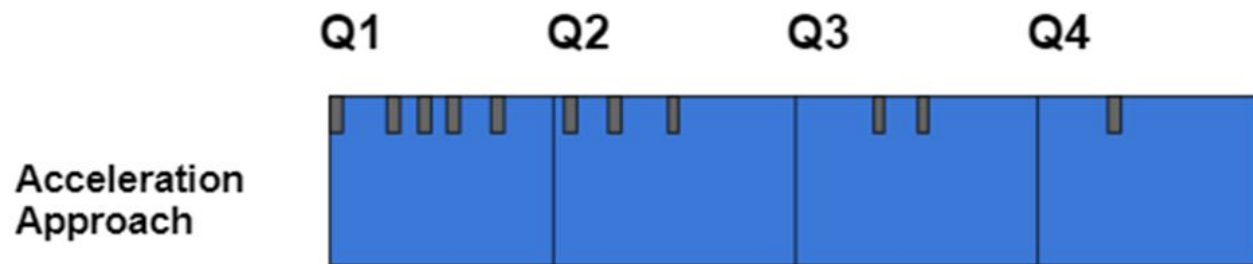
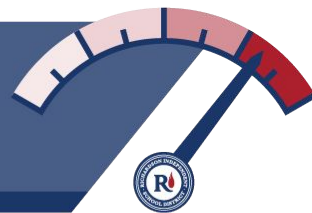


Trauma-informed care (Community in
Schools expansion/crisis counselors)



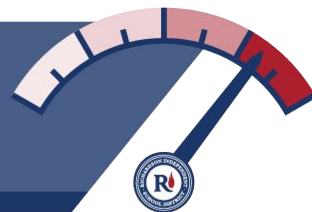
ACCELERATION & ENRICHMENT

Acceleration Approach to Addressing Learning Gaps





How do we know where students are in their learning?



RISD students are identified as needing supports in the following ways:

- **NWEA MAP (Measures of Academic Progress):** universal screener given three times per year
- **Common Formative and Summative Assessments:** TEKS-based assessments that educators analyze within and at the end of a unit
- **§504, IDEA, Gifted and Talented, Bilingual/ESL**
- **STAAR**
- **TELPAS**
- **mClass, mClass Espanol, Circle**



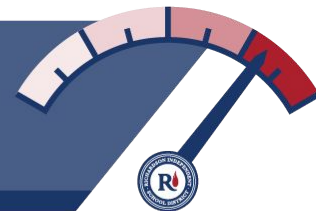
David's Story

David is an 8th grade student in the 21-22 school year at a STEM campus.

Last year, he was a virtual student, and his MAP scores showed low achievement and no growth. On STAAR, David did not meet the approaches level for math or reading/writing.

His greatest opportunities for growth can be realized by progressing to reading on grade level and building on problem solving skills.

Tier 1 Effective and Responsive Instruction



Continuous Monitoring and Support

PLC



Quarterly Summative Assessment

Given $f(x) = 3x + 1$, what is the value of $f(-\frac{2}{3})$?

- A. 3
- B. 7
- C. -1
- D. $-\frac{5}{9}$

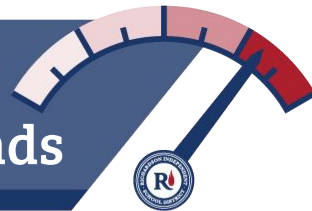


BRANCHING MINDS

104



MTSS Framework and HB4545: Creating David's Accelerated Learning Plan in Branching Minds



DC

David Cooper

2009934 | 8th Grade

Apollo Junior High School

3

Reading

3

Math

-

Behavior

3

Writing

-

Speech

-

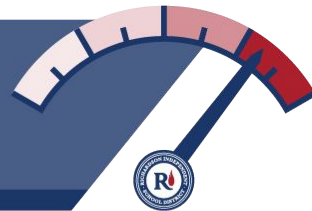
Science

-

Social
Studies



MTSS Framework and HB4545: Reviewing David's MAP and STAAR Reports



NWEA MAP



NWEA MAP

Apr 12, 2021

Sep 28, 2020

Math (Overall)

Score: 220

Percentile: 35

Math (Overall)

Score: 204



Percentile: 18



STAAR



STAAR

May 10, 2021

Apr 15, 2019

May 14, 2018

Reading

Score: 1493

Percentile: 16

Level: Does not
meet

Description: -

Reading

Score: 1517

Percentile: 36

Level: Approaches
Description: -



Reading

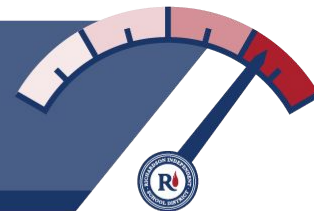
Score: 1411

Percentile: 28
Level: Does not
meet

Description: -



MTSS Framework and HB4545: Reviewing David's MAP Learning Continuum



Learning Continuum: Class View

Math, Grouped by Standard

Jenisha A Kotifani
Class: Homeroom-Kotifani

Learning Continuum – Class View **21**
Growth: Math 2-5 TX 2012

Term Rostered: Fall 2019-2020
Term Tested: Fall 2019-2020
District: NWEA Sample District
School: Mesa Verde Elementary School

[Print](#)

Edit Display Options

Computations and Algebraic Relationships

Whole Number and Decimal Computations

191-200

3.4.E: represent multiplication facts by using a variety of approaches such as repeated addition, equal-sized groups, arrays, area models, equal jumps on a number line and skip counting:

- Represents multiplication as skip-counting
- Represents multiplication situations with arrays
- Represents equal-groups multiplication situations with repeated additions expressions or equations without pictures given
- Represents multiplication as repeated addition

3.4.F: recall facts to multiply up to 10 by 10 with automaticity and recall the corresponding division facts:

- Multiplies basic facts
- Divides basic facts
- Applies the zero property of multiplication to whole numbers

3.4.G: use strategies and algorithms, including the standard algorithm, to multiply a two-digit number by a one-digit number. Strategies may include mental math, partial products, and the commutative, associative, and distributive properties:

- Multiplies one-digit whole numbers by multiples of 10
- Multiplies one-digit whole numbers by two-digit whole numbers
- Applies the associative property of multiplication to whole numbers

3.4.J: determine a quotient using the relationship between multiplication and division; and

- Understand the inverse relationship between multiplication and division

Flores, James
Overall RIT: 202
Goal Range: 187-197

Stone, Valerie
Overall RIT: 197
Goal Range: 187-196

Carter, Peter
Overall RIT: 194
Goal Range: 196-205

Lawson, Gina
Overall RIT: 198
Goal Range: 192-202

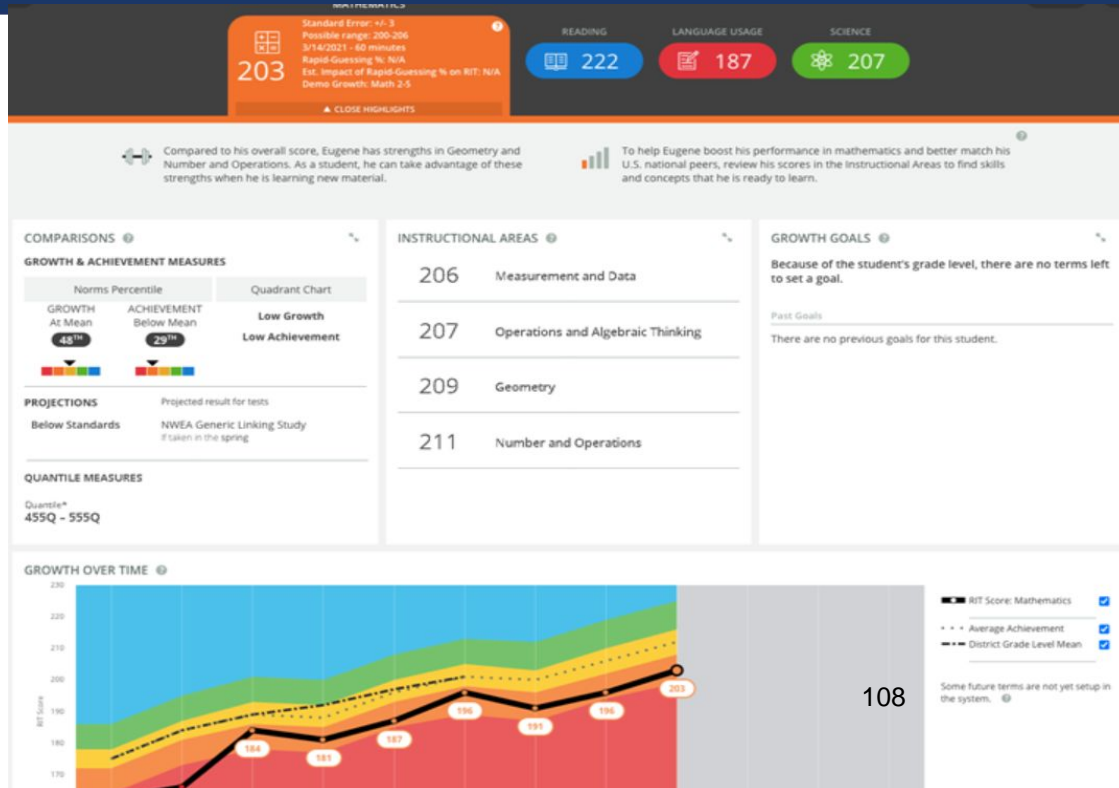
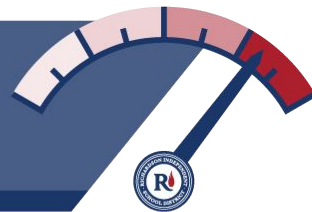
Hall, Scott
Overall RIT: 204
Goal Range: 190-199

Castro, Edward
Overall RIT: 208

107



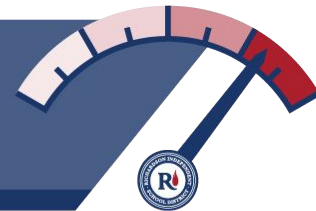
MTSS Framework and HB4545: Reviewing David's MAP Student Profile



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MTSS Framework and HB4545: Reviewing David's MAP Student Profile



Terms: Most Recent ▾

Sadie H. Porter Grade 5 | ID: 11347688910

MATHEMATICS 200*
*Spring 2017-18

READING 209*
Standard Error: +/- 8.2
Possible range: 200-212
2016/2018-188 consistent
Rapid-Growing % to 8th
Est. Impact of Rapid-Growing % on RTI: N/A
Growth: Reading 2.0-3.0 2015
*Spring 2017-18

LANGUAGE USAGE 221

SCIENCE 206

INSTRUCTIONAL AREAS ⓘ

Group by: STANDARD TOPIC

Grade(s): All Grades ▾

Show learning statements: SHOW HIDE

☐ REINFORCE

19 View All Instructional Areas

Informational Text: Meaning and Context ↳ Suggested Area of Focus	198 ± 8.2
Literary Text: Meaning and Context	208 ± 7.1
Informational Text: Language, Craft, Structure	210 ± 7.5
Vocabulary: Determine, Clarify Word Meaning	211 ± 7.6

These learning statements apply to Sadie's current RTI score:

Show instructional sub-areas: All ▾ Show topic: All ▾

Informational Text: Meaning and Context

▼ Prediction, Inferring, Drawing Conclusions

Facts and Opinions

Sadie is ready to DEVELOP these skills (191-200):

23 Distinguishes fact from opinion in argumentative text

Inferences, Conclusions, Predictions

Sadie is ready to DEVELOP these skills (191-200):

Infers cause in literary nonfiction
Makes inferences from definitions
Makes inferences from literary nonfiction

Sequencing

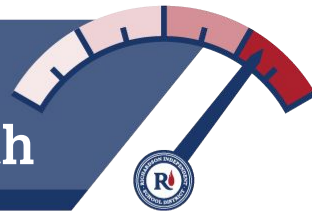
Sadie is ready to DEVELOP these skills (191-200):

Understands sequence in a set of directions

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MTSS Framework and HB4545: Using ESSER Funds and Accelerating David's Academic Growth



Achieve3000®
Differentiate. Accelerate. Achieve.





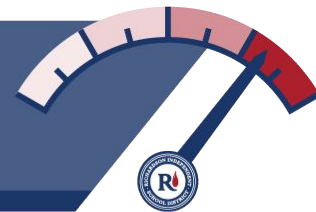
Anabel's Story

Anabel is a 4th grade bilingual student for the 21-22 school year. She was virtual the entire 1st semester in 2020-2021 and returned in-person to her campus in January.

Her MAP scores indicate a very low amount of growth from BOY to MOY and a modest amount of growth from MOY to EOY. On STAAR, she met the approaches level in reading but did not pass the math STAAR. Specifically, she struggled in the areas of computation and place value in 3rd grade math.

How is RISD going to support Anabel this year?

Tier 1 Effective and Responsive Instruction



Continuous Monitoring and Support

TELPAS

Common Formative Assessments

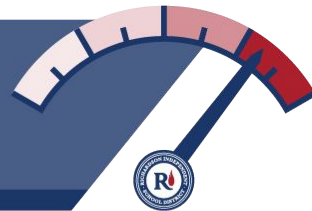
Quarterly Summative Assessments

MAP

Virtual PLC's

STAAR Questions

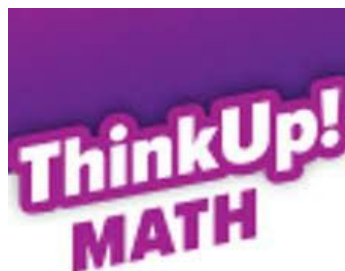
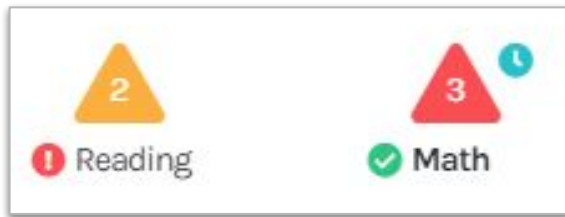
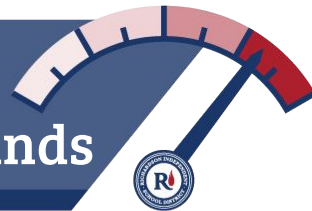
MTSS Framework and HB4545: Creating Anabel's Accelerated Learning Plan



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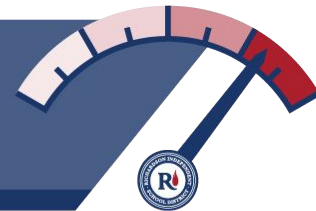
MTSS Framework and HB4545: Creating Anabel's Accelerated Learning Plan in Branching Minds



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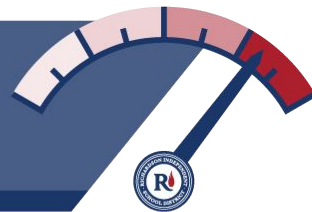
MTSS Framework and HB4545: Accelerating Anabel's Academic Growth



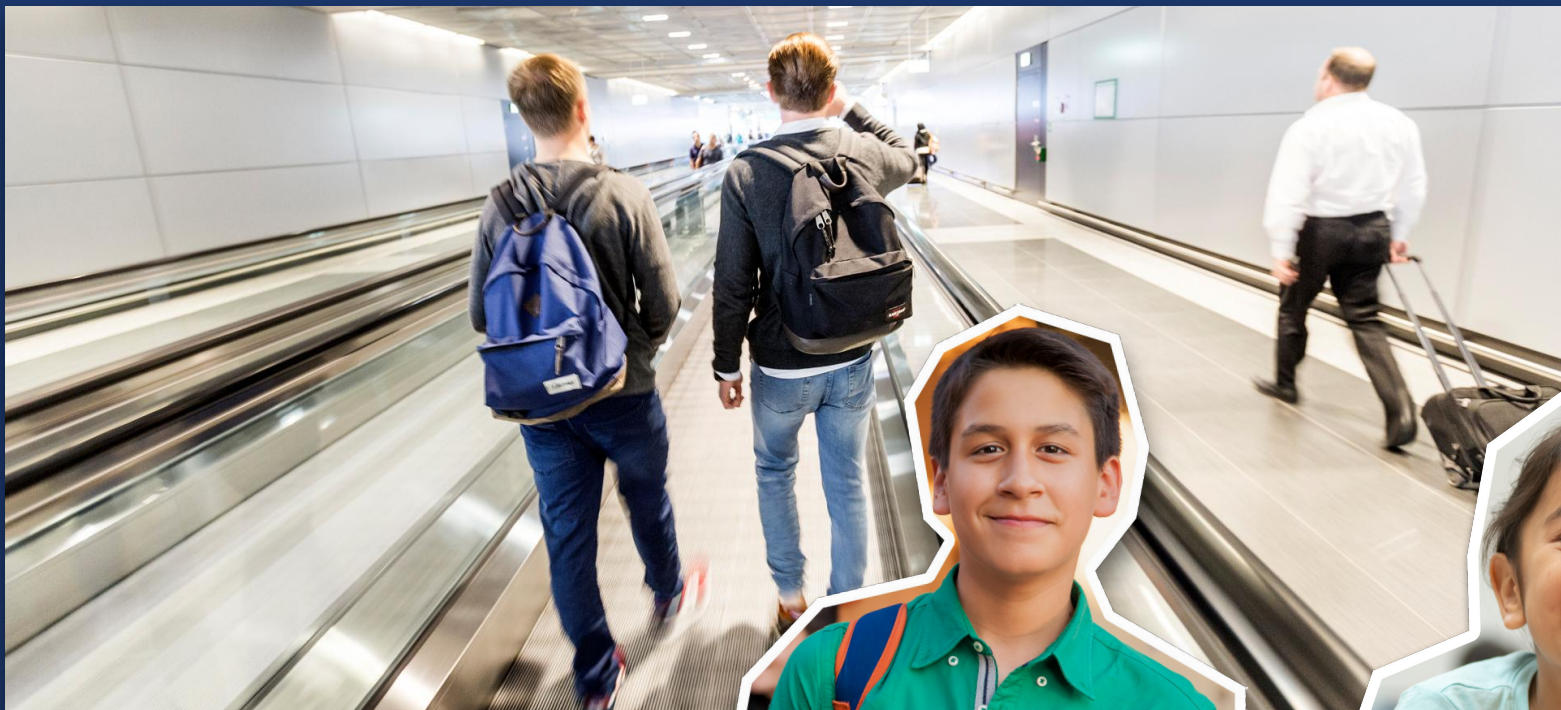
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MTSS Framework and HB4545: Academic Resources



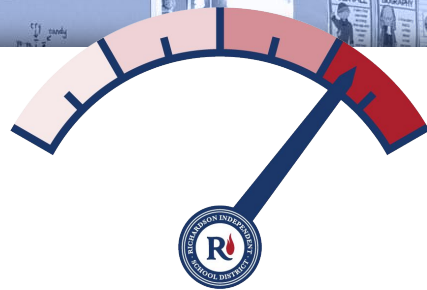
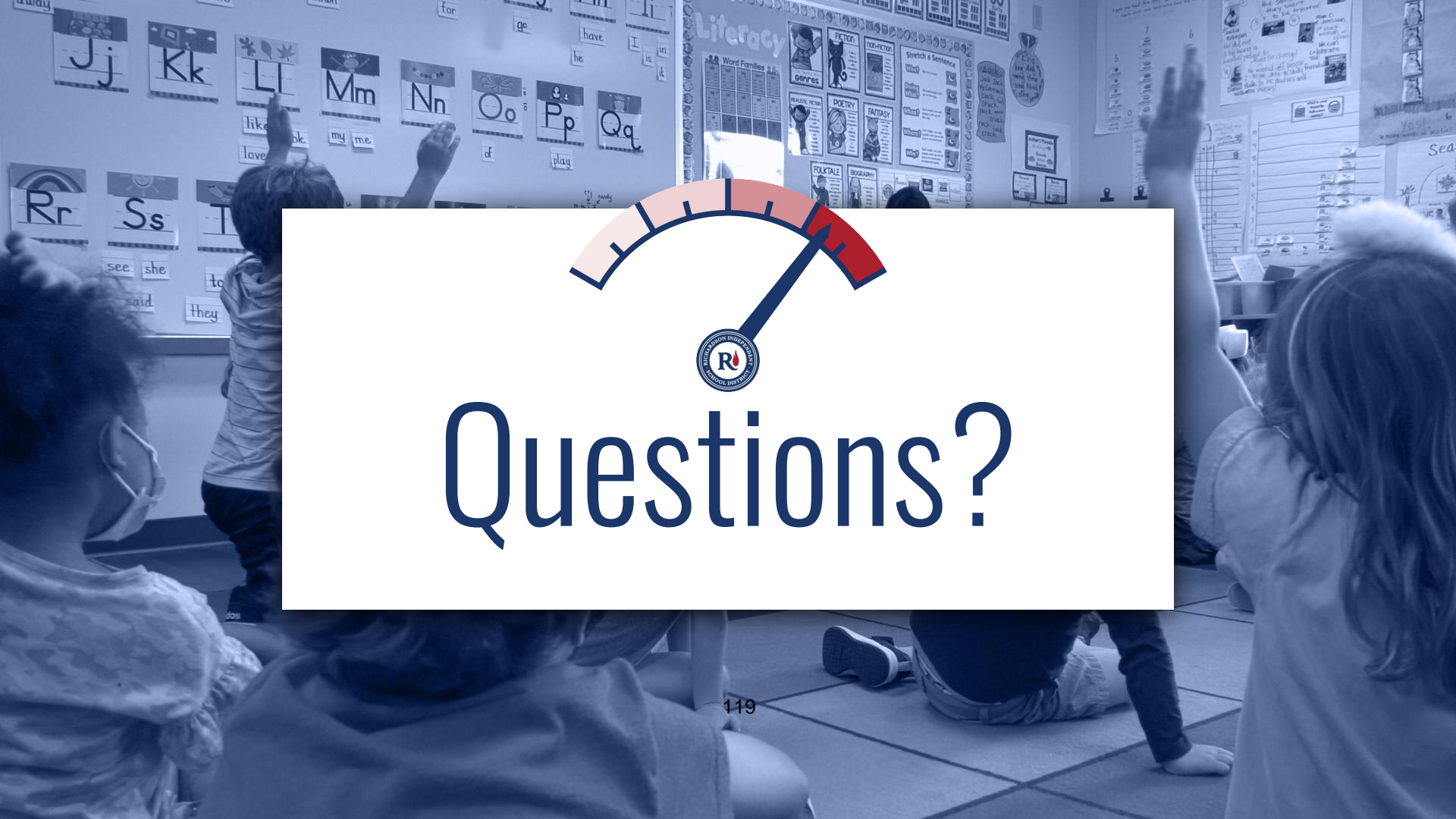
Interventionists in Action



Remember the
moving sidewalk...

David hits his target.

Anabel needs additional time.



Questions?

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 20, 2021

Department: Advanced Academics

Submitted by: Tabitha Branum, Deputy Superintendent
Elizabeth Swaner, Executive Director of Advanced Academics

INFORMATION ITEM

TOPIC: SB1882 Partnership

BACKGROUND INFORMATION:

The Richardson ISD Advanced Academics team will present information for the Board's review regarding the opportunity to engage in a potential Senate Bill 1882 partnership with a local higher-education partner. An overview of the process and timeline will be provided. Senate Bill 1882, signed into effect by the Texas Legislature in 2017, provides incentives for districts to contract to partner with institutions of higher education, non-profits, or government entities. These incentives include:

- A potential increase in state funding for the partnered campus. Each partnered campus that meets eligibility requirements is entitled to receive the greater of either the amount of state funding to which the district would be entitled or the amount of state funding to which an open-enrollment charter school would be entitled.
- An exemption from certain accountability interventions for two years. Specifically, the agency may not impose that the campus prepare and submit a turnaround plan, as outlined in TEC §39A.101 (a), appoint a board of managers, as outlined in TEC §39A.111 (1), and/or close the campus, as outlined in TEC §39A.111 (2).



Richland Collegiate & Richardson ISD

Proposed Partnership Overview & Benefits



Agenda

Accomplishments of RCHS

Partnership Process High-Level Overview

Benefits of a Partnership between RISD and Dallas College

Financial Feasibility

Performance Contract and Operations Planning



Objectives

Richardson ISD Board Members will...

- Learn how a partnership will build upon the accomplishments of Richland Collegiate High School
- Become aware of the potential benefits of a partnership between Dallas College and Richardson ISD for Richland College High School
- Review the financial feasibility and operational planning of the partnership
- Be introduced to the partnership process for Dallas College & Richardson ISD at a high level



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Because of Richland Collegiate High School...

“Prepared me for a lifetime of hard work and dedication. Finishing my Associate degree helped me obtain my Bachelor degree in biology and psychology before the age of 20, receiving many scholarships with less financial burden.” ~ Leslie J. - ER Nurse

“RCHS has had a profound impact on both my academic and professional career and instilled a passion towards learning and advancement. I learned this about myself at RCHS and it set me apart to pursue unique opportunities and a post-doctoral fellowship program.” ~ Arun M. - Senior Medical Director

“I am forever grateful to RCHS for giving me the opportunity to get my education and creating a foundation to my success. RCHS helped me realize the importance of school at an early age and it opened doors for higher education.” ~ Norma C. - Licensed Professional Counselor

“RCHS provided me the support and mentorship needed to be successful in college and graduate school. Because I had taken college courses through RCHS, I spent more time with clinical and research experience needed to make me competitive for clinical/counseling psychology PhD programs.” ~ Amani K. - University Professor and Research/Clinical Analyst



Benefits of Partnership



Texas Partnerships / SB 1882 Partnerships:

- 1) **expand what's working**, student enrollment and bring increased access and opportunity to the school system
- 2) **improve and reimagine what's not**
- 3) **gather expertise, resources, and capacity** to financially sustain and structurally collaborate and innovate

Any plan for a path forward must be **designed specifically for the local context in partnership with the local community.**

Partnership Benefits for Dallas College & Richardson ISD



“To continue the RCHS history of student success and employee success”



“Grow the HS programs and increase the opportunities and choices for more RISD students”

“To unite the strengths from Dallas College and RISD, to strengthen what's already being done. Innovate and do things that we've always wanted to do, but collectively.”



Increased Enrollment
in RISD from being able to attract and recruit students to Richland Collegiate from surrounding districts

“Expand opportunities for students, specifically additional CTE programs and teacher development programs. Grow enrollment for RCHS and RISD”



Increased Resources and Capacity

in per-pupil funding, and specialization of responsibility - RISD's efficient scaling of district campus operations and excellent Dallas College CTE & Dual Credit programming

Increased Access to CTE & Dual Credit options

for more students to participate in excellent Dallas College programs and prepare for college and career

“Continue to provide excellent education through RISD HS classes and Dallas College dual credit classes”

Benefits



Equitable Pipeline to Student Success



- Attracts and recruits additional diverse students from across the Richardson area to increase enrollment, access, and opportunity to successful dual credit programs
- Develops a pipeline from Richardson ISD schools, into RCHS, and through to college and career attainment and persistence



- Opportunity for students from all demographics of Richardson to gain pathways to securing bachelor degrees

Specialization and Community Collaboration



- More capacity and continuity of resources to collaboratively provide programming and engage parents and community



- Specialization in capacity and labor to allow Dallas College to focus on excellent instruction and dual credit, and RISD to focus on scaling operational opportunity and resourcing



Partnership Process High-Level Overview



What is the Texas Partnership Opportunity?

The Texas Legislature signed Senate Bill 1882 into effect during 2017 which incentivizes districts to work collaboratively with new and existing partners to promote innovation and dramatically improve student outcomes. These Texas Partnerships offer districts the opportunity to expand the diversity of school options, bring in targeted expertise for innovation and turnaround support, and empower school leaders and partners with greater autonomy. Most importantly, effective partnerships give more students access to great schools.

Source: txpartnerships.org

Under a Texas 1882 Partnership, the district authorizes a carefully selected partner to operate a school under a performance contract.

The performance contract outlines the responsibilities of both parties, and will be made in close collaboration with RISD and Dallas College.

RISD Board of Trustees

Authorizes & holds Dallas College accountable

Performance Contract

Defines autonomies, RISD provides support and monitors performance

Richland Collegiate HS

Includes Dallas College Board and Executive Director



5 Key Milestones to Launch Partnerships

District Authorizing Policy

Call for Quality Schools

Authorizing Activities

Performance Contract

Transition and Preparation

September - October

District board passes ELA Local, a district authorizing policy that enables the board to authorize partnerships.

October - November

Dallas College **drafts, approves, and submits** a response to the district's **call for quality schools** as a high-performing potential local partner.

November - December

Dallas College participates in **partner interviews, site visits, and other evaluative activities** with the district.

District recommends match to the Superintendent, who presents partnership recommendations to the School Board.

January - February

Dallas College and district **negotiate performance agreement** with matched partner, and **both boards vote to approve** the agreement.

Once approved, the **district applies to TEA for SB 1882 benefits.**

March - Onward

Dallas College and District work together to **support transition** for 2022-2023 start.



Texas Partnerships Financial Benefit

SB 1882 creates financial and accountability incentives for districts to partner with qualified organizations (non-profits, charter schools, universities, and other governmental entities).

Financial Incentives

- Districts that enter into approved partnerships can receive a significant increase in per-pupil funding
- This 1882 benefit of around \$1200 per pupil (ADA) would allow RISD to sustain the level of per-pupil funding at Richland Collegiate

Accountability Incentives

- District gets credit for school performance
- Schools in IR get a two-year accountability intervention pause (not applicable here)

SB 1882 would allow Dallas College to sustain the per-pupil funding at Richland Collegiate in partnership with RISD, ¹³³ and make the partnership financially feasible and sustainable.



Financial Feasibility

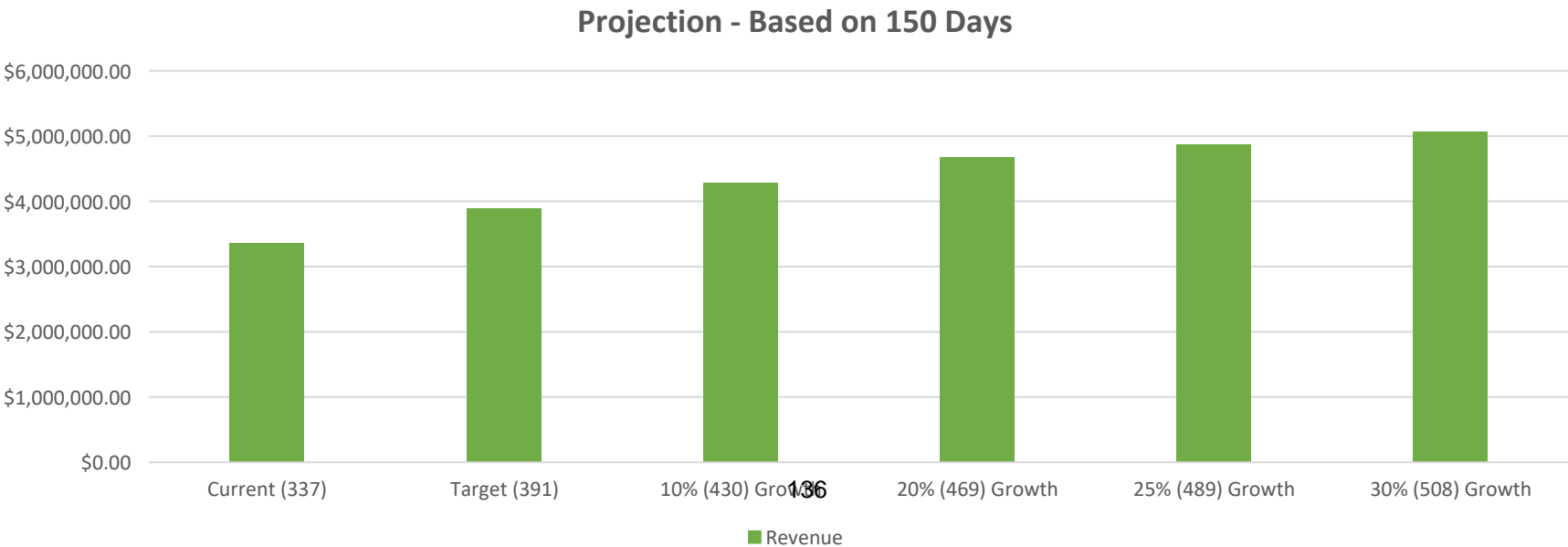


With the partnership with Richardson ISD and a new charter for Richland Collegiate High School:

1. Plans will be made for increased student enrollment, resulting in an increase in total per pupil-based TEA funding. Instead of just serving 11th and 12th grade students, the new charter can also include 9th and 10th grades. Adding more high school instructional days aligned with RISD calendar will also increase revenue.
2. Increases in numbers of students served from our community will result in increased opportunities for participation in dual credit for Richardson ISD students, an increase in potential graduates for Dallas College, and additional **performance-based funding** for both Dallas College and RISD.

Projection

Forecasting Projection - Based on 150 Days						
Details	Current (337)	Target (391)	10% (430) Growth	20% (469) Growth	25% (489) Growth	30% (508) Growth
Revenue	\$3,358,679.46	\$3,896,865.49	\$4,286,552.04	\$4,676,238.59	\$4,871,081.86	\$5,065,925.14





\$1200/pupil

The 1882 benefit of around \$1200 per pupil (ADA) would allow RISD to sustain the level of per-pupil funding at Richland Collegiate and ensure the continuity of resources, as opposed to other alternative forms of partnership.



Performance Contract and Operational Planning



Planning Operations through the Performance Contract

Through the Performance Contract process...

- Both sides will mutually agree on what works well and makes the most sense for both partners
- Coordination of roles, responsibilities, and points of collaboration will be outlined and agreed upon

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BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Department: General Counsel

Submitted by: Mia M. Martin

INFORMATION/ACTION ITEM

TOPICS: TASB Localized Policy Manual - Consider New Local Policy ELA (Local)

BACKGROUND INFORMATION:

As a part of our consideration of a possible partnership under section 11.174 of the Texas Education Code (authorized by SB 1882, 85th Legislature, 2017), the Board of Trustees would need to adopt a local policy authorizing the partnership and setting out procedures for evaluating partner applicants and operation of the actual campus charter. TEA has developed a model campus charter policy. Staff have reviewed the model ELA (Local) policy and would recommend its adoption if the Board decides to move forward with the partnership.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the addition of policy ELA (Local) Campus or Program Charters: Partnership Charters.

PROPOSED RESOLUTION

WHEREAS, the Board of Trustees regularly reviews and updates its policies to ensure they conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; and

WHEREAS, the Board is considering a partnership under section 11.174 of the Texas Education Code to provide a campus charter; and

WHEREAS, the Texas Education Agency has developed a model policy that a Board of Trustees may adopt to establish procedures and rules for the operation of a campus charter in accordance with applicable law and regulation; and

WHEREAS, staff has reviewed the model policy and recommends that the Board adopt the proposed new local policy; and

WHEREAS, the Board finds that the proposed local policy is appropriate as it conforms to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District adopts policy ELA (Local) - Campus or Program Charters: Partnership Charters.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 20, 2021

Division: Strategy and Engagement

Submitted by: Melissa Heller, Chief of Strategy and Engagement

ACTION ITEM

TOPIC: STRATEGIC PLAN

BACKGROUND: One of the primary responsibilities of the Board of Trustees is to establish the direction of the school district by defining the district's mission, vision, and goals. Section 11.1511 of the Texas Education Code directs a Board of Trustees to adopt a vision statement and comprehensive goals for the district and the superintendent to monitor progress toward those goals.

On September 14-16, 2017, members of the Richardson ISD community came together to develop a three to five year Strategic Plan that will guide the actions of the district. The Strategic Plan Design Team consisted of 31 members of internal and external stakeholders representing all four feeder patterns and community partners. The RISD Board of Trustees approved the Strategic Plan in April of 2018. The RISD Strategic Plan Action teams implemented the community-developed plans and tonight, the district will report the progress since 2018. Highlights of action plan implementation include:

- Adoption of Equity Policy
- ACE Implementation
- Pre-K for ALL
- Redesign of Summer Programming
- Creation of Literacy and Intervention Team
- Bond 2021
- Let's Talk Tool
- Teacher Incentive Allotment
- Grade Reconfiguration (middle school concept)
- Long-term Facility Strategic Plan
- Safety and Security Team Launched
- Implementation of Measure of Academic Progress

The team will present the action plans not yet activated and the timeline and process for the 2022 RISD Strategic Plan refresh.



RICHARDSON INDEPENDENT SCHOOL DISTRICT

STRATEGIC PLAN (Adopted October 2, 2017)

MISSION

The mission of the Richardson Independent School District is to ensure ALL connect, learn, grow, and succeed through relevant and personalized learning experiences distinguished by –

- A welcoming and accepting climate;
- A safe, innovative, and adaptive environment; and
- A supportive, invested, and collaborative culture among students, staff, families, and community.

BELIEFS

We believe that –

- It is necessary to meet all basic needs;
- All people have immeasurable value and deserve respect;
- All people have something unique to contribute;
- All people have the freedom to choose their own path;
- Embracing our differences strengthens us, and leveraging our differences propels us;
- All people need meaningful relationships to build valuable connections and inspire a sense of community;
- Serving others strengthens our local and global communities;
- All people can continuously learn, adapt, and grow;
- Failures are valuable opportunities to explore, learn, and succeed; and
- We strengthen our future by nurturing and preparing children and youth.

STRATEGIC OBJECTIVES

1. All students will maximize their intellect and skills to create their own futures.
2. All students will develop strength of character.
3. All students will contribute to local and global communities.
4. All students will belong to a community of meaningful connections and positive relationships.

STRATEGIES

1. We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs all of our students.
2. We will guarantee that all students will perform at or above grade level.
3. We will recruit, retain, and reward quality personnel.
4. We will ensure all families, businesses, and community partners are fully engaged in the mission of our district.
5. We will actively pursue creative funding sources and responsibly manage current resources to support our mission.
6. We will ensure that our facilities and infrastructure adapt to support our mission.

PARAMETERS

1. We will stand firm in our commitment to all students.
2. We will be unrelenting in our pursuit of excellence.
3. We will treat all people with dignity and respect.
4. We will seek input from all stakeholders.
5. We will honor tradition but not allow it to hold us back.
6. We will operate with persistence and integrity.
7. We will practice responsible stewardship of all of our resources.



Strategic Planning 2022

**Board of Trustees Report
September 20, 2021**



Overview

Strategic Plan 2017:
Accomplishments, In-progress
and Outstanding Action Items

Strategic Plan 2022:
Process and Timeline

Next Steps

STRATEGIC PLAN 2017

Beliefs **We believe that...**

- It is necessary to meet all basic needs.
- All people have immeasurable value and deserve respect.
- All people have something unique to contribute.
- All people have the freedom to choose their path.
- Embracing our differences strengthens us, and leveraging our differences propels us.
- All people need meaningful relationships to build valuable connections and inspire a sense of community.
- Serving others strengthens our local and global communities.
- All people can continuously learn, adapt, and grow.
- Failures are valuable opportunities to explore, learn, and succeed.
- We strengthen our future by nurturing and preparing all children and youth.



STRATEGIC PLAN 2017

Vision

Richardson ISD: Where all students connect, learn, grow, and succeed

Mission

The mission of Richardson Independent School District is to ensure that ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by:

- a welcoming and accepting climate
- a safe, innovative, and adaptive environment
- a supportive, collaborative, and invested¹⁴⁷ culture among students, staff, families, and community



STRATEGIC PLAN 2017

Strategic Action Teams

- Student Learning Design
- Educational Equity
- Revenue and Finance
- Community Engagement
- Staffing and Compensation
- Facilities

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We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of ALL our students.

Student Learning Design

- ✓ Establish Flexible and inclusive environments.
- ✓ Establish Personalized Learning Pathways
- ✓ Ensure Post Graduation Success
- ✓ Create Unique Programming

STILL TO COME:

- Continue to explore possible Newcomer/Student Transition and Support Center for RISD
- Maintain focus on bilingual programming, while establishing and implementing a two way Dual Language program at designated campuses





*We will
guarantee
that ALL
students will
perform at or
above grade
level.*

Educational Equity

- ✓ Develop a comprehensive incentive plan for high needs campuses.
- ✓ Develop and implement a system that values and communicates growth and responds to the needs of ALL students.
- ✓ Create an evidence based-early literacy program that ensures ALL students are reading at or above grade level by 3rd grade.
- ✓ Ensure ALL students have equitable access to high quality, effective Pre-K programming
- ✓ Ensure that our curriculum is culturally inclusive and addresses the social and emotional needs for ALL PK-12 students.





*We will
guarantee
that ALL
students will
perform at or
above grade
level.*

Educational Equity

- ✓ Ensure ALL students and their families from different cultural experiences and backgrounds will be embraced, served and supported.
- ✓ Ensure ALL students have access to high quality summer programs that reduce summer learning loss and close achievement gaps.

STILL TO COME:

- Establish a culture in which every teacher in PK-12 is a teacher of reading.
- Additional space for PK, scholarships and early education parent training.





We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Revenue and Finance

- ✓ Establish the capacity to sustainably fund the district's mission through state and local revenue.
- ✓ Establish the capacity to sustainably fund the district's mission through alternative funding sources.
- ✓ Maximize the community's investment in RISD through alignment with the district's mission.





We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.

Community Engagement

- ✓ Establish the necessary communication tools to inspire and expedite connections within the engagement and cultural components of district students, parents, community and businesses.

In progress and ongoing:

- Establish a creative culture that invites and inspires authentic engagement from district students, parents, community members and businesses.
- Establish engagement opportunities for connections both within and beyond standard groups of parents, alumni, businesses, corporations, religious groups and services organizations.



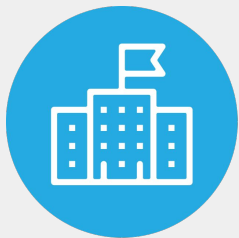


*We will
recruit,
retain, and
reward
quality
personnel.*

Staffing and Compensation

- ✓ Implement systems and processes that effectively reduce employee turnover.
- ✓ Allocate district resources and provide needed support to RISD staff to meet the mission, vision, beliefs, and strategic objectives.
- ✓ Employ recruiting and hiring practices that ensure the hiring of a diverse staff that reflects the RISD student population.
- ✓ Align policies and practices used in the compensation of employees to the district's mission, vision, beliefs, and strategic objectives.





*We will ensure
that our
facilities and
infrastructure
adapt to
support our
mission.*

Facilities

- ✓ Establish a comprehensive campus planning, use, and conditions assessment document and process.
- ✓ Develop and implement a process to examine RISD grade configurations (6th grade).
- ✓ Establish and maintain a culture of sustainability (ecological responsibility) across all RISD activities, purchasing, and facilities.
- ✓ Establish a Safety and Security Department.

STILL TO COME:

- Adopt a neighborhood school policy and create a formal definition of neighborhood school to provide clarity on future decisions regarding school construction, boundary lines, and transfer policies.



STRATEGIC PLAN 2017

- Unifying force around district's vision
- Annual budget reflects district improvement plan and priorities
- Pre-K
- Safety & Security Department
- Equity Policy
- Long-range Facilities Plan
- Middle School Transformation
- Bond 2021 Steering Committee Process
- Bond 2021





Strategic Plan 2022

Next Steps and Timeline



Fall 2021:

- Re-engage the Design Team (solicit additional community stakeholders to participate).
- Seek Community Feedback on Strategic Plan 2017.



Spring 2022:

- Two-day Design Team meeting.
- Re-engage Strategic Action Teams (through Summer 2022).



Fall 2022:

- Adopt Strategic Plan 2022.