



A PROUD TRADITION | A BRIGHT FUTURE

LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

Special Board Meeting

Tuesday, August 5, 2014

6:30 PM

Julie Thompson, President • Rhonda Zacharias, Vice President • Kay Danziger, Secretary
Anna Gonzales • Dar Hakimzadeh • Kathryn Kaminski • Frank Torres

**LAMAR CISD BOARD OF TRUSTEES
SPECIAL BOARD MEETING
BRAZOS CROSSING ADMINISTRATION BUILDING
3911 AVENUE I, ROSENBERG, TEXAS
AUGUST 5, 2014
6:30 PM**

AGENDA

1. Call to order and establishment of a quorum
2. Opening of meeting
3. Audience to patrons
4. **ACTION ITEMS:**
 - A. **Goal: Planning**
 1. Budget Update
 - a. 2014-2015 Budget Update 4
 - b. Consider approval of date for public meeting to discuss budget and proposed tax rate 5
 - c. Consider approval of proposed tax rate that will be published in the notice for the public meeting 6
 2. Consider approval of 2014 - 2015 salary schedules 7
 3. Consider adoption of order calling a Bond Election 27
5. **CLOSED SESSION**
 - A. Adjournment to closed session pursuant to Texas Government Code Sections 551.071, 551.072, 551.074, and 551.082, the Open Meetings Act, for the following purposes: (Time _____)
 1. Section 551.074 - For the purpose of considering the appointment, employment, 36
evaluation, reassignment, duties, discipline or dismissal of a public officer or
employee or to hear complaints or charges against a public officer or employee.
 - a. Approval of personnel recommendations or employment of professional 37
personnel
 - b. Employment of professional personnel (Information)
 - c. Employee resignations and retirements
 2. Section 551.072 - For the purpose of discussing the purchase, exchange, lease
or value of real property
 - a. Land
 3. Section 551.071 - To meet with the District's attorney to discuss matters in which
the duty of the attorney to the District under the Texas Disciplinary Rules of
Professional Conduct of the State Bar of Texas clearly conflicts with the Open
Meetings Act, including the grievance/complaint hearing.
 - a. Any item listed on the agenda
 - b. Discuss pending, threatened, or potential litigation, including school finance
litigation

ADJOURNMENT: (Time _____)

RECONVENE IN OPEN SESSION

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 31st day of July 2014 at 5:30 p.m., this notice was posted on a bulletin board located at a place convenient to the public in the central administrative offices of the Lamar Consolidated Independent School District, 3911 Avenue I, Rosenberg, Texas 77471, and in a place readily accessible to the general public at all times.

Karen Vacek
Karen Vacek
Secretary to Superintendent

BUDGET UPDATE

Jill Ludwig and Yvonne Dawson will provide the Board details regarding the 2014 – 2015 budget.

Resource Person: Jill Ludwig, Chief Financial Officer

**CONSIDER APPROVAL OF DATE FOR PUBLIC MEETING TO
DISCUSS BUDGET AND PROPOSED TAX RATE**

RECOMMENDATION:

That the Board of Trustees approve August 19, 2014 as the date for the public meeting to discuss budget and the proposed tax rate.

PROGRAM DESCRIPTION:

After the board agrees upon the proposed tax rate and publishes the notice, the board must call the required public meeting to discuss the budget and proposed tax rate. At least 10, but no more than 30 days before the public meeting, the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate must be published in strict accordance with the requirements of Texas Education Code Section 44.004. The budget must be approved by law prior to September 1.

Submitted by: Jill Ludwig, Chief Financial Officer

Recommended for approval:



Dr. Thomas Randle
Superintendent

**CONSIDER APPROVAL OF PROPOSED TAX RATE THAT WILL BE PUBLISHED IN
THE NOTICE FOR THE PUBLIC MEETING**

RECOMMENDATION:

That the Board of Trustees approve the tax rate to be published in the newspaper in the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate.

M&O: \$ _____
I&S: \$ _____
Total: \$ _____

IMPACT/RATIONALE:

The two-part tax rate and additional information will be presented at the meeting during the Budget Update. The rate for Maintenance and Operations will be proposed separately from the Interest and Sinking Fund rate.

Submitted by: Jill Ludwig, Chief Financial Officer

Recommended for approval:



Dr. Thomas Randle
Superintendent

CONSIDER APPROVAL OF 2014 - 2015 SALARY SCHEDULES

RECOMMENDATION:

That the Board of Trustees consider approval of the 2014 - 2015 salary schedules, as presented.

IMPACT/RATIONALE:

Funds will be included in the 2014 - 2015 budget, as per direction from the Board of Trustees, for each classification of employee outlined in the schedules. The Salary Schedule Book reflects salary schedules for the 2014 - 2015 school year.

PROGRAM DESCRIPTION:

Each year the administration prepares salary schedules for approval by the Board of Trustees. This booklet represents all schedules including salary supplements and substitute pay.

Submitted by: Jill Ludwig, Chief Financial Officer
Kathleen Bowen, Executive Director of Human Resources

Recommended for approval:



Dr. Thomas Randle
Superintendent



A PROUD TRADITION | A BRIGHT FUTURE

COMPENSATION PLAN

2014-15

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
TEACHERS**

Base Salary Range

10 - Month Salary Range Minimum: \$50,000

10 - Month Salary Range Maximum: \$75,000

Continuing teachers will receive a \$1,850 increase for 2014-15.

Master's Degree Stipend: \$1,000

Teachers with a Doctorate will receive the Master's Degree Stipend.

Teachers and related staff will be paid annual salaries within the pay range.

Salaries are determined on an individual basis based on each person's creditable years of experience and credentials.

Annual salaries are adjusted for work periods longer than 10 months.

Salary advancement is based on an annual pay raise budget approved by the Board of Trustees and cannot be predicted beyond one year.

This schedule applies to Counselors, Social Workers, Speech Therapists, High School Registrars, Diagnosticians, ROTC Drill Instructors, Nurses, Librarians, Orientation and Mobility Specialists, G/T Facilitators, Accelerated Language Program Facilitators, Physical Therapists, Occupational Therapists, Instructional Coordinators, Intervention Specialists, and ARD Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
Department Chairpersons - Math, Reading, English, Social Studies, Science, Special Education		
Senior High		1,500
Junior High		1,500
Choral Music		
Senior High	2	4,500
Senior High Assistant		2,500
Junior High		2,500
Junior High Assistant		1,500
Instrumental Music		
Director, High School	20	4,500
Asst. Director, High School	18	3,000
Director, Junior High School	12	3,000
Asst. Director, Junior High School	10	2,500
Asst. Director, Middle School	7	2,500
Speech and Debate		
Senior High		3,000
Junior High		800
Asst. Speech/Debate High School		500
Theater		
Senior High		3,000
Junior High		1,000
Newspaper and Yearbook		
Senior High, Newspaper		1,200
Senior High, Yearbook		1,500
Junior High, Newspaper		400
Junior High, Yearbook		400
Student Activity Sponsors		
Senior High, Drill Team	10	3,400
Senior High, Drill Team Asst. (80+ Students)		1,800
Senior High, Cheerleader		2,500
Freshman Cheerleader		1,000
		1,200 (2 squads)
Senior High, Student Council		1,000
Junior High, Cheerleader		1,000
Junior High, Student Council		500
University Interscholastic League - Senior High		400 per event
UIL Coordinator - High School and Junior High School		400
District Sponsored Activities		400
Academic Decathlon/Science Olympiad/Star Challenge		1,000
Special Olympics, Head Coach		1,200 per sport (3)
Special Olympics, Asst. Coach		1,000 per sport (3)
High School Leadership		1,000 1 per HS

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	STIPEND
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Other Supplemental Pay

Superintendent's Secretary - Board Meeting	4,500 / Year
Speech Therapist with Certificate of Clinical Competence (CCC)	3,000 / Year
Speech Therapist with State Board License	2,000 / Year
Lead Speech Path, Supervision Stipend	2,000 / Year
Speech Therapist with TEA Certification	1,000 / Year
Speech Therapy Assistant Supervision Stipend	1,000 / Year
Bilingual Certified Teachers, PK-5 Bilingual Program	3,500 / Year
ESL Certified Teachers, PK-5 Dual Language Program	1,500 / Year
Bilingual ESL Lead Teacher - Bilingual Campus	3,500 / Year
ESL Lead Teacher - ESL Campus	1,500 / Year
Accelerated Language Program Facilitators	3,500 / Year
Counselor	2,000 / Year
Lead Speech Language - Pathologist	2,200 / Year
Nurse	2,000 / Year
Lead Nurse	5,000 / Year
Occupational Therapist	2,200 / Year
Social Worker	2,000 / Year
Speech - Language Pathologist	2,200 / Year
After School Detention	15.00 / Hour
Testing Facilitator	15.00 / Hour
Saturday Clock Hours - Teachers	15.00 / Hour
Saturday Clock Hours - Administrators	20.00 / Hour
SAT/PSAT	20.00 / Hour
In-Home Training (Certified Teachers)	20.00 / Hour
Extended Day Program	20.00 / Hour
Curriculum Writing	20.00 / Hour
Summer School Teacher	25.00 / Hour
Summer School Aides	13.00 / Hour
Summer School Nurses	30.00 / Hour
Summer School Counselor/Social Worker	25.00 / Hour
Summer School Principal	35.00 / Hour
Summer School Bus Driver	Regular Rate
Summer School Bus Aide	Regular Rate
Summer School Food Service	Regular Rate
YMCA Gym Supervisor	20.00 / Hour
Plato Lab	20.00 / Hour
Tutorials	20.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - HIGH SCHOOL

Football

Offensive/Defensive Coordinator	15	4,000
Special Teams Coordinator	13	4,000
Varsity Assistant	12	4,000
JV Head	12	3,000
JV Assistant	12	2,400
Sophomore Head	12	2,400
Sophomore Assistant	12	2,200
Freshman Head	12	2,900
Freshman Assistant	12	2,000

Basketball - Boys

Varsity	8	4,000
JV	8	2,500
Sophomore		1,800
Freshman		1,800

Basketball - Girls

Varsity	8	4,000
JV	8	2,500
Freshman		1,800

Volleyball

Varsity	10	3,000
JV	10	1,800
Freshman	10	1,500

Track (Boys & Girls)

Varsity Head	2	3,500
Varsity Asst.	2	2,100
JV Head		1,800
Freshman Head		1,700

Cross Country (Boys & Girls)

Varsity	5	2,000
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Tennis (Boys & Girls)

Varsity	5	4,500
JV	5	3,000
Freshman		1,800

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - HIGH SCHOOL

Golf

Varsity		4,500
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Baseball

Varsity Head	2	3,500
Varsity Asst.	2	2,000
JV		1,800
Sophomore		1,800
Freshman		1,800

Swimming

Varsity	8	3,500
Asst. (If number of participants exceed 45)		1,800
District - Diving	8	3,500

Soccer (Boys & Girls)

Varsity	2	3,500
Asst.	2	2,000

Softball

Varsity	2	3,500
Asst.	2	2,000
JV		1,800
Freshman		1,800

Trainer

Head	15	5,000
Asst.	14	4,000

Wrestling

Varsity		3,500
Asst. (Prior Approval Required)		1,800

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - JUNIOR HIGH SCHOOL

Campus Coordinator

Coordinator	14	3,000
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Football

Head 8th grade	14	1,800
Asst. 8th grade	5	1,600
Head 7th grade	5	1,600
Asst. 7th grade	5	1,500

Basketball (Boys & Girls)

Head 8th grade		1,400
Asst. 8th grade		1,200
Head 7th grade		1,200
Asst. 7th grade		1,200

Volleyball

Head 8th grade		1,200
Asst. 8th grade		1,100
Head 7th grade		1,100
Asst. 7th grade		1,100

Track (Boys & Girls)

Head 8th grade		1,200
Asst. 8th grade		1,100
Head 7th grade		1,100
Asst. 7th grade		1,100

Tennis (Boys & Girls)

Head		1,200
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**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	RATE
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CONCESSION STAND/ATHLETIC EVENT SCHEDULES

Traylor Stadium/Track

Concession Worker (Varsity Football - 3.5 hour minimum)	\$10 / Hour
Concession Cashier	\$50 / Event
Concession Manager - Main Stand	\$55 / Event
Parking Lot Attendants	\$50 / Event
Parking Lot Attendant - Lead	\$75 / Event
Parking Lot Security (Non-Uniformed)	\$45 / Event
Ticket Taker	\$30 / Event
Ticket Seller	\$35 / Event
Gate Keeper	\$30 / Event
Home Side- Band/Pass/Ticket Taker	\$45 / Event
Visitor Side - Band/Pass/Ticker Taker	\$40 / Event
Money Counter	\$45 / Event
Announcer	\$50 / Event
Clock Operator	\$50 / Event
Press Box Manager	\$50 / Event
Scoreboard Tech	\$50 / Event
Stadium Supervisor	\$100 / Event
Trainer	\$100 / Event

All Season Sports

Ticket Box Cashier	\$30 / Event
Ticket Takers	\$30 / Event
Clock Operators	\$10 / Game
Score Keeper	\$10 / Game
Starter (Track/Cross Country)	\$100 / Meet
Assistant Starter (Track/Cross Country)	\$50 / Meet

UIL Game Reports

(If done by Host)	\$75 / Event
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Summer Programs

Camp Directors	\$100-\$150 / Day
Camp Assistant Directors	\$90-\$100 / Day
Camp Instructors	\$50-\$70 / Day
Camp Assistant Instructors	\$40-\$50 / Day
Natatorium Director	\$200 / Day

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Early Childhood Specialist, Project LEARN HOME Instructor, Project LEARN Project Learn Specialist Student Services Liaison	Daily	\$191.88	\$234.00	\$276.12
2	Bus Discipline Supervisor Capital Assets/Textbook Accountant Manager/Graphic Arts/Communications Specialist Personnel Specialist, Auxiliary Personnel Specialist, Elementary Router/Scheduler, Transportation Speech-Language Pathology Assistant Staff Accountant Student Accounting Specialist Title I Parent Educator	Daily	\$220.66	\$269.10	\$317.54
3	Asst Director, Finance Asst Director, Food Service Communications Coordinator Executive Director - L.E.A.F. Facilitator, College Career Facilitator, Parent Involvement Fleet Services Manager Multimedia Specialist/Videographer Substance Abuse Specialist Technology Development Specialist Transportation Site Manager	Daily	\$249.35	\$304.08	\$358.81
4	Asst Director, Operations Asst Director, Transportation Asst Principal, ES Campus Instructional Technology Specialist Energy Coordinator Web Developer	Daily	\$267.05	\$325.67	\$384.29
5	504/Dyslexia Facilitator Asst Principal, MS Behavior/Autism Specialist Coordinator for Student Achievement & Data Interpretation Federal Programs Coordinator Instructional Coordinator Manager of Special Projects, Technology Network Engineer Program Supervisor, Sp Ed	Daily	\$281.07	\$342.77	\$404.47

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Programmer/Analyst Special Education Coordinator Staff Development Coordinator				
6	Administrator for Truancy/Dropout Prevention Administrator, Student Accounting Asst Principal, HS Asst Principal, JH Coordinator, Project LEARN Director, Bilingual/ESL Curriculum & Instructional Director, Information Services Director, Student Support Services Director, Technology Development Director, Technology Integration Network Administrator Payroll Manager	Daily	\$302.67	\$362.48	\$422.29
7	Assoc Principal, HS Asst Director, Employee Services & Risk Management Asst Director, Staffing & Records Management Budget & Treasury Officer Director, Advanced Studies Director, Fine Arts Early Childhood Principal Principal, ES Purchasing/Materials Manager	Daily	\$348.83	\$417.76	\$486.69
8	Campus Coordinator/Head Football Coach Director, Career and Technology Director, Research/Accountability Principal, ALC (DAEP) Principal, JH Principal, MS	Daily	\$372.38	\$445.96	\$519.54
9	Director, Athletics Director, Finance Director, Food Service Director, Special Education Director, Transportation	Daily	\$406.45	\$483.87	\$561.29
10	Operations Administrator Principal, HS	Daily	\$438.97	\$522.58	\$606.19

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
11	Executive Director, Community Relations Executive Director, Elementary Ed Executive Director, Secondary Ed Academic Administrator	Daily	\$487.74	\$580.64	\$673.54
12	Chief Financial Officer Chief Human Resources Officer Chief Technology Information Officer	Daily	\$526.76	\$627.10	\$727.44

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Aide, Bilingual/ESL Aide, Compensatory Aide, Instructional Aide, Physical Education Aide, Pre-Kindergarten Aide, Project LEARN Aide, Special Assignment Class Aide, Title I Clerk, Elementary Clerk, Monitor (2.5 hour) Clerk, Transportation	Hourly	\$10.40	\$13.00	\$15.60
2	Aide, ALC/Special Sites Aide, Computer Assistance Aide, Credit Restoration Aide, IBC Aide, In-School Suspension Aide, Intake (ALC) Aide, Keyboarding Aide, Life Skills Aide, OT/PT Aide, PASS Aide, PPCD Aide, SILC/PASS Aide, SIP Aide, Sp Ed Behavior Specialist Aide, Sp Ed Resource Clerk Monitor (8 hour) Choir, Assistant/Accompanist Clerk, Speech Supervisor Receptionist, Campus	Hourly	\$10.94	\$13.68	\$16.42
3	Admin Asst, Sp Ed SS Aide, Bilingual Assessment Aide, Lead Behavior Specialist Aide, Transition Liaison/Sp Ed Clerk, Athletic Office Clerk, Registrar Receptionist, Central Office Water Safety Instructor	Hourly	\$11.60	\$14.50	\$17.40
4	Admin Asst, Asst Principal (HS, JH) Admin Asst, Counselor Admin Asst, Federal Programs Coordinator Admin Asst, Instructional Coordinator	Hourly	\$12.88	\$16.10	\$19.32

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Admin Asst, Project LEARN Aide, ALP Translator/Assistant Aide, Braille & Tactual Materials Specialist Aide, Liaison for At-Risk/Attendance Clerk, Accounting Clerk, Attendance HS Clerk, Attendance JH Clerk, Food Service-Accounting Data Specialist, Sp Ed Technician, HR/Employee Benefits				
5		Hourly	\$15.33	\$19.16	\$22.99
	Admin Asst, Coordinator of Staff Development Admin Asst, Director Advanced Studies Admin Asst, Director Bilingual/ESL Admin Asst, Director of CTE Admin Asst, Director Fine Arts Admin Asst, Director of Research and Accountability Admin Asst, Payroll Transportation Admin Asst, Technology Integragion and Development Clerk, Accounts Payable Clerk, Food Service-Free & Reduced Clerk, Human Resources Clerk, Maintenance and Operations Clerk, Payroll Compliance/Reporting Clerk, Payroll Leaves and Absences Data Technician HR Specialist Purchasing Assistant SHARS/Medicaid Specialist				
6		Hourly	\$16.10	\$20.12	\$24.14
	Admin Asst, Director of Athletics Admin Asst, Director of Finance Admin Asst, Director of Food Service Admin Asst, Director of Maintenance & Operations Admin Asst, Director of Transportation Admin Asst, Principal (ALC, ES, ECC, MS, JH) Admin Asst, Special Sites Clerk, Employee Management System Specialist, FFE & Purchasing				
7		Hourly	\$18.47	\$22.53	\$26.59
	Admin Asst, Administrator for Operations Admin Asst, Director of Sp Ed Admin Asst, Exec Dir of Community Relations Admin Asst, Exec Dir of Elementary Ed Admin Asst, Exec Dir of Secondary Ed				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Admin Asst, Principal HS Deaf Interpreter LVN/Teacher Aide Specialist, Accounting Federal/Special Programs				
8		Hourly	\$19.77	\$24.11	\$28.45
	Admin Asst, Chief Financial Officer Admin Asst, Chief Human Resources Officer Admin Asst, Chief Technology Information Officer Buyer, Purchasing Certified Occupational Therapist Assistant Coordinator, Accounts Payable/Cash Management Payroll Specialist Specialist, Employee Benefits				
9		Hourly	\$25.70	\$31.34	\$36.98
	Admin Asst, Superintendent & Board of Trustees				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
TECHNICAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
11	Specialist, Graphic Arts	\$11.48	\$13.75	\$16.02
12	Mail Center Supervisor Printer Specialist, Computer Publications	\$13.37	\$16.02	\$18.67
13	Technician, Print Production	\$15.54	\$18.62	\$21.70
14	AV Technical Specialist Computer Operator 2 Computer Publications Specialist, Lead Data Assessment Specialist Help Desk Technician PC Technician II PC Technician, Service Lead Printer, Lead	\$19.74	\$23.65	\$27.56
15	LVN Network Technician Technical Services Manager	\$26.66	\$31.93	\$37.20

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Aide, Bus Culinary Helper Custodian, Day (Secondary) Custodian, Night Custodian, Rotating Crew Laundry Worker	\$8.80	\$11.00	\$13.20
2	Custodian, Lead I Delivery Driver Laundry Worker, Sr Specialist 1, Culinary Traffic Control Monitor Warehouse Driver I	\$9.70	\$11.83	\$13.96
3	Custodian, Lead II Floor Care Technician General Maintenance Tech Lawn Works Tech Manager In Training, Food Service Mechanic Assistant Warehouse Receiving Clerk	\$11.04	\$13.46	\$15.88
4	Athletic Grounds Crew Leader Custodian, Lead III Floor Crew Machine Tech Laundry Worker, Lead Lawn Works Lead Lawn Works Tech Sr Mechanic I, Transportation Playground Tech IV Pool Technician Warehouse Assistant - FS	\$12.80	\$15.61	\$18.42

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
5	Concession Stand Manager Custodian, Lead IV Lawn Works Mechanic M&O Buyer/Inventory Control Maintenance Technician Manager I, Food Service Manager, Food Service Warehouse Parts Manager, Transportation Planner/Scheduler Preventive Maintenance Tech Preventive Maintenance Specialist, Transp	Hourly	\$14.85	\$18.11	\$21.37
6	Bus Operations Specialist Food Service Maintenance Tech Maintenance Technician, Sr Manager II, Food Service Manager, Integrated Pest Mechanic II, Transportation Supervisor, Grounds Supervisor, Planner/Scheduler Training and Safety Coordinator	Hourly	\$17.41	\$21.23	\$25.05
7	Custodial Supervisor Security Officer/Certified Peace Officer	Hourly	\$20.89	\$25.48	\$30.07
8	Energy Technician Specialist Supervisor, Preventative Maintenance Supervisor, Routine Maintenance Supervisor, Warehouse	Hourly	\$23.19	\$28.28	\$33.37
99	Bus Driver	Hourly	\$14.80	\$17.62	\$20.44

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	RATE
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SUBSTITUTE - TEACHERS, ADMINISTRATORS, AND PARAPROFESSIONALS

Substitute Teachers	
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Certified	\$93 / Day
Degreed	\$83 / Day
Certified Long-term degreed (Ten or more consecutive days as a substitute for the same classroom teacher as approved by the Chief Human Resource Officer)	\$150 / Day
Long-term degreed (Ten or more consecutive days as a substitute for the same classroom teacher as approved by the Chief Human Resources Officer)	\$109 / Day
Non-Degreed	\$73 / Day
Long-term Non-Degreed	
Less than 30 hours	\$73 / Day
30-59 hours	\$78 / Day
60+ hours	\$83 / Day
Substitute Nurse, RN	\$93 / Day
Substitute Nurse, LVN	\$83 / Day

Substitute Administrator	
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Elementary/Secondary	One half of Daily Rate of Last Employment but no less than \$154.50
Secondary	Additional \$25.00 per day for extended day activities.

Substitute Clerks/Aides	
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Degreed and Non-degreed	\$73 / Day
Substitute Crossing Guard	\$8.25 / Hour
Substitute Cafeteria Monitor	\$7.25 / Hour
Substitute Food Service	\$7.25 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2014-15 COMPENSATION PLAN**

POSITION	HOURLY RATE
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PART TIME EMPLOYEES

High School Student	\$7.25
College Student	\$7.50
Minimum hours per semester - 12 (Documentation required for each year year of college standing)	
Life Guards	
W.S.I.	\$7.50-\$8.75
Water Safety	\$7.25-\$8.50
Pool Supervisor	\$15.00
Swimming Instruction - W.S.I. Certified	\$10.00-\$12.00
Swimming Instruction - Private Lessons	\$20.00-\$25.00
Crossing Guard	\$9.00

CONSIDER ADOPTION OF ORDER CALLING A BOND ELECTION

RECOMMENDATION:

That the Board of Trustees approve the Order Calling a Bond Election on November 4, 2014.

IMPACT/RATIONALE:

The election order was prepared by Jonathan Frels, attorney with Bracewell & Giuliani, LLP. He will be present at the board meeting. A draft election order is attached. The recommended amount is \$_____.

Recommended for approval:



Dr. Thomas Randle
Superintendent

ORDER BY THE BOARD OF TRUSTEES OF LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT CALLING A BOND ELECTION TO BE HELD WITHIN SAID DISTRICT; MAKING PROVISIONS FOR THE CONDUCT AND THE GIVING OF NOTICE OF THE ELECTION; AND CONTAINING OTHER PROVISIONS RELATING THERETO

WHEREAS, the Board of Trustees (the "Board") of the Lamar Consolidated Independent School District (the "District") finds and determines that it is necessary and advisable to call and hold an election for and within the District on the proposition hereinafter set forth; and

WHEREAS, it is hereby officially found and determined that said election shall be held on a uniform election date established by Section 41.001(a), Texas Election Code, as amended, as required by Texas law; and

WHEREAS, the Board, pursuant to the applicable provisions of the Texas Election Code has or will enter into an agreement to conduct a joint election with other political subdivisions within Fort Bend County (the "County") and contract with the County Elections Administrator (the "County Elections Administrator") for election services (collectively, the "Election Agreement"); and

WHEREAS, the Board finds and declares that the meeting at which this Order is considered is open to the public, and that the public notice of the time, place and purpose of the meeting was given, as required by Chapter 551, Texas Government Code, as amended; Now Therefore,

BE IT ORDERED BY THE BOARD OF TRUSTEES OF LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT:

Section 1. Findings. The statements contained in the preamble of this Order are true and correct and are hereby adopted as findings of fact and as a part of the operative provisions hereof.

Section 2. Election Ordered; Date; Proposition. An election (the "Election") shall be held for and within the District on Tuesday, November 4, 2014 ("Election Day"), in accordance with the Texas Election Code (the "Code"). At the Election the following proposition (the "Proposition") shall be submitted to the qualified voters of the District in accordance with law:

PROPOSITION NO. ONE

SHALL THE BOARD OF TRUSTEES OF LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT (THE "DISTRICT") BE AUTHORIZED TO ISSUE AND SELL AT ANY PRICE OR PRICES THE BONDS OF THE DISTRICT IN THE AMOUNT OF [\$_____] FOR THE CONSTRUCTION, ACQUISITION, AND EQUIPMENT OF SCHOOL BUILDINGS IN THE DISTRICT, FOR THE PURCHASE OF THE NECESSARY SITES FOR SCHOOL BUILDINGS AND THE PURCHASE OF NEW SCHOOL BUSES, WHICH BONDS MAY BE ISSUED IN VARIOUS ISSUES OR SERIES, SHALL MATURE SERIALLY OR OTHERWISE NOT MORE THAN 40

YEARS FROM THEIR DATE, AND SHALL BEAR INTEREST AT SUCH RATE OR RATES, NOT TO EXCEED THE MAXIMUM RATE NOW OR HEREAFTER AUTHORIZED BY LAW, AS SHALL BE DETERMINED BY THE BOARD OF TRUSTEES OF THE DISTRICT WITHIN THE DISCRETION OF THE BOARD AT THE TIME OF ISSUANCE; AND SHALL THE BOARD OF TRUSTEES BE AUTHORIZED TO LEVY AND PLEDGE, AND CAUSE TO BE ASSESSED AND COLLECTED, ANNUAL AD VALOREM TAXES ON ALL TAXABLE PROPERTY IN THE DISTRICT SUFFICIENT, WITHOUT LIMIT AS TO RATE OR AMOUNT, TO PAY THE PRINCIPAL OF AND INTEREST ON SAID BONDS AND THE COSTS OF ANY CREDIT AGREEMENTS EXECUTED OR AUTHORIZED IN ANTICIPATION OF, IN RELATION TO, OR IN CONNECTION WITH THE BONDS; SAID BONDS TO BE ISSUED AND SAID TAXES TO BE LEVIED, PLEDGED, ASSESSED, AND COLLECTED UNDER THE CONSTITUTION AND LAWS OF THE STATE OF TEXAS INCLUDING THE TEXAS EDUCATION CODE?

Section 3. Official Ballot.

(a) Voting at the Election, and early voting therefor, shall be by the use of the lawfully approved County voting systems and ballots.

(b) The preparation of the necessary equipment and the official ballots for the Election shall conform to the requirements of the Code so as to permit the electors to vote "FOR" or "AGAINST" the aforesaid Proposition which shall be set forth on the ballots substantially in the following form:

PROPOSITION NO. ONE

- FOR) "THE ISSUANCE OF [\$_____] OF BONDS FOR THE CONSTRUCTION, ACQUISITION, AND EQUIPMENT OF
- AGAINST) SCHOOL BUILDINGS, THE PURCHASE OF SITES FOR SCHOOL BUILDINGS, AND THE PURCHASE OF SCHOOL BUSES, AND THE LEVYING OF THE TAX IN PAYMENT THEREOF"

Section 4. Persons Qualified to Vote. All resident, qualified electors of the District shall be eligible to vote at the Election.

Section 5. Election Precincts, Voting Locations and Voting Hours on Election Day. The election precincts for the Election shall consist of the territory within the boundaries of the District situated within one or more County election precincts, which bear the precinct numbers set forth in Exhibit A, attached hereto and incorporated herein. The voting location for voting on Election Day for each election precinct shall be as set forth in Exhibit A, or at such other locations as hereafter may be designated by the County Elections Administrator as provided in the Election Agreement. On Election Day the polls shall be open from 7:00 a.m. to 7:00 p.m.

Section 6. Early Voting Locations, Dates and Times.

(a) Early voting by personal appearance for all election precincts shall be held at the locations, at the times and on the days set forth in Exhibit B, attached hereto and incorporated herein, or at such other locations as hereafter may be designated by the County Elections Administrator as provided in the Election Agreement.

(b) The County Elections Administrator is hereby appointed as the Early Voting Clerk. Applications for ballot by mail shall be sent to: Fort Bend County Elections; Attention: John Oldham; 4520 Reading Road, Rosenberg, TX 77471. As provided in the Election Agreement, the County Elections Administrator's permanent county employees are appointed as early voting clerks.

Section 7. Joint Election. The District has determined that it is in the best interest of the District to participate in a joint election with other governmental entities in the County holding elections on Election Day and contract with the County Elections Administrator for election services.

Section 8. Appointment of Election Officers. The election judges, alternate judges, clerks, members of the early voting ballot board and other personnel necessary for conducting the Election shall be appointed, election judges and alternate judges may be changed, polling places may be combined for some precincts, and the central counting station shall be established and staffed all as provided in the Election Agreement and such actions are hereby approved. Further, the Board hereby authorizes the President of the Board to appoint any such other officials not designated herein or appointed pursuant to the Election Agreement as are necessary and appropriate to conduct the Election in accordance with the Code.

Section 9. Notice of Election. Notice of the Election shall be given by: (i) publishing a substantial copy of this Order, in English and Spanish, one time not earlier than the thirtieth (30th) day nor later than the tenth (10th) day prior to the date set for the Election, in a newspaper published in the District (or otherwise complies with State law), (ii) by posting a copy of this Order, in English and Spanish, on the bulletin board used for posting notices of meetings of the Board, not later than the twenty-first (21st) day prior to the date set for the Election and in at least three (3) public places in the boundaries of the District, not later than the twenty-first (21st) day prior to the date set for the Election and (iii) by posting a copy of this Order, in English and Spanish, on the District's website, prominently and together with the notice of the Election and the contents of the Proposition, not later than the twenty-first (21st) day prior to the date set for the Election through Election Day. Additionally, on Election Day and during early voting by personal appearance, this Order shall be posted in a prominent location at each polling place. Notice of the Election shall also be provided to the county clerk of the County and the County Elections Administrator not later than the 60th day before the Election Day.

Section 10. Conduct of Election. The Election shall be held in accordance with the Code, except as modified by the Texas Education Code, and the Federal Voting Rights Act of 1965, as amended, including particularly Chapter 272 of the Code pertaining to bilingual requirements.

Section 11. Additional Information Required by Section 3.009 of the Election Code.

(a) As of September 1, 2013, the first day of the District's current fiscal year, the aggregate principal amount outstanding of tax-supported debt of the District was \$515,590,000 and the aggregate amount of outstanding interest on such tax-supported debt was \$333,841,102. It is currently estimated that as of the September 1, 2014, the first day of the District's next fiscal year, the aggregate principal amount outstanding of tax-supported debt of the District will be \$629,325,000 and the aggregate amount of outstanding interest on such tax-supported debt will be \$385,653,543. The District's ad valorem debt service tax rate as of the date of this Order is \$0.35 per \$100 of assessed valuation of taxable property in the District.

(b) The District intends to issue the bonds authorized by the Proposition over a period of years in a manner and in accordance with a schedule to be determined by the Board based upon a number of factors, including, but not limited to, the then current needs of the District, demographic changes, prevailing market conditions, assessed valuations in the District and management of the District's short-term and long-term interest rate exposure. Market conditions, demographics and assessed valuations vary based upon a number of factors beyond the District's control, and therefore, the District cannot and does not guarantee a particular interest rate or tax rate associated with the bonds authorized by the Proposition. As such, the information contained in this paragraph is provided solely for illustrative purposes and does not establish any limitations or restrictions or create a contract with the voters. The District currently estimates that, if the Proposition were approved and the bonds proposed herein were authorized and issued in accordance with the District's currently projected plan of finance, the District's ad valorem debt service tax rate would increase incrementally by approximately [\$0.____] per \$100 of assessed valuation.

(c) Any additional information required by Section 3.009 of the Code is contained in Sections 2 and 3 of this Order.

Section 12. Necessary Actions. The Superintendent or his designee, acting on behalf of the Board, in consultation with the District's attorney and bond counsel is hereby authorized and directed to take any and all actions necessary to comply with the provisions of the Code and the Federal Voting Rights Act in carrying out and conducting the Election, whether or not expressly authorized herein, including making changes or additions to polling places or procedures to the extent required or desirable as determined by the County Elections Administrator.

Section 13. Severability. If any provision, section, subsection, sentence, clause or phrase of this Order, or the application of same to any person or set of circumstances is for any reason held to be unconstitutional, void, invalid, or unenforceable, neither the remaining portions of this Order nor their application to other persons or sets of circumstances shall be affected thereby, it being the intent of the Board in adopting this Order that no portion hereof or provision or regulation contained herein shall become inoperative or fail by reason of any unconstitutionality, voidness, invalidity or unenforceability of any other portion hereof, and all provisions of this Order are declared to be severable for that purpose.

Section 14. Effective Date. This Order shall take effect immediately upon its approval.

PASSED AND APPROVED the ____ day of August, 2014.

President, Board of Trustees
Lamar Consolidated Independent School District

ATTEST:

Secretary, Board of Trustees
Lamar Consolidated Independent School District

(SEAL)

Exhibit A

**County Precinct Numbers and Election Day Voting Locations
November 4, 2014 Election**

[TO BE UPDATED WITH INFORMATION FROM THE COUNTY]

**Precinct
Numbers**

Polling Places and Address

Exhibit B

**Fort Bend County Early Voting Schedule
November 4, 2014 Election**

[TO BE UPDATED WITH INFORMATION FROM THE COUNTY]