

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

District Leadership Team Presentation



Dr. Eduardo Hernandez
Superintendent of Schools

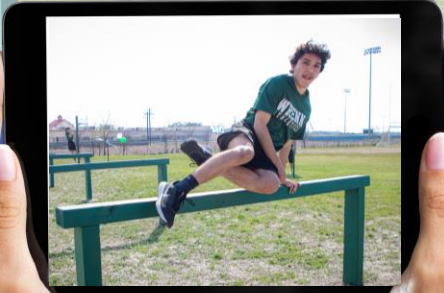


May 18, 2023

Intended Learning OUTCOMES

✓ Budget Development Process

01
Board and Superintendent
Priorities



02
Vision 2028
and
#1 Outcome



Board and Superintendent Priorities

Priority 1 - Focus on Student Success

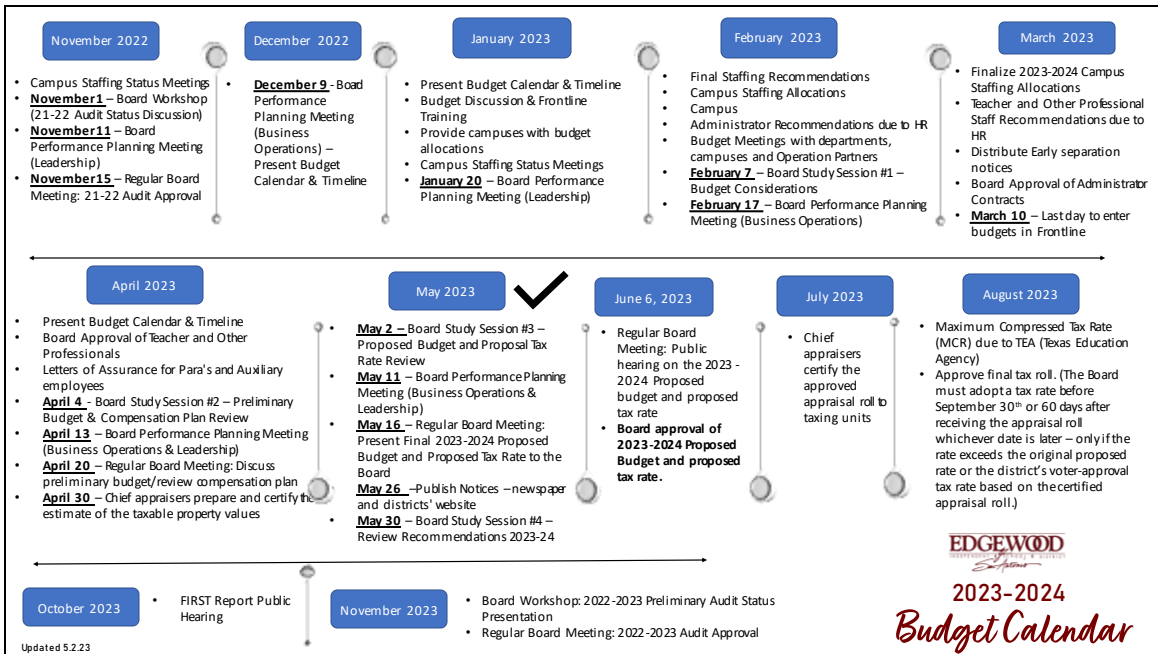
Priority 2 – Focus on Student, Families, & Community

Priority 3 – Focus on Operational Excellence

Priority 4 – Focus on Employee & Organizational Improvement

Priority 5 – Focus on Financial Stewardship





Edgewood ISD Board Monthly Cadence

Board Workshop: Workshop can last 4 to 6 hours. Our board learns about items that will be presented at the regular board meeting for approval. They can take a deeper dive and ask questions about the items to make a decision to approve or deny at the regular board meeting.

Board 1-1 Meetings: Each board member meets with the Superintendent 1 to 1. Meetings are between the workshop and board meetings to allow the board member to ask the Superintendent clarifying questions.

Board Performance Planning Meetings: These meetings are being designed to bring attention to the Metrics associated with sustaining a High-Quality School District. Topics may be around areas of inventory in warehouse material, vehicle fleets, bus ridership, student participation in Nutritional programs, and Accounting audit findings, and updates on projects. Furthermore, analysis will consist of expounding on student assessment data, scholarship awards, enrollment in AP/ECHS/Dual Credit courses.

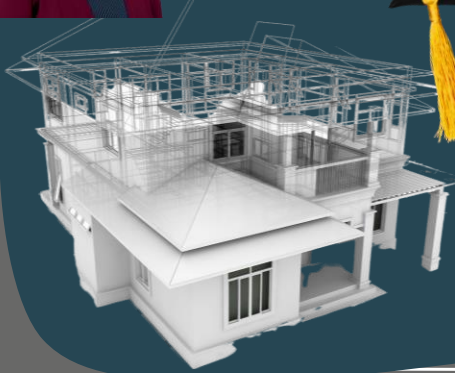
Board Meetings: Meetings can be between 2 to 3 hours long. These are held once a month. It is at these meetings that Board of Trustees approve all items on our Consent Agenda, if they believe it is in the best interest of the district.



BUSINESS & OPERATIONS



Myrna G. Martinez
Assistant Superintendent



Phillip Chavez
Deputy Superintendent



LEADERSHIP

LEADERSHIP PLANNING TEAM

Phillip Chavez
Deputy Superintendent

Dr. Roberto Basurto
Assistant Superintendent

Dr. Kimberly Gilmore-Madkins
Assistant Superintendent

Travis McKelvain
Chief of Schools

Theresa Salinas
Chief Innovation Officer

Chriselda Bazaldua
Chief of CCMR & Information Systems

Jesse Quiroga
Chief of Police



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UNIVERSITY OF TEXAS & DISTRICT
Superior
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BUSINESS OPERATIONS PLANNING TEAM



Olga Moucoulis
Chief of Staff
and Communications

Cynthia Trevino
Chief of
Human Resources
and Student Services

Myrna G. Martinez
Assistant Superintendent of
Business & Operations

Pamela Bendele
Chief
Financial Officer

Elvis Williams
Assistant
Superintendent of
Operations

Todd Gratehouse
Chief
Technology Officer





BCEC | BEXAR COUNTY
EDUCATION CENTER

2023 88th Legislative Session

April 11, 2023

Superintendent's Advocacy Visit

EDGEWOOD
INDEPENDENT SCHOOLS & DISTRICTS
Superintendents
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION



Superintendent's Advocacy Visit

April 11, 2023



2023 LEGISLATIVE PRIORITIES

FUNDING

- Funding formulas should be adjusted and updated to reflect accurate costs of education, shoulder the impact of inflation, and address the holistic needs of students as well as cost of living adjustments for school staff.
- The state school finance system should be based on a combination of attendance and enrollment to facilitate efficient budgeting, maintain effective programmatic investments, and create stability during public health emergencies.
- Career and Technical Education (CTE) funding should accurately reflect the cost of training and operating robust and modern CTE programs. Allocations should be based on incurred expenses and not curricular levels.

ACCOUNTABILITY

- Current accountability system should be adjusted to ensure it accurately reflects the comprehensive performance and progress of students.
- There must be non-STEAR metrics included in elementary and middle school accountability reports, to ensure the holistic educational progress of students is reflected in campus and district scores.
- School districts should not be penalized for students switching career pathways in their CTE courses, especially if it results in a certification leading to a high-demand career.

SCHOOL SAFETY

- The State of Texas should determine the minimum amount of funding necessary to meet required standards of security and school hardening that every school is now expected to create and maintain.
- School districts should receive formula funding to ensure every student has access to essential health and safety services and curriculum. Funding must allow districts to make the best decisions for their communities to meet the comprehensive health needs of students and their families.
- The Texas Workforce Commission (TWC), The Higher Education Coordinating Board (HECB), and The Texas Education Agency (TEA) should prioritize and incentivize increasing available counselors, social workers, and school psychologists to meet the needs of public schools through tuition reimbursement programs, school-based residency partnerships or similar initiatives.

TEACHER RECRUITMENT & RETENTION

- The State of Texas should sustainably incentivize and fund greater growth opportunities for educators across the K-12 pipeline to ensure they are able to stay in the classroom with adequate pay, benefits, and support.
- The State of Texas should continue to fund grant programs that strengthen and grow the teacher pipeline, such as teacher residency programs and grow your own programs.

CONTACT!
DANA MURCIELLO, CHIEF OF STAFF AND COMMUNICATIONS
• DANA.MURCIELLO@EDISD.NET • 210-819-2047



MARTA CASTILLA
BOARD
PRESIDENT



JAMES HERNANDEZ
BOARD
VICE PRESIDENT



JOSEPH GUERRA
BOARD
SECRETARY



RICHARD SANTOYO
BOARD
MEMBER



FRANK ESPINOSA
BOARD
MEMBER



LUIS GOMEZ
BOARD
MEMBER



MICHAEL VALDEZ
BOARD
MEMBER



DR. EDUARDO
HERNANDEZ
SUPERINTENDENT
OF SCHOOLS



Julia Grizzard
Executive Director and
Founder

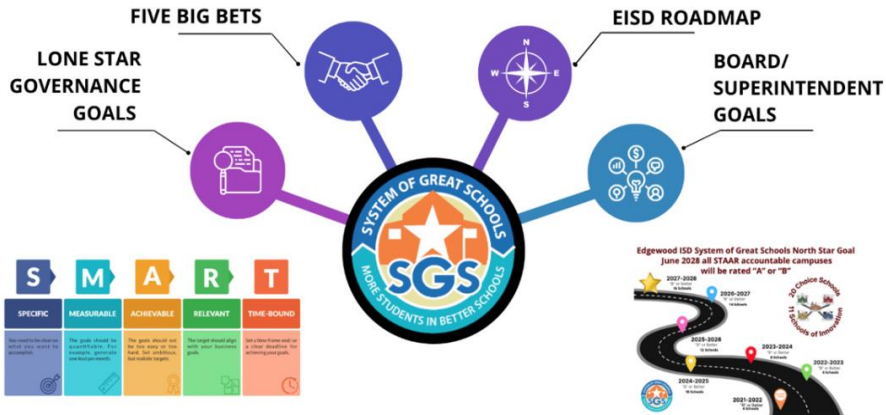


Dan Huberty



Olga Moucoulis
Chief of Staff and
Communications





One Set of System Goals = One Strategic Plan

Outcomes



ECHS
EARLY COLLEGE HIGH SCHOOL



CONGRATULATIONS TO



Alise Valle

DELL SCHOLARS



Rosalisa Perez

ETRUCK
LUMINARY
SCHOLARS

Destiny Orozco

Valedictorian



Mariana Hernandez-Torres

Saluditorian

CONGRATULATIONS TO



Mallory Rojas

DELL SCHOLARS

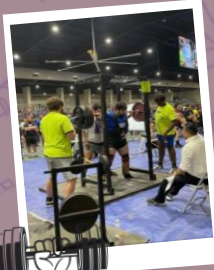


KC Cerda

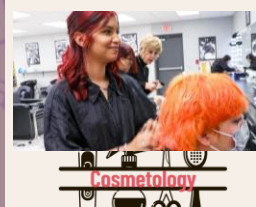
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Outcomes

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POWERLIFTING



Cosmetology



WELDING



PALEBOTOMIST



MEMORIAL
HIGH SCHOOL



JOHN F. KENNEDY
HIGH SCHOOL

E.R.I.C.

Edgewood Robotics Invitational Challenge





- Monitoring Legislative Developments
- Evaluating ALL EISD Programs
- Preparing for the Expected Funding Cliff
- Continuing to Right Size the District

Reminder

MAY

30 - Board Workshop (for June Board Meeting)

JUNE

06 - Board Meeting at DCC
2023-24 Budget
Approval

JULY

17-18 - Administrator's Retreat
11 - Return from Summer Break
25 - Regular Board Meeting at
DCC

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**IT'S TIME FOR DISCUSSION AND SHARING.
AT THIS TIME, PLEASE WRITE DOWN ALL QUESTIONS
OR CONCERNS ON PROVIDED NOTE CARDS.**

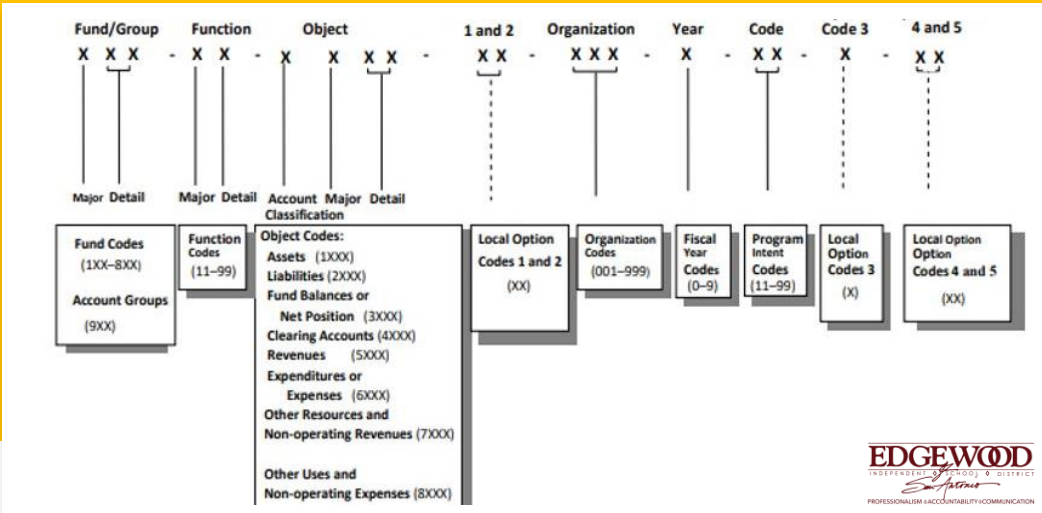
BOARD RESPONSIBILITY

- The state's legal level of control mandates the budgets are prepared and approved at a minimum of the **fund and function** level of detail.
- *TEC § 44.002. PREPARATION OF BUDGET.* (a) On or before a date set by the State Board of Education, the Superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of the district for the following fiscal year.



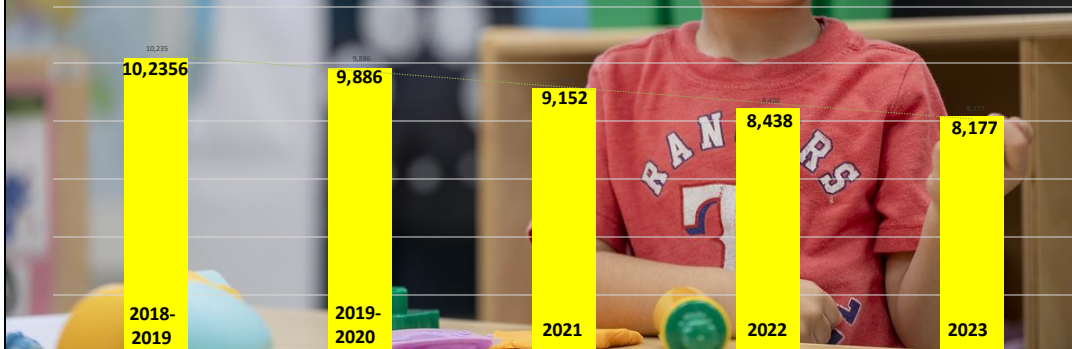
Pamela Bendele
Chief Financial Officer





EISD Historical Enrollment

410 students @ \$6,160 = \$2.5 million



Historical enrollment – 18-19 had 10,235, we are looking at an average decline of 410 students every year at \$6160 (just for the basic allotment without any weights that average to \$10,500) = \$2.5mil that we are losing annually due to declined enrollment without factoring in attendance as well.

Historical ADA

FINANCE

Year	First Six Weeks		Second Six Weeks		Third Six Weeks		Fourth Six Weeks		Fifth Six Weeks		Sixth Six Weeks		Refined Total		Historical Ratio	Covid-19 Adjusted Refined Total
	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA	ADA	PIA		
2023	6,660.188	88.52%	6,530.263	84.92%	6,544.717	85.45%	6,572.154	85.89%	No Data							
2022	6,912.959	89.21%	7,081.409	88.23%	7,136.628	88.79%	6,579.049	82.07%	6,650.095	83.20%	6,573.185	82.90%	6,822.221	85.62%		
2021	8,059.295	94.41%	8,112.963	93.30%	8,110.059	93.00%	8,108.388	93.26%	7,989.964	91.78%	7,847.059	91.17%	8,037.955	92.77%		
2020	8,822.690	94.68%	8,668.931	93.03%	8,520.786	91.83%	8,497.613	91.91%	Covid-19		Covid-19		8,627.505	92.81%	0.991	8,549.857
2019	9,047.362	95.08%	8,971.052	93.63%	8,867.153	92.96%	8,748.044	92.24%	8,686.017	92.16%	8,631.470	92.04%	8,825.183	93.01%		
2018	9,356.828	95.26%	9,242.672	93.79%	9,012.065	91.96%	8,995.617	92.55%	8,941.449	92.49%	8,196.007	91.68%	8,957.440	92.97%		



- ADA = Average Daily Attendance
- PIA = Percent In Attendance



2022-2023 Fund Balance Projection

- Fund Balance @ 6/30/2023
\$63,669,474
- Projected deficit @ 6/30/2024
(\$7,000,000)
- Estimated Fund Balance @
6/30/2024 \$56,669,474

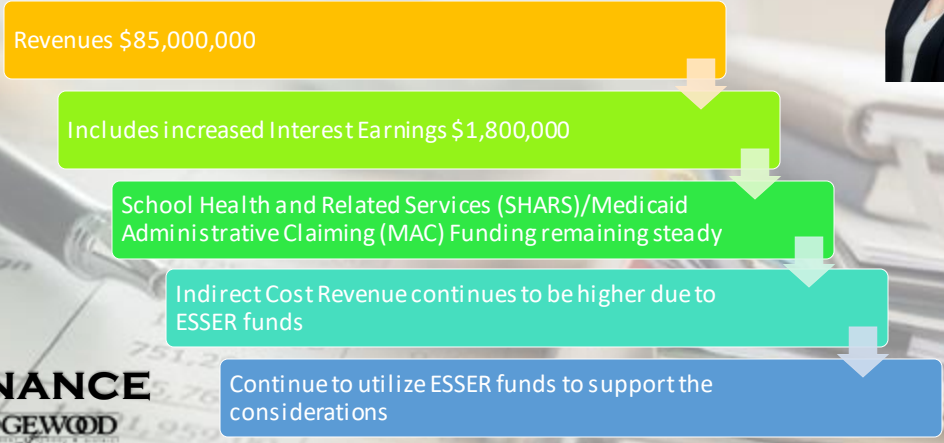
Fund Balance: the total accumulation of operating surpluses and deficits since the beginning of Edgewood I.S.D.'s existence.



What we're required to have – 2.5 months operation expenses.

2023-2024 Revenue Planning Estimate

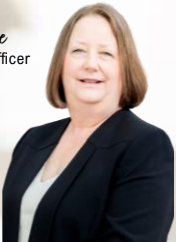
Pamela Bendele
Chief Financial Officer



- The School Health and Related Services (SHARS) program allows Texas local educational agencies (LEAs) and shared service arrangements (SSAs) to request reimbursement for Medicaid health-related services. The admission, review, and dismissal (ARD) committee determines SHARS services. Services must be medically necessary and reasonable to ensure that children with disabilities are able to participate in the educational program.
- Indirect costs are costs of an organization that are not readily assignable to a particular project, but are necessary to the operation of the organization and the performance of the project. Examples of costs usually treated as indirect include those incurred for facility operation and maintenance, and administrative salaries. Districts are allowed to recover costs from a grant for these services at rates determined by the Texas Education Agency.

2023-2024 Salary Considerations

Pamela Bendele
Chief Financial Officer



Raises	
3% Salary Increase	\$3,000,000
General Fund – 45%	\$1,350,000
All Other Funds - 55%	\$1,650,000

One - Time Incentive Options

Attendance	
Longevity	



Fixed Costs/Uncontrollable

- Insurance – property, liability, Health
- Utilities (Electric/Water/Gas/Garbage)
- Telephone (E-rate)
- Maintenance Tax Note - \$960K
- Enterprise Lease - \$500K (Estimated)
- Copier Leases
- Frontline
- Technology & Security Enhancements
- Onboarding Employees
- Recruitment and Retention



EXPENDITURE CONSIDERATIONS

Pamela Bendele
Chief Financial Officer



Mental Health
Student & Staff

Social
Emotional
Learning
Student
Support

Physical
Protective
Equipment and
Safety
Investments

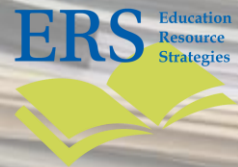
Return on Investment (ROI)

Acceleration
for
Learning Loss

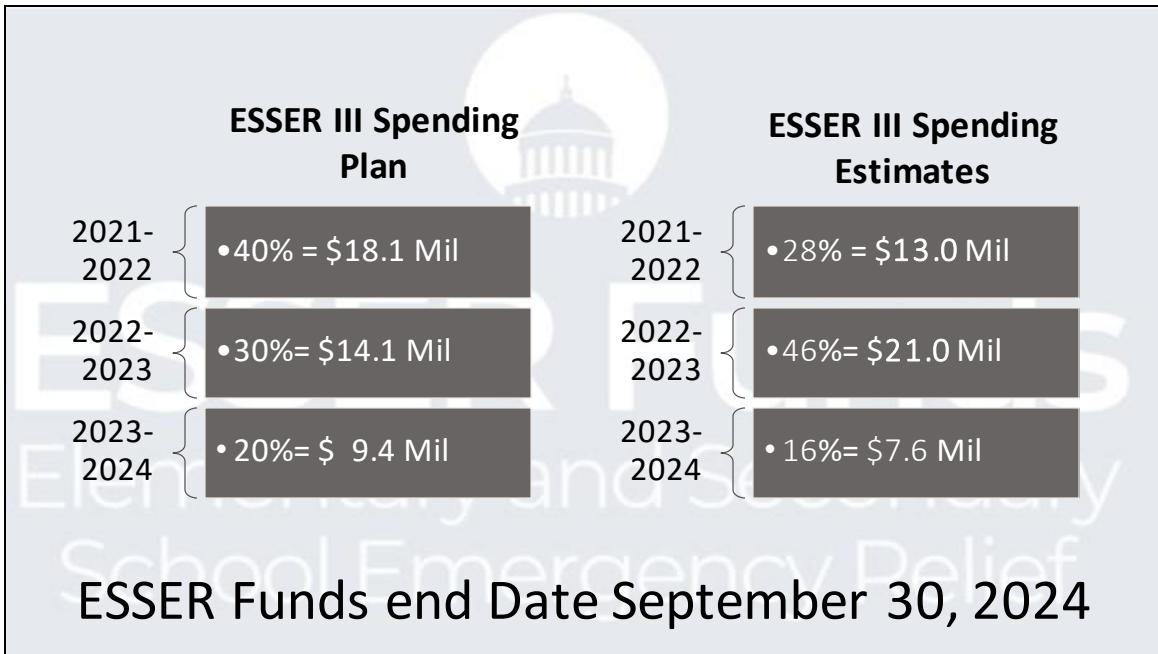
Employee
Compensation
Interession Dates

Fixed Costs –
Building
Renovations
and Technology

FINANCE
EDGEWOOD
Strategies



Return on investment (ROI) is a metric used to understand the benefits of an investment. ROI compares how much you paid for an investment to how much value you get when you evaluate its efficiency.



In response to the COVID outbreak and the challenges that school districts were facing, the Elementary and Secondary School Emergency Relief (ESSER) grant programs were authorized in [Title VIII, Division B, of the Coronavirus Aid, Relief, and Economic Security \(CARES\) Act](#), which was signed into law in March 2020. These funds are temporary and the last grant (ESSER III) is set to expire September 2024

GENERAL FUND

What is it?

General Fund includes Instructional Services, Administration, Transportation, PPS, Technology

Where does it come from?

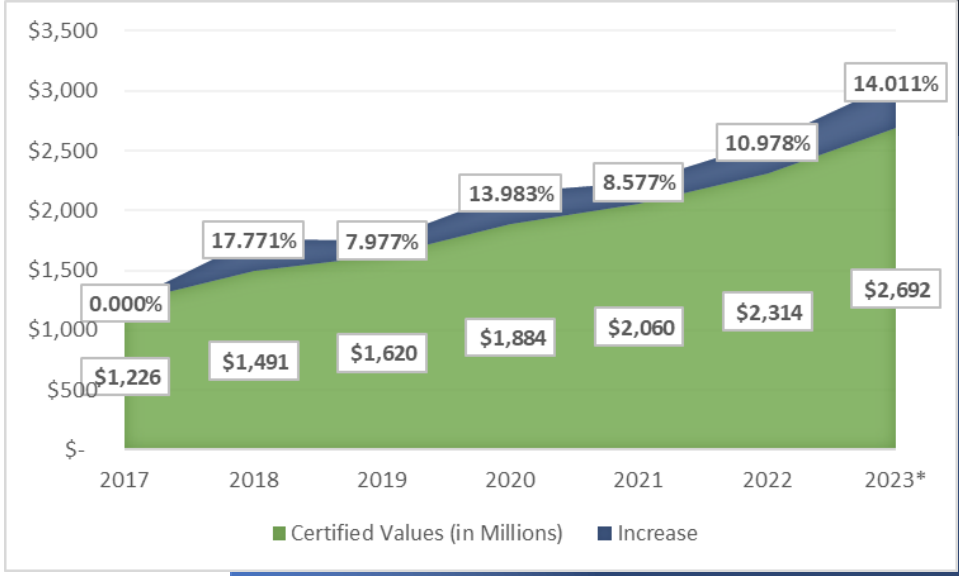
General Fund revenues come from property taxes, state formula, gate receipts, indirect costs etc.



Pamela Bendele
Chief Financial Officer



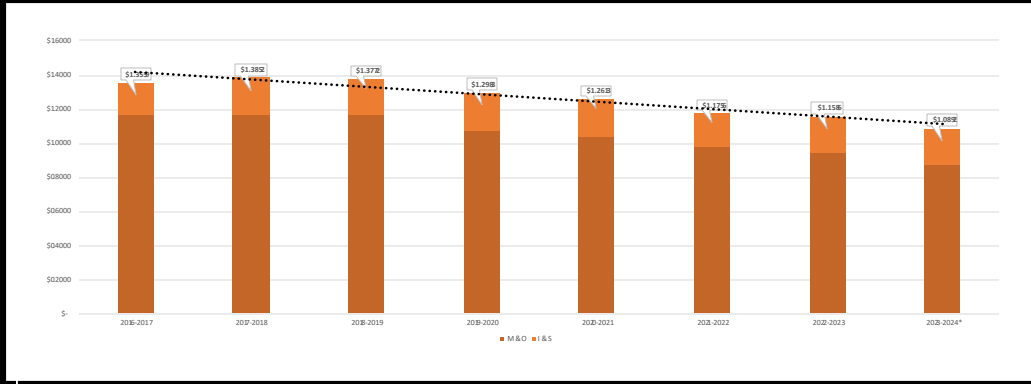
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Property (home) values are affected by local real estate trends, the housing market, the home's condition, age, location and property size. As property values increase, school district's receive more funds from assessments. Conversely, the state's contribution to the District decreases in almost equal amounts based on formula. Increased property values DO NOT generate additional funding for EISD.

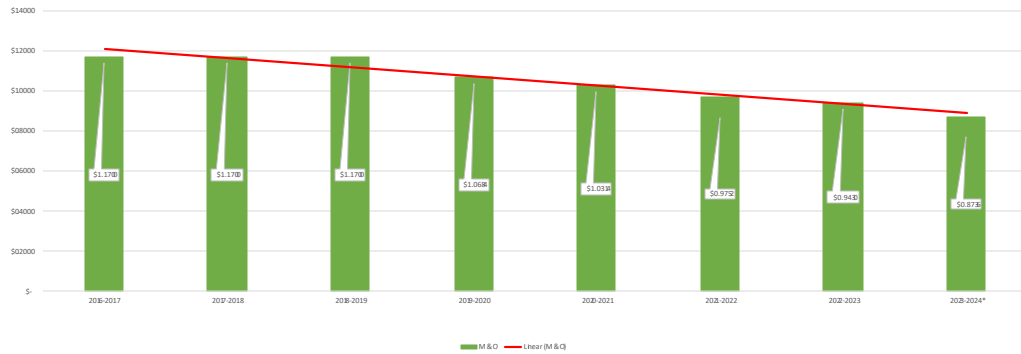


History of Tax Rates



TEA outlines the tax rates and the related state funding implications based on Texas Education Code (TEC) §§48.255, 48.2551, and 48.2552, and 19 Texas Administrative Code (TAC) §61.1000 that requires school districts to reduce their maintenance and operations tax base (tax compression) due to legislative action.

History of M & O Tax Rate



EISD has had a declining tax rate due to state mandates, but because property values increase, tax payers are still paying slightly more in property taxes than in prior years.

Category	2023-2024 Proposed Budget	2022-2023 Amended Budget	Increase (Decrease)
Local Revenue	\$23,637,557	\$19,062,496	\$4,575,061
State Revenue	\$58,372,977	\$61,980,817	\$(3,607,840)
Federal Revenue	<u>\$4,795,000</u>	<u>\$5,020,001</u>	<u>\$(225,001)</u>
Total	\$86,805,534	\$86,063,314	\$742,220
Operating Transfer In	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Total Revenues	\$86,805,534	\$86,063,314	\$742,220

2023-2024 General Fund Revenue Projection

- ADA 6,480
- Current Law



ADA – Average Daily Attendance is the sum of attendance for each day of the minimum number of days of instruction as described under the TEC, §25.081(a), divided by the minimum number of days of instruction.

2023-2024 General Fund Appropriations Projection

Function	Description	2023-2024 Proposed Budget	2022-2023 Amended Budget	Inc (Dec)
11	Instruction	\$34,382,050	\$35,707,307	\$(1,325,257)
12	Instructional Resources and Media Services	\$612,270	\$501,367	\$110,903
13	Curriculum & Personnel Development	\$798,781	\$1,053,011	\$(254,230)
21	Instructional Leadership	\$3,713,416	\$3,453,302	\$260,114
23	School Leadership	\$7,405,024	\$6,492,501	\$912,523
31	Guidance & Counseling Services	\$4,502,252	\$3,967,775	\$534,477
32	Social Work Services	\$1,039,350	\$981,356	\$57,994
33	Health Services	\$1,535,252	\$1,417,442	\$117,810
34	Pupil Transportation	\$1,870,002	\$2,108,726	\$(238,724)
35	Food Services	\$0.00	\$16,619	\$(16,619)
36	Co-Curricular Activities	\$3,103,133	\$3,055,920	\$47,213
41	General Administration	\$6,501,474	\$6,095,514	\$105,960
51	Plant Maintenance & Operations	\$13,882,356	\$12,090,904	\$1,791,452
52	Security & Monitoring System	\$2,309,039	\$2,538,021	\$(228,982)
53	Data Processing Services	\$5,111,660	\$4,639,788	\$471,872
61	Community Services	\$243,423	\$218,483	\$24,940
71	Debt Service	\$1,551,905	\$1,551,905	\$0.00
81	Facilities Acquisition & Construction	\$0.00	\$10,000,000	\$(10,000,000)
95	JJAEP	\$10,000	\$20,000	\$(10,000)
99	Other Intergovernmental	\$155,000	\$153,000	\$2,000
		\$88,426,387	\$96,062,941	\$(7,636,554)

Child Nutrition

What is it?

Food Service includes all costs associated with operating the cafeterias and caterings

Where does it come from?

Food Service funds come from the National School Breakfast/Lunch program (federal funds), a la cart sales, and catering



Revenue	2023-2024 Proposed Budget	2022-2023 Amended Budget
Local	\$214,000	\$213,000
State	\$26,000	\$34,000
Federal	<u>\$7,912,648</u>	<u>\$7,266,300</u>
Total Revenues	\$8,152,648	\$7,513,300

Appropriations	2023-2024 Proposed Budget	2022-2023 Amended Budget
Payroll and Benefits	\$3,126,219	\$3,241,466
Contracted Services	\$199,501	\$234,000
Food, Supplies & Materials	\$4,635,725	\$4,631,915
Other Operating Costs	\$39,202	\$51,615
Capital Outlay	<u>\$152,001</u>	<u>\$554,304</u>
Total Appropriations	\$8,152,648	\$8,713,300

The National School Lunch Program (NSLP) is a federally assisted meal program operating in public and nonprofit private schools and residential child care institutions. It provides nutritionally balanced, low-cost or free lunches to children each school day. The program was established under the National School Lunch Act, signed by President Harry Truman in 1946. The state requires that this fund keep an average of 2.5 months of operating expenses.

DEBT SERVICE

What is it?

Debt Service includes the principal and interest on bonds

Where does it come from?

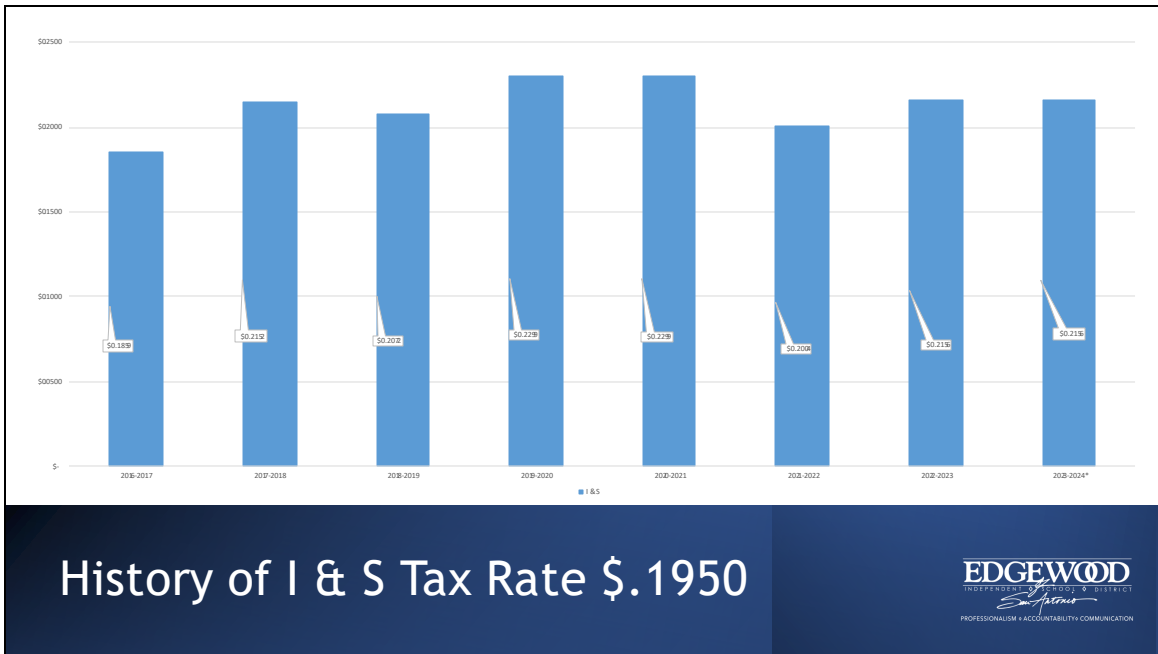
Debt Service funds come from property taxes and from the state.



DEBT SERVICE FUND

Revenue	2023-2024 Proposed Budget	2023-2024 Amended Budget
Current Taxes	\$5,035,246	\$4,861,393
Delinquent Taxes	\$	
Taxes – Penalties and Interest	\$	
Earnings on Investments	\$	
State Revenue	\$0.00	\$862,738
Total Revenue	\$5,035,246	\$5,724,131
Appropriations	2023-2024 Proposed Budget	2023-2024 Amended Budget
Principal	\$3,280,000	\$3,705,000
Interest	\$1,497,282	\$1,670,562
Fees	\$11,430	\$4,000
Total Expenditures	\$4,788,712	\$5,379,562

Debt Service Funds record the accumulation of resources and payment of principal and interest on general long-term obligations and payments on certain lease/purchase or other contractual obligations. Fund balances in this account can only be used to pay for the reduction, refinancing or the defeasance of debt.



This rate is set at a level consistent with being able to generate sufficient funds in order to meet the yearly debt payments for EISD.

FINANCE

Updated Information

- Estimated property values received and used for calculating and updating revenue
\$2,691,512,137

Pending Information

- Legislative Session – maybe a special session

EDGEWOOD



Pending information – estimated property values should be received April 30th. Legislative session – maybe a special session so we are watching to see what happens. We may have to come back to you in August to bring back budget numbers based on funded and unfunded mandates that come from this latest legislative session.

Dr. Hernandez – legislative – One thing that seems to be getting traction is safety and security update (panic buttons) but it will be unfunded. Fortunately, we have been proactive and already have those in place, but that is just one example.



**IT'S TIME FOR DISCUSSION AND SHARING.
AT THIS TIME, PLEASE WRITE DOWN ALL QUESTIONS
OR CONCERNS ON PROVIDED NOTE CARDS.**

Board Performance Planning Meeting



Rethink, Redesign, Recommit

Evaluation of:

- Processes & Procedures
- Instructional Materials
- Staffing
- Recommendations



Academic Services

Instructional Materials & Resources

2023-2024



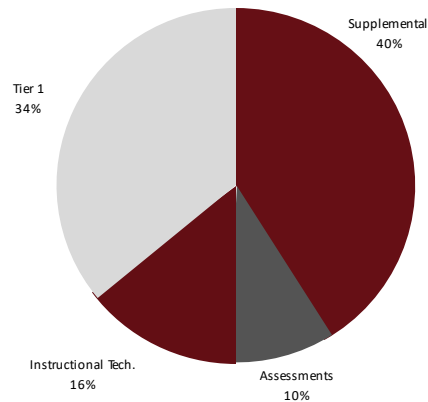
Roberto Basurto, Ed.D.
Assistant Superintendent
of Academic Services



The majority of expenditures for instructional materials and resources can be summarized into four categories:

- Tier 1 Resources
- Supplemental Resources
- Instructional Technology
- Assessments

Total: 1,182,349.11



- Tier 1 **includes high quality classroom-wide instruction and support for all students.**
- Supplemental resources are an added benefit for students to enhance their motivation about a given topic.
- Instructional technology is the theory and practice of using technology for education. Encompassing the design, development, use, management, and evaluation of technology in education, instructional technology can take many forms.
- Assessments are **designed to measure the extent to which a student has learned and is able** to apply the knowledge and skills at each tested.

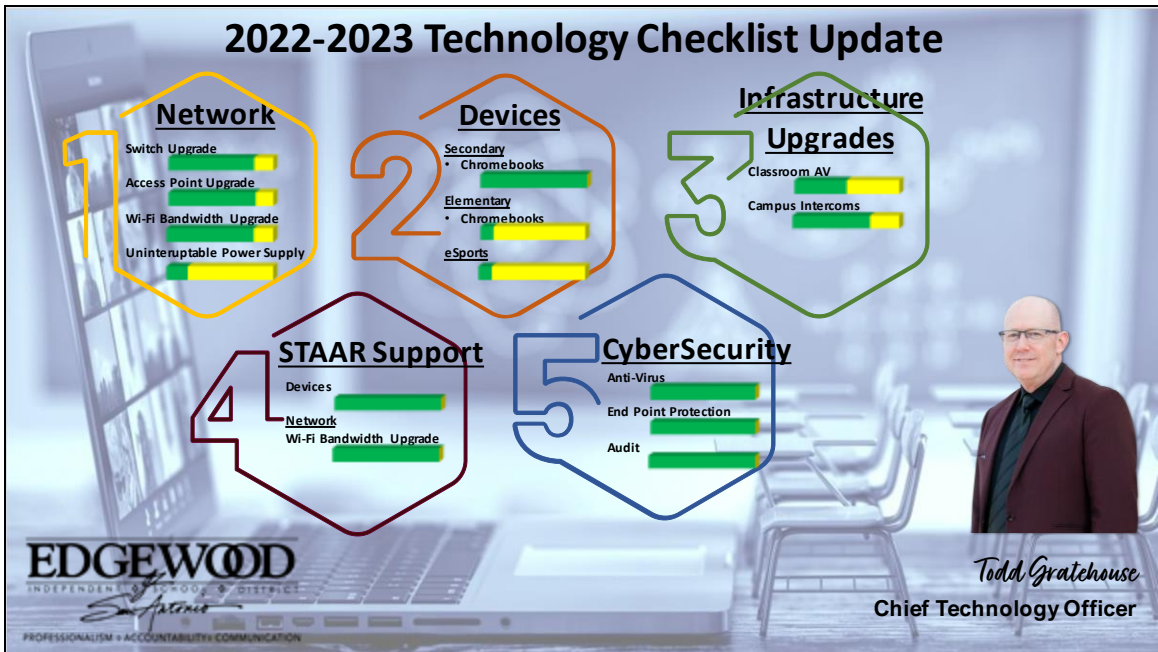
Supplemental Resources

\$476,731.30 (40%)

Resource	Description	Investment	Return on Investment
Imagine Learning	Formerly Edgenuity robust course delivers a wide range of solutions for original credit, credit recovery and dual credit for High School students.	\$123,955.00	1,255 Credits Recovered
Istation	Istation's Reading provides digital lessons and face-to-face teaching strategies for Reading, Math & Spanish for grades K-5. Online curriculum & flexible teacher tools support diverse instructional approaches.	\$187,182.20	97% of students log in 1 hour per week
Achieve 3000 – McGraw Hill	Achieve 3000 is a curriculum platform that is designed to drive learning, engagement, and equity with interactive, standards-aligned assignments in English Language Learning, Spanish Literacy, Social Studies, and Science for grades 6 th – 10 th .	\$165,594.10	5,996 Total Launches 687 Hours Spent



**IT'S TIME FOR DISCUSSION AND SHARING.
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- Network Any number of computers (e.g., PCs and servers) and devices (e.g., printers and modems) joined together by a physical communications link.
- Infrastructure refers to the composite hardware, software, network resources and services required for the existence, operation and management of an enterprise IT environment.
- Cyber security refers to every aspect of protecting an organization and its employees and assets against cyber threats. As cyberattacks become more common and sophisticated and corporate networks grow more complex, a variety of cyber security solutions are required to mitigate corporate cyber risk.

Project Updates



Elvis Williams
Assistant Superintendent of Operations



PPS Parking Lot
ETC July 2023



Warehouse

Certificate of Occupancy application submitted
Architects developing Building Assessment
Proposal
Follow up meeting May 12, to finalize scope of
work.

MHS Coolers & Freezers Replacement
In Progress ETC 45 days

KHS Cafeteria Redesign Project
Estimated to begin in Summer 2023

HR Bldg. Flood Damage Repair
Complete

**Note: Preventative Maintenance and Work
Orders are addressed daily*



OPERATIONS

District Chiller Replacements

EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM ◊ ACCOUNTABILITY ◊ COMMUNICATION

Elvis Williams
Assistant Superintendent of Operations

- Emma Frey
- Coronado/Escobar/
Girl Scouts Facility

OPERATIONS

Chillers generate chilled water which is used to provide air conditioning in buildings.

OPERATIONS



Elvis Williams
Assistant Superintendent of Operations



The Process



CATEGORY	ESTIMATED COST
Parking Lot/Pavement	\$ 1,240,000
Windows	\$ 360,000
Elevators/Electrical	\$ 230,000
Fencing	\$ 210,000
Doors/Hardware	\$ 545,000
Roofs	\$ 3,525,000
Floors	\$ 2,115,000
HVAC	\$ 13,965,000
Plumbing	\$ 184,500
Painting	\$ 395,000
R/R Floors/Partitions	\$ 1,595,000
Other	\$ 175,000
	\$ 24,539,500

*2022-23 Maintenance Needs by
Category
District Wide Projects*

OPERATIONS



Elvis Williams

Assistant Superintendent of Operations



**IT'S TIME FOR DISCUSSION AND SHARING.
AT THIS TIME, PLEASE WRITE DOWN ALL QUESTIONS
OR CONCERNS ON PROVIDED NOTE CARDS.**

Human Resources



Cynthia Trevino
Chief of Human Resources &
Student Services



Staffing



Stipends



Vacancies



Substitutes

2023 STAFFING COST ANALYSIS

Fund	Program	Salaries	Benefits	Stipends	Current Staff w/Benefits & Stipends	Vacancies
101	Child Nutrition	\$ 2,791,016	\$ 558,203		\$ 3,349,219	\$ 336,486
199	Local	\$ 35,663,374	\$ 7,132,675	\$ 1,789,600	\$ 44,585,649	\$ 7,478,679
274	GEAR UP	\$ 217,170	\$ 43,434		\$ 260,604	
279	TCLAS	\$ 666,341	\$ 133,268	\$ 115,000	\$ 914,609	
281	ESSER II	\$ 744,307	\$ 148,861	\$ 412,750	\$ 1,305,918	\$ 79,125
282	ESSER III	\$ 24,199,259	\$ 4,839,852	\$ 250	\$ 29,039,361	\$ 386,380
	TOTALS	\$64,281,467	\$12,856,293	\$2,317,600	\$ 79,455,360	\$ 8,280,670

GEAR UP – ends September 1, 2023
 ESSER II – ends September 30, 2023
 TLCAS – ends August 30, 2024
 ESSER III – ends September 30, 2024



2023 STAFFING COST ANALYSIS-LOCAL FUNDS

STAFFING COST ANALYSIS - LOCAL FUNDS				
Account	Program	Salaries	Benefits	Total
101-xxx	Child Nutrition	\$2,791,016.01	\$558,203.20	\$3,349,219.21
199-xxx	General Fund	\$35,636,094.09	\$7,127,218.82	\$42,763,312.91
		\$38,427,110.10	\$7,685,422.02	\$46,112,532.12



2023 STAFFING COST ANALYSIS- FEDERAL FUNDS



STAFFING COST ANALYSIS - FEDERAL FUNDS				
Account	Program	Salaries	Benefits	Total
205-xxx	Head Start	\$4,652,677.87	\$930,536.57	\$5,583,214.44
211-xxx	Title I	\$2,626,769.02	\$525,353.80	\$3,152,122.82
224-xxx	Special Ed	\$1,287,456.25	\$257,491.25	\$1,544,947.50
255-xxx	Title II	\$670,583.00	\$134,116.60	\$804,699.60
263-xxx	Title III	\$82,567.00	\$16,513.40	\$99,080.40
274-xxx	Gear Up	\$217,170.00	\$43,434.00	\$260,604.00
278-xxx	Homeless Grant	\$35,568.00	\$7,113.69	\$42,681.69
279-xxx	TCLAS	\$666,340.70	\$113,268.14	\$779,608.84
281-xxx	ESSER II	\$744,307.00	\$148,861.40	\$893,168.40
282-xxx	ESSER III	\$24,199,259.19	\$4,839,851.84	\$29,039,111.03
289-xxx	Title VI – SSAEP	\$159,618.00	\$31,923.60	\$191,541.60
Total		\$35,342,316.03	\$7,048,464.29	\$42,390,780.32

2023 STAFFING COST ANALYSIS- STIPENDS

STIPENDS - LOCAL FUNDING		
Account	Program	Stipends
101-xxx	Child Nutrition	-
199-xxx	General Fund	\$1,789,599.66
Total		\$1,789,599.66

STIPENDS - FEDERAL FUNDING		
Account	Program	Stipends
205-xxx	Head Start	\$11,230.00
211-xxx	Title I	\$132,120.00
224-xxx	Special Ed	-
255-xxx	Title II	\$9,750.00
263-xxx	Title III	-
274-xxx	Gear Up	-
278-xxx	Homeless Grant	-
279-xxx	TCLAS	\$115,000.00
281-xxx	ESSER II	\$412,750.00
282-xxx	ESSER III	\$250.00
289-xxx	Title VI – SSAEP	\$236,000.00
Total		\$917,100.00



2023 STAFFING COST ANALYSIS- VACANCIES

VACANCIES - LOCAL FUNDING			
Account	Program	Total Vacancies	Total Vacancies w/ Benefits
101-xxx	Child Nutrition	12	\$336,486.00
199-xxx	General Fund	166	\$7,478,679.00
Total		178	\$7,815,165.00

VACANCIES - FEDERAL FUNDING			
Account	Program	Total Vacancies	Total Vacancies w/ Benefits
205-xxx	Head Start	24	\$723,575.92
211-xxx	Title I	1	\$75,750.00
224-xxx	Special Ed	1	\$65,000.00
255-xxx	Title II	2	\$116,328.00
263-xxx	Title III	1	-
274-xxx	Gear Up	-	-
278-xxx	Homeless Grant	-	-
279-xxx	TCLAS	-	-
281-xxx	ESSER II	1	\$79,125.00
282-xxx	ESSER III	10	\$386,380.00
289-xxx	Title VI – SSAEP	-	-
Total		40	\$1,446,158.92



Substitute Cost 2022-2023

SUBSTITUTE COST		
Account	Professional	Paraprofessional
199-xxx	\$1,194,003.18	\$591,222.76
205-xxx	\$35,140.00	\$300,917.50
211-xxx	\$33,412.50	\$3,300.00
224-xxx	\$36,420.00	\$155.00
225-xxx	-	\$18,295.00
281-xxx	\$3,550.00	-
282-xxx	\$458,616.06	\$114,165.00
Total	\$1,761,141.74	\$1,028,055.36





Substitute Rates Comparison

Substitute Categories	Edgewood ISD Sub Rate	Northside ISD Sub Rate	San Antonio ISD Sub Rate	South San ISD Sub Rate	Harlandale ISD Sub Rate	Southwest ISD Sub Rate
High School & Non-Degreed	\$120/\$135	\$90	\$95/\$105	\$100	\$100	\$115
Associates Degree	\$135/\$150	\$110	\$110/\$130	\$100	\$100	\$115
Degreed (Bachelor/Masters)	\$150/\$165	\$120	\$120/\$140	\$110	\$120	\$125
Degreed (Valid Texas Certificates)	\$165/\$180	\$130	\$130/\$150	\$110	\$150	\$150

Paraprofessional	Edgewood ISD Sub Rate	Northside ISD Sub Rate	San Antonio ISD Sub Rate	South San ISD Sub Rate	Harlandale ISD Sub Rate	Southwest ISD Sub Rate
Instructional Assistant	\$120/135	\$90	\$95	\$65	\$11.25 HR	\$95
Office and Administrative Support	\$120/135	\$90	\$95	\$65	\$10 HR	\$95

EISD STRONG



**Clinical Teachers
(29)**



TEXAS A&M UNIVERSITY
SAN ANTONIO



ASPIRE (6)





**IT'S TIME FOR DISCUSSION AND SHARING.
AT THIS TIME, PLEASE WRITE DOWN ALL QUESTIONS
OR CONCERNS ON PROVIDED NOTE CARDS.**

Board Performance Planning Meeting



NEXT STEPS

**MOVE TOWARDS ORGANIZATIONAL
& OPERATIONAL EXCELLENCE**



**ORGANIZATIONAL & OPERATIONAL
EXCELLENCE**

The District Strategic Plan



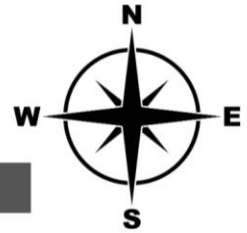


Edgewood ISD System of Great Schools North Star Goal
June 2028 all STAAR accountable campuses
will be rated "A" or "B"

Year	Rating Goal	Number of Schools
2027-2028	"A" or Better	16 Schools
2026-2027	"B" or Better	14 Schools
2025-2026	"B" or Better	12 Schools
2024-2025	"B" or Better	10 Schools
2023-2024	"B" or Better	8 Schools
2022-2023	"B" or Better	6 Schools
2021-2022	"B" or Better	-

20 Choice Schools
 11 Schools of Innovation

District Strategic Plan



Accountability

Focus on Students
Drives Performance
Evidence Based



Strategy

Research Based
High Leverage Actions
Impact & Execution



Transparency

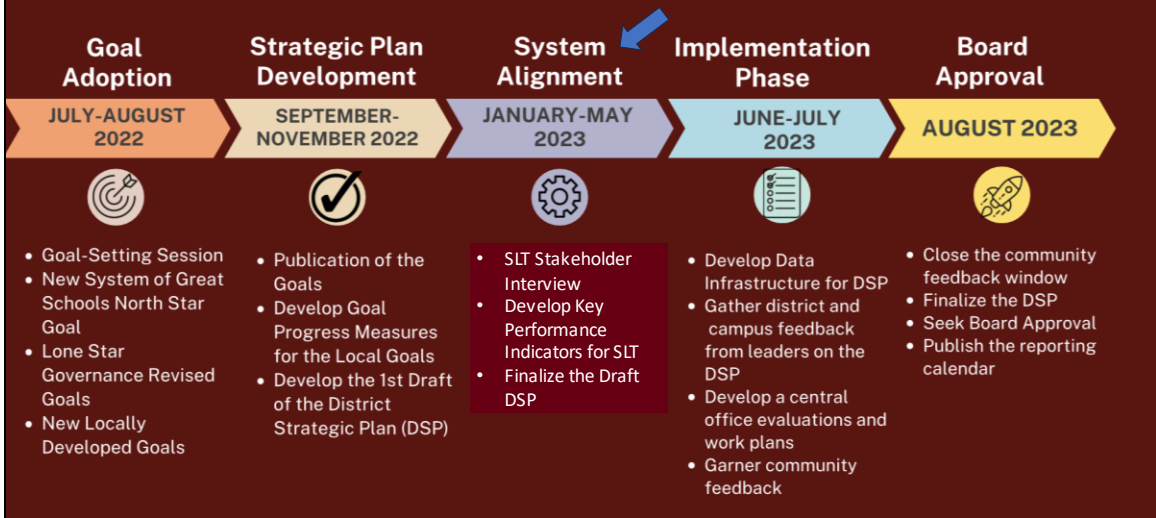
Codifies the Work
Internal and External Facing
Reporting Dates



Alignment

SGS North Star Goal
District Priorities
Board Superintendent Goals

THE DISTRICT STRATEGIC PLAN 2022-2023 Timeline



Strategic planning is **the process of setting goals and creating a blueprint for an organization's future.**

Local Goal 3: Organizational Effectiveness Goal



INCLUDES OPERATIONAL
EXCELLENCE, EMPLOYEE AND
ORGANIZATIONAL
IMPROVEMENT AND FINANCIAL
STEWARDSHIP FULL
ALIGNMENT TO OUR FIVE
DISTRICT PRIORITIES



ALIGNS WITH THE
SUPERINTENDENT'S
EVALUATION



DIRECT
ACCOUNTABILITY FOR
CENTRAL OFFICE
ADMINISTRATORS



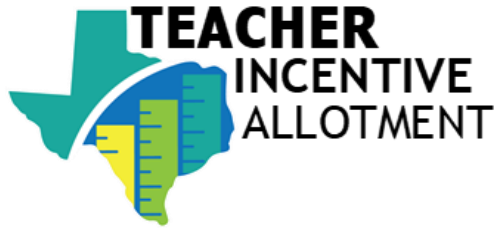
EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM ◊ ACCOUNTABILITY ◊ COMMUNICATION



**Teacher Incentive Allotment
District Leadership Team Meeting**

May 18, 2023

4:30- 5:30 p.m.

Phil

INTENDED LEARNING OUTCOMES

- Board/Superintendent Strategic Goals & Priorities
- Why TIA?
- T-TESS Observation Minimums
- Student Growth Minimums
- 2022-23 TIA Submission
- 2023-24 TIA Application
- 2023-24 TIA Field Guide Questions
- TIA FAQ



Chavez

The intended Learning Outcomes for the today's Teacher Incentive Allotment presentation are:



VISION 2028

Mission

Edgewood ISD provides an exceptional learning experience that engages, empowers, and prepares students to complete and reach their highest potential in an ever-changing world.

For every child, success in life. Edgewood Proud! **Vision**

Outcome

Graduate ALL scholars College, Career, or Military ready per their expected date of graduation!

- P = Professionalism
- A = Accountability
- C = Communication

Core Values

Board/Superintendent Priorities

- Priority 1: Focus on Student Success
- Priority 2: Focus on Student, Families, and Community
- Priority 3: Focus on Operational Excellence
- Priority 4: Focus on Employee and Organizational Improvement
- Priority 5: Focus on Financial Stewardship

5 Board/Superintendent Priorities

\$96,063,315
2022-2023
BUDGET

EDGEWOOD
PROFESSIONALISM ACCOUNTABILITY COMMUNICATION

Priority 1: Focus On Student Success \$68,126,385
Priority 2: Focus on Students, Families and Community \$5,573,230
Priority 3: Focus on Operational Excellence \$19,876,886
Priority 4: Focus on Employee & Organizational Improvement \$1,352,016
Priority 5: Focus on Financial Stewardship \$1,134,798

#EdgewoodProud

2022-24 TIA Task Force | Teacher Incentive

Campus Representatives

- Dr Timothy Vaughn, Principal FAA HS*
- Sandra Cantu, Principal Wrenn MS*
- Sara Stewart, Vice Principal, Memorial HS*
- Claudia Barrios, Principal, Park Elementary
- Sharnia Priestley, Principal, Elementary *
- Martha Esquivel, Assistant Principal, Elementary
- Laura Stevenson, English Teacher, FAA HS*
- Emily Marquise, Math Teacher, BSSOI MS*
- Jessica Kane, ELAR Teacher, LBJ Elementary *
- Mark Molina, ELAR Teacher, Perales Elementary

Other Representatives

- Susan Salinas, Texas State Teacher Association *
- Demetrio Garcia, ESC-20 *
- Garrett Landry, Steady State Impact *

*Denotes Steering Committee Member



District Representatives

- Dr. Eduardo Hernandez, Superintendent
- Phillip Chavez, Deputy Superintendent *
- Myma G. Martinez, Assistant Superintendent of Business Operations *
- Kimberly Madkins, Assistant Superintendent of School Leadership *
- Roberto Basurto, Assistant Superintendent of Academics *
- Pamela Bendele, Chief Financial Officer *
- Cynthia Trevino, Chief of Human Resources *
- Jose Keubke, Director of Finance *
- Ernest Ruiz, Director of Research and Evaluation*
- Samantha Grubbs, Marketing Coordinator
- David Abundis, Senior Director of Federal & State Programs
- Marissa Perez, ELA Coordinator
- Mathematics Coordinator –Rosa de Leon
- Science Coordinator –Sandra Hernandez

Chavez

We want to thank the members of the Task Force who spent time analyzing and determining the future of TIA for EISD. Without their commitment, we wouldn't be on a trajectory to improving teaching and learning at scale for staff and students across the district.

The Goal | Teacher Incentive Allotment (TIA)

RETENTION

To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



Phil

Based on this information, the State developed the Teacher Incentive Allotment to increase the prestige of the profession and the compensation that went along with it. At the same time, two goals were prioritized:

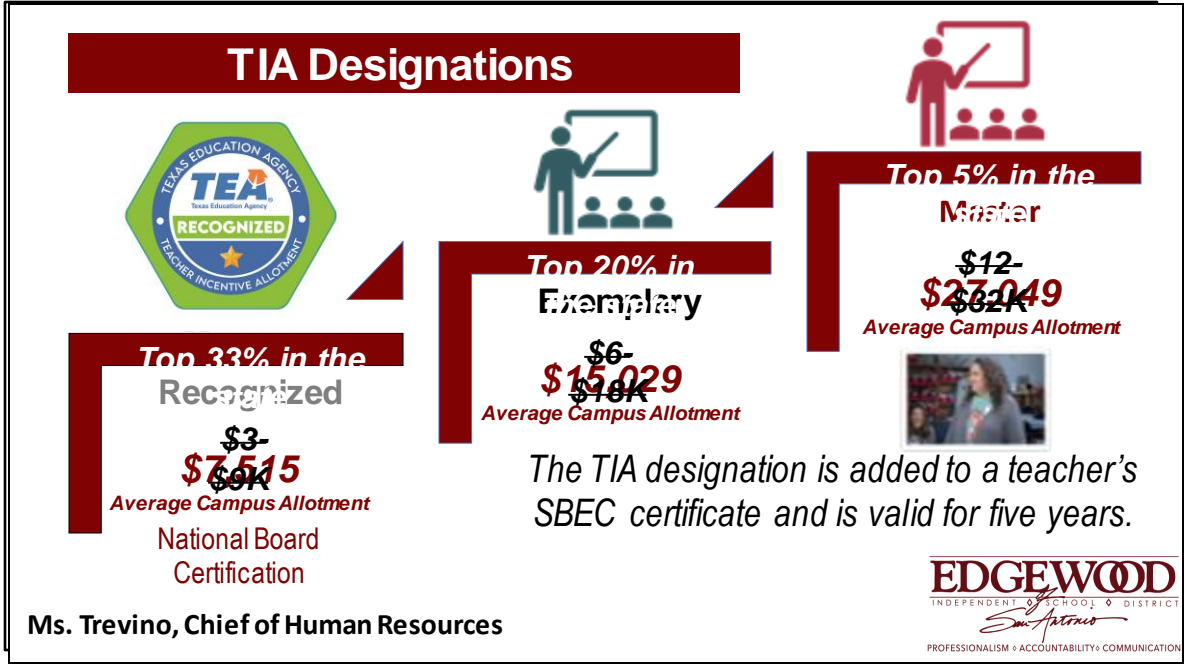
[Click Slide](#)

The first was to retain staff and ensure that classroom teachers have a realistic path to earning a \$100,000 yearly salary.

[Click Slide](#)

The second goal was to make teaching more appealing in general and to attract and keep effective educators in classrooms. This includes a plan to reward teachers for their effectiveness and for working in schools with the most challenged populations.

Based on these goals, they have given districts the option to develop a system that meets their requirements in order to receive additional state funding.



Trevino

What is the Teacher Incentive Allotment? This diagram shows that teachers, based on data that we will determine together, will be able to earn levels of distinction.

The first designation level is the Recognized teacher. While there are no strict numbers at the campus or district level, this designation will be achieved by approximately 33% of teachers across the state. Teachers obtaining National Board Certification will automatically enter the TIA designation system at the Recognized designation level. More information on National Board Certification will be presented at a future date.

The second designation level is Exemplary teacher. This designation will be achieved by approximately 20% of teachers across the state.

The top designation level is Master teacher. Approximately 5% of the teaching staff state-wide will achieve this designation.

These designations, once determined, will be added to a teacher’s certificate and will be honored in any district across the state for five years at the level designated for that

campus.

The state will award campuses between \$3-\$6K per year for meeting the district developed qualifications for a Recognized teacher designation.

The state will award campuses between \$6-\$18K per year for meeting the district developed qualifications for a Exemplary teacher designation.

The state will award campuses between \$12-\$32K per year for meeting the district developed qualifications for a Master teacher designation.

The state will award Edgewood ISD campuses between \$7,300-\$8,470 per year for meeting the district developed qualifications for a Recognized teacher designation.

The state will award Edgewood ISD campuses between \$14,700-\$17,000 per year for meeting the district developed qualifications for a Exemplary teacher designation.

The state will award Edgewood ISD campuses between \$26,500-\$30,200 per year for meeting the district developed qualifications for a Master teacher designation.

Exact amounts are based on a state formula for each campus in the state. You can find out more about the formula and funding levels for your campus at the TEA website or at www.TIATexas.org.

T-TESS Teacher Observation Minimums

TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. To be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3. If a teacher scores lower than a 3.0 in any dimension, they cannot receive a score for that Domain; therefore, do not qualify for the Teacher Incentive Allotment. In addition, based on an analysis of statewide T-TESS observation data, TEA has identified minimum score averages across Domains 2 and 3 of T-TESS:

- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5



More information can be found in Texas Education Agency's (TEA) TIA [Teacher Observation Performance Standards](#) document.



Student Growth Minimums

To be eligible for a TIA-designation, teachers must earn a minimum student growth outcome. TEA established minimum expectations based on statewide performance expectations.

- Recognized designation $> 55\%$
- Exemplary designation $\geq 60\%$
- Master designation $\geq 70\%$

More information can be found in TEA's [TIA Student Growth Performance Standards](#) document.

2022-2023



50%

DOMAIN 2

Dimension 2.1 - Achieving Expectations

Dimension 2.2 - Content Knowledge & Expertise

Dimension 2.3 - Communication

Dimension 2.4 - Differentiation

Dimension 2.5 - Monitor & Adjust

DOMAIN 3

Dimension 3.1 - Classroom, Routines, and Procedures

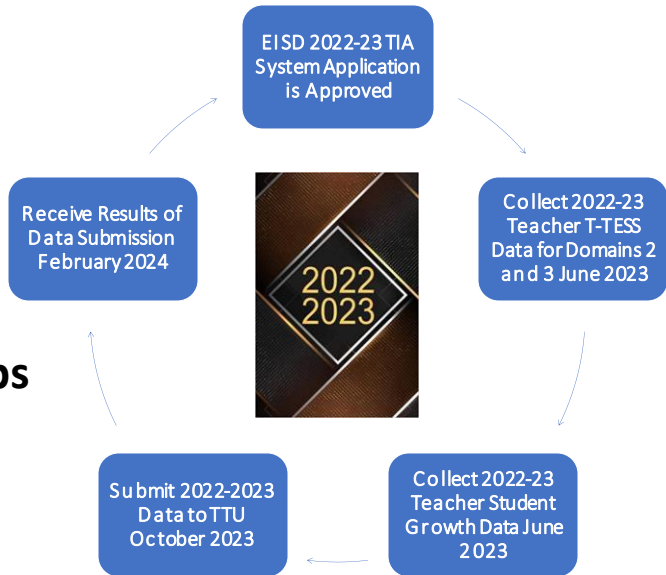
Dimension 3.2 - Managing Student Behavior

Dimension 3.3 - Classroom Culture

WHAT'S
NEXT?



What Are Next Steps for 2022-2023?





May 17, 2023

- Eduphoria! Strive - TIA Export
- 165 ELAR and Math Teachers
- 2021-2022 – 232 Teachers
- Master - 3 Teachers - 2%
- Exemplary - 13 Teachers - 8%
- Recognized - 17 Teachers - 10%

EDGEWOOD
EDUCATION CENTER
SCHOOLS OF INNOVATION
ENGAGE • TRANSFORM • INSPIRE

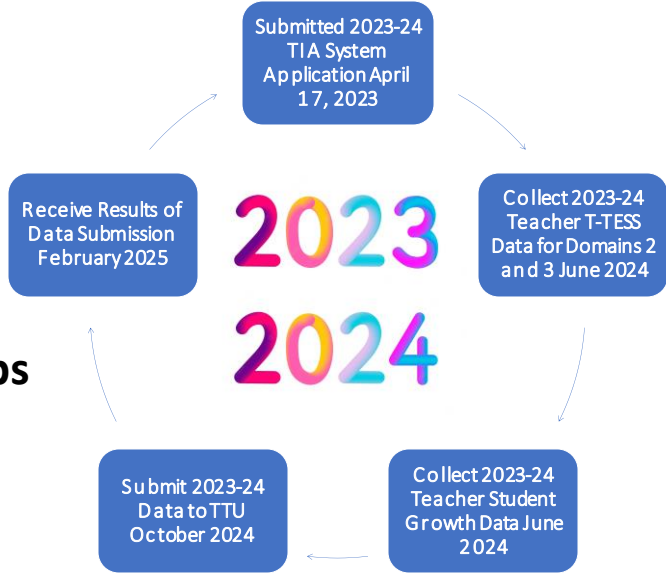
Average Observation Score	Potential Designation	%
4.5	Master ≥4.5	2%
4.5		
4.5		
4.3	Exemplary ≥3.9	8%
4.3		
4.3		
4.3		
4.1		
4.1		
4.1		
4.0		
4.0		
4.0		
4.0		
4.0		
4.0		
3.9	Recognized ≥ 3.7	10%
3.9		
3.9		
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WHAT'S
NEXT?



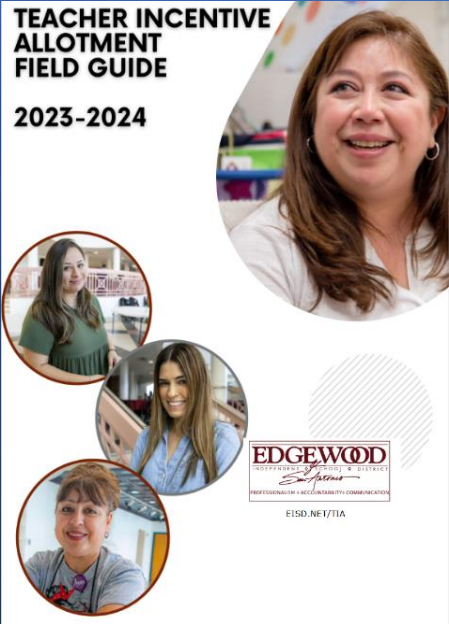
What Are Next Steps for 2023-2024?



**Teacher Incentive
Allotment
Field Guide**
2023-2024

www.EISD.NET/TIA

**TEACHER INCENTIVE
ALLOTMENT
FIELD GUIDE**
2023-2024



EDGEWOOD
DISTRICT
Spokane
PROFESSIONALS IN A COMMUNITY OF LEADERSHIP
EISD.NET/TIA

Teacher Incentive Allotment 2023-2024 FAQs

www.EISD.NET/TIA

Designation System FAQs

The Three Districts (EISD, ESD and TSD) have recently approved the following designations and related Teacher Incentive Allotment questions.

Local Teacher Designation System Overview

- Q: Do all districts have an active or pending designation system?**
 - A: Yes, EISD has an active designation system, ESD has a pending designation system, and TSD has a pending designation system.
- Q: Do all districts have an active or pending designation system?**
 - A: Yes, EISD has an active designation system, ESD has a pending designation system, and TSD has a pending designation system.
- Q: Do all districts have an active or pending designation system?**
 - A: Yes, EISD has an active designation system, ESD has a pending designation system, and TSD has a pending designation system.

Eligibility Requirements

- Q: Who should districts have conversations with teachers about their local allotment?**
 - A: Districts should have conversations with teachers about their local allotment and how it will be implemented. This includes conversations with teachers about their local allotment and how it will be implemented.
- Q: What is the timeline for the local allotment?**
 - A: The timeline for the local allotment is as follows: EISD will have a local allotment in place by August 2023, ESD will have a local allotment in place by August 2024, and TSD will have a local allotment in place by August 2025.

Allocation & Spending Overview

- Q: How is the allotment for the teacher on the allotment?**
 - A: The allotment for the teacher on the allotment is based on the teacher's salary and the district's local allotment.
- Q: How is the allotment for the teacher on the allotment?**
 - A: The allotment for the teacher on the allotment is based on the teacher's salary and the district's local allotment.

What is the timeline for the local allotment?

- Q: How is the allotment for the teacher on the allotment?**
 - A: The allotment for the teacher on the allotment is based on the teacher's salary and the district's local allotment.
- Q: How is the allotment for the teacher on the allotment?**
 - A: The allotment for the teacher on the allotment is based on the teacher's salary and the district's local allotment.

FAQs & Reimbursements

- Q: Will districts need to adjust their local allotment?**
 - A: Yes, districts will need to adjust their local allotment to reflect the changes in the Teacher Incentive Allotment.
- Q: How will districts be reimbursed for the local allotment?**
 - A: Districts will be reimbursed for the local allotment through the State Education Department (SED).
- Q: How will districts be reimbursed for the local allotment?**
 - A: Districts will be reimbursed for the local allotment through the State Education Department (SED).

Systems & Data Submission Review

The following information is provided to assist districts in reviewing their data submission systems and processes.

- Q: How do I submit data to the system?**
 - A: Data should be submitted to the system by the deadline specified in the instructions.
- Q: How do I submit data to the system?**
 - A: Data should be submitted to the system by the deadline specified in the instructions.
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 - A: Data should be submitted to the system by the deadline specified in the instructions.

Teacher Designations and Eligibility

The following information is provided to assist districts in reviewing their teacher designation systems and processes.

- Q: How do I submit data to the system?**
 - A: Data should be submitted to the system by the deadline specified in the instructions.
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 - A: Data should be submitted to the system by the deadline specified in the instructions.
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 - A: Data should be submitted to the system by the deadline specified in the instructions.

Teacher Incentive Allotment (TIA)



Chavez

As you heard throughout the presentation, EISD is committed to building the TIA system TOGETHER! In that vein, we have developed an initial survey to get your feedback. We hope that you'll take the time to give your input on several very important concepts as we begin the work.

For every child, success in life. Edgewood Proud!

Technology

- STAAR Review of Technology
- End of Year Procedures
- Summer Device Distribution



Todd Gratchouse
Chief of Technology



Spring Engagement Survey



- **For every child, success in life. Edgewood Proud!**

Chavez

As you heard throughout the presentation, EISD is committed to building the TIA system TOGETHER! In that vein, we have developed an initial survey to get your feedback. We hope that you'll take the time to give your input on several very important concepts as we begin the work.

For every child, success in life. Edgewood Proud!

End of Year Process Map with Dates

Survey Launch Prep -2 wks	Survey Launch -1 wk	Survey Administration	Review/ Reflect/ Plan +1 wk	Review/ Reflect/ Plan +2 wks	Communication +3-5 wks
<p>Owner + All Leaders Week of May 1 Participate in 30-minute preview of upcoming survey window, expectations, and a brief dashboard tutorial</p> <p>HR Department Week of May 1 Provides TNTP with updated roster reflecting staff new to the district since last survey window</p> <p>TNTP May 5 During beginning and middle of the year administrations, prepare language for email communication for Deputy Superintendent and propose draft language for SLT</p>	<p>Deputy Superintendent May 8 Emails all district employees previewing upcoming survey</p> <p>School and Department Leaders May 8-12 Preview the upcoming survey during staff/ department meetings and request responses</p> <p>TNTP/ Shapiro May 12 Update survey roster and QC mail merge QC dashboards</p>	<p>TNTP/ Shapiro May 15 Send out survey invitations and links to all district employees</p> <p>School and Department Leaders May 16 Remind staff to participate in survey <i>Alcala sends reminders to leaders to do this</i></p> <p>TNTP May 17 Send reminder email to all staff to take the engagement survey</p> <p>TNTP/Shapiro May 19 -Close survey at midnight</p>	<p>TNTP May 22 SLT, School and Department Leaders receive an email from TNTP to let them know their data is updated and ready to review</p> <p>SLT May 23 During SLT meeting, conduct initial data review and reflect</p> <p>TNTP May 26 Finalize and share executive summary of survey with Deputy Superintendent</p>	<p>SLT May 30 During SLT meeting, review survey executive summary and determine progress to goals, areas of strength and areas of opportunity.</p> <p>DLT June 1 SLT shares district level progress to goals, areas of strength and areas of opportunity. DLT collaborates to create plans to communicate about and address areas of opportunity.</p> <p>School and Department Leaders June 1 During the principal meeting/ department meetings, leaders share the data they reviewed, the areas of strength, area(s) of opportunity and a focus area to address for your campus/ department.</p>	<p>Communications Dept Week of June 5 Share summary of district progress to goals, areas of strength and areas of opportunity in weekly email communication</p> <p>School and Department Leaders Week of June 5 Share with staff the school/ department areas of strength and areas of opportunity and focus area to address, connect to district trends</p> <p>Superintendent Time Frame Share district trends and action plans with employees (employee town hall) , the school board and the community (platicás)..</p>

Spring Engagement Survey

- May 15-19 – Survey Administration
- May 23 - Initial SLT Data Review & Reflection
- May 30 - SLT meeting, review survey executive summary and determine progress to goals, areas of strength and areas of opportunity.
- June 5 - Share the progress with district staff.



Winter Engagement Survey



Chavez

As you heard throughout the presentation, EISD is committed to building the TIA system TOGETHER! In that vein, we have developed an initial survey to get your feedback. We hope that you'll take the time to give your input on several very important concepts as we begin the work.

For every child, success in life. Edgewood Proud!