Regression Board Meeting
Monday, March 14, 2022 3:30 PM

Council Chambers at the Municipal Building
123 ABC Way
Lincoln, NE 68521

Agenda

I. Opening
II. Pledge of Allegiance
III. Approve Minutes from _____
IV. Approve Consent Agenda
    IV.A. Budget
        IV.A.1. Finances
V. Executive Session
VI. Adjourn

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PLATTER MENU

25 SERVINGS PER PLATTER

Garden Harvest Vegetables $175 per platter
assortment of crisp vegetables, ranch dipping sauce

Fire-Roasted Tomato Salsa $125 per platter
tortilla chips

Spinach & Artichoke Dip $150 per platter
served warm with tortilla chips

Mac N' Cheese $200 per platter
cavatappi pasta, green chilis

STATS "Build-Your-Own" Nachos $250 per platter
grilled chicken, sour cream, queso, black bean salsa, pico de gallo

Der Biergarten Brats $225 per platter
pork & beef brats, sauerkraut, mini buns, mustard

German Potato Salad $175 per platter
bacon, potatoes, herbs

Mini Pretzels $150 per platter
assorted mustards

75 SERVINGS PER PLATTER

STATS Wings $200 per platter
blue cheese & ranch dressings, celery

Choice of: Buffalo, Kung Fu, BBQ or Lemon & Herb
[max two flavors per order]

50 SERVINGS PER PLATTER

Vegetarian Spring Rolls $200 per platter
sweet thai chili sauce

Caprese Skewers $200 per platter
sweet basil, fresh mozzerella, balsamic glaze

Deviled Eggs $200 per platter
southern style

Reuben Rolls $200 per platter
Corned beef, cabbage, swiss cheese, thousand island dressing wrapped inside spring dough, mustard

SLIDERS: Served on brioche buns / 50 sliders per order

Cheeseburger $250 per platter
american cheese, STATS burger sauce, pickle

Twin Smokers Brisket $350 per platter
shaved onion, dill pickle, sweet bbq sauce

Twin Smokers Pulled Pork $250 per platter
bbq sauce

Dirty Bird $250 per platter
crispy chicken, cilantro slaw, sriracha mayo

Grilled Chicken $250 per platter
tzatziki aioli, shaved red onion

Black Bean Vegetarian $250 per platter
avocado creama, provolone

**Gluten Free Bun $100 supplemental per order*

General Account - NebraskaLand National Bank
Month Ending February 28th, 2025

Per Bank

NebraskaLand Bank	February 28, 2025	$	8,981,858.46
Less Outstanding Checks		$	(42,076.62)
Less Outstanding Other Disbursements		$	(17,676.55)
Plus Outstanding Deposits		$	16,411,954.37
Adjustment		$	-
Ending Balance		$	25,334,059.66

Per Books

Beginning Balance	February 28, 2025	$	26,979,398.71
Plus Receipts		$	6,095,789.93
Less Expenditures		$	(7,741,128.98)
Less Returned Checks			
Adjustment		$	-
Voided Checks		$	-
Ending Book Balance	February 28, 2025	$	25,334,059.66

Flex Spending Account Balance **$37,353.39**

School District 7

Fund Balances

Fiscal Year: 2024-2025

Month: February
Year: 2025
Fund Type:

☑ Include Cash Balance
☐ FY End Report

Fund	Description	Beginning Balance	Revenue	Expense	Transfers	Fund Balance	Cash Balance	Variance
01	General Fund	$29,129,456.00	$36,971,309.62	($41,107,331.47)	$0.00	$24,993,434.15	$26,040,661.59	($1,047,227.44)
02	Depreciation Fund	$223,261.05	$0.00	($468,481.48)	$0.00	($245,220.43)	($245,220.43)	$0.00
03	Employee Benefit Fund	$48,081.40	$0.00	$0.00	$0.00	$48,081.40	$48,081.40	$0.00
05	Activities Fund	$1,709,489.45	$1,269,383.37	($2,338,429.39)	$350,000.00	$990,443.43	$993,740.59	($3,297.16)
06	School Nutrition Fund	$2,340,509.43	$2,222,359.64	($2,655,738.36)	$0.00	$1,907,130.71	$1,963,625.23	($56,494.52)
07	Bond Fund	$10,571,848.22	$3,498,146.99	($6,518,080.81)	$0.00	$7,551,914.40	$7,551,914.40	$0.00
08	Special Building Fund	$2,051,029.03	$12,883,583.95	($2,391,598.65)	$0.00	$12,543,014.33	$12,543,014.33	$0.00
09	Qualified Capital Fund	$9,515,129.91	$892,122.33	($4,126,597.80)	$0.00	$6,280,654.44	$6,280,654.44	$0.00
10	Coop Fund	$23,387.08	$337,446.10	($187,694.27)	$0.00	$173,138.91	$174,997.89	($1,858.98)
12	Student Fee Fund	$350,980.90	$98,336.62	($134,587.76)	$0.00	$314,729.76	$315,117.66	($387.90)
	Grand Total:	$55,963,172.47	$58,172,688.62	($59,928,539.99)	$350,000.00	$54,557,321.10	$55,666,587.10	($1,109,266.00)

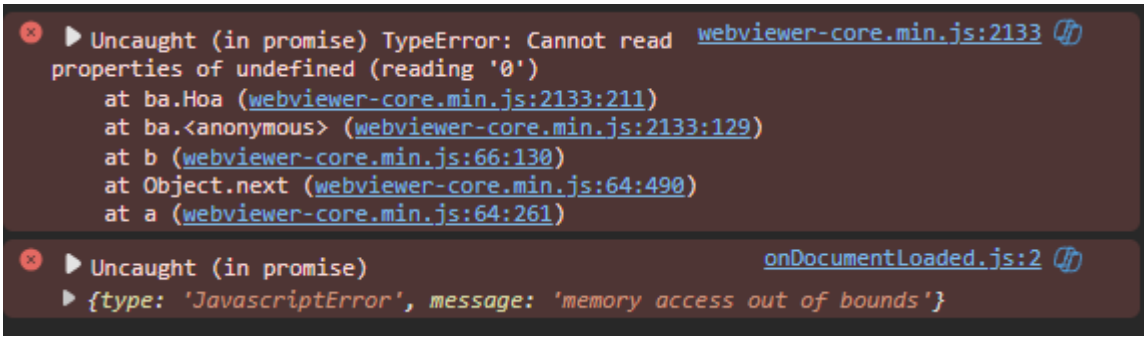
End of Report

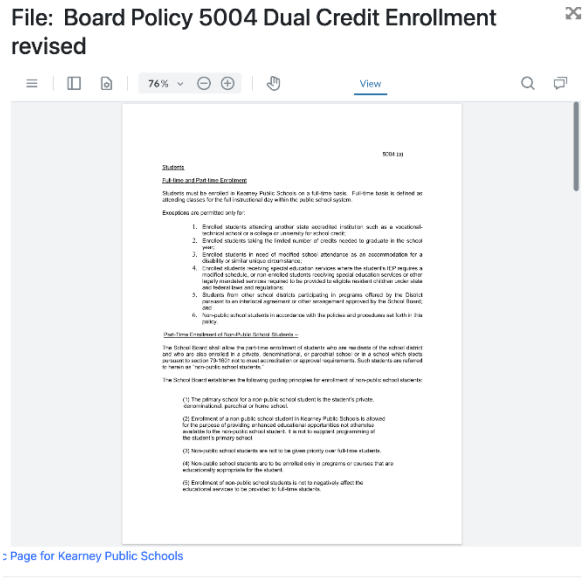
FY25 KPS Revenue and Expense Report Compared to Budget

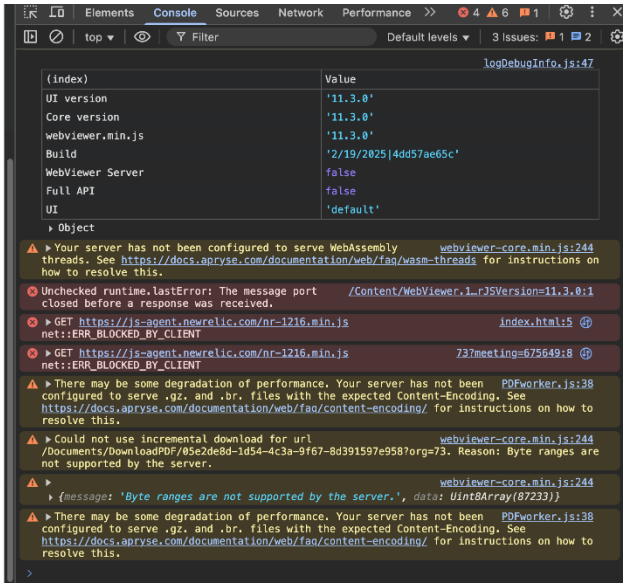
DATE: February 2025

	FY 2025	TOTAL BUDGET	%
GENERAL FUND			
Revenue:	$36,971,309.62	$58,239,513.00	63%
Expense:	$41,107,331.47	$82,822,585.00	50%
Net:	-$4,136,021.85		
100 Supt.	$166,219.45	$250,000.00	66%
103 Comm	$29,646.07	$50,000.00	59%
211 Dir PK-5	$94,967.13	$400,000.00	24%
220 Sped	$497,417.37	$620,000.00	80%
230 Media	$3,476.54	$29,000.00	12%
240 Dir SS&S	$233,135.24	$140,000.00	167%
270 Dir 6-12	$421,499.20	$400,000.00	105%
310 Personnel	$164,154.24	$275,000.00	60%
320 Technology	$616,431.56	$1,750,000.00	35%
400 Principals	$550,878.98	$1,041,000.00	53%
510 Finance	$1,148,088.78	$7,190,522.83	16%
550 Facilities	$2,577,698.08	$3,020,000.00	85%
560 Utilities	$527,408.48	$1,000,000.00	53%
570 Transport.	$236,415.12	$260,000.00	91%
910 Payroll	$32,942,395.39	$64,342,062.17	51%
931 Substitutes	$852,709.40	$2,000,000.00	43%
941 Overtime	$44,790.44	$55,000.00	81%
	$41,107,331.47	$82,822,585.00	50%
DEPRECIATION FUND			
Revenue:	$0.00	$301,739.00	0%
Expense:	$468,481.48	$525,000.00	89%
Net:	-$468,481.48		
ACTIVITIES FUND			
Revenue:	$1,269,383.37	$2,353,152.00	54%
Expense:	$2,338,429.39	$4,062,641.00	58%
Net:	-$1,069,046.02		
EMP. BENEFIT FUND			
Revenue:	$0.00	$48,081.40	0%
Expense:	$0.00	$48,081.40	0%
Net:	$0.00		

	FY 2025	TOTAL BUDGET	%
SCHOOL NUTRITION FUND			
Revenue:	$2,222,359.64	$2,640,214.00	84%
Expense:	$2,655,738.36	$4,941,540.00	54%
Net:	-$433,378.72		
SNF SUMMARY	**TOTAL**	**# OF DAYS**	**DAILY AVG.**
Lunch	495590	118.16	4194.23
Breakfast	133439	117.55	1135.17
BOND FUND			
Revenue:	$3,498,146.99	$5,208,578.00	67%
Expense:	$6,518,080.81	$17,801,474.00	37%
Net:	-$3,019,933.82		
BUILDING FUND			
Revenue:	$12,883,583.95	$17,213,878.00	75%
Expense:	$2,391,598.65	$19,361,897.00	12%
Net:	$10,491,985.30		
QCPUF FUND			
Revenue:	$892,122.33	$1,785,098.00	50%
Expense:	$4,126,597.80	$12,564,466.00	33%
Net:	-$3,234,475.47		
COOP FUND			
Revenue:	$337,446.10	$913,573.00	37%
Expense:	$187,694.27	$914,960.00	21%
Net:	$149,751.83		
STUDENT FEE FUND			
Revenue:	$98,336.62	$106,418.00	92%
Expense:	$134,587.76	$457,399.00	29%
Net:	-$36,251.14		
TOTAL REVENUE	$58,172,688.62	$88,810,244.40	66%
TOTAL EXPENDITURES	$59,928,539.99	$143,500,043.40	42%







AI Advantage:

Unlocking Business Growth with GhatGPT

"Create me a facebook post that is exciting about me being at the #marketech2025 conference"

Play with tone, play with providing different details,

ChatGPT has machine learning and will save your recent searches to help build responses in the future

Start creating Blog Posts for SEO

Keep work and personal accounts separate

Should you also seperate your Hats within your work environment? What if you're resonsible for webpage content and also social media posts?

Co-pilot will create podcasts based off of the website.

eCommerce & Website Track: SEO

Make Sparq's digital footprint large. Make sure we have all the social media accounts.

Google Business Profile

Try to find industry-specific sites for Sparq to create a profile for (i.e. Angi/Houzz for home improvment, Realtor.com for real estate)

NAP Consistency

Name, Address, Phone Number is consistent across the board from Social Media to Website

Be wary of SEO Optimization companies. They will make you pay, and if you stop, they will hold that data hostage

Need to find a way to get more reviews. "Reviews are worth their weight in gold."

Reviews drive SEO

Good customer service

Good product

Provides a service or need

Saves time and effort

Figure out what people use to search for Paperless Board Meetings solutions. Put those keywords on the website. Create blogs and say what the answer to that question is.

Figure out what concerns people have about our products and get those on the website

Reddit, Quora posts are huge for SEO

Should we get a community site for all of the subscribers of our products to be able to post and ask questions?

This helps with SEO and helps promote the Sparq brand

Get more testimonials out there. (HOW OFTEN SHOULD WE BE SWAPPING TESTIMONIALS ON THE WEBSITE?)

Try to get other websites to point to our website (this is called backlinking). Maybe NSBA? COSSBA?

Look at sponsorships that allow for backlinks. Again COSSBA? Backlinks?

Do not create shell websites that point back to our own. Our hosted websites are not going to hurt us or BoardBook when they link back.

Look for ways to get backlinks

SERanking, Brightlocal, SERanking are all paid SEO Tools that track backlinks, reviews, Search Visibility

Google Analytics and Google Search Console are free

How to Make YouTube videos work

Create shorts

Less than 60 sec videos

designed for mobile videos

Get 70 billion views a day

help with SEO

Process

Discovery

What are we trying to do here?

Creative Brief

Summary of the discovery

- Who is the audience?
- Brainstorm
  - TAlk through the ideas
- Storyboard
  - Give a visual description of what happens in the videos
- A&V Doc
  - Whats going to happen from audio and visual side

How to brainstorm

- Get the hook set in the first 1-2 seconds
  - 80-90% dropoff if there isn't a hook
- Make the video relevant to your business
- Make sure there is a call to action.

CapCut

Descript

YouTube Studio

Notion

Keep it mobile friendly

Checklist:

- 3 customer painpoints
- 3 hook ideas
- Film with phone + light
- Post and observe

Followers are less important. Conversions are what is most trackable now.

Leadership & Business Development: Sales & Customer Experience as a Marketing Tool

ALways do what you say you're going to do. Don't over promise and under deliver.

Backup what you say and you'll gain word of mouth

Develop a process and stick to the process

Most important part of the sales process is determine the prospects' Needs and perform a Needs Assessment

My name is Darion Miller with Sparq and I'm wondering if you are stuggling with your Agenda and Board/Counsil management?

Do not do an elevator speech during an initial call. (Maybe start cold calling cities?)

Find the one item that is a pain point for them? This then gets your foot in the door

Ask for the close when you know BOTH sides are ready

if they're not ready, provide a referral

Be effective vs efficient

Quality leads vs quantity of leads

Just because you hear a no, it doesn't mean that the cycle is done. circle back around.

Grow your business with AI-powered tools by Google Gemini

Make a Google Business Profile

Edit and use the suggested description because AI will create one with searchablilty in mind

Search Google SEO Guide

Search Google SEO Video

We want to get AI Overviews by using keywords and standard SEO procedures

Do not copy and paste directly from AI, use it as a building block and edit from there

When you start using AI, it should take 30-45 minutes of prompting to teach AI about your business

How create a prompt?

Ask AI what it needs before you provide all the details. It will tell you the information needed?

Provide a task

What do you want it to do?

Create

Analyze

Provide context

What position should the text come from?

Are there specific details you want included?

References

Do you have items that you want to include that are precreated?

Sparq's Website?

Other competitors websites?

Videos that we or competitors have created?

Reviews

Read and review accuracy

Interate

Make change to phrasing, Separate prmpt into shorter sentences, use constraing (do this, don't do that, include this, don't include this)

Example prompt

As an experienced product manager, create a detailed marketing plan for new [product]

Write a product description: features and benefits

Indentify target audiences: demographics

Outline a marketing strategy that includes: topics, formats, campaign, types, platorm-specific strategies

Notebook LM - this can help you analyze your competitors

workspace.google.com/solutions/ai

g.co/grow/SearchAds

g.co/grow/PerformanceMax

g.co/grow/ProductStudio

grow.google/AI-Essentials

grow.google/Prompting

grow.google/certificates

Digiatal Marketing is one

Google Search Console

tried but need to go through verification process through GoDaddy

mocoach@growwithg.co

eCommerce & Website Track: How to get your Business Visibility

Organic SEO

Quality, Helpful Content

On the core pages (home page, about us)

what sets us apart?

How are we different from our competitors?

Information pages (product pages)

make the information on these pages most helpful for users

is the information genuinely helpful?

Pros:

Results can last significantly longer than other channels

Comparabily high ROI

Cons:

Results take time

your updates may take longer than expected to move you up the list

You are at the will of finicky search engines

if Google makes a change, they may not let you know, so you may drop without making any changes

Social Media

90% of Instagram users follow at least one business

Need to pick a platform of where our users are most

Facebook and Instagram are should be ons

Maybe look into Reddit?

Consistent message

set a schedule

post what your audience wants to see

interact with your users via comments and DMs

send 3 messages per day on all platforms

Pros:

Great for brand awareness

Direct interaction with customers

Content can go viral

Cons:

ROI difficult to calculate

Requires constant content creation and engagement

Organic reach is unpredictable and often limited

Paid Advertising

50% of users can't distinguish between paid and organic search results

The top 3 paid ads on a search results page receive 46% of the clicks

- 2 types of ads
  - Search Engine Ads
    - users are actively searching for it, intent to purchase is likely higher
    - More likely to be an immediate need
  - Social Media Ads
    - Community Engagement
    - Demand generation and Brand Awareness (for those who aren't aware of your business/product)
- How paid ads work on search engines
  - They still take the page into accounts
  - Take the budget amount into account on top
  - must have clean, fast, friendly website
  - Pros:
    - Immediate traffic and results
    - Precise audience targeting
    - Scalable based on budget and goals
    - Clear and mesasurable ROI
  - Cons:
    - Can be expensive
      - anything below $1500/mo you're going to struggle getting ROI
    - Requires ongoing budget to maintain results, when you're paying, you'll be there. when you're not, you won't
- Your Website
  - Our website is the key.
  - If we don't have a good website, we will struggle.
    - Need good keywords, content, call to action

It needs to Attract

Website needs to act as a magnet

It needs to Inform

Give them good, easy navigation and good content

It needs to Convert

Call to action

Have price

Have reviews

Cut up your website information and put it on your social media channels

The AI Wave

Be careful with AI

Google doesn't care how you got the content, whether it's AI or your own

It cares about the quality

Don't just copy and paste. Make sure you add your own twist to posts and content on the website

Use AI for data analysis

Data analysis and insights

A/B Testing at Scale

Which posts got more traction?

Brainstorming

Workflow efficiency

Don't use AI for:

Long-form Content Creation

Full scocial media management

Don't use AI for text or email responses because people can tell that it's from AI

Mass Image Creation, not quite there yet

AI-powered suggestions from any platform

Crafting a strategy

Create a trigger (could be a memory? a pain point?

Then they will go through an infinity loop that starts with the Exploration phase

This is where they will start searching google (digital meetings, paperless board meetings)

They will then go to the Evaluation phase

This is where they start looking at sites and look for ease of navigation, good content, is it what theyre looking for?

If something they don't like what they see, they'll go back to the Exploration and repeat until they are ready to act

They will the act on what they're trying to do

We should start making our videos visibile instead of hidden to help us rank higher

Administrat	PositionTitl	NDE_Numb	ForYear	Contract	ContractDa	Salary	AddComp	Benefits_H
57638	Occupatior	00-0001	2024.203	1	190	71907	0	10153
57475	Technology	00-0001	2024.203	1	245	109875	0	10153
57636	StaffDevelc	00-0001	2024.203	1	220	92000	0	0
57645	Occupatior	00-0001	2024.203	1	195	86854	0	10153
57639	Occupatior	00-0001	2024.203	1	190	82991	0	10153
57644	Occupatior	00-0001	2024.203	1	152	65235	0	10153
57453	SpecialEdu	00-0001	2024.203	1	245	135610	1400	10153
57637	StaffDevelc	00-0001	2024.203	1	220	92000	0	10153
57646	Occupatior	00-0001	2024.203	1	190	66665	0	10153
57642	Occupatior	00-0001	2024.203	1	190	59801	0	10153
57641	Occupatior	00-0001	2024.203	1	190	64673	0	10153
57647	Nurse	00-0001	2024.203	1	185	73955	0	13958
57452	ChiefAdmir	00-0001	2024.203	1	245	203875	2500	28631
57643	Occupatior	00-0001	2024.203	1	190	55908	0	10153
57454	SpecialEdu	00-0001	2024.203	1	240	99100	0	0
57477	BusinessM	00-0001	2024.203	1	245	86710	0	10153
57635	StaffDevelc	00-0001	2024.203	1	220	97500	0	10153
57634	StaffDevelc	00-0001	2024.203	1	220	105500	0	10153
57640	Occupatior	00-0001	2024.203	1	190	60361	0	10153
57633	StaffDevelc	00-0001	2024.203	1	245	102000	0	0
57226	StaffDevelc	00-0002	2024.203	1	210	91952	0	21346
57333	Technology	00-0002	2024.203	1	245	60000	0	32150
57346	ChiefAdmir	00-0002	2024.203	1	245	219930	8773	21771
57240	ProgramCo	00-0002	2024.203	1	205	141604	0	558
57314	ProgramCo	00-0002	2024.203	1	205	85000	0	21336
57331	Coordinato	00-0002	2024.203	1	205	79000	0	15304
57329	Supervisor[	00-0002	2024.203	1	245	135632	0	21499
57228	SpecialEdu	00-0002	2024.203	1	210	89402	0	10359
57235	LicensedM	00-0002	2024.203	1	195	76008	0	28463
57317	ProgramCo	00-0002	2024.203	1	205	49200	0	35891
57324	ProgramSu	00-0002	2024.203	1	205	89597	0	43664
57238	LicensedM	00-0002	2024.203	1	185	69000	0	10306
57242	LicensedM	00-0002	2024.203	1	185	68212	0	10203
57303	Technology	00-0002	2024.203	1	245	56784	0	37350
57320	Occupatior	00-0002	2024.203	1	190	60978	0	10280
57318	LicensedM	00-0002	2024.203	1	185	67000	0	10299
57306	StaffDevelc	00-0002	2024.203	1	210	87981	0	354
57315	LicensedM	00-0002	2024.203	1	160	57944	0	28433
57304	ProgramSu	00-0002	2024.203	1	245	95086	0	44721
57311	StaffDevelc	00-0002	2024.203	1	215	80000	0	28504
57230	ProgramCo	00-0002	2024.203	1	245	103000	0	18899
57225	ProgramCo	00-0002	2024.203	1	215	95095	0	28540
57239	Occupatior	00-0002	2024.203	1	111	35624	0	10199

57312	ProgramCo	00-0002	2024.203	1	205	108981	0	421
57229	StaffDevelc	00-0002	2024.203	1	210	81510	0	28498
56862	Other	00-0002	2024.203	1	245	134981	0	505
57224	ProgramSu	00-0002	2024.203	1	205	132953	0	28645
57237	ProgramCo	00-0002	2024.203	1	215	100981	0	395
57328	LicensedM	00-0002	2024.203	1	185	59981	0	263
57241	LicensedM	00-0002	2024.203	1	185	67000	0	10299
57323	StaffDevelc	00-0002	2024.203	1	210	86902	0	28527
57231	ProgramSu	00-0002	2024.203	1	230	109000	0	28598
57313	Occupatior	00-0002	2024.203	1	148	58288	0	22806
57325	Technology	00-0002	2024.203	1	245	62000	0	21367
57227	LicensedM	00-0002	2024.203	1	185	67000	0	10299
57319	Coordinato	00-0002	2024.203	1	205	77224	0	28495
57321	ProgramCo	00-0002	2024.203	1	205	99000	0	28566
57305	Technology	00-0002	2024.203	1	245	58916	0	11439
57307	StaffDevelc	00-0002	2024.203	1	215	94981	0	376
57309	LicensedM	00-0002	2024.203	1	185	69000	0	28469
57330	LicensedM	00-0002	2024.203	1	80	28973	0	195
57310	ProgramCo	00-0002	2024.203	1	215	100981	0	395
57327	Technology	00-0002	2024.203	1	245	59503	0	31434
57233	Principal	00-0002	2024.203	1	210	95426	0	28554
57316	LicensedM	00-0002	2024.203	1	162	84000	0	28517
57308	StaffDevelc	00-0002	2024.203	1	210	102884	0	18899
57326	ProgramSu	00-0002	2024.203	1	215	165585	0	604
57322	ProgramCo	00-0002	2024.203	1	205	100981	0	395
57243	ProgramSu	00-0002	2024.203	1	215	146756	0	543
57236	LicensedM	00-0002	2024.203	1	185	68112	0	18777
57234	StaffDevelc	00-0002	2024.203	1	210	81510	0	354
57332	BusinessM	00-0002	2024.203	1	245	83472	0	33432
57463	Other	00-0003	2024.203	1	225	133515	0	683.63
57504	Professiona	00-0003	2024.203	1	260	104217.1	0	1463.58
57584	Coordinato	00-0003	2024.203	1	205	69345	0	683.63
57495	Professiona	00-0003	2024.203	1	260	79953.75	0	0
57580	Coordinato	00-0003	2024.203	1	205	65340.95	0	0
57614	Coordinato	00-0003	2024.203	1	180	57000	0	0
57456	Other	00-0003	2024.203	1	215	99527.38	0	0
57564	Instructiona	00-0003	2024.203	1	181	19754.34	0	0
57468	Administrat	00-0003	2024.203	1	260	47244.29	0	0
57474	Other	00-0003	2024.203	1	225	119025	0	0
57470	Other	00-0003	2024.203	1	160	82803.2	0	0
57505	Professiona	00-0003	2024.203	1	260	115138	0	0
57585	Coordinato	00-0003	2024.203	1	205	65485.67	0	0
57565	Instructiona	00-0003	2024.203	1	181	27204.3	0	0
57513	Nurse	00-0003	2024.203	1	181	41007	0	0

57574	Administrat	00-0003	2024.203	1	210	43814.4	0	0
57589	Coordinato	00-0003	2024.203	1	205	77927.22	0	1463.58
57460	Other	00-0003	2024.203	1	225	120000	0	1463.58
57578	SpecialEdu	00-0003	2024.203	1	260	153922.3	0	683.63
57544	Instruction	00-0003	2024.203	1	181	24228.66	0	0
57542	Instruction	00-0003	2024.203	1	181	22360.74	0	0
57511	Other	00-0003	2024.203	1	260	141588	0	0
57455	Other	00-0003	2024.203	1	225	101999.6	0	0
57562	Instruction	00-0003	2024.203	1	181	23849	0	0
57486	Other	00-0003	2024.203	1	162	75379.63	0	0
57540	Instruction	00-0003	2024.203	1	181	24597.9	0	0
57627	Administrat	00-0003	2024.203	1	260	67145.73	0	0
57579	Coordinato	00-0003	2024.203	1	220	110635	0	0
57559	Instruction	00-0003	2024.203	1	181	25716.48	0	0
57570	Instruction	00-0003	2024.203	1	181	27584	0	0
57594	Coordinato	00-0003	2024.203	1	205	63351.94	0	0
57501	Profession	00-0003	2024.203	1	260	74880	0	0
57592	Coordinato	00-0003	2024.203	1	205	69345	0	0
57462	Other	00-0003	2024.203	1	260	74464	0	0
57597	Coordinato	00-0003	2024.203	1	205	61999.79	0	0
57547	Instruction	00-0003	2024.203	1	181	20872.92	0	0
57568	Instruction	00-0003	2024.203	1	181	21991.5	0	0
57478	Maintenan	00-0003	2024.203	1	260	42744	0	0
57497	Profession	00-0003	2024.203	1	260	79953.75	0	1463.58
57605	LicensedM	00-0003	2024.203	1	200	60000	0	0
57539	Instruction	00-0003	2024.203	1	181	35288	0	0
57509	Profession	00-0003	2024.203	1	225	95000	0	0
57482	Administrat	00-0003	2024.203	1	260	61734.4	0	683.62
57506	Profession	00-0003	2024.203	1	260	61867.52	0	0
57552	Instruction	00-0003	2024.203	1	181	34288.64	0	0
57563	Instruction	00-0003	2024.203	1	181	27584.4	0	0
57551	Instruction	00-0003	2024.203	1	181	22360.74	0	0
57484	Bookkeepe	00-0003	2024.203	1	260	100984.6	0	0
57476	Maintenan	00-0003	2024.203	1	260	66581.6	0	0
57492	Profession	00-0003	2024.203	1	260	79953.75	0	0
57606	Psychologi	00-0003	2024.203	1	147	66654	0	0
57625	Administrat	00-0003	2024.203	1	260	53755.52	0	0
57571	Principal	00-0003	2024.203	1	220	100738	0	0
57517	Nurse	00-0003	2024.203	1	181	46307.04	0	0
57618	Coordinato	00-0003	2024.203	1	180	57000	0	683.63
57587	Coordinato	00-0003	2024.203	1	205	65100	0	0
57467	Other	00-0003	2024.203	1	260	119000.3	0	0
57451	SupervisorI	00-0003	2024.203	1	260	194477	0	1464
57493	Profession	00-0003	2024.203	1	260	79953.75	0	0

57608	Psychologi	00-0003	2024.203	1	129	95883	0	0
57546	Instruction	00-0003	2024.203	1	181	21622.26	0	0
57461	Other	00-0003	2024.203	1	225	105325.7	0	0
57490	Other	00-0003	2024.203	1	260	36691.2	0	0
57508	Supervisor	00-0003	2024.203	1	260	171672.1	0	683.63
57514	Nurse	00-0003	2024.203	1	181	45178	0	0
57503	Profession	00-0003	2024.203	1	260	77625	0	0
57458	Other	00-0003	2024.203	1	215	105206.2	0	0
57595	Coordinato	00-0003	2024.203	1	172	30000	0	0
57549	Instruction	00-0003	2024.203	1	181	27338.24	0	0
57487	Profession	00-0003	2024.203	1	260	120542	0	0
57469	TeacherFac	00-0003	2024.203	1	214	94133.25	0	0
57507	Other	00-0003	2024.203	1	260	59250.05	0	0
57561	Instruction	00-0003	2024.203	1	181	22360.74	0	0
57572	Principal	00-0003	2024.203	1	220	116197.4	0	683.63
57500	Other	00-0003	2024.203	1	260	154736.8	0	1463.58
57603	Coordinato	00-0003	2024.203	1	220	109761	0	0
57631	Coordinato	00-0003	2024.203	1	220	130327	0	0
57567	Instruction	00-0003	2024.203	1	181	20503.68	0	0
57457	Other	00-0003	2024.203	1	200	87734.77	0	683.63
57483	Bookkeepe	00-0003	2024.203	1	260	98325	0	0
57581	Coordinato	00-0003	2024.203	1	205	64125.65	0	0
57510	Other	00-0003	2024.203	1	260	59250.05	0	0
57502	Profession	00-0003	2024.203	1	260	83674.63	0	1463.58
57616	Coordinato	00-0003	2024.203	1	220	100000	0	0
57560	Instruction	00-0003	2024.203	1	181	27830.56	0	0
57621	Coordinato	00-0003	2024.203	1	220	88695.38	0	0
57543	Instruction	00-0003	2024.203	1	181	23110.08	0	0
57577	ProgramSu	00-0003	2024.203	1	260	121173.3	0	683.63
57558	Instruction	00-0003	2024.203	1	181	26085.72	0	0
57596	Coordinato	00-0003	2024.203	1	205	63938.25	0	0
57619	Coordinato	00-0003	2024.203	1	210	34479.59	0	683.63
57538	Instruction	00-0003	2024.203	1	181	26835.06	0	0
57576	SpeechPatl	00-0003	2024.203	1	190	71001	0	1463.58
57472	Other	00-0003	2024.203	1	225	85277.96	0	0
57545	Instruction	00-0003	2024.203	1	181	32797.2	0	0
57464	Other	00-0003	2024.203	1	225	85277.96	0	0
57607	Psychologi	00-0003	2024.203	1	100	68352	0	0
57512	Profession	00-0003	2024.203	1	260	107920.4	0	0
57610	Coordinato	00-0003	2024.203	1	205	70000	0	0
57481	Coordinato	00-0003	2024.203	1	230	85000	0	0
57632	Other	00-0003	2024.203	1	220	94794.59	0	0
57628	Administra	00-0003	2024.203	1	260	50835.2	0	0
57611	Coordinato	00-0003	2024.203	1	220	73709.84	0	0

57586	Coordinato	00-0003	2024.203	1	205	68310	0	0
57471	Other	00-0003	2024.203	1	200	95979.2	0	0
57491	Other	00-0003	2024.203	1	260	36687.87	0	0
57548	Instruction	00-0003	2024.203	1	181	21991.5	0	0
57588	Coordinato	00-0003	2024.203	1	205	62826.66	0	0
57602	LicensedM	00-0003	2024.203	1	200	63440	0	0
57590	Coordinato	00-0003	2024.203	1	205	64909.12	0	0
57450	ChiefAdmir	00-0003	2024.203	1	260	269835	0	0
57626	Administra	00-0003	2024.203	1	260	59488	0	0
57479	Maintenan	00-0003	2024.203	1	260	86940	0	0
57499	Other	00-0003	2024.203	1	260	111935.3	0	0
57601	LicensedM	00-0003	2024.203	1	200	68310	0	0
57485	ProgramSu	00-0003	2024.203	1	260	150075	0	683.63
57555	Instruction	00-0003	2024.203	1	181	19385.1	0	0
57515	Nurse	00-0003	2024.203	1	181	46871.76	0	0
57573	Administra	00-0003	2024.203	1	210	43814.4	0	0
57459	Other	00-0003	2024.203	1	225	101630.3	0	0
57516	Nurse	00-0003	2024.203	1	196	68458.88	0	0
57489	Profession	00-0003	2024.203	1	220	86526	0	1463.58
57498	Profession	00-0003	2024.203	1	260	79953.75	0	0
57566	Instruction	00-0003	2024.203	1	181	24967.14	0	0
57623	Coordinato	00-0003	2024.203	1	210	104758.7	0	0
57609	Coordinato	00-0003	2024.203	1	190	85000	0	0
57496	Profession	00-0003	2024.203	1	260	103108.4	0	0
57575	Other	00-0003	2024.203	1	190	81488.86	0	0
57591	Coordinato	00-0003	2024.203	1	142	57789.3	0	0
57541	Instruction	00-0003	2024.203	1	181	24597.9	0	0
57583	Coordinato	00-0003	2024.203	1	205	58657.97	0	0
57622	Coordinato	00-0003	2024.203	1	140	50400	0	0
57593	Coordinato	00-0003	2024.203	1	205	72650.36	0	0
57604	LicensedM	00-0003	2024.203	1	200	62400	0	0
57620	Coordinato	00-0003	2024.203	1	220	82271.26	0	0
57613	Coordinato	00-0003	2024.203	1	220	103500	0	683.63
57550	Instruction	00-0003	2024.203	1	181	21622.26	0	0
57599	LicensedM	00-0003	2024.203	1	200	59000	0	0
57582	Coordinato	00-0003	2024.203	1	164	52080	0	0
57466	Other	00-0003	2024.203	1	225	120807.2	0	1463.58
57598	Coordinato	00-0003	2024.203	1	205	62269.53	0	0
57600	LicensedM	00-0003	2024.203	1	200	51750	0	0
57553	Instruction	00-0003	2024.203	1	181	19385	0	0
57488	Other	00-0003	2024.203	1	260	36687.87	0	683.62
57465	Administra	00-0003	2024.203	1	260	56784	0	0
57494	Administra	00-0003	2024.203	1	260	44994.56	0	0
57615	Coordinato	00-0003	2024.203	1	231	86503.78	0	884.68

57629	Administrat	00-0003	2024.203	1	260	46790.02	0	0
57617	Coordinato	00-0003	2024.203	1	210	67600	0	0
57612	Coordinato	00-0003	2024.203	1	117	37050	0	0
57569	Instruction	00-0003	2024.203	1	181	27953.64	0	0
57624	Administrat	00-0003	2024.203	1	260	47528	0	0
57554	Instruction	00-0003	2024.203	1	181	20181	0	0
57473	Other	00-0003	2024.203	1	260	146970	0	683.63
57480	TeacherFac	00-0003	2024.203	1	225	51374.25	0	1463.58
57630	Other	00-0003	2024.203	1	220	106979.7	0	0
56970	Librarian	00-0004	2024.203	1	237	50427	0	30132
56981	Other	00-0004	2024.203	1	148	31374	0	12263
57035	Nurse	00-0004	2024.203	1	185	45360	0	35773
56971	Instruction	00-0004	2024.203	1	185	23829	0	22859
56886	StaffDevelc	00-0004	2024.203	1	220	82500	0	42333
57406	Administrat	00-0004	2024.203	1	215	35360	0	33979
57034	Nurse	00-0004	2024.203	1	185	43243	0	35393
56885	Instruction	00-0004	2024.203	1	185	36742	0	34227
57401	Other	00-0004	2024.203	1	191	19500	0	7459
56913	Instruction	00-0004	2024.203	1	185	36515	0	25810
56972	Other	00-0004	2024.203	0	148	24192	0	14414
56979	BusinessM	00-0004	2024.203	1	254	73341	0	34241
57028	Other	00-0004	2024.203	1	190	33477	0	16079
56887	Profession	00-0004	2024.203	1	235	89464	0	35306
57026	Maintenanc	00-0004	2024.203	1	241	52818	0	37110
57037	Nurse	00-0004	2024.203	1	190	56974	0	30887
57038	Occupatior	00-0004	2024.203	1	185	51272	0	19270
57036	Other	00-0004	2024.203	1	111	51468	0	25838
57407	Other	00-0004	2024.203	1	113	18464	0	20356
56917	Instruction	00-0004	2024.203	1	185	30618	0	26579
56897	StaffDevelc	00-0004	2024.203	1	220	94134	0	44519
56978	Administrat	00-0004	2024.203	1	237	54568	0	29048
56888	Instruction	00-0004	2024.203	1	185	25719	0	23874
56975	Administrat	00-0004	2024.203	1	237	50291	0	28281
56911	ChiefAdmir	00-0004	2024.203	1	260	148108	0	54856
56896	Instruction	00-0004	2024.203	1	183	34199	0	33771
57030	Other	00-0004	2024.203	1	185	37207	0	25935
56890	Other	00-0004	2024.203	1	200	87980	0	35039
56892	Instruction	00-0004	2024.203	1	183	34199	0	16455
57029	ClassifiedT	00-0004	2024.203	1	237	60303	0	38452
57033	Nurse	00-0004	2024.203	1	185	50471	0	30140
57405	Other	00-0004	2024.203	1	185	24192	0	31977
56894	ProgramCo	00-0004	2024.203	1	195	75072	0	41101
56974	Instruction	00-0004	2024.203	1	185	17887	0	6847
56982	Administrat	00-0004	2024.203	1	227	60617	0	31959

56884	SpecialEdu	00-0004	2024.203	1	260	126690	0	43808
57403	Other	00-0004	2024.203	1	185	23436	0	14278
57031	Maintenanc	00-0004	2024.203	1	241	34600	0	16280
57039	Instruction	00-0004	2024.203	1	185	25704	0	32248
57402	SpecialEdu	00-0004	2024.203	1	225	94000	0	44495
57404	Nurse	00-0004	2024.203	1	148	39312	0	25636
56891	Instruction	00-0004	2024.203	1	185	36621	0	27656
56977	Other	00-0004	2024.203	1	148	26475	0	21420
56906	ProgramCo	00-0004	2024.203	1	210	75247	0	32080
56895	ProgramCo	00-0004	2024.203	1	210	88196	0	43455
56893	Instruction	00-0004	2024.203	1	117	16459	0	4033
56973	Librarian	00-0004	2024.203	1	237	45490	0	29246
57023	Maintenanc	00-0004	2024.203	1	241	59418	0	29918
56889	StaffDevelc	00-0004	2024.203	1	215	92177	0	26605
57032	EarlyDevelc	00-0004	2024.203	1	237	45062	0	35719
57025	Other	00-0004	2024.203	1	215	58350	0	31553
57022	ClassifiedT	00-0004	2024.203	1	237	49067	0	36437
56649	Other	00-0005	2024.203	1	240	197000	0	28044
57118	Other	00-0006	2024.203	1	185	25752	0	4612
57110	Technology	00-0006	2024.203	1	260	85000	0	39263
57111	Technology	00-0006	2024.203	1	220	92535	0	25558
57124	BusinessM	00-0006	2024.203	1	260	112831	0	44788
57105	StaffDevelc	00-0006	2024.203	1	260	128469	0	41302
57106	StaffDevelc	00-0006	2024.203	1	260	84460	0	39714
57112	Technology	00-0006	2024.203	1	260	80000	0	14.306
56648	Other	00-0006	2024.203	1	260	202811	0	57619
57102	StaffDevelc	00-0006	2024.203	1	260	76500	0	37825
57121	SpecialEdu	00-0006	2024.203	1	260	120819	0	46216
57109	ProgramSu	00-0006	2024.203	1	220	168847	0	57477
57126	ProgramCo	00-0006	2024.203	1	200	90177	0	40737
57100	StaffDevelc	00-0006	2024.203	1	260	86147	0	39468
57099	StaffDevelc	00-0006	2024.203	1	260	120020	0	21463
56876	Profession	00-0007	2024.203	1	245	105749	0	19045.43
57443	Instruction	00-0007	2024.203	1	185	23443.2	0	14453.22
56941	Other	00-0007	2024.203	1	245	44984	0	18319
56875	ClassifiedT	00-0007	2024.203	1	245	57593	0	20582
56861	ProgramCo	00-0007	2024.203	1	245	104839	0	29062
57051	LicensedM	00-0007	2024.203	1	185	61566.5	0	21295.45
57444	LicensedM	00-0007	2024.203	1	185	76320	0	23943.36
57047	Coordinato	00-0007	2024.203	1	200	80192.65	0	24638.4
56864	Administra	00-0007	2024.203	1	245	59115	0	20856
56880	Administra	00-0007	2024.203	1	245	47801	0	18825
57069	LicensedM	00-0007	2024.203	1	185	71258	0	23034.85
56952	ClassifiedT	00-0007	2024.203	1	245	63030	0	21558

57049	Instruction	00-0007	2024.203	1	185	22666.2	0	14313.77
57058	Instruction	00-0007	2024.203	1	185	23052.48	0	14383.09
56949	Other	00-0007	2024.203	1	245	48187	0	18894
56881	Administra	00-0007	2024.203	1	245	52000	0	9761
57060	Instruction	00-0007	2024.203	1	185	20268.6	0	3703.73
57440	LicensedM	00-0007	2024.203	1	185	64000	0	12933.39
56863	Other	00-0007	2024.203	1	245	52464	0	19662
57442	Instruction	00-0007	2024.203	1	185	21878.1	0	3992.6
56879	StaffDevelc	00-0007	2024.203	1	225	105829	0	29239
56963	ClassifiedT	00-0007	2024.203	1	245	66908	0	22254
56940	StaffDevelc	00-0007	2024.203	1	225	91785	0	26719
56873	ClassifiedT	00-0007	2024.203	1	245	59762	0	20972
56870	SupervisorI	00-0007	2024.203	1	245	144443	0	36170
56869	SpecialEdu	00-0007	2024.203	1	245	137548	0	34932
56866	StaffDevelc	00-0007	2024.203	1	225	105819	0	29238
56950	Other	00-0007	2024.203	1	245	39798	0	17389
57053	Instruction	00-0007	2024.203	1	185	24320	0	14611
56882	Principal	00-0007	2024.203	1	225	112585	0	30452
56943	Other	00-0007	2024.203	1	123	26023	0	9826
57435	Instruction	00-0007	2024.203	1	185	22666	0	4127
57050	Instruction	00-0007	2024.203	1	185	23587.5	0	14479.12
56959	BusinessM	00-0007	2024.203	1	252	96601	0	27583
57446	Other	00-0007	2024.203	1	185	78000	0	24245
57441	Instruction	00-0007	2024.203	1	185	22477.5	0	14279.9
57041	Coordinato	00-0007	2024.203	1	215	83445.47	0	25222.21
57445	Instruction	00-0007	2024.203	1	185	23054.7	0	4203.77
57057	Instruction	00-0007	2024.203	1	185	20634.9	0	4131.04
56878	Bookkeepe	00-0007	2024.203	1	245	60105	0	11215
57434	ChiefAdmir	00-0007	2024.203	1	196	144000	0	25911
56937	StaffDevelc	00-0007	2024.203	1	225	113530	0	30622
56874	StaffDevelc	00-0007	2024.203	1	225	102649	0	28669
56867	ClassifiedT	00-0007	2024.203	1	245	65732	0	22043
56934	StaffDevelc	00-0007	2024.203	1	245	146786	0	36590
56877	StaffDevelc	00-0007	2024.203	1	225	107077	0	29463
56967	Other	00-0007	2024.203	1	245	48187	0	18894
56961	Profession	00-0007	2024.203	1	245	86534	0	25777
56936	Other	00-0007	2024.203	1	245	48274	0	14141
56868	Other	00-0007	2024.203	1	245	53021	0	9582
56932	Other	00-0007	2024.203	1	245	34717	0	6296
56960	ClassifiedT	00-0007	2024.203	1	245	61206	0	21231
57438	Instruction	00-0007	2024.203	1	185	22843.8	0	4165.92
56931	Bookkeepe	00-0007	2024.203	1	245	57896	0	10456.97
57097	Other	00-0007	2024.203	1	185	38125	0	6908.5
56966	Administra	00-0007	2024.203	1	245	51396	0	19470

57043	LicensedM	00-0007	2024.203	1	185	79785.47	0	24565.32
57056	Instruction	00-0007	2024.203	1	185	22661.76	0	14312.97
56872	Other	00-0007	2024.203	1	225	80696	0	24291
56969	Administra	00-0007	2024.203	1	245	43696	0	18088
57447	Instruction	00-0007	2024.203	1	185	22266.6	0	14242.05
57044	LicensedM	00-0007	2024.203	1	185	73481.56	0	23433.92
57437	LicensedM	00-0007	2024.203	1	185	64000	0	21732
56962	StaffDevelc	00-0007	2024.203	1	225	94915	0	27281
56964	StaffDevelc	00-0007	2024.203	1	225	99133	0	17858
56955	Maintenan	00-0007	2024.203	1	245	49160	0	19069
57439	Instruction	00-0007	2024.203	1	185	21101.1	0	14032.87
57436	ProgramCo	00-0007	2024.203	1	200	82000	0	24962.78
57205	Administra	00-0008	2024.203	1	245	38514	15000	0
57206	Administra	00-0008	2024.203	1	245	38514	0	20618
57288	Instruction	00-0008	2024.203	1	185	23742	0	13894
57428	Instruction	00-0008	2024.203	1	59	9394	2223	0
57290	Instruction	00-0008	2024.203	1	185	29357	2605	8645
57292	Instruction	00-0008	2024.203	1	185	20901	0	13713
57286	Instruction	00-0008	2024.203	1	185	31924	1070	9818
57210	Maintenan	00-0008	2024.203	1	245	50000	15000	0
57262	Nurse	00-0008	2024.203	1	185	44252	17507	8284
57263	Nurse	00-0008	2024.203	1	167	39827	23537	0
57294	Instruction	00-0008	2024.203	1	185	27288	6947	0
57260	Nurse	00-0008	2024.203	1	61	14603	8630	0
57265	Nurse	00-0008	2024.203	1	185	44252	13198	17396
57208	Administra	00-0008	2024.203	1	245	38514	0	23358
57186	StaffDevelc	00-0008	2024.203	1	200	81000	14023	0
57204	BusinessM	00-0008	2024.203	1	245	85000	13981	0
57258	Nurse	00-0008	2024.203	1	80	18869	9754	0
57193	StaffDevelc	00-0008	2024.203	1	185	69500	0	23359
57424	Instruction	00-0008	2024.203	1	99	13246	0	7503
57247	LicensedM	00-0008	2024.203	1	185	55000	11860	0
57427	Instruction	00-0008	2024.203	1	117	18433	4377	0
57250	LicensedM	00-0008	2024.203	1	185	66701	0	18164
57259	Nurse	00-0008	2024.203	1	43	10178	6391	0
57248	LicensedM	00-0008	2024.203	1	185	69630	0	23720
57422	Instruction	00-0008	2024.203	1	185	31327	0	9818
57291	Instruction	00-0008	2024.203	1	185	24431	0	13894
57184	SpecialEdu	00-0008	2024.203	1	225	134000	4820	9818
57276	Instruction	00-0008	2024.203	1	185	26007	6947	0
57279	Instruction	00-0008	2024.203	1	185	22461	1070	9818
57268	Instruction	00-0008	2024.203	1	185	29759	11250	0
57431	AssistantSu	00-0008	2024.203	1	225	118000	0	27685
57423	Instruction	00-0008	2024.203	1	168	24115	5302	0

57249	LicensedM	00-0008	2024.203	1	74	24082	0	9488
57199	Psychologi	00-0008	2024.203	1	130	59500	10500	0
57284	Instruction	00-0008	2024.203	1	185	23150	11250	0
57266	Nurse	00-0008	2024.203	1	68	16373	10130	0
57197	Psychologi	00-0008	2024.203	1	148	62192	0	18164
57278	Instruction	00-0008	2024.203	1	185	27978	10491	0
57246	LicensedM	00-0008	2024.203	1	185	68716	15000	0
57269	Instruction	00-0008	2024.203	1	185	26007	6188	0
57255	LicensedM	00-0008	2024.203	1	148	47280	0	18164
57299	Instruction	00-0008	2024.203	1	185	25810	0	13894
57426	Instruction	00-0008	2024.203	1	185	29357	0	10180
57272	Instruction	00-0008	2024.203	1	74	9536	2779	0
57297	Instruction	00-0008	2024.203	1	185	28569	0	10180
57181	ProgramSu	00-0008	2024.203	1	210	100000	15000	0
57421	Instruction	00-0008	2024.203	1	148	24273	5558	0
57200	Psychologi	00-0008	2024.203	1	185	91000	15000	0
57212	Other	00-0008	2024.203	1	245	57000	1680	9818
57253	LicensedM	00-0008	2024.203	1	185	62750	500	26791
57419	Instruction	00-0008	2024.203	1	185	30637	5928	0
57425	Instruction	00-0008	2024.203	1	83	13654	3126	0
57280	Instruction	00-0008	2024.203	1	185	24431	0	17396
57257	Nurse	00-0008	2024.203	1	117	27879	7026	14944
57285	Instruction	00-0008	2024.203	1	185	26697	6947	0
57289	Instruction	00-0008	2024.203	1	185	31327	6947	0
57203	Technology	00-0008	2024.203	1	245	118000	0	27685
57251	LicensedM	00-0008	2024.203	1	111	41117	7116	0
57213	Administra	00-0008	2024.203	1	172	28949	9481	0
57188	StaffDevelc	00-0008	2024.203	1	200	86736	0	23359
57271	Instruction	00-0008	2024.203	1	185	30057	11250	0
57207	Administra	00-0008	2024.203	1	196	29792	9488	0
57274	Instruction	00-0008	2024.203	1	185	29953	11250	0
57298	Instruction	00-0008	2024.203	1	185	24333	11250	0
57196	Psychologi	00-0008	2024.203	1	185	112000	0	23720
57270	Instruction	00-0008	2024.203	1	185	29565	2605	8284
56860	ChiefAdmir	00-0008	2024.203	1	245	195000	15000	0
57261	Nurse	00-0008	2024.203	1	170	40712	15415	8284
57267	Nurse	00-0008	2024.203	1	185	44252	11152	15325
57420	Instruction	00-0008	2024.203	1	111	13831	4168	0
57281	Instruction	00-0008	2024.203	1	185	31327	11250	0
57194	StaffDevelc	00-0008	2024.203	1	200	94300	6355	8284
57264	Nurse	00-0008	2024.203	1	167	39827	26010	0
57201	Psychologi	00-0008	2024.203	1	185	77740	4820	9818
57209	Maintenan	00-0008	2024.203	1	245	46000	15000	0
57252	LicensedM	00-0008	2024.203	1	185	59100	0	15325

57283	Instruction	00-0008	2024.203	1	185	29565	673	9818
57418	Instruction	00-0008	2024.203	1	185	30938	10231	0
57429	LicensedM	00-0008	2024.203	1	185	62160	1374	9818
57273	Instruction	00-0008	2024.203	1	185	26204	6947	0
57191	StaffDevelc	00-0008	2024.203	1	200	81723	0	20618
57430	Psychologi	00-0008	2024.203	1	185	83000	11499	0
57189	StaffDevelc	00-0008	2024.203	1	200	96000	14023	0
57256	Nurse	00-0008	2024.203	1	43	10178	6391	0
57202	Psychologi	00-0008	2024.203	1	185	69640	11860	0
57211	Administra	00-0008	2024.203	1	245	44688	15000	0
57218	ChiefAdmir	00-0009	2024.203	1	245	187200	0	25854
57217	SpecialEdu	00-0009	2024.203	1	260	115076	0	25854
57219	Technology	00-0009	2024.203	1	260	117473	0	25854
57215	BusinessM	00-0009	2024.203	1	260	105084	0	19254
57413	StaffDevelc	00-0009	2024.203	1	260	106500	0	25854
56933	StaffDevelc	00-0010	2024.203	1	261	141000	0	20696
56993	Other	00-0010	2024.203	1	215	78159	0	0
56954	StaffDevelc	00-0010	2024.203	1	220	92471	0	15413
57079	Maintenan	00-0010	2024.203	1	261	44884	0	9786
57065	ClassifiedT	00-0010	2024.203	1	261	56272	0	15413
56935	Other	00-0010	2024.203	1	261	78000	0	9786
57013	Profession	00-0010	2024.203	1	215	101504	0	13579
57409	Profession	00-0010	2024.203	1	261	99000	0	20696
56995	Profession	00-0010	2024.203	1	261	98025	0	20696
57398	Occupatior	00-0010	2024.203	1	194	15776	0	0
57067	ClassifiedT	00-0010	2024.203	1	261	63935	0	20696
57008	ProgramCo	00-0010	2024.203	1	215	69226	0	9786
56999	Occupatior	00-0010	2024.203	1	195	73277	0	0
56948	Coordinato	00-0010	2024.203	1	215	90064	0	20696
56989	Coordinato	00-0010	2024.203	1	220	113271	0	13579
57408	Profession	00-0010	2024.203	1	261	77685	0	20696
57001	Profession	00-0010	2024.203	1	261	129657	0	20696
57070	EarlyDevelc	00-0010	2024.203	1	261	49486	0	0
57085	Other	00-0010	2024.203	1	261	48024	0	9786
57083	Other	00-0010	2024.203	1	260	50175	0	9786
56951	Coordinato	00-0010	2024.203	1	215	87201	0	9786
57400	Other	00-0010	2024.203	1	195	57700	0	20696
57004	Profession	00-0010	2024.203	1	261	69242	0	9786
57081	Maintenan	00-0010	2024.203	1	261	41506	0	9786
56992	Profession	00-0010	2024.203	1	261	104018	0	20696
56990	Profession	00-0010	2024.203	1	261	112859	0	20696
56930	SupervisorI	00-0010	2024.203	1	261	142000	0	20696
56947	StaffDevelc	00-0010	2024.203	1	220	93510	0	13579
56991	Other	00-0010	2024.203	1	195	68042	0	20696

57082	EarlyDevelc	00-0010	2024.203	1	261	49486	0	15413
57000	Other	00-0010	2024.203	1	195	69956	0	0
57072	ClassifiedT	00-0010	2024.203	1	261	64551	0	13579
57395	Other	00-0010	2024.203	1	261	45936	0	9786
57003	Other	00-0010	2024.203	1	215	66724	0	13579
56985	Coordinato	00-0010	2024.203	1	220	92140	0	9786
56997	Professiona	00-0010	2024.203	1	261	86104	0	15413
56983	Occupatior	00-0010	2024.203	1	195	59563	0	20696
56958	StaffDevelc	00-0010	2024.203	1	220	92000	0	13579
57005	Other	00-0010	2024.203	1	261	85000	0	0
56928	BusinessM	00-0010	2024.203	1	261	88000	0	20696
56998	Other	00-0010	2024.203	1	215	89324	0	20696
57396	ClassifiedT	00-0010	2024.203	1	261	60949	0	9786
57068	EarlyDevelc	00-0010	2024.203	1	261	53703	0	13579
56944	Other	00-0010	2024.203	1	215	93835	0	9786
57064	EarlyDevelc	00-0010	2024.203	1	209	45244	0	0
56942	Coordinato	00-0010	2024.203	1	215	78881	0	20696
57075	Other	00-0010	2024.203	1	261	48024	0	9786
56953	StaffDevelc	00-0010	2024.203	1	220	83300	0	20696
56945	StaffDevelc	00-0010	2024.203	1	220	110096	0	9786
57077	Other	00-0010	2024.203	1	261	49632	0	9786
57062	EarlyDevelc	00-0010	2024.203	1	261	51803	0	20696
56994	Coordinato	00-0010	2024.203	1	215	69226	0	15413
56988	ProgramCo	00-0010	2024.203	1	215	74251	0	9786
57078	EarlyDevelc	00-0010	2024.203	1	209	41362	0	8808
57061	EarlyDevelc	00-0010	2024.203	1	209	36786	0	7829
57012	Other	00-0010	2024.203	1	220	97550	0	0
56927	ChiefAdmir	00-0010	2024.203	1	261	200000	0	0
57011	Occupatior	00-0010	2024.203	1	195	61707	0	20696
57086	EarlyDevelc	00-0010	2024.203	1	261	49489	0	9786
56929	SpecialEdu	00-0010	2024.203	1	261	141000	0	20696
56957	StaffDevelc	00-0010	2024.203	1	220	83730	0	20696
57002	Professiona	00-0010	2024.203	1	261	90000	0	9786
56946	StaffDevelc	00-0010	2024.203	1	220	85627	0	20696
57074	Other	00-0010	2024.203	1	261	55793	0	9786
57006	Professiona	00-0010	2024.203	1	261	75000	0	9786
56956	StaffDevelc	00-0010	2024.203	1	220	80003	0	20696
57399	Occupatior	00-0010	2024.203	1	195	63500	0	20696
57088	EarlyDevelc	00-0010	2024.203	1	261	49486	0	20696
57397	Other	00-0010	2024.203	1	261	18278	0	0
56987	Professiona	00-0010	2024.203	1	261	78000	0	13579
56986	Professiona	00-0010	2024.203	1	215	108128	0	20696
57087	EarlyDevelc	00-0010	2024.203	1	261	53808	0	20696
57009	EarlyDevelc	00-0010	2024.203	1	261	78882	0	9786

57175	BusinessM	00-0011	2024.203	1	250	55140	0	34087
57214	ChiefAdmir	00-0011	2024.203	1	260	197125	0	34551
57394	Other	00-0011	2024.203	1	220	101674	0	0
57178	Administra	00-0011	2024.203	1	235	33099	0	28636
57174	Instruction	00-0011	2024.203	1	185	30576	0	23431
57180	Other	00-0011	2024.203	1	54	13828	0	1057
57392	Technology	00-0011	2024.203	1	245	135120	0	0
57176	Administra	00-0011	2024.203	1	235	37900	0	29599
57361	StaffDevelc	00-0011	2024.203	1	245	135132	0	0
57179	Other	00-0011	2024.203	1	45	6764	0	517
57393	SpecialEdu	00-0011	2024.203	1	245	156828	0	0
57177	Administra	00-0011	2024.203	1	235	38465	0	29576
57144	Instruction	00-0013	2024.203	1	185	22570	0	4487
57136	Instruction	00-0013	2024.203	1	185	19726	0	3603
57163	Administra	00-0013	2024.203	1	240	48643	0	8824
57137	Instruction	00-0013	2024.203	1	185	18904	0	3455
57145	Instruction	00-0013	2024.203	1	185	24714	0	10519
57024	Supervisor	00-0013	2024.203	1	240	119978	0	27658
57131	Instruction	00-0013	2024.203	1	215	40709	0	13396
57095	Other	00-0013	2024.203	1	185	51365	0	15314
57166	Other	00-0013	2024.203	1	190	67199	0	18162
57122	Administra	00-0013	2024.203	1	240	59496	0	11521
57173	LicensedM	00-0013	2024.203	1	185	69516	0	12934
57101	Maintenan	00-0013	2024.203	1	245	36020	0	12553
57018	Supervisor	00-0013	2024.203	1	240	128353	0	29165
57156	Coordinato	00-0013	2024.203	1	215	60679	0	16989
57107	ProgramCo	00-0013	2024.203	1	220	68247	0	18351
57164	ProgramCo	00-0013	2024.203	1	240	66954	0	18118
57134	Administra	00-0013	2024.203	1	240	38514	0	7001
57015	SpecialEdu	00-0013	2024.203	1	220	102270	0	24472
57146	Instruction	00-0013	2024.203	1	185	19610	0	3582
57091	Administra	00-0013	2024.203	1	240	38400	0	12981
57125	Departmen	00-0013	2024.203	1	245	50372	0	9132
57017	ProgramCo	00-0013	2024.203	1	200	92233	0	16667
57115	EarlyDevelc	00-0013	2024.203	1	240	39201	0	8125
57141	Instruction	00-0013	2024.203	1	185	21525	0	4300
57150	ProgramCo	00-0013	2024.203	1	215	60000	0	10867
57104	Instruction	00-0013	2024.203	1	185	27277	0	4980
57171	LicensedM	00-0013	2024.203	1	215	65877	0	17925
57158	Other	00-0013	2024.203	1	240	49949	0	10058
57090	Administra	00-0013	2024.203	1	240	39181	0	8121
57089	Administra	00-0013	2024.203	1	220	29760	0	5427
57021	Supervisor	00-0013	2024.203	1	195	99731	0	24016
57020	Supervisor	00-0013	2024.203	1	220	97889	0	23684

56996	ChiefAdmir	00-0013	2024.203	1	240	180000	0	38441
57133	Administrat	00-0013	2024.203	1	240	37786	0	7256
57119	Coordinato	00-0013	2024.203	1	240	45000	0	14168
57123	Maintenanc	00-0013	2024.203	1	245	27066	0	4942
57165	Other	00-0013	2024.203	1	240	47107	0	14547
57113	EarlyDevelc	00-0013	2024.203	1	240	38377	0	7331
57143	Instructiona	00-0013	2024.203	1	185	20720	0	9800
57155	Coordinato	00-0013	2024.203	1	215	53000	0	11685
57127	Maintenanc	00-0013	2024.203	1	245	36143	0	7574
57142	Instructiona	00-0013	2024.203	1	185	22043	0	5037
57167	ProgramCo	00-0013	2024.203	1	190	78869	0	14262
57149	Bookkeepe	00-0013	2024.203	1	240	57637	0	16442
57135	ProgramCo	00-0013	2024.203	1	200	77884	0	20085
57168	LicensedM	00-0013	2024.203	1	185	82681	0	20948
57148	Instructiona	00-0013	2024.203	1	185	33808	0	6509
57138	Instructiona	00-0013	2024.203	1	185	20842	0	3822
57114	EarlyDevelc	00-0013	2024.203	1	240	31359	0	6714
57154	Administrat	00-0013	2024.203	1	240	31200	0	11685
57162	Other	00-0013	2024.203	1	240	50180	0	9100
57130	Professiona	00-0013	2024.203	1	240	110302	0	25917
57147	Instructiona	00-0013	2024.203	1	185	19610	0	3582
57019	SupervisorI	00-0013	2024.203	1	240	123722	0	28332
57098	Coordinato	00-0013	2024.203	1	240	52230	0	15469
57096	Other	00-0013	2024.203	1	148	44000	0	12788
57117	Coordinato	00-0013	2024.203	1	240	45000	0	8168
57116	EarlyDevelc	00-0013	2024.203	1	240	41934	0	8361
57128	Bookkeepe	00-0013	2024.203	1	240	40000	0	7269
57172	Nurse	00-0013	2024.203	1	195	57154	0	16355
57170	LicensedM	00-0013	2024.203	1	185	66225	0	17987
57093	Instructiona	00-0013	2024.203	1	195	30320	0	11527
57140	Instructiona	00-0013	2024.203	1	185	20415	0	4100
57129	Departmen	00-0013	2024.203	1	240	63473	0	17492
57040	Bookkeepe	00-0013	2024.203	1	240	38377	0	12977
57161	Other	00-0013	2024.203	1	240	47107	0	14547
57159	Other	00-0013	2024.203	1	240	51113	0	9268
57108	EarlyDevelc	00-0013	2024.203	1	240	37516.8	0	12478
57157	Coordinato	00-0013	2024.203	1	215	68206	0	18344
57132	ClassifiedT	00-0013	2024.203	1	240	83415	0	15435
57092	Instructiona	00-0013	2024.203	1	195	26775	0	4889
57103	Maintenanc	00-0013	2024.203	1	245	38828	0	13058
57120	ProgramCo	00-0013	2024.203	1	240	50372	0	10134
57169	SchoolTran	00-0013	2024.203	1	190	55929	0	16135
57016	StaffDevelc	00-0013	2024.203	1	240	118380	0	27371
57139	Instructiona	00-0013	2024.203	1	185	21074	0	3864

57094	BusinessM	00-0013	2024.203	1	240	65774	0	17906
57160	Coordinato	00-0013	2024.203	1	240	57352	0	16391
56909	Instruction	00-0016	2024.203	1	192	23318.4	0	19587.36
57334	Maintenan	00-0016	2024.203	1	261	32298.75	0	9327.24
57367	StaffDevelc	00-0016	2024.203	1	220	76328	0	19587
56926	Technology	00-0016	2024.203	1	220	95256.4	0	26301
57370	Psychologi	00-0016	2024.203	1	190	71302	0	9327.24
56925	Technology	00-0016	2024.203	1	220	98921	0	19587
56921	Administra	00-0016	2024.203	1	261	37137.69	0	26301
56915	ProgramSu	00-0016	2024.203	1	230	115399.5	0	0
57366	LicensedM	00-0016	2024.203	1	114	31911.6	0	0
56904	StaffDevelc	00-0016	2024.203	1	220	71099.34	0	9327.24
56924	Technology	00-0016	2024.203	1	220	74160	0	17255.76
56908	ProgramSu	00-0016	2024.203	1	230	134025.6	0	17255.76
57338	LicensedM	00-0016	2024.203	1	190	74021.23	0	26301
56918	BusinessM	00-0016	2024.203	1	261	73687.47	0	26301
56902	Teacher	00-0016	2024.203	1	185	79241	0	22093
56922	Coordinato	00-0016	2024.203	1	239	44812.5	0	17255.76
56899	StaffDevelc	00-0016	2024.203	1	220	85709	0	26301
56912	Psychologi	00-0016	2024.203	1	190	79642	0	9327.24
56898	ChiefAdmir	00-0016	2024.203	1	261	159650	0	26301
56903	StaffDevelc	00-0016	2024.203	1	220	83273.88	0	26301
56920	Administra	00-0016	2024.203	1	261	53570.9	0	19587.36
57365	Psychologi	00-0016	2024.203	1	190	87981	0	19587.36
57371	StaffDevelc	00-0016	2024.203	1	220	90143	0	19587.36
57368	Instruction	00-0016	2024.203	1	192	20160	0	26301
56919	Administra	00-0016	2024.203	1	261	42461.7	0	17255.76
57364	EarlyDevelc	00-0016	2024.203	1	239	41227.5	0	17255.76
57369	SpecialEdu	00-0016	2024.203	1	230	116000	0	19587.36
57363	LicensedM	00-0016	2024.203	1	190	77952	0	17256
57372	LicensedM	00-0016	2024.203	1	190	78764	0	19587.36
57245	Nurse	00-0017	2024.203	1	148	30462	5539	17768
57185	NULL	00-0017	2024.203	1	242	66842	27526	15892
57195	StaffDevelc	00-0017	2024.203	1	240	120215	28464	24402
57192	Curriculum	00-0017	2024.203	1	195	76080	6923	22107
57190	ClassifiedT	00-0017	2024.203	1	240	72000	0	29560
57244	ChiefAdmir	00-0017	2024.203	1	240	161132	0	29560
57198	BusinessM	00-0017	2024.203	1	240	57900	10750	17411
57187	Administra	00-0017	2024.203	1	242	30074	28983	8135
57183	Technology	00-0017	2024.203	1	242	99495	9328	19518

Experience_	Experience_	EducationA	BenefitsExp	AddCompE	Organizatio	Benefits_D	Benefits_Li	Benefits_Di
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2	19	9	NULL	NULL	52	0	7.4	22.57
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3	18	9	NULL	NULL	52	0	7	26
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2	2	4	NULL	NULL	379	759	0	119
2	3	3	NULL	NULL	379	0	0	73
15	15	2	NULL	Cash-in-Lie	379	0	0	29
10	10	2	NULL	Cash-in-Lie	379	0	0	91
4	4	3	Health, Der	NULL	379	NULL	NULL	NULL
22	22	4	NULL	Cash-in-Lie	379	362	0	99
4	26	2	NULL	Cash-in-Lie	379	0	0	154
5	5	4	NULL	Nursing Stı	379	362	0	171
7	7	4	NULL	Nursing Stı	379	0	0	154
2	2	2	NULL	Cash-in-Lie	379	0	0	84
9	9	4	NULL	Nursing Stı	379	0	0	0
27	27	4	NULL	Nursing Stı	379	362	0	178
2	2	4	NULL	NULL	379	362	0	119
4	15	10	NULL	Cash-in-Lie	379	0	0	250
15	15	3	NULL	Cash-in-Lie	379	1019	0	263
4	4	4	NULL	Nursing Stı	379	0	0	0
4	7	10	NULL	NULL	379	1019	0	215
8	8	2	NULL	NULL	379	0	0	0
3	3	9	NULL	Cash-in-Lie	379	0	0	170
12	12	3	NULL	Cash-in-Lie	379	0	0	57
6	12	9	NULL	NULL	379	668	0	206
25	25	4	NULL	Nursing Stı	379	0	0	0
3	8	9	NULL	NULL	379	0	0	215
4	4	4	NULL	NULL	379	362	0	97
10	10	3	NULL	NULL	379	0	0	75
23	39	9	NULL	Cash-in-Lie	379	362	0	293
4	6	3	NULL	Cash-in-Lie	379	0	0	80
4	4	2	NULL	Cash-in-Lie	379	362	0	69
20	20	2	NULL	Cash-in-Lie	379	0	0	92
16	16	11	NULL	NULL	379	362	0	293
8	8	4	NULL	Cash-in-Lie	379	1019	0	0

3	4	9	NULL	NULL	379	0	0	74.42
14	14	11	NULL	Cash-in-Lie	379	0	0	184
6	6	2	NULL	Cash-in-Lie	379	0	0	72
20	20	4	NULL	Nursing Stı	379	0	0	0
6	6	11	NULL	NULL	379	362	0	192
10	10	2	NULL	Cash-in-Lie	379	759	0	86
5	22	9	NULL	Cash-in-Lie	379	0	0	212
7	7	3	NULL	Cash-in-Lie	379	759	0	80
3	4	9	NULL	NULL	379	812	0	146
3	8	4	NULL	NULL	379	0	0	80
15	15	2	NULL	NULL	379	0	0	91
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4	4	4	NULL	NULL	379	0	0	88
6	16	10	NULL	Cash-in-Lie	379	0	0	293
15	15	3	NULL	Cash-in-Lie	379	0	0	75
19	19	11	NULL	Cash-in-Lie	379	0	0	281
4	4	4	NULL	Cash-in-Lie	379	362	0	176
6	10	9	Health, Der	Health, Der	379	NULL	NULL	NULL
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15	15	3	NULL	Cash-in-Lie	379	0	0	0
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5	5	4	NULL	Nursing Stı	379	0	0	108
4	4	3	NULL	Cash-in-Lie	379	0	0	82
5	5	4	NULL	Cash-in-Lie	379	0	0	97
1	14	4	NULL	NULL	379	362	0	293
3	30	9	NULL	Cash-in-Lie	379	0	0	127
8	8	3	NULL	Cash-in-Lie	379	1019	0	89
4	19	9	NULL	NULL	379	1019	0	268
13	13	2	NULL	Cash-in-Lie	379	0	0	93
3	3	2	NULL	Cash-in-Lie	379	0	0	92
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25	29	11	NULL	NULL	379	0	0	293
14	14	2	NULL	Cash-in-Lie	379	362	0	91
13	32	11	NULL	Cash-in-Lie	379	0	0	293
8	8	4	NULL	Nursing Stı	379	362	0	158
6	26	4	NULL	Nursing Stı	379	668	0	171
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7	7	9	NULL	Cash-in-Lie	379	668	0	192
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12	12	11	NULL	Cash-in-Lie	379	362	0	256
1	23	10	NULL	Cash-in-Lie	379	0	0	293
22	22	4	NULL	Nurses Stip	379	0	0	0
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26	26	3	NULL	Cash-in-Lie	379	0	0	138
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18	18	11	NULL	NULL	468	762	34	387
4	4	9	NULL	NULL	468	0	34	186
3	3	11	NULL	NULL	468	567	34	258
24	24	2	NULL	NULL	468	360	34	131
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12	12	4	NULL	NULL	468	360	34	210
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7	10	4	NULL	NULL	468	762	34	287
15	15	4	NULL	NULL	468	762	34	284
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19	19	4	NULL	NULL	468	360	34	175
22	22	11	NULL	NULL	468	762	34	265
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1	2	12	NULL	NULL	468	762	34	188
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16	16	4	NULL	NULL	468	762	34	299
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28	28	4	NULL	NULL	468	762	34	389
13	13	9	NULL	NULL	468	500	34	256
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Benefits_Fl	Benefits_Re	Benefits_Ot	Benefits_OtherExplanation
0	0	12764	Retirement eligible stipend used for health insurance or taken as salary
0	0	14900	Retirement eligible stipend used for health insurance or taken as salary
0	0	13100	Retirement eligible stipend used for health insurance or taken as salary
0	0	12764	Retirement eligible stipend used for health insurance or taken as salary
0	0	12764	Retirement eligible stipend used for health insurance or taken as salary
0	0	12764	Retirement eligible stipend used for health insurance or taken as salary
0	0	14900	Retirement eligible stipend used for health insurance or taken as salary
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733.08	1254.47	19.75	Vision ins
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520.7	831.3	9.22	Vision
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606	902	0	NULL
123	195	0	NULL
186	294	0	NULL
326.86	516.32	0	NULL
385.85	610.27	9.22	Vision
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410.87	0	0	NULL
319.87	505.3	0	NULL
92	144	0	NULL
137	216	0	NULL
202.82	321.56	9.22	Vision
300	651.62	31.6	Vision
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237	376	0	NULL
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234	371	9.22	Vision ins
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TASB BOARD DEVELOPMENT SERVICES

March 28, 2025

Board Development Services: Program Overview

Dr. Robert Long, III | Division Director

TASB

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations.

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TASB
BOARD DEVELOPMENT SERVICES

We are member-focused.

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TASB™
BOARD DEVELOPMENT SERVICES

Team

Function

Future

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The Board Development Team

Board Consultants

David Koempel
Senior Consultant

Orin Moore
Senior Consultant

Jacob Cox
Consultant

Esperanza Orosco
Consultant

Dr. Robert L. Long, III
Division Director

Marla Gilliland
Admin Assistant/CEC Admin

TASB BOARD DEVELOPMENT SERVICES

On-Demand Learning

Susan Elliott
Director of C& I Design

Renee LeClaire
Senior LMS Administrator

Shannon Thomas
Instructional Designer

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TASB BOARD DEVELOPMENT SERVICES

The Function of Board Development Services

Where We Fit and What We Do

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TRUE NORTH

We educate leaders to **advocate** and provide educational excellence through **effective local governance**.

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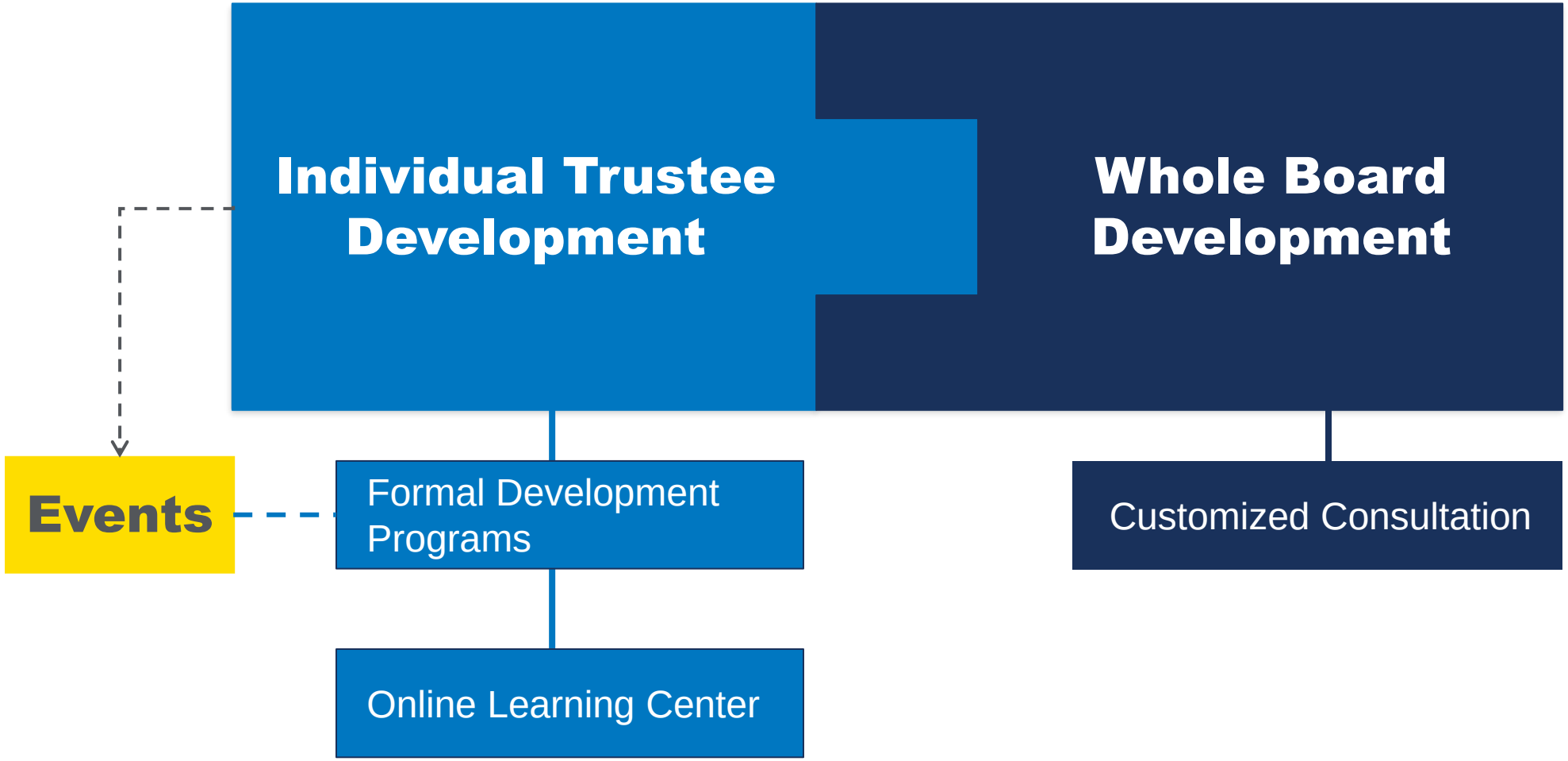

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Trustee Learning Journey

Texas Trustee Institute → BOARD OFFICER INSTITUTE → Leadership TASB

Texas Trustee Institute	BOARD OFFICER INSTITUTE	Leadership TASB
Discover your new role within your board	Enhance your leadership ***within*** your board	Expand your leadership ***beyond*** your board
~500	~175	33–36

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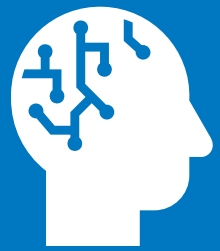
Texas Trustee Institute

Signature Elements



Trustee Mindset

Governance Basics

Networking

Advocacy

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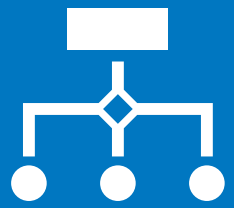
BOARD OFFICER INSTITUTE

Signature Elements



Officer Roles & Responsibilities

Effective Meeting Management

Best Practices: Logistics

Grassroots Advocacy

Optional: Coaching

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Leadership TASB Signature Elements

Site Visits	Panels & Speakers	Research Groups	Networking	Advocacy & Speaking Skills

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Online Learning Center

Required Courses

- Open Meetings Act
- Sexual Abuse and Trafficking
- Update to the Texas Ed Code

Basic and Enrichment Courses

- Advocacy 101, 201
- Intro to Parliamentary Procedures
- Special Education for Board Members
- Resolving Conflict
- Developing a Growth Mindset

Aligned with the Framework for School Board Development

2023-2024

1,500
users from

562
districts

3,333.5
credit hours earned

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Whole Board Development

- Transitions
- Self-Assessment
- Team Development
- Board Operating Procedures
- Superintendent Goals and Evaluation
- Strategic Planning
- Community Engagement and Advocacy
- Customized Consultation

2023-2024

86

districts

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The Future of Board Development Services

Where We Are Headed

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Strategic Initiatives

1. **Intentional Relationship-Building**
2. **Support for Community Advocacy**
3. **Alignment of Live and On-Demand Content**

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Q&A

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DENTON INDEPENDENT SCHOOL DISTRICT

2025-2026
BUDGET DISCUSSIONS

BOARD OF TRUSTEES
MARCH 25, 2025

AGENDA

Review of
Property Values

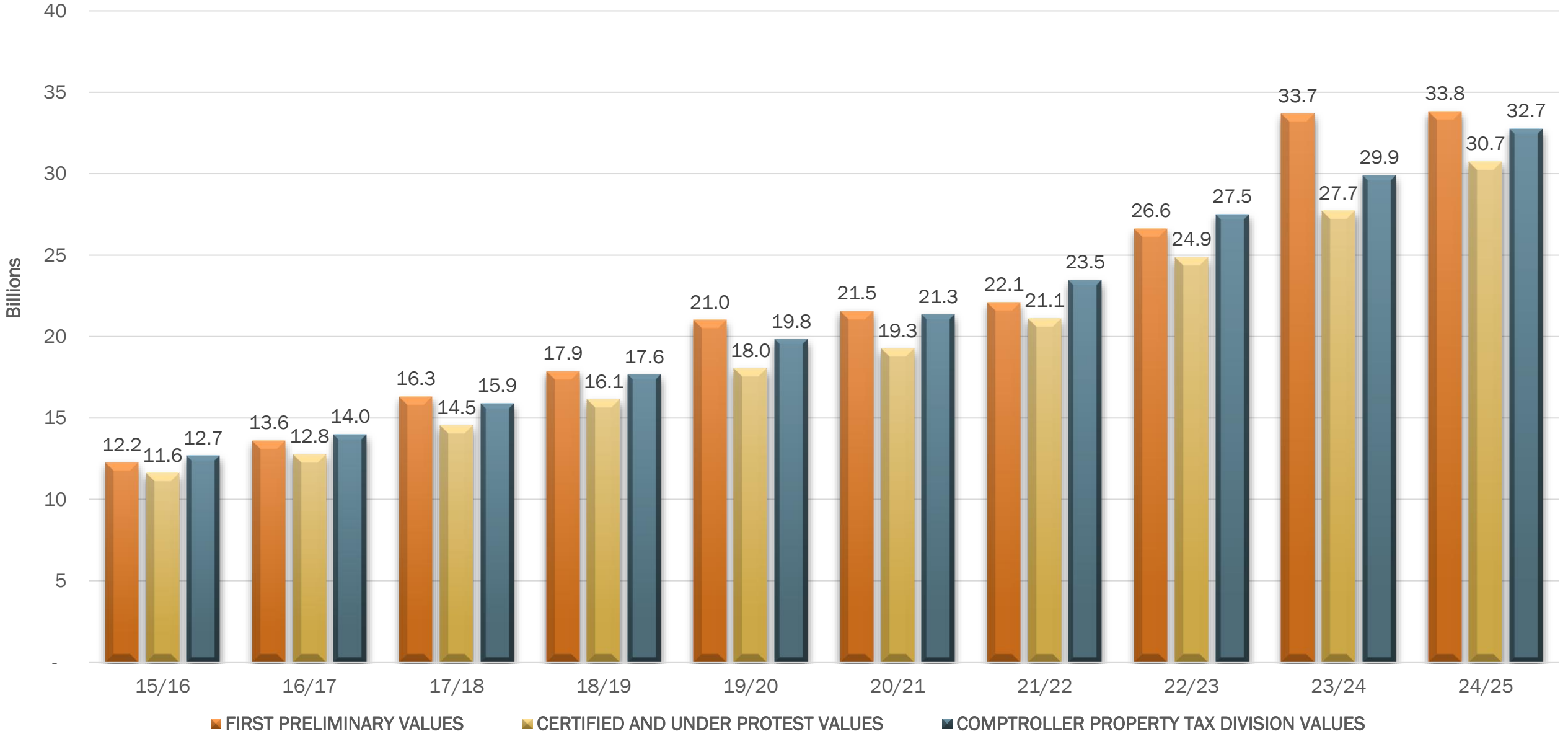
Legislation
to Watch

BUDGET CALENDAR

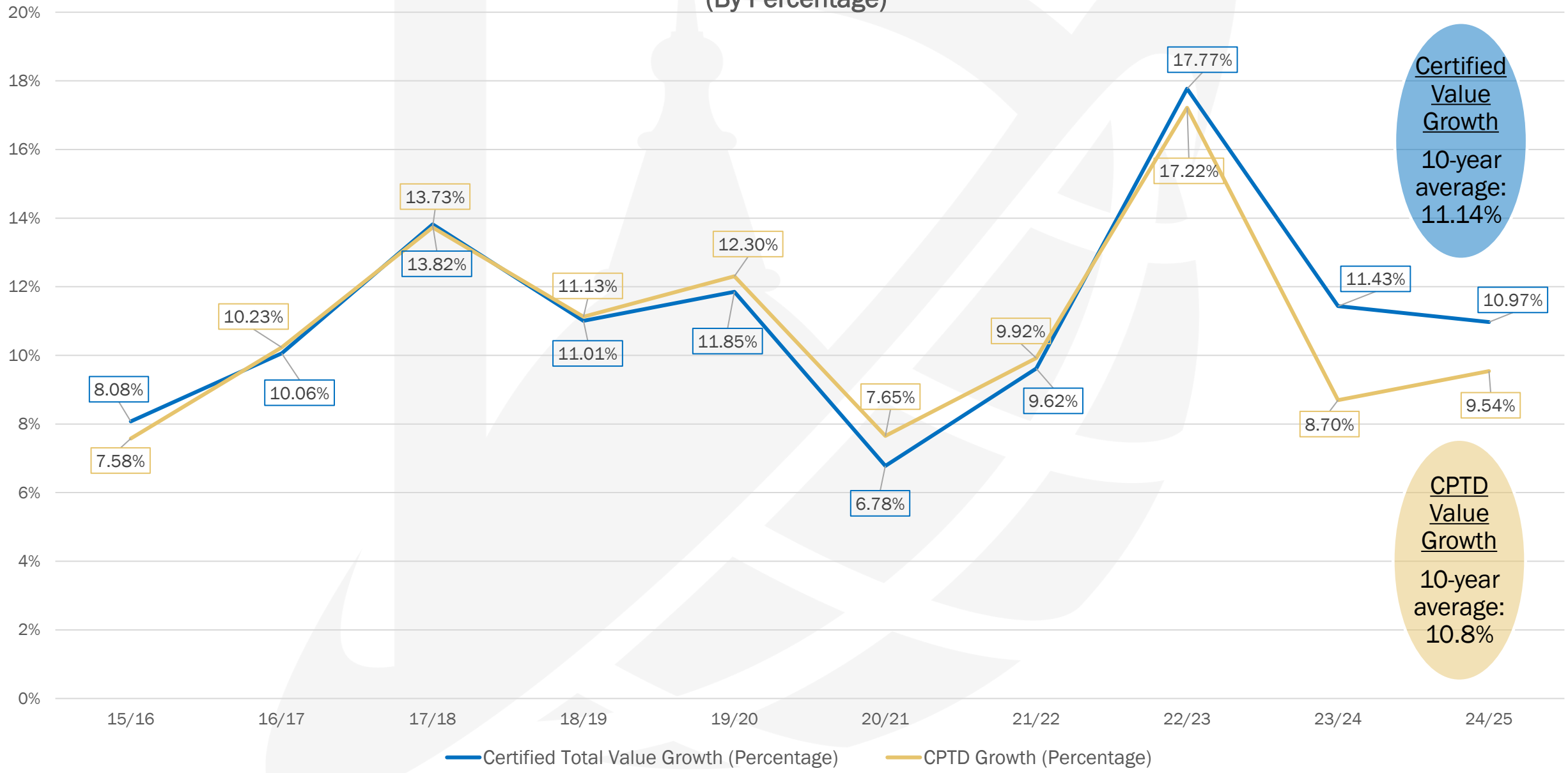
January 14th	February 11th	February 25th	March 25th	April 8th	April 22nd	May 13th	June 10th
• Budget Calendar • Budget Priorities	• Enrollment and Attendance • Review of FY24 Operating Results • Review Fund Balance	• Overview of Student Data	• Review of Property Values	• FY25 Update • FY26 Projections	• Preliminary Property Values • FY26 Projections • Debt Service	• FY26 Projections • Legislative Update • Set Date for Public Hearing	• Public Hearing • Consider Adoption of Budget

*Legislative Updates will be provided as the District becomes aware of them.

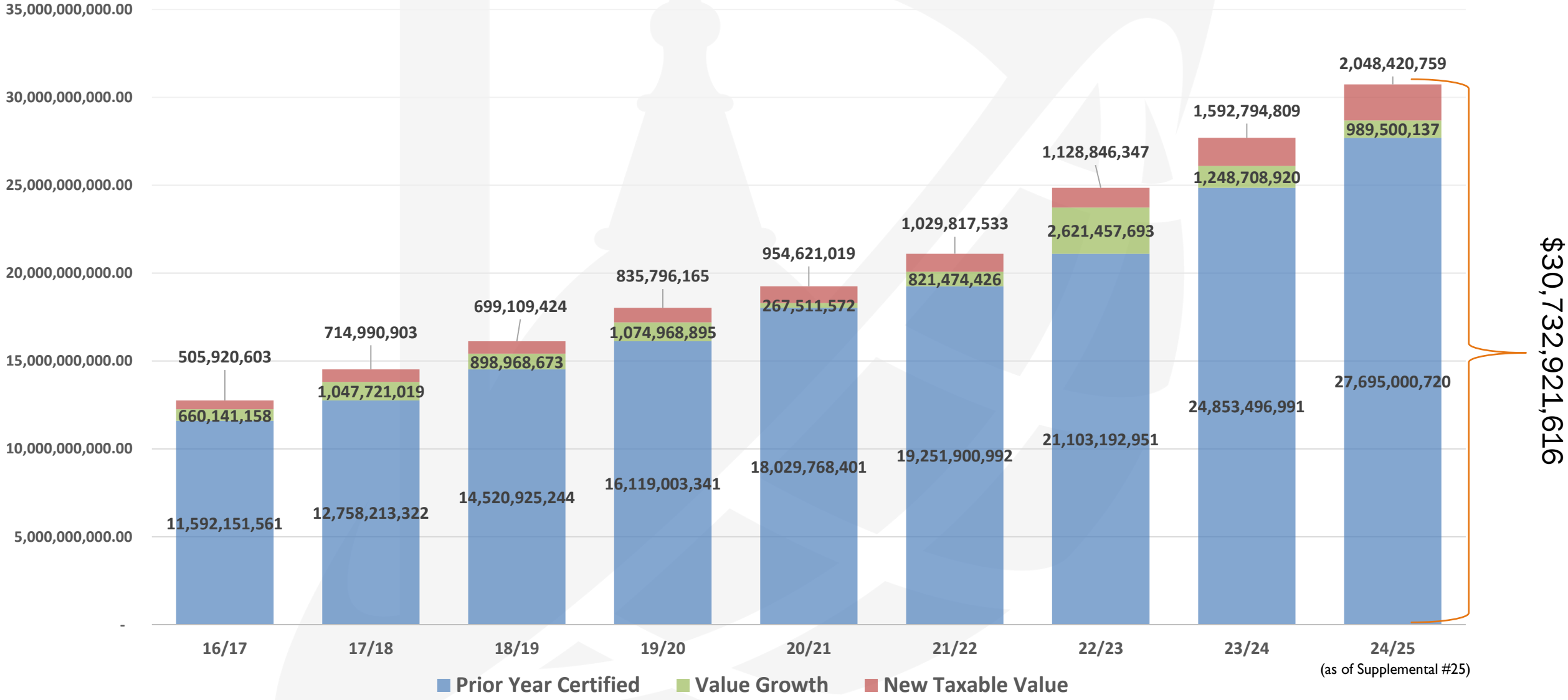
Denton Independent School District
Comparison of First Preliminary Values, Certified Values, & Comptroller Property Tax Division (CPTD) Values



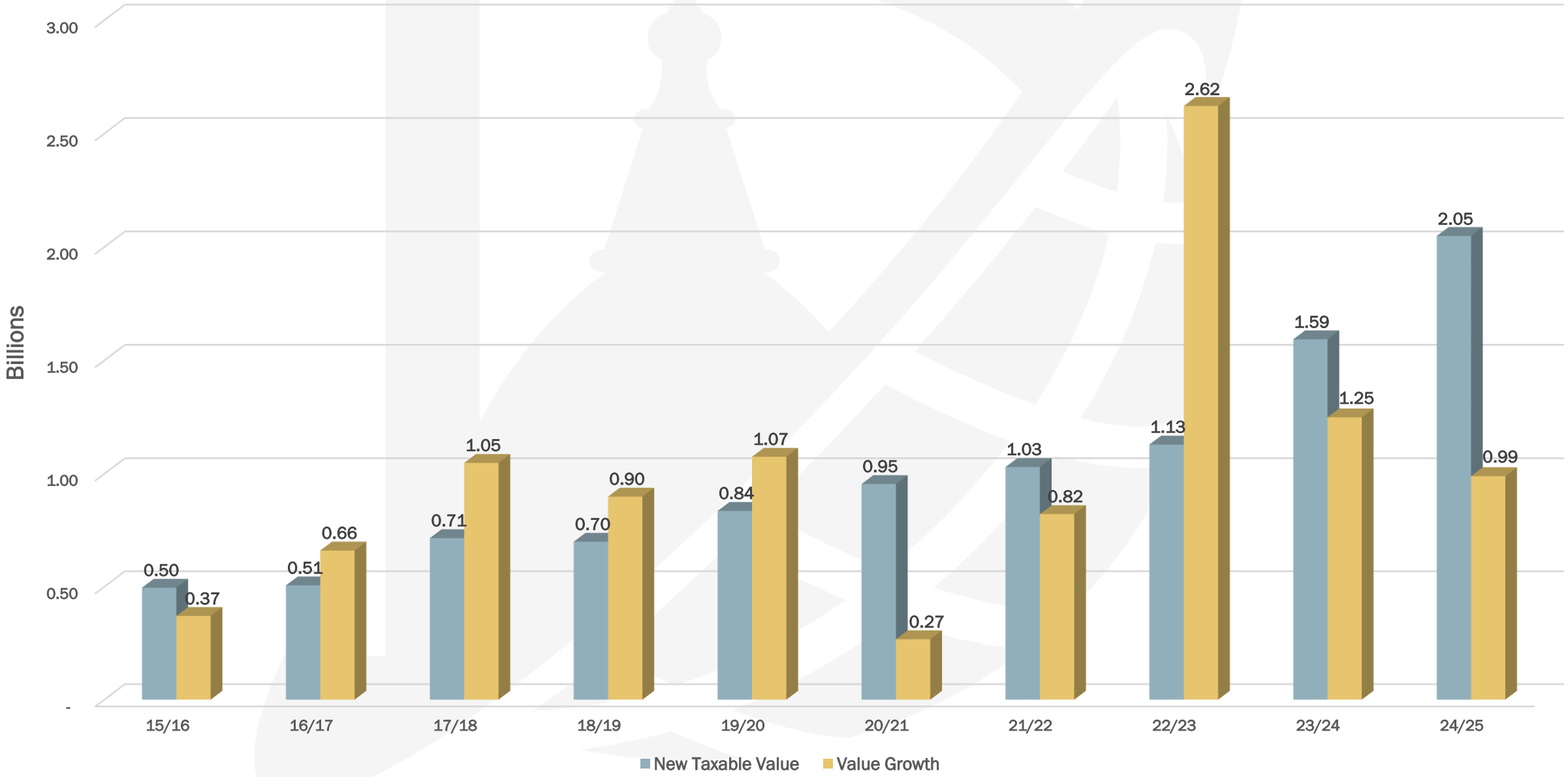
Denton Independent School District
Comparison of Certified Total Value Growth and Comptroller Property Tax Division (CPTD) Growth (By Percentage)



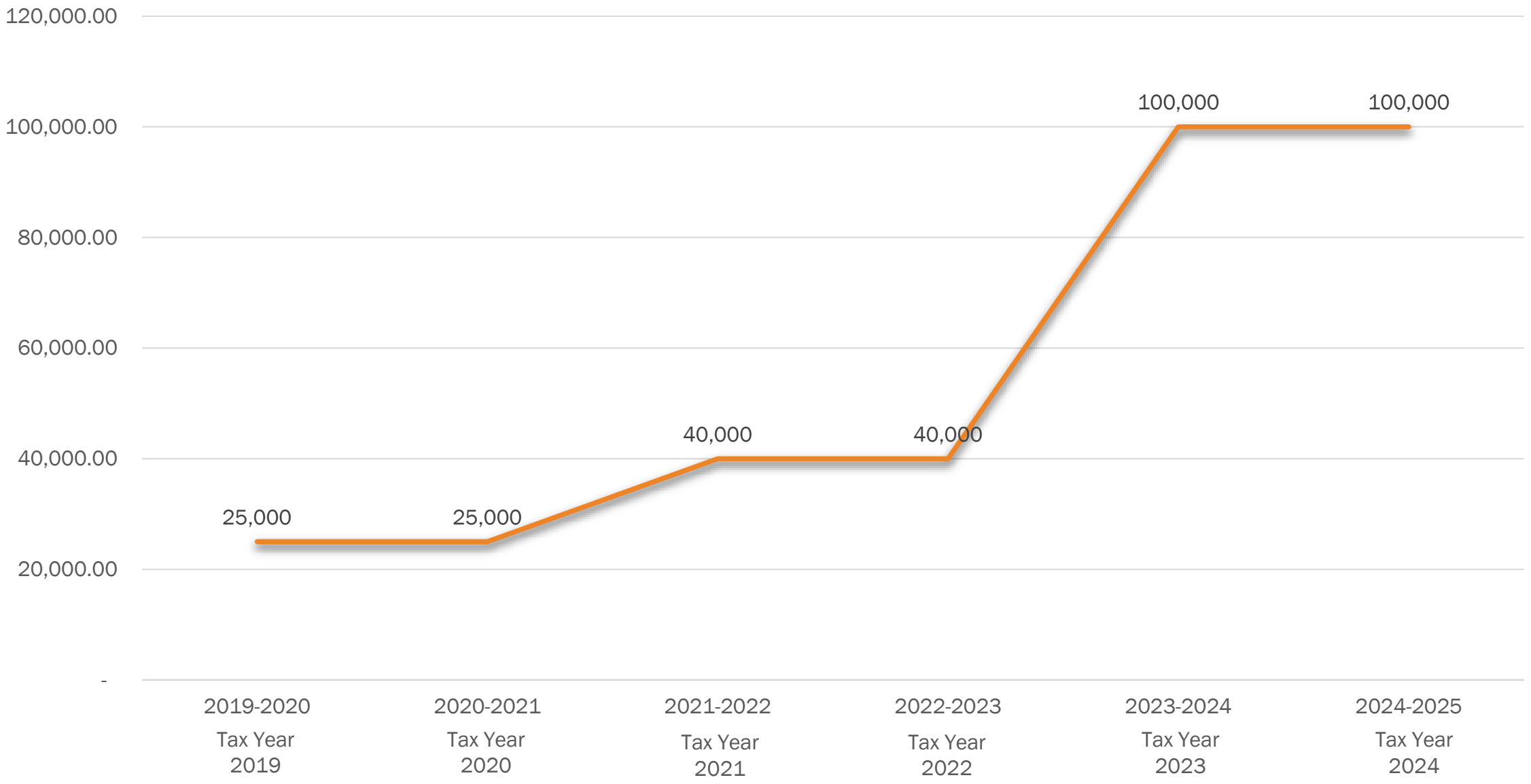
DENTON INDEPENDENT SCHOOL DISTRICT
PROPERTY VALUE GROWTH OVER PRIOR YEAR CERTIFIED



Denton Independent School District
New Taxable Value Compared to Value Growth



Homestead Exemption

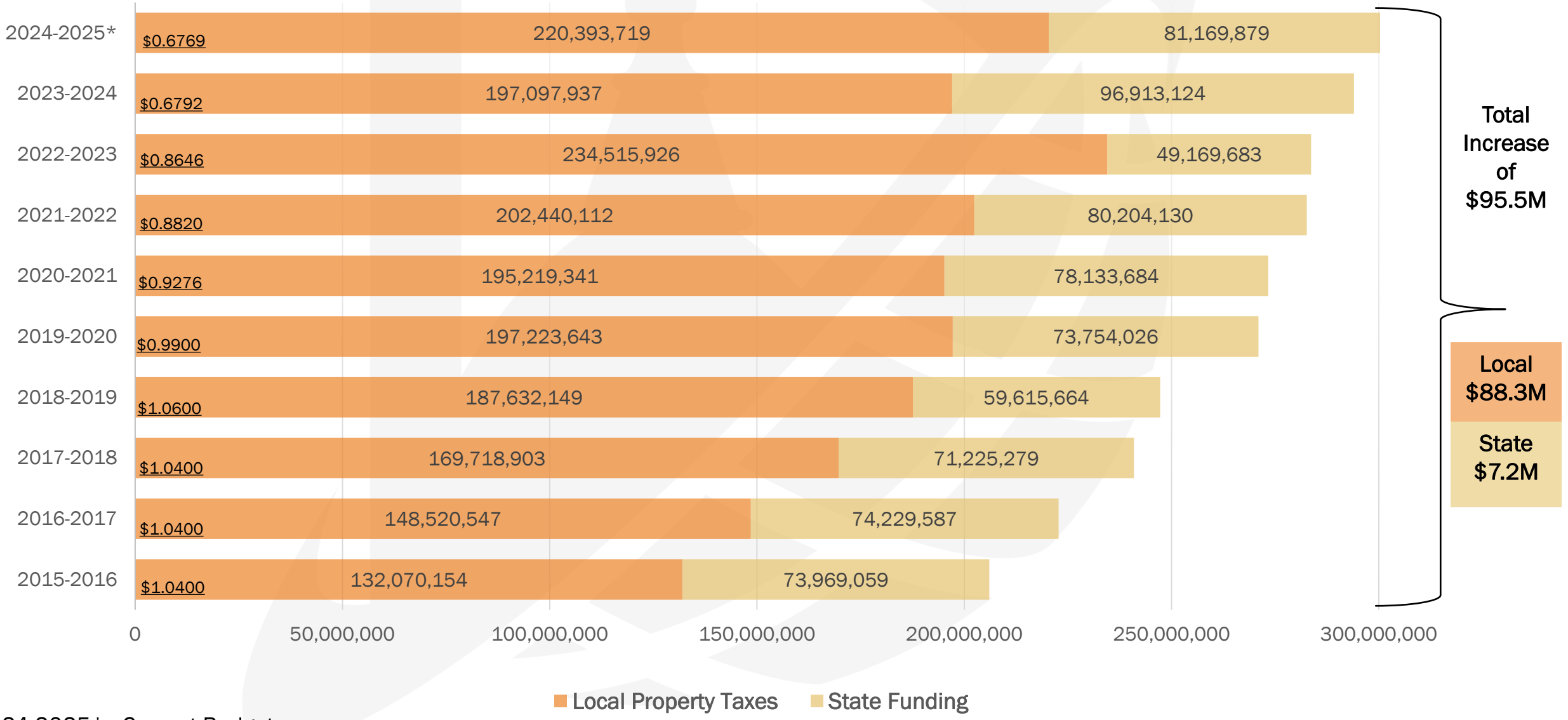


TAX RATE COMPRESSION HISTORY

School Year	Tier 1 Tax Rate	Number of Districts at Tax Rate Floor
2019-2020	$0.9300	
2020-2021	$0.8676	72
2021-2022	$0.8220	314
2022-2023	$0.8046	701
2023-2024	$0.6192	550
2024-2025	$0.6169	585

Denton ISD at Tier 1 Tax Rate Floor

COMPARISON OF LOCAL PROPERTY TAX COLLECTIONS AND STATE FUNDING



2024-2025* - Current Budget

LEGISLATION TO WATCH (AS IT RELATES TO PROPERTY TAXES)

SB 1: Includes $3.5B in property tax reductions

- Currently pending in Senate Finance Committee

SB 4: Increases the residential homestead exemption from $100K to $140K

- Passed Senate 2/13/2025
- Would ultimately require voter approval in November 2025
- Would provide hold harmless state aid
- Includes a penalty for districts whose I&S revenues exceed their minimum debt service

HB 8: Reduces MCR (maximum compressed rate) by an additional $0.0331 for 2025-2026.

- In addition to current law compression
- Currently pending in Way and Means Committee

HB 9: Increases the property tax exemption for income-producing personal property to $250,000 (from $2,500)

- Would ultimately require voter approval in November 2025
- Passed out of Way and Means Committee on 3/10/2025
- Does not include a hold harmless offset

QUESTIONS?

Poth ISD 2025-2026 CALENDAR-Template A

8/5-6 Trade Day/Student Holiday
8/7 Work Day
8/11 Meet the Teacher
8/8 & 11 Staff Development
8/12 Work Day
8/13 First Day of School
1st 6 Weeks Begins
8/18 Board Meeting

13 Instructional Days
19 Teacher Days

AUGUST 2025

S	M	T	W	Th	F	S
					1	2
3	4	TD	TD	WD	SD	9
10	SD	WD	13	14	15	16
17	B	19	20	21	22	23
24	25	26	27	28	29	30
31						

9/1 Staff/Student Holiday
9/15 Board Meeting
9/19 End of 1st 6 Weeks
9/22 ½ Staff Dev/½ Work Day
9/23 2nd 6 Weeks Begins

20 Instructional Days
21 Teacher Days

SEPTEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	B	16	17	18	19	20
21	SD	23	24	25	26	27
28	29	30				

10/13 ½ Staff Dev/½ Workday
10/20 Board Meeting
10/31 End of 2nd 6 Weeks

22 Instructional Days
23 Teacher Days

OCTOBER 2025

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	SD	14	15	16	17	18
19	B	21	22	23	24	25
26	27	28	29	30	31	

11/3 3rd 6 Weeks Begins
11/17 Board Meeting
11/24-28 Thanksgiving Holiday

15 Instructional Days
15 Teacher Days

NOVEMBER 2025

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	B	18	19	20	21	22
23	24	25	26	27	28	29
30						

12/15 Board Meeting
12/18 Early Release @ 12:30
End of 3rd 6 Weeks
12/19 Trade Day/Student Holiday
12/22-31 Christmas Holiday

13 ½ Instructional Days
15 Teacher Days

DECEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	B	16	17	ER	TD	20
21	22	23	24	25	26	27
28	29	30	31			

1st Semester
83 ½ Instructional Days

1/1-2 Christmas Holiday
1/5 Staff Development
1/6 Work Day
1/7 4th 6 Weeks Begins
1/12 Board Meeting
1/19 Staff/Student Holiday

17 Instructional Days
19 Teacher Days

JANUARY 2026

S	M	T	W	Th	F	S
				1	2	3
4	SD	WD	7	8	9	10
11	B	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

2/13 End of 4th 6 Weeks
2/16 ½ Work Day/½ Staff Dev
2/16 Board Meeting
2/17 5th 6 Weeks Begins

19 Instructional Days
20 Teacher Days

FEBRUARY 2026

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	SD	17	18	19	20	21
22	23	24	25	26	27	28

3/6 Early Release @ 12:30
3/9-13 Spring Break
3/23 Board Meeting

16 ½ Instructional Days
17 Teacher Days

MARCH 2026

S	M	T	W	Th	F	S
1	2	3	4	5	ER	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	B	24	25	26	27	28
29	30	31				

4/2 End of 5th 6 Weeks
4/3 Good Friday Holiday
4/6 Bad Weather Day
4/7 6th 6 Weeks Begins
4/20 Board Meeting

20 Instructional Days
20 Teacher Days

APRIL 2026

S	M	T	W	Th	F	S
			1	2	3	4
5	BW	7	8	9	10	11
12	13	14	15	16	17	18
19	B	21	22	23	24	25
26	27	28	29	30		

5/4 Staff/Student Holiday
5/18 Board Meeting
5/21 Last Day of School
Early Release @ 12:30
End of 6th 6 Weeks
5/22 Work Day/Graduation

13 ½ Instructional Days
15 Teacher Days

MAY 2026

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	B	19	20	ER	🎓	23
24	25	26	27	28	29	30
31						

2nd Semester
86 Instructional Days
77,265 Total Instructional Minutes

BOARD APPROVED: Insert Date

POTH INDEPENDENT SCHOOL DISTRICT

NON-RESIDENT TRANSFER STUDENT AGREEMENT
BOARD POLICY FDA (LOCAL)
Transfer Status Maintenance

Attendance at Poth ISD (District) as a transfer student is a privilege, not a right, and as such, transfer students and parents shall abide by this Non-Resident Transfer Student Agreement (Agreement or Transfer Agreement). In order to make the experience positive and productive for the transfer students, this Agreement has been developed and shall govern transfer decisions made for and about transfer students. No property interest is created in or by this Agreement. Parents, guardians, and students acknowledge that because the student is not a resident of Poth ISD, any right of the student to become or remain enrolled in the District or to receive any educational services from the District is based on this Agreement only.

Transfer applications are considered on an individual basis without regard to sex, race, national origin, religion, disability or ancestral language. In making transfer decisions, the Board or the Board's designee may consider availability of space, instructional staff, the student's disciplinary history, and attendance record as well as the general cooperation and/or disruptive behavior of the transfer student and his/her parents/guardians, family members and/or associates.

Students who transfer into the District shall follow all District and campus policies, rules, and regulations of the District, including but not limited to, those involving student conduct, attendance, testing requirements, and parent involvement as set forth in this Agreement, District policy, and the District's Student Code of Conduct. Failure to fulfill the responsibilities set out in District policy, Student Code of Conduct, and the Transfer Agreement as set out below may result in revocation of the Transfer Agreement as allowed by law. All transfer decisions are made annually and a new application must be submitted each year. Being permitted to transfer into the District prior to or during a school year does NOT guarantee that it will be permitted for a subsequent school year. The Poth ISD Board of Trustees expressly reserves the right to review and evaluate any and all transfer numbers on an annual basis. Additionally, as outlined in the Poth ISD District of Innovation Plan, Nonresident students who have been accepted as a transfer may have such transfer status revoked by the Superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of their transfer status.

By signing the Agreement, the parent or guardian acknowledges that the constitution or rules of the University Interscholastic League may require the District to exclude the student from participating in certain extracurricular interscholastic competitions.

Parent/Guardian of students in grades Pre-K – 12th grade are required to sign this Transfer Agreement before the student is officially approved to attend schools within the Poth Independent School District.

DISTRICT RESOURCES

Consideration of enrolling potential transfer students is ultimately dependent upon District resources to accommodate instruction. With that in mind, enrollment of new transfer students or renewal of transfer student agreements is contingent upon the following parameters:

Pandemic Designation: As with the COVID-19 crisis designated a pandemic, transfer students must attend face-to-face onsite classes as long as they are available. If the District or the student's campus is required to close, the student will receive remote instruction. The parent is responsible for providing devices and internet capability for remote instruction. If TEA guidelines during a pandemic limits class size, a student's transfer status could be withdrawn.

Class Sizes: Class size shall not exceed the guidelines established by the State. That is, state law requires a 22:1 student to teacher ratio for kindergarten through fourth grade. Additionally, the Board has established the following limits for each grade level:

1. In Pre-Kindergarten through 5th grade, the limit is designed to not exceed ~~90%~~ 95% of a 22:1 student-teacher ratio. Example: If there are 4 teachers in a grade PreK through 5th; the district will not add transfers after ~~80~~ 84 students are enrolled (4 x 22 = 88; ~~90%~~ 95% of 88 is ~~79.2~~ 83.6). Exceptions – In the case that a mid-year transfer student is one of a Poth ISD employee who has priority acceptance pending a successful application review process, the limit percentage may be exceeded during that school year if the Superintendent determines, through meetings with the campus Principal and the campus instructional staff, that the grade can handle such excess for the remainder of the school year. Additional staffing support and resources already budgeted may be allocated to that grade if deemed necessary.
2. In 6th through 12th grade, the limit of total students per grade level ~~is eighty-eight (88)~~ is at the discretion of the superintendent and administrative staff, subject to availability of space and instructional staff for the program in which the student is enrolled. ~~If there are eighty or more students in the class count, the student will be put on a waiting list.~~

Facilities: If the instructional facilities cannot accommodate an anticipated increase in student enrollment due to potential transfer students, transfer student enrollment will be either limited or unavailable depending on the number and qualifications of applicants.

In the event that a transfer student must be removed mid-year for any of the reasons listed above relating to the availability of district resources, the District will do so on a last in, first out basis.

ATTENDANCE

Regular student attendance and prompt arrival to school and to classes are integral to student success and academic achievement in Poth ISD schools. In the event of repeated absences and tardiness as defined below, or if the student's attendance falls below ninety-five percent (95%) with unexcused absences in any semester, or attendance (excused or unexcused) below the state's 90% standard that places the student at risk of losing credit under Education Code 25.092, or requires the District to warn the parent or the student of truancy proceedings under Education Code 25.095, such actions will prompt the Campus Principal will hold a student and parent conference. If the attendance issue persists, the student may be ineligible to transfer in a future school year.

Absences: The student must maintain regular attendance. Unexcused absences may not exceed 4 total days in a semester. If the student accumulates more than 4 unexcused days in any one semester, the

student may be unable to apply for a transfer for a future school year. When a student accumulates 2 unexcused absences in any semester, the Principal shall hold a student and parent conference. When a student accumulates 4 or more unexcused absences, the student and parent may appear before the Campus Attendance Committee. The Campus Attendance Committee will review and make recommendations to the Campus Principal concerning continued enrollment, assigning makeup days, or denying future transfer status in the following school year. Documented reasons must be provided for all absences. If a transfer student has been accepted but does not enroll or attend the first or last instructional week of school, those days of missed instruction may be counted as unexcused absences. Any absences during the first or last instructional week must be approved in advance by the campus administrator. Failure to have the absence pre-approved may result in the student being denied transfer status in future school years. If a student does not enroll or attend school within the first three days of school, the transfer agreement will be voided and the student will be required to reapply.

Tardy Infractions: The student will arrive at school and to classes on time. If a student accumulates excessive tardy infractions in any one semester, the student may be denied transfer status in a future school year. More than 4 tardy infractions in a semester may be considered as excessive. When a student accumulates 2 tardy infractions in any semester, the Principal may hold a student and parent conference. The Superintendent may determine that the student will be ineligible to transfer in a future school year based on any number of tardy infractions.

Pick-Up: The student must be picked up by the specific time the District has designated at the particular campus. The District can change this pick up time at any point during the school year, but any change in time will be provided in writing to all District families. A repeated failure to pick up the student in a timely manner may result in the student being denied transfer status in future school years. The parent may be charged the amount needed to compensate the staff member for overtime incurred. The Superintendent shall make this decision.

STUDENT CONDUCT

The student must maintain acceptable levels of attendance and compliance with District rules and regulations, including the Student Code of Conduct, throughout the entire school year. Disciplinary infractions that may result in revocation of the transfer and this agreement include any conduct by the student that would disrupt the educational processes of the District or hinder the learning of other students. Any disciplinary infraction that either results in a discretionary or mandatory assignment to the District's Disciplinary Alternative Education Program (DAEP), expulsion, or that constitutes "serious" misconduct under the District's Code of Student Conduct will result in immediate revocation of this Agreement. All transfer students in 7th through 12th grade will have mandatory drug testing at the beginning of the year and will be in the random draw throughout the year. A negative result on a drug test that is not attributed to medical reasons, will result in immediate revocation of transfer status. In addition, as set out in Board Policy FDA (LOCAL), if a student's parent or guardian receives a notice or warning of possible future denial of a transfer request, the parent or guardian shall be required to withdraw the student from the District if immediate steps are not taken to correct or improve the reason(s) for possible future denial set out in the notice or warning.

ACADEMIC PROGRESS

The student shall maintain satisfactory progress in all core courses taken. If the student's semester average is less than 80 in any of the core subject areas of English, Math, Science, or Social Studies, the student may be placed on academic probation for the next semester. If any of the student's averages are below 80

in any core subject at the end of the probationary period, the student may be denied transfer status in the following school year. For students in secondary Advanced Academics courses, a semester average of 75 or higher before adjusted course points will be required. In addition, the student also must pass the appropriate grade level or course state assessments and attain a score of "MEETS GRADE LEVEL" or a Progress Measure for each State assessment taken. All transfer students are expected to show progress toward college and career readiness. Students in the 9th through 12th grade are expected to complete at least 3 college hours, complete one or more AP classes, and progress toward the highest graduation plan. All students are expected to participate in at least one extracurricular activity.

PARENT/GUARDIAN SUPPORT

Parent/guardian shall attend all scheduled and requested parent conferences and be readily accessible and responsive to efforts made by District staff to contact parent/guardian by either phone, digital message (SMS, internet or app-based messaging platforms), or email. It is the responsibility of the parent/guardian to update contact information with the District accordingly. Transfer students who enroll after the first instructional day may be required to attend a mandatory parent and student meeting upon their starting school. Failure to attend the required parent conferences without documented justifiable reason may result in the student being denied transfer status in future school years. The student and parent/guardian shall support the mission, goals, and purposes of Poth ISD as well as abide by all established policies, administrative rules, regulations, and guidelines governing the academic programs of Poth ISD and its respective campuses. Prior to denial of a transfer in the following school year for a violation of these provisions, written notice shall be provided to the parent/guardian of the student. The students and parents are also required to attend orientation before the beginning of the school year. Failure to complete this requirement may result in the student being denied transfer status in future school years, including a revocation of a transfer already approved for the next school year.

NOTIFICATION OF REVOCATION OF TRANSFER

If the transfer student is revoked or the student is declared ineligible for a transfer in a future school year, for any reason, the student and the student's parent/guardian shall be notified in writing of the date of and reason(s) for revocation of transfer or the declaration of ineligibility for a transfer in a future school year. Social media used by the students or parents that creates defamation or a hardship or defamation of the District's name will be reviewed and allowed for transfer revocation.

PROVIDING FALSE INFORMATION/FALSIFYING INFORMATION

Knowingly presenting false information on the transfer application and requested documentation shall result in automatic denial of the transfer approval. If false information is knowingly provided by the student or the persons representing the student, during the school year, the transfer student is immediately, automatically, and permanently revoked. The student's resident district shall be notified in writing and charges may be filed with proper authorities. In addition to the transfer being revoked, the parent may be, under the provisions of Texas Education Code (TEC) 20.002(d), liable for payment of tuition and fines.

Texas Education Code (TEC) 20.002(d): Presenting false documents or false record is a Class A misdemeanor offense under Section 37.10 of the Texas Penal Code. According to the provisions of TEC 25.001(h), a person who knowingly falsifies information on a form required for enrollment of a student in a school district is liable to the district but is enrolled based on the information. The person is liable, for a period enrolled, for the greater of:

1. The maximum tuition fee the district may charge under TEC 25.038; or
2. The amount the district has budgeted for each student as maintenance and operating expenses.

TUITION

If tuition is to be charged, the tuition amount will be set using guidelines and recommendations from the Texas Education Agency. Notification of tuition payments will be sent to all non-resident transfer students at that time. All tuition payments would be made in accordance with school board policy FDA (LOCAL). If the Board should determine a need to charge tuition, such a change shall be instituted at the start of any semester. At the time of signature of this agreement, the Poth Independent School District charges tuition to non-resident transfer students at the rate(s) below:

1. First Child of the Family: $1,500 per year
2. Each Additional Child of the Same Family: $500 per year

All tuition payments must be made in person at the Poth ISD Administration Office located at 510 Titcomb St., Poth, TX, 78147 or through the district's online payment collection platform, Cheddar Up. The link will be provided to parents upon initial invoicing in August.

Poth ISD will accept tuition payments annually or per semester. If paying annually, the payment is due by September 1 of the current school year. If paying per semester, the two payments are due September 1 and December 1 of the current school year. If the parent/guardian fails to make a tuition payment by the deadline, they will receive a letter from the District notifying them of a 10 day grace period to submit payment, after which, the non-resident transfer student may be removed from the District.

Exceptions

1. Poth ISD Full-Time Employees: A non-resident transfer student of a Poth ISD employee will not be charged the tuition stated above. The transfer will still need to meet all criteria for acceptance and will be held to the same standards as all other transfer students; however, the tuition fee will be waived.
2. Poth ISD Substitute or Part-Time Employees: A non-resident transfer student of a Poth ISD substitute or part-time employee will be required to pay the tuition as stated above. However, if the employee works a minimum of 20% of the instructional school days for that year, the tuition payment will be refunded to the employee. For the **2025-2026** school year, there are ~~173~~ 170 school days in the instructional year. Therefore, the substitute or part-time employee must work at least ~~**35**~~ **34 days** during that year in order to receive a refund of the tuition payment. (~~173~~ 170 x 0.20 = ~~34.6~~ 34)
3. Taxpayer to Poth ISD: If the parent/guardian of a non-resident transfer student pays annual property taxes to Poth ISD, that amount will be deducted from the tuition charge for the family.
   - Example #1: If the parent/guardian pays $1,100 in Poth ISD taxes for that year and has one transfer student in the district, the tuition due will be $400.00 for the school year. ($1,500 - $1,100 = $400.00)
   - Example #2: If the parent/guardian pays $3,000 in Poth ISD taxes for that year and has two transfer students in the district, the tuition due will be $0.00 for the school year. ($2,000 - $3,000 = ($1,000) thus $0.00 are due)
4. Nonresident Student in a Grandparent's after school care: A non-resident transfer student claiming tuition exemption through the district's Board Policy FD will not be charged the tuition stated above. The transfer will still need to meet all criteria for acceptance and will be held to the same standards as all other transfer students; however, the tuition fee will be waived if the student meets the criteria for exemption under the Grandparent Clause.

In the event that a non-resident transfer student is removed from the District at any point during the year, the tuition paid for that student for the school year will be prorated based on the number of instructional days attended before their removal and a refund check from the District will be issued back to the parent/guardian within 30 days.

STUDENT/PARENT RIGHT TO APPEAL

The parent/guardian of a transfer student will receive notice when the student is ineligible to transfer for a future school year under the terms set out in this Agreement, or of a revocation of this Agreement. The student and parent/guardian have the right to appeal the decision made concerning student transfer status, in accordance with Board Policies FNG (LEGAL) and (LOCAL).

TERM OF AGREEMENT

This Agreement shall be in effect during the **2025-2026** school year and shall become a part of the student's permanent record. Revisions to this Agreement shall be distributed to the transfer student and parent/guardian and shall be attached to and become part of the original agreement and any new terms shall be effective upon receipt of the revisions unless noted otherwise in the revision. The student and the student's parent/guardian shall sign a new agreement at the beginning of any new school year. No transfer status shall be granted until the Superintendent's signature appears in this Agreement.

NOTICE TO PARENT/GUARDIAN

By signing the Non-Resident Transfer Student Agreement, the Parent/Guardian understands and accepts the conditions of this Non-Resident Transfer Student Agreement.

Parent/Guardian Name (Printed) _____

Signature of Parent/Guardian _____ Date _____

The Student understands and accepts the conditions and provisions of this Agreement.

Student Name (Printed) _____

Signature of Student (Grades 6-12) _____ Date _____

APPROVED AND ACCEPTED

_____ Date _____

Dr. Albert Byrom, Superintendent
Poth Independent School District