

Regular Meeting
Monday, July 14, 2025 5:30 PM

GISD Administrative Board Room
1615 St Lawrence St.
P O Box 157
Gonzales, Texas 78629

Agenda

1. Call to Order
Presenter: Board President
 - 1.A. Roll Call
Presenter: Board President
 - 1.B. Invocation:
Presenter: Gloria Torres
 - 1.C. Pledge:
Presenter: D'Anna Robinson
 - 1.D. Mission Statement:
Presenter: Ashley Molina
2. Public Comments
Presenter: Board President
3. New Business/Action Items
 - 3.A. Consent Agenda

Discuss and Consider Action to approve the Consent Agenda
Presenter: Dr. Dana Arreola, Superintendent of Schools
 - 3.A.1. Minutes of Meetings:
Presenter: Dr. Dana Arreola, Superintendent of Schools
 - 3.A.2. Budget Amendments:
Presenter: Amanda Smith, Chief Financial Officer
 - 3.B. Discuss and Consider Action on Request for Waiver of Property Taxes Owed and Possible Donation to Gonzales County, Texas; Parcel 13371 (R138810) and Parcel 13394 (R18001)
Presenter: Amanda Smith, Chief Financial Officer
 - 3.C. Discuss and Consider Action on Memorandums of Understanding with Mid-Coast Family Services for Services Connected with the Prevention of Substance Abuse, Family Violence, and Homelessness
Presenter: Erin Lindemann-LaBuhn, Executive Director of State and Federal Programs; Dr. Dana Arreola, Superintendent of Schools
 - 3.D. Discuss and Consider Action on 2025-26 Appraisal Calendar and Appraisers
Presenter: Mary Lynn Ramirez, Director of Human Resources
 - 3.E. Discuss and Consider Action on Employee Health Insurance Benefit
Presenter: Mary Lynn Ramirez, Director of Human Resources
 - 3.F. Discuss and Consider Action on 2025-26 Compensation Plan
Presenter: Mary Lynn Ramirez, Director of Human Resources; Amanda Smith, Chief Financial Officer

- 3.G. Discuss and Consider Action on Agreement with the YMCA of the Golden Crescent
Presenter: Dr. Dana Arreola, Superintendent of Schools
- 3.H. Discuss and Consider Action on Maintenance GMP #2 for District-Wide Safety and Communication Improvements as Part of the 2023 Bond Program
Presenter: Casey Sledge, Sledge Engineering/ESC Region 13
- 3.I. Discuss and Consider Action on a Lease Agreement for a Portion of Real Property Located on County Road 239A
Presenter: Amanda Smith, Chief Financial Officer; Dr. Dana Arreola, Superintendent of Schools
- 3.J. Discuss and Consider Action to Approve the Interlocal Agreement between Gonzales Independent School District and Waelder Independent School District for DAEP Transportation Services
Presenter: Gene Kridler, Director of Operations; Dr. Dana Arreola, Superintendent of Schools
- 3.K. Discuss and Consider Action on FFA travel to National Convention in Indianapolis October 28, 2025- November 1, 2025
Presenter: Jennifer Ervin, CTE Coordinator; Karen Perez, GHS Principal
- 3.L. Discuss and Consider Action on MOUs with Victoria College to Bridge Instructional Services for Electrical and Welding Courses
Presenter: Jennifer Ervin, CTE Coordinator; Joy Philpott, Chief Academic Officer
- 3.M. Discuss and Consider Action on the Fuel, Lubricant, & Oil Contract
Presenter: Gene Kridler, Director of Operations; Dr. Dana Arreola, Superintendent of Schools
- 4. Reports
 - 4.A. 2023 Bond Program Report
Presenter: Casey Sledge, Sledge Engineering/ESC Region 13
 - 4.B. Financial Report & 2025-26 Budget Workshop
Presenter: Amanda Smith, Chief Financial Officer; Dr. Dana Arreola, Superintendent of Schools
 - 4.C. Superintendent Reports
Presenter: Dr. Dana Arreola, Superintendent of Schools
- 5. Board Business
 - 5.A. Board Correspondence
 - 5.B. Dates of Interest
Presenter: Dr. Dana Arreola, Superintendent of Schools
- 6. Adjourn to Closed session: Under Texas Government Code Chapter 551, The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The board may conveniently meet in such a closed or executive session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas government code chapter 551:
Presenter: Board President
- 6.A. Personnel
- 7. Reconvene to Open Meeting: The Board will take appropriate action on items, if necessary, as discussed in Closed Session
Presenter: Board President
- 8. Adjourn



Board of Trustees

Justin Schwausch
President

Ross Hendershot, III
Vice President

Ashley Molina
Secretary

Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

GISD School Board Agenda Information Sheet
July 14, 2025

SUBJECT: Public Comments

RATIONAL SUMMARY:

The next item on the agenda is public comment. Before we begin, I will remind our audience members of the Board's procedures for handling public comments. The public comment portion of our meeting is available to members of the public who wish to address a meeting item on tonight's agenda or other matter pertaining to Gonzales ISD.

Anyone who wants to speak during public comment must sign in before the start of the meeting and list the agenda item they want to discuss. Each public comment speaker will be allowed a maximum of 5 minutes to address the Board. If necessary for effective meeting management, or to accommodate large numbers of individuals wishing to address the Board, we may shorten the time for each individual wishing to present comments. The public comment portion of the meeting will allow all speakers who have signed up before the start of the meeting to address the Board regarding an item on tonight's agenda. Persons requiring a translator will be given additional time.

Please keep your comments or criticisms civil and courteous. Please also avoid using profanity during your opportunity to speak. Last, we ask that you not discuss students who are not your child.

If a speaker is seeking Board resolution of a specific complaint, that concern should be addressed through the District's grievance process. District policy DGBA has been established for addressing employee complaints, policy FNG is the avenue for filing parent complaints, and policy GF address community member complaints. Grievance forms can be obtained at any campus administration office, or in the central administration offices.



LEARNING TODAY,
LEADING TOMORROW



Board of Trustees

Justin Schwausch
President

Ross Hendershot, III
Vice President

Ashley Molina
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Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Consent Agenda

ADMINISTRATOR RESPONSIBLE: Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY:

A. Meeting Minutes: June 9-Regular Board Meeting
June 25-Special Board Meeting

B. Budget Amendments:

SUPERINTENDENT'S RECOMMENDATION: APPROVE

MOTION: *I move that the Board approve the consent agenda, as presented.*



LEARNING TODAY,
LEADING TOMORROW

Minutes
Monday, June 9, 2025
Regular Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Justin Schwausch- President
Ross Hendershot, III, Vice President
D'Anna Robinson
Ashley Molina-Secretary
Gloria Torres
Naomi Brown
Josie Smith-Wright

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, June 9, 2025, at the Administrative Office Board Room, Gonzales, Texas. President, Justin Schwausch called the meeting to order at 5:30 P.M.

A quorum was declared with 7 members present.

Invocation, Pledge, Mission Statement

Josie Smith-Wright lead the invocation, Ashley Molina lead the Pledge, and D'Anna Robinson lead the Mission Statement

Item #2: Public Comments:

Kyle Wundt went before the board to discuss current curriculum at GISD

Item #3: New Business/Action Items:

A. **Discuss and Consider Action to Approve the Consent Agenda**

1. Minutes: May 12, 2025- Regular Board Meeting
2. Budget Amendments- Increase revenue and expenditures by \$50,000 each: Summer School Program Meal Service

Naomi Brown made a motion, with a second from Josie Smith-Wright, to approve the consent agenda, as presented.

The motion carried 7/0

B. **Discuss and Consider Action to Approve the Date for the Public Meeting on the 2025-26 Proposed Budget and Tax Rate**

Amanda Smith went before the board seeking approval of the date for the public meeting on the 2025-26 Proposed Budget and Tax Rate.

Ross Hendershot made a motion, with a second from Naomi Brown to hold the public meeting for the 2025-26 proposed budget and tax rate on August 25, 2025 at 5:30p.m., as presented

The motion carried 7/0

C. **Discuss and Consider Action on Bid for Resale Property: Suite 6792 R13814 (Parcel 13409)**

Amanda Smith went before the board recommending and seeking approval, and acceptance of the bid for the property located at 211 N. Patrick which is one block south and about 3 blocks east of the Memorial Museum. The bid received from the County on this foreclosed property has been on the counties bid list. Taxes are currently owed on this property from 2005-2024. The bid received by the county is in the amount of \$6,100.00. It was approved by the Commissioners Court on May 12, 2025, pending the approval of the other taxing entities.

Josie Smith-Wright made a motion, with a second from Gloria Torres accept the bid as presented.

The motion carried 7/0

D. **Discuss and Consider Action to Approve Water Easement to City of Gonzales at New CTE & Ag Barn Project**

Casey Sledge, Program Manager, Region XIII/Sledge Engineering went before the board seeking approval to approve the Water Easement to City of Gonzales at the new CTE & Ag Barn project. The City of Gonzales is providing water supply to the project. The project design included a new 12 inch water main that would be installed in the existing road right-of-way, but site conflicts with fiber optic lines and city wastewater lines caused staff to consider alternate alignments.

There are 2 new options:

1. Put the water main in the middle of the pavement and have to repair the road.
2. Move the line just outside of the right-of-way and that would require the city of giving an easement

The proposal is to move the line just to the east out of the current city right-of-way, onto two tracks of school property already owned by GISD. The easement would only be for city water use no other use or other entity. The proposed alignment has minimal cost impacts, avoids the conflicts, and requires the Water Easements. The City will maintain all lines in this easement.

Ashley Molina made a motion, with a second from Gloria Torres to approve the Wastewater Easement as presented.

The motion carried 7/0

E. **Discuss and Consider Action to Approve Wastewater Easement to City of Gonzales at new CTE & Ag Barn project**

Casey Sledge, Program Manager, Region XIII/Sledge Engineering presented this item to the board.

Ross Hendershot made a motion, with a second from Naomi Brown to table this action item.

The motion carried 7/0

F. **Discuss and Consider Action to Approve Commissioning Services for the CTE Building and Ag Barn as part of the 2023 Bond Program**

Casey Sledge, Program Manager, Region XIII/Sledge Engineering went before the board seeking approval for Commissioning Services for the CTE Building and Ag Barn as part of the 2023 Bond Program.

Energy Code requires 3rd-party Building Commissioning services verify proper operations and efficiencies of installed HVAC, electrical, and other systems Commissioning not only allows GISD to comply with Energy Codes

but also provides assurance that the building systems as designed and constructed are operable, maintainable, and functioning according to design. The Commissioning service ensures the new building systems are operating at prime efficiencies to save operational costs and ensure optimal life of equipment.

Commissioning Services are a professional engineering service; therefore, firm selection is based on qualifications without price or fee consideration. Staff has selected EMA Engineering & Consulting as the most qualified professional engineering firm for this work.

The received proposal from EMA is for Testing & Balance for mechanical systems in the amount of \$63,000.

Ross Hendershot made a motion, with a second from D'Anna Robinson to approve the Commissioning Services proposal from EMA Engineering & Consulting in the amount of \$63,000 for the CTE Building and Ag Barn as part of the 2023 Bond Program, and authorize the Superintendent to negotiate the final terms of the contract. The motion carried 7/0

G. **Discuss and Consider Action to Approve LED Lighting Energy Conservation Proposal for all existing campuses as part of the 2023 Bond Program**

Casey Sledge with Sledge Engineering/ESC Region 13 went before the board seeking approval for the proposal from Aquila Environmental for the LED Lighting Energy Conservation for all existing campuses as part of the 2023 Bond Program.

This proposal includes converting all district lighting in LED and to add timer switches where applicable. This scope includes over 6,000 light fixtures and over 250 timer switches. Apache Stadium and the Baseball and Softball Field are not included in this proposal.

The expected annual energy and maintenance cost savings from this project is \$142,215 per year, meaning this project will pay for itself in just over 4 years.

This would include all lights in the buildings and outside of the building in the district.

The entire project is expected to be complete within 6 weeks of commencement and can be completed this summer with little to no educational disruption. This contract has been procured via the TIPS Purchasing Cooperative.

Ross Hendershot made a motion, with a second from Naomi Brown to approve the LED Lighting Energy Conservation Proposal from Aquila Environmental in the amount of \$586,118.90 for all existing campuses as part of the 2023 Bond Program, and authorize the Superintendent to negotiate the final terms of the contract.

The motion carried 6/1
Josie Smith-Wright opposed

H. **Discuss and Consider Action to Approve the Gonzales ISD EIC (Local) policy**

Dr. Rachelle Ysquierdo presented to the board the changes needed to EIC (Local) policy.

Recent Legislative developments necessitate a review and potential update of our EIC (Local) policy concerning academic achievement and class ranking. These changes may influence how we calculate grade point averages (GPA) and determine class rankings, particularly regarding the inclusion and weighing of various courses such as Advanced Placement (AP), International Baccalaureate (IB), dual credit, and correspondence courses. Clarifying these aspects in our policy will ensure transparency and fairness for all students.

Examples:

- The class rank calculation shall not include semester grades from a course that is retaken after a passing grade has been earned, and the new grade shall not be recorded on the transcript.
- The calculation shall include failing grades.
- A grade 60-69 in a dual credit course shall receive high school credit, and the grade shall be converted to a 70 for purposes of calculating class rank.

Grading Guidelines

The proposed revisions of the grading guidelines aims to enhance clarity, equity and alignment for best practice and legal requirements.

- Provide clarity of when grades will be placed in the gradebook
- Formative assessments have changed from 40-60
- Summative assessments have changed from 60-40

The shift emphasizes the importance of daily assignments and ongoing learning processes reflecting a more accurate picture of student's progress. The change also accounts for the extended grading period, allowing a daily work and more significant impact of the overall grades.

Homework Guidelines

- Accelerate Course/Honors
- Inform teachers of when they need to make parent contact when students are failing.
- Clarity on the timeline of when students make up work should be completed

Josie Smith-Wright made a motion, with a second from Ashley Molina to approve the Gonzales ISD EIC (Local) policy on academic achievement and class ranking.

The motion carried 7/0

I. **Discuss and Consider Action on a Memorandum of Understanding with Texas A&M University for Clinical Teaching/Educator Placements (Student Teaching or Internship)**

Mary Lynn Ramirez went before the board seeking approval on a Memorandum of Understanding with Texas A&M University. This is a partnership that the district would like to implement as a pipeline to support Goal Area 3 of the District's 5-Year Strategic Vision.

Gloria Torres made a motion, with a second from Josie Smith-Wright to approve the MOU and authorize the superintendent to finalize and execute the agreement, as presented.

The motion carried 7/0

J. **Discuss and Consider Action on a Agreement with The University of Houston-Victoria for a Student Teacher Internship for Education Students**

MaryLynn Ramirez presented to the board the Agreement with the University of Houston-Victoria for a Student Teacher Internship for Education Students.

This is a partnership that the district would like to implement as a teacher pipeline in support of Goal Area 3 of the District's 5-Year Strategic Vision.

D'Anna Robinson made a motion, with a second from Josie Smith-Wright to approve the MOU and authorize the superintendent to finalize and execute the agreement, as presented.

The motion carried 7/0

Item#4 Reports:

A. **2025 GISD Ballet Folklorico Proposal**

Presented by Brandi Bell, Executive Director of Recruitment

B. **Academic Update**

Dr. Rachelle Ysquierdo, Executive Director of C&I, presented the Curriculum Report

C. **2023 Bond Program Monthly Update**

Presented by Casey Sledge, Sledge Engineering/Region 13

CTE/AG Barn

- Earthwork/grading continue
- Building pad subgrade underway
- Off-site Water Man installation underway
- 3rd-party Materials Testing underway

UPCOMING:

- Off-site Wastewater line
- Foundation prep
- On site utilities

Maintenance Projects-Weaver & Jacobs

- GMP#1: Safety/Security Package(Cameras)
 - Site walks complete
 - Installations underway
- GMP #2: Doors/Vestibules Package
 - GMP#2: Doors/Vestibules
 - Doors/hardware/vestibules/P.A.
 - Board Award moved to July 2025 to better coordinate sequencing
- GMP#3 HVAC
 - HVAC replacement and improvements
 - Separated for ordering times and focused bidders
 - Board Award August 2025
 - Installations to through Summer 2026
- GMP#4 Remodel Package
 - Remodels, HS Cafeteria, Primary restrooms, sewer, replacements, Transportation Addition
 - Construction to Fall 2026

Maintenance Projects-ISD Direct Roofing

- Repairs at JHS underway using cost savings; still under budget
- Completion June 2025 Playgrounds
 - GNA & GES playground Awarded April
 - Deliveries underway
 - Installation July 2025

D. **Grounds Services**

Presented by Gene Kridler, Executive Director of Operations

Administration will be moving forward with bringing the service in-house, beginning September 1st, for the foreseeable future.

E. **Financial Report**

Presented by Amanda Smith, Chief Financial Officer

F. **Superintendent's Report**

Presented by Dr. Dana Arreola, Superintendent of Schools

Item#5 Board Business:

Board Correspondence:

Dates of Interest:

June 11-14	Summer Leadership-San Antonio
July 14	Regular Board Meeting

Item #6 Adjourn to Closed Session:

Under Texas Government Section [551.071](#) (Consultation with Attorney), Code Section [551.072](#) (Deliberation Regarding Real Property), [551.73](#) Deliberation Regarding Prospective Gift, Texas Government Code Section [551.074](#), (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee), Texas Government Code Section [551.076](#) (Deliberation regarding implementation of Security, personnel or devices) and Section [551.082](#): School Children; School District Employees; Disciplinary Matter or Complaint, Section [551.083](#): Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group, Section [551.084](#): Investigation; Exclusion of witnesses from a hearing.

The board went into a closed session at 7:19 P.M.

Item #7 Reconvene to Open Meeting:

The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 8:20 P.M.

Josie Smith-Wright made a motion, with a second from Gloria Torres to approve the Admin. 12month contract for Brandi Bell as presented.

The motion carried 7-0

Item #8 Adjourn

There being no further business, President Schwausch adjourned the meeting at 8:21 P.M.

Justin Schwausch, President
Board of Trustees

Ashley Molina, Secretary
Board of Trustees

Minutes
Wednesday, June 25, 2025
Regular Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Justin Schwausch- President
Ross Hendershot, III, Vice President
D'Anna Robinson
Ashley Molina-Secretary
Gloria Torres
Naomi Brown
Josie Smith-Wright

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Wednesday, June 25, 2025, at the Administrative Office Board Room, Gonzales, Texas. President, Justin Schwausch called the meeting to order at 5:30 P.M.

A quorum was declared with 7 members present.

Invocation, Pledge, Mission Statement

Gloria Torres lead the invocation, Ross Hendershot lead the Pledge, and Ashley Molina lead the Mission Statement

Item #2: Public Comments:

Item #3: New Business/Action Items:

A. **Discuss and Consider Action to Approve Change Order #1 for the CTE & Ag Barn project as part of the 2023 Bond Program**

Casey Sledge, Bond Program Manager, Region XIII/Sledge Engineering presented to the board.

The Board awarded the GMP to Weaver & Jacobs on 3/25/25 in the amount of \$19,523,596. The GMP Award included \$400,000 in Owner Contingency funds. Change Order #1 includes realigning the proposed City wastewater main to the southern border of the 35 acre tract, in lieu of the alignment running through the low area of the tract. The easement required by the City for either alignment is a 20' wide permanent easement giving the City maintenance access. Note that flatwork, parking, drives, sidewalk, ballfields, fencing, etc is allowed over all portions of the easement, but no vertical (building) construction is allowed.

To accomplish the realignment to the southern border, the following items are expected:

1. Board approval of this Change Order = \$289,885
2. Additional design cost to VLK estimated = \$15,000
3. Cost to surveyor for revised easement exhibit estimated = \$3,000
4. City approval of new alignment; no cost

The items above total an estimated \$307,885 to be added to the project. This Change Order to Weaver & Jacobs is in the amount of \$289,885.31. The other items above would be paid from Bond funds but not be part of the Change Order to Weaver & Jacobs.

Either wastewater alignment will be functional for the CTE/Ag Barn project. This consideration is to select the optimal path for long term growth and future development of the 35 acre tract. The following exhibits are attached to assist with decision process:

- CO#001 Sewer Relocation.pdf
 - From Weaver & Jacobs showing pricing
- CTE Ag WW Example Dev Plan.pdf
 - From R13/Sledge showing speculative future concept development
- Topo WW Alignment.pdf
 - From Dunaway edited by R13/Sledge showing topography
- Southern Border WW alignment depth.pdf
 - From Dunaway design sketch edited by R13/Sledge showing depth of southern main

Low Area Alignment PROs:

- Aligns wastewater main with natural drainage low area; same area would likely be utilized for drainage regardless of development
- Provides for ease of future wastewater service connections on either side of main
- Already designed and included in awarded GMP

Low Area Alignment CONs:

- Crosses undeveloped property at an odd angle; could alter or prohibit placement of future buildings

Southern Border Alignment PROs:

- Maximizes area left available for future buildings and development
- Supports concept of re-routing drainage if desired

Southern Border Alignment CONs:

- Additional \$307K cost
- Future waster services from the north will likely need to be routed to the southwest corner of property, resulting on longer service laterals.
- Requires City approval to proceed

No action was taken on this action item

B. Discuss and Consider Action to Approve Wastewater Easement to City of Gonzales at new CTE & Ag Barn project

Casey Sledge, Bond Program Manager, Region XIII/Sledge Engineering went before the board seeking approval for Wastewater Easement to City of Gonzales at new CTE & Ag Barn.

This action item was brought before the board at the June 9, 2025 regular board meeting and was tabled.

Ross Hendershot made a motion, with a second from Naomi Brown to approve the Wastewater Easement as presented

The motion carried 7/0

Item #4 Adjourn to Closed Session:

Under Texas Government Section [551.071](#) (Consultation with Attorney), Code Section [551.072](#) (Deliberation Regarding Real Property), [551.73](#) Deliberation Regarding Prospective Gift, Texas Government Code Section [551.074](#), (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee), Texas Government Code Section [551.076](#) (Deliberation regarding implementation of Security, personnel or devices) and Section [551.082](#): School Children; School District Employees; Disciplinary Matter or Complaint, Section [551.083](#): Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group, Section [551.084](#): Investigation; Exclusion of witnesses from a hearing.

The board went into a closed session at 6:07 P.M.

Item #5 Reconvene to Open Meeting:

The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 7:05 P.M.

Ashley Molina made a motion, with a second from D'Anna Robinson to approve the hire of Dr. Valerie Ibeji for Deputy Superintendent

The motion carried 7-0

Ashley Molina made a motion, with a second from Gloria Torres to approve the hire of Joy Philpott for Chief Academic Officer.

The motion carried 7-0

Josie Smith-Wright made a motion, with a second from Ross Hendershot to approve the hire of Elizabeth Mikesh Gonzales Primary Academy Principal.

The motion carried 7-0

Josie Smith-Wright made a motion with a second from Ross Hendershot to approve the 24-25 Compensation Plan to include the Chief Academic Officer and the Deputy Superintendent.

Item #5 Adjourn

There being no further business, President Schwausch adjourned the meeting at 7:08 P.M.

Justin Schwausch, President
Board of Trustees

Ashley Molina, Secretary
Board of Trustees



Board of Trustees

Justin Schwausch
President

Ross Hendershot III
Vice President

Ashley Molina
Secretary

Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on Request for Waiver of Property Taxes Owed and Possible Donation to Gonzales County, Texas; Parcel 13371 (R138810) & Parcel 13394 (R18001)

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Chief Financial Officer; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: The district received correspondence (attached) regarding the Gonzales County's desire to acquire the property formerly referred to as Craven's Truck Stop & Convenience Store to support the County's infrastructure needs including the Central Appraisal District's site for an office building.

The Appraisal District is working to acquire a list of potential properties to allow their board to make an informed decision as to which property best serves their needs. Their goal is to determine whether the district is open to this property.

ADMINISTRATION'S RECOMMENDATION:

SAMPLE MOTIONS:

APPROVE: *"I move that the board approve the request from the County to include waiving taxes owed and donating the district's property interest to Gonzales County on parcels 13371 (R13810) and 13394 (R18001)."*

DENY: *"I move that the board deny the County's request."*

TABLE: *"I move that the board table this agenda item pending further discussion."*



LEARNING TODAY,
LEADING TOMORROW

David Smith
First Assistant County Attorney

Assistant County Attorney
Carrie Moy

Assistant County Attorney
Kristen Davis

John Brumme
Chief Investigator

Misty Miller
Victim/Witness Coordinator

EDUARDO "EDDIE" X. ESCOBAR

Gonzales County Attorney
415 St. Louis Street
Gonzales, Texas 78629-4029

Phone (830) 672-6527 : Fax (830) 672-5868
Email: countyattorney@co.gonzales.tx.us



June 30th, 2025

Gonzales Independent School District
c/o Board of Trustees
1615 Saint Louis Street
Gonzales, TX 78629-4330

Via e-mail @: amanda.smith@gonzalesisd.net &
presleigh.zella@gonzalesisd.net

**RE: Request for Waiver of Property Taxes Owed and
Possible Donation to Gonzales County, Texas
Parcel 13371 (R13810) & Parcel 13394 (R18001)**

Dear Gonzales Independent School District President and Board of Trustees:

I hope this letter finds you all in good health and high spirits. As the County Attorney for Gonzales County, I am writing to you on behalf of Gonzales County and the Gonzales County Commissioner's Court concerning **Parcel 13371 (R13810)** and **Parcel 13394 (R18001)**, previously referred to as Craven's Truck Stop and Convenience Store. Said parcels are currently encumbered by outstanding property taxes that include a portion attributed to the Gonzales Independent School District (GISD). According to Gonzales County records, the **total** tax due (including the base tax, penalties and interest) to the GISD on Parcel 13371 (R13810) is **\$127,037.32** and the **total** tax due (including the base tax, penalties and interest) on Parcel 13394 (R18001) is **\$13,008.05**. These parcels have been previously scheduled for tax sale by Gonzales County, but no offer has been accepted by the Gonzales County Commissioner's Court for said tax sales.

Gonzales County has a vested interest in acquiring these parcels to further our mission in serving the public and enhancing Gonzales County services. As you may know, these properties have clear potential for public projects that align with both the GISD's and the County's objectives to improve community infrastructure and resource accessibility. The Gonzales Central Appraisal District is currently seeking a site for an office building. The property location and existing building are a viable option for the housing of the Appraisal District. To be able to move forward on this potential project, the County has been advised by its tax attorney to reach out to the taxing entities involved with these parcels and request that the judgement amount for taxes owed to each taxing

entity be waived and that the taxing entity's property interest be donated to Gonzales County. By way of the background on the subject of this letter, I have enclosed a correspondence dated June 16th, 2025 from John Liford, the Chief Appraiser for the Gonzales Central Appraisal District.

In light of these interests, Gonzales County respectfully requests a waiver of the GISD's respective portion of the outstanding property taxes for Parcel 13371 (R13810) and Parcel 13394 (R18001) in the amounts listed above. Gonzales County further requests the Board to consider an official action to donate these parcels to Gonzales County. The acquisition and development of these parcels of land will undoubtedly serve the greater good of our shared community and contribute positively to the local economy and quality of life for our residents.

We understand that this request requires thoughtful consideration, and we are willing to provide any additional information or engage in further discussions to address any concerns or questions the Board of Trustees may have. It is our belief that this collaborative effort will benefit not only our respective entities but, most importantly, the constituents we serve.

Thank you for your attention to this matter and for your continued partnership and commitment to the welfare of our community. We look forward to the opportunity to discuss this proposal further and to work closely with the GISD Board of Trustees towards achieving these community objectives.

Please feel free to contact me, the Gonzales County Judge, Patrick Davis and/or the County Commissioners, at your earliest convenience to arrange a meeting to discuss the next steps or to schedule the matter on a Commissioner's Court agenda or to coordinate a GISD Board Meeting date to have County Officials in attendance to further discuss the County's requests above. We are eager to collaborate to ensure the best outcomes for our community. Thank you for your time and attention.

Warm regards,

A handwritten signature in blue ink, appearing to read 'Eduardo Escobar', with a stylized flourish at the end.

Eduardo "Eddie" Xavier Escobar

Gonzales County Attorney

P.O. Box 867
Gonzales, Texas 78629-0867



Office: (830) 672-2879
Fax: (830) 672-8345
Email: gonzcad@gvec.net
www.gonzalescad.org

June 16, 2025

Gonzales County, Trustee

Proposed Gonzales Central Appraisal District office building location.

Gonzales Central Appraisal District is currently looking for a property to build a new office building. Gonzales County Trustee is now the owner of a property on Saint Louis Street in Gonzales that the district identifies as Parcels 13371 and 13394, previously known as Craven's Truck Stop and Convenience Store. The property is approximately 2.134 acres with improvements. The property went on the County Tax Sale, but did not sale. The property has four underground fuel storage tanks, an above ground fuel storage tank, an old fuel tanker trailer, and four fuel pumps. In order to prepare the property for a new use, the fuel properties need to be addressed. I have contacted two firms that have submitted information as to the environmental work to determine the status of the property. These are a Phase I ESA, and then a Limited Phase II Investigation. The Underground Storage Tank (UST) Removal would be the last phase. Klenfelder proposes a Phase I ESA for \$4,000 to \$5,000, and a Limited Phase II Investigation for \$10,000 to \$15,000. Pure Environmental Solutions has submitted a Limited Phase II estimate of \$7,999.60. Pure Environmental Solutions did a Phase I on the neighboring property several years ago and found it clean. They believe that they only need to do the Phase II work on the subject property. Neither company submitted a cost for removal and clean up of the Craven property as they do not know if the property is clean or contaminated yet.

If the property is clean, the appraisal district would like to enter into negotiations for the property.

Gonzales County has agreed to negotiating with the appraisal district.

If you have any questions, please contact me.

Sincerely yours,

A handwritten signature in cursive script that reads "John H. Liford".

John H. Liford

Chief Appraiser

Gonzales CAD



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on Memorandums of Understanding with Mid-Coast Family Services for Services Connected with the Prevention of Substance Abuse, Family Violence, and Homelessness.

ADMINISTRATOR(S) RESPONSIBLE: Dr. Dana Arreola, Superintendent of School; Erin Lindemann-LaBuhn, Executive Director, State and Federal Programs

RATIONAL SUMMARY:

Mid-Coast Family Services is a non-profit organization housed in Victoria, Texas that works to provide youth services and family violence prevention programs in Gonzales and surrounding counties. Services, which would be free of charge, would be designed with GISD staff in order to meet the specific needs of GISD students and would include a variety of topics such as, but not limited to, drug prevention, healthy relationships, and vaping education.

ADMINISTRATION'S RECOMMENDATION: Approve.

SAMPLE MOTION: *"I move that the Board of Trustees approve the Memorandums of Understanding as presented."*



**Memoranda of Understanding
Between
Mid-Coast Family Services and Gonzales Independent School District**

We, the undersigned, have commonly agreed upon mutual concern for the youth in our community, and therefore declare we shall express that interest through maintaining a cooperative effort to provide services related to the prevention of substance abuse, family violence, and homelessness. Both parties agree to comply with non-duplication of services and confidentiality regarding program participants and/or families.

Mid-Coast Family Services shall provide direct services to include the following:

1. Facilitation of Youth Prevention Selective (YPS) services designed to promote a proactive process to address health and wellness by enhancing protective factors.
2. YPS strategies target selected individual due to behaviors and/or related risk factors that place them at an elevated risk for substance use and misuse. Prevention Specialist will provide evidence-based prevention education to address identified risk factors.
3. Implementation of Curriculum Based Support Groups -Kids Connection. The program is offered for 10 weekly sessions for selected subgroups of participants in a school setting.
4. Prevention Specialist will provide referrals to supportive services for participants needing additional assistance.
5. Drug prevention presentations to address underage drinking, tobacco use, marijuana use, and prescription drug misuse in person or virtually.
6. Positive alternative activities to promote healthy choices.
7. Information and training for school personnel related to the prevention of substance abuse, family violence, and homelessness.
8. Information, within limitations of Federal Regulations regarding confidentiality, to a central point of contact within the school concerning participant's attendance and progress.
9. A report compiling the numbers of students who have received services addressing the above-mentioned concerns through our Mid-Coast Family Service Youth Prevention Programs will be provided Semi Annually to the District representatives.

Gonzales Independent School District shall provide:

1. A staff person to serve as a liaison between Mid-Coast Family Services Prevention Specialist and parents/participants/other school personnel.
2. Staff person to assist with selecting students to fit the priority population and distributing parent consent forms.
3. Staff person to assist with scheduling groups for curriculum delivery and drug prevention presentations.
4. Information to Mid-Coast Family Services Prevention Specialist about participating students, to include demographics and attendance records, for evaluation purposes.
5. Appropriate facilities for curriculum delivery. Specifically: tables, chairs, and other non-consumable supplies.
6. Adherence to Federal Regulations regarding confidentiality.
- 7.

This agreement shall be entered into September 1, 2025 and end on August 31, 2026.

School Representative

Date

Mid-Coast Family Services

Date



**Memoranda of Understanding
Between
Mid-Coast Family Services and Gonzales Independent School District**

We, the undersigned, have commonly agreed upon mutual concern for the youth in our community, and therefore declare we shall express that interest through maintaining a cooperative effort to provide services related to the prevention of substance abuse, family violence, and homelessness. Both parties agree to comply with non-duplication of services and confidentiality regarding program participants and/or families.

Mid-Coast Family Services shall provide direct services to include the following:

1. Facilitation of Youth Prevention Indicated (YPI) services designed to promote a proactive process to address health & wellness by enhancing protective factors.
2. YPI strategies target individuals due to initiative behaviors and/or related risk factors that place them at an elevated risk for substance use and misuse but do not yet meet diagnostic levels. Prevention Specialist will provide evidence-based prevention education to address identified risk factors.
3. Implementation of Curriculum Based Support Groups-Youth Connection. The program is offered for 12 weekly sessions for indicated participants in a school setting.
4. Prevention Specialist will provide screening & referrals to supportive services for participants needing additional assistance.
5. Drug prevention presentations to address underage drinking, tobacco use, marijuana use, and prescription drug misuse conducted in person or virtually.
6. Positive alternative activities to promote healthy choices.
7. Information and training for school personnel related to the prevention of substance abuse, family violence, and homelessness.
8. Information, within limitations of Federal Regulations regarding confidentiality, to a central point of contact within the school concerning participant's attendance and progress.
9. A report compiling the number of students who have received services addressing the above-mentioned concerns through our Mid-Coast Family Services Youth Prevention Programs will be provided Semi Annually to the District representatives.

Gonzales Independent School District shall provide:

1. A staff person to serve as a liaison between Mid-Coast Family Services Prevention Specialist and parents/participants/other school personnel.
2. Staff person to assist with identifying youth to fit priority population, student referrals into the program, and distributing parent consent forms.
3. Staff person to assist with scheduling groups for in person or virtual curriculum delivery and drug prevention presentations.
4. Information to Mid-Coast Family Services Prevention Specialist about participating students, to include demographics and attendance, for evaluation purposes.
5. Appropriate facilities for curriculum delivery. Specifically: tables, chairs, other non-consumable supplies.
6. Adherence to Federal Regulations regarding confidentiality.
- 7.

This agreement shall be entered into September 1, 2025, and end on August 31, 2026.

School Representative

Date

Mid-Coast Family Services

Date



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on Appraisal Calendar and Appraisers for the 2025-26 School Year

ADMINISTRATOR RESPONSIBLE: Mary Lynn Ramirez, Director of Human Resources; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: GISD Board Policy DNA (Legal) requires that the board annually adopt a calendar that designates dates for teacher observation used for the teacher appraisal process. Attached is the appraisal calendar and appraiser list for the 2025-26 school year.

ADMINISTRATION'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the board approve the calendar and list of appraisers, as presented."*



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LEADING TOMORROW



2025-2026

GONZALES INDEPENDENT SCHOOL DISTRICT

TEACHER APPRAISAL CALENDAR

- Timeline:**
- (a) The appraisal period for each teacher includes all 187 days of a teacher's employment contract.
 - (b) Observations during the appraisal period shall be conducted during the required days of instruction for students during one school year.

T-TESS Orientation-New Teachers	July 31, 2025
T-TESS Orientation-Returning Teachers	August 4-12, 2025
No Formal Observations *Permitted on These Dates	August 13-September 5, 2025
First Day of Observations	September 8, 2025
<u>No Observations Day Before & After Student Holidays:</u>	
Before & After Student Holiday (Staff Dev)	Oct. 2-7, Oct. 10-14, Oct. 30-Nov. 4, 2025
Before & After Student Holiday (Thanksgiving)	Nov. 21- Dec 1, 2025
Before & After Student Holiday (Christmas/New Year)	Dec. 18, 2025-Jan. 7, 2026
Before & After Student Holiday (MLK Holiday)	Jan. 16-20, 2026
Before & After Student Holiday (Staff Dev)	Feb. 12-27, Mar. 5-9, 2026
Before & After Student Holiday (Spring Break)	Mar. 12-23, 2026
Before & After Student Holiday (Easter)	Apr. 1-6, 2026
<u>No Observations Day of Testing & the Day Following Testing:</u>	
STAAR English I & II, Algebra I, Biology, US History	Dec. 2-12, 2025
STAAR Alternate 2	Mar. 16-Apr. 17, 2026
STAAR Testing 3-8 Reading Language Arts, English I & II	Apr. 7-Apr. 17, 2026
STAAR Grade 5/8 Science, Grade 8 SS, Biology, US History	Apr. 14-24, 2026
STAAR Grade 3-8 Mathematics, Algebra I	Apr. 21-May 1, 2026
GSPD Goal Setting and Professional Development Plan	Oct. 1, 2025
Last Day for Formal Observations for Probationary / Non-Probationary Teachers	Mar. 4, 2026
45 Minute Observations Completed	Mar. 31, 2026
End of Year Conferences and Written Summative Annual Appraisal Report	Apr 30, 2026
<i>(No later than 15 working days before the last day of instruction)</i>	



2025-2026

GONZALES INDEPENDENT SCHOOL DISTRICT

T-TESS APPRAISER LIST

GHS	GJH	GNA	GE	GPA	ADMIN OFFICE
Karen Perez	Vanessa Gibson	Wanda Fryer	Shannon Leal	Elizabeth Mikesch	Joy Philpott
Allison Marrow	Laline Jensen	GNA Principal	Cynthia Polanco		Dr. Valerie Ibeji
Roque Thompson	Kaitlin Bailey	GNA Asst. Principal			Brandi Bell
Shari Jeter					

Proposed: 07/14/2025



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Josie Smith-Wright

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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on Employee Health Insurance Benefit

ADMINISTRATOR RESPONSIBLE: Mary Lynn Ramirez, Director of Human Resources; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: The TRS Health Insurance rates/premiums are increasing for the 2025-26 fiscal year.

Because the IRS rules currently allow a maximum out-of-pocket cost to an employee of \$113.20 per month, the TRS increases will cause the district to be out of compliance with the Affordable Care Act at its current contribution level of \$350 per month (first-tier, employee-only coverage is \$484/mth).

\$20.80 per month is the minimum amount the district must increase to remain compliant. Administration has prepared three options for consideration, as follows:

Option A: Increase \$25 per month
Option B: Increase \$40 per month
Option C: Increase \$134 per month

ADMINISTRATION'S RECOMMENDATION: Approve Option B

SAMPLE MOTIONS:

- Option A: "I move that the board approve the increase to the employee health insurance contribution by \$25 per month for a total of \$375 per month, as presented."
- Option B: "I move that the board approve the increase to the employee health insurance contribution by \$40 per month for a total of \$390 per month, as presented."
- Option C: "I move that the board approve the increase to the employee health insurance contribution by \$134 per month for a total of \$484 per month, as presented."



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Employees on Insurance 24-25 School Year

Plan	Total Number of Employee
Activer Care HD	52
Plan	Total Number of Employees
Active Care2(grandfathered only)	4
Plan	Total Number of Employees
Active Care Primary	122
Plan	
Active Care Primary Plus	72
Total Number of Employees	
Total	250

Budgetary Impact Analysis

	Current 24-25SY	Option A +\$25/month	Option B +40/month	Option C +\$134/month
Monthly Employee Benefit	\$350	\$375	\$390	\$484
Total Monthly Cost to District	\$87,500	\$93,750	\$97,500	\$121,000
Total Annual Cost to District	\$1,050,000	\$1,125,000	\$1,170,000	\$1,452,000
Estimated Increase from 2024-25 /Total Budgetary Impact		\$75,000	\$120,000	\$402,000
<i>Based on Current Number of Participating employees(250)</i>				
<i>Estimated Annual Increase if Number of Participating Employees Increases to 300</i>		\$300,000	\$354,000	\$692,400

Option A- will keep us in compliance for the ACA threshold	Option B - Will keep employee cost the same as 24-25 SY	Option C-Will cover full cost for basic plan for employee only
--	---	--

Benefit Contribution Comparrison 24-25 SY Surrounding School Districts

District	Contribution	Employee Cost (Basic Plan Employee Only)	Notes
Luling ISD	\$408	\$37	
Waelder ISD	\$249	\$229	
Nixon - Smiley CISD	\$460	\$0	<i>They cover two plans at \$0 Cost and the Primary plus- only pays the difference after the \$460 benefit</i>
Cuero ISD	\$350	\$127	
Yoakum ISD	\$348	\$97	
Seguin ISD	\$300	\$77	<i>Will be increasing contribution amount</i>
Lockhart ISD	\$427	\$0	
Shiner ISD	\$420	\$57	<i>Will be increasing contribution amount</i>
Moulton ISD	\$462	\$56	



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on the 2025-26 Compensation Plan

ADMINISTRATOR RESPONSIBLE: Dr. Valerie Ibeji, Deputy Superintendent; Mary Lynn Ramirez, Director of Human Resources; Amanda Smith, Chief Financial Officer; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: The Texas Association of School Boards (TASB) has provided the district with the Year-1 pay maintenance update (related to last year's pay study). Their report and associated presentation have been included along with the potential budgetary impact of the recommended changes. TASB will present their findings and recommendations in person.

FISCAL IMPACT: \$188,722/yr (after new funding incorporated)

SUPERINTENDENT'S RECOMMENDATION: Approve starting teacher pay at \$52,050; HB 2 required increases; 2% for other job classifications; stipends

SAMPLE MOTION: *"I move that the board approve the compensation plan, as presented."*

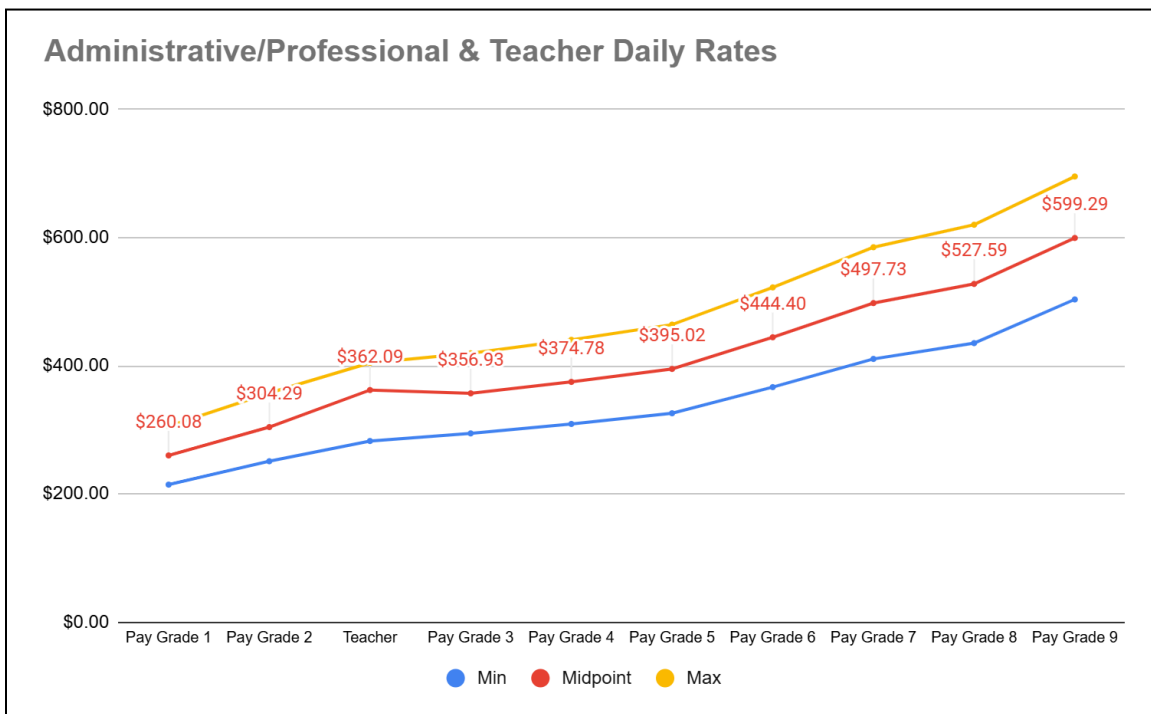


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2025-26 Compensation Plan Recommendations

- Stipends
 - **\$85,000** Implement a Specialty Stipend: \$5,000 (17)
 - Occupational Therapist (1)
 - Speech Language Pathologist (4)
 - School Psychologist (2)
 - Diagnostician (4)
 - Auditory Impairment (1)
 - Dyslexia (4)
 - Gifted & Talented (1)
 - **\$34,000** Implement an Educational Support Professional Stipend: \$2,000 (17)
 - Counselors (8)
 - Instructional Coaches (3)
 - Librarians (1)
 - Nurses (5)
 - **\$37,200** Reinstate an ESL Stipend: \$1,200 (31)
 - **\$27,500** Increase Mentor Stipend: \$500 → \$1,000 (55)
 - **\$5,000** Increase Lifeskills Stipend: \$2,000 → \$2,500 (10)
- Base Pay
 - **\$1,057,730** Teachers:
 - 5+ Years: \$8,000 increase
 - 3 & 4 Years: \$4,000 increase
 - 1 & 2 Years: \$1,700 Increase
 - Starting Teacher Pay: \$52,050
 - **\$298,778** Other
 - 2% of midpoint





	Current	Proposed	Est # Stipends	2% Model Budgetary Impact
Specialty	\$ -	\$ 5,000	17	\$ 85,000
Ed Support	\$ -	\$ 2,000	17	\$ 34,000
ESL	\$ -	\$ 1,200	31	\$ 37,200
Mentor	\$ 500	\$ 1,000	55	\$ 27,500
Lifeskills	\$ 2,000	\$ 2,500	10	\$ 5,000
Teachers				\$ 1,057,730
Others (2%)				\$ 298,778
Total Cost of Proposed Increases				\$1,545,208
Basic Costs Allotment				\$ (271,996)
Support Staff Allotment				\$ (92,486)
Teacher Retention Allotment				\$ (992,004)
Net Impact				\$ 188,722

PAY SYSTEMS MAINTENANCE

**Gonzales Independent School
District**

June, 2025

Troy Richardson

Introduction

Gonzales ISD (GISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to provide pay system maintenance. TASB offers this maintenance service to former clients that have adopted a market-based pay plan.

The report presents a summary of our findings and recommendations based on two percentage adjustment models requested by the district. It includes a market comparison of key benchmark jobs, a cost estimate of the requested pay increase adjustments, a new teacher placement guide, and pay range structures for other job groups.

Project Activities

The following tasks were completed according to the district's service agreement:

- Set up pay file modeling templates using a snapshot of actual employee data
- Reviewed competitive pay for teachers and key benchmark jobs
- Reviewed and adjusted teacher hiring schedule and other pay range structures as needed
- Calculated individual employee pay adjustments
- Calculated cost estimates for adjustment models
- Recommended strategic adjustments for improvement of pay problems

Employee data files will be transferred electronically upon completion of the project.

Note: Pay adjustments are based on the snapshot of district employee data at the time data was received by TASB. Districts are responsible for updating payroll systems and calculating pay for any subsequent new hires.

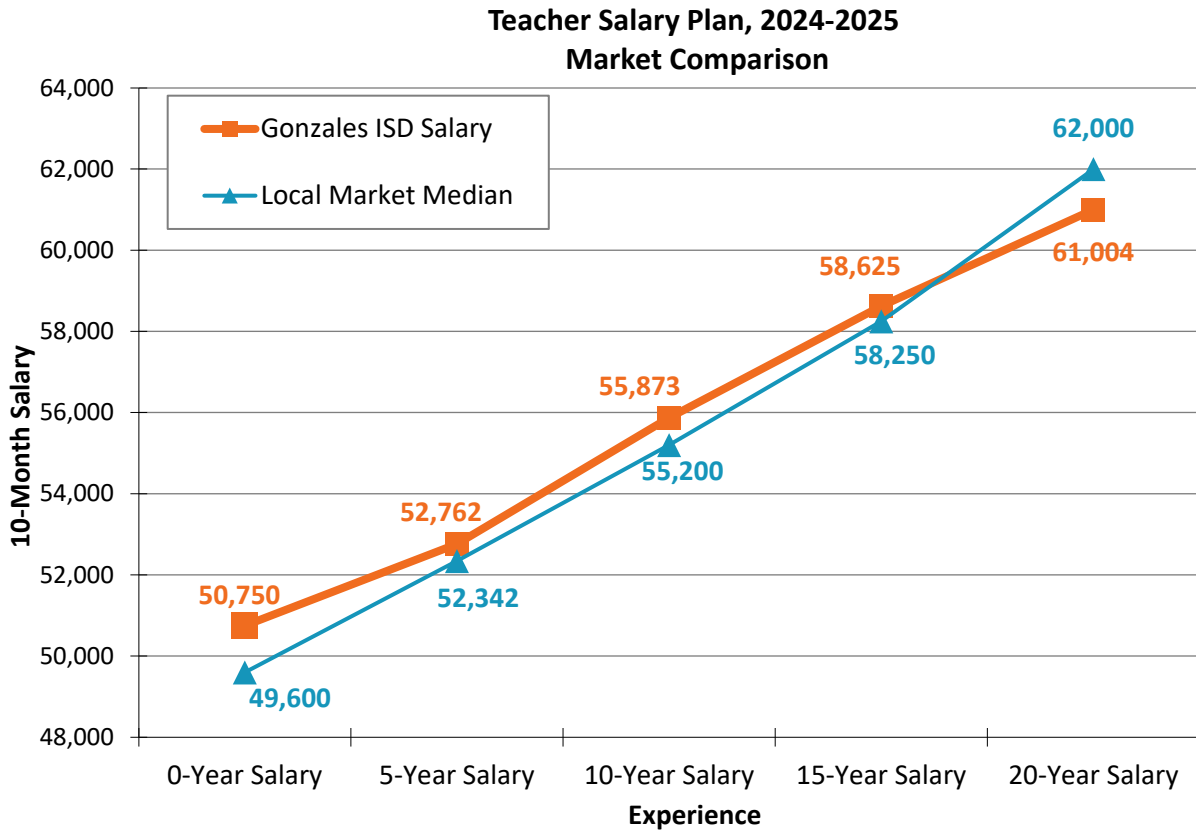
Market Summary

Comparison districts were selected based on enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services.

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Bastrop ISD	13	13,203	1,425	X	X
2	Cuero ISD	03	1,937	351	X	X
3	Flatonia ISD	13	679	107	X	X
4	Hallettsville ISD	03	1,180	187	X	X
5	Lockhart ISD	13	6,774	808	X	X
6	Luling ISD	13	1,440	200	X	X
7	Marion ISD	20	1,698	219	X	X
8	Navarro ISD	20	2,180	373	X	X
9	Nixon-Smiley CISD	13	1,009	217	X	X
10	Seguin ISD	20	7,239	1,094	X	X
11	Shiner ISD	03	709	97	X	X
12	Smithville ISD	13	1,856	275	X	X
13	Waelder ISD	13	290	64	X	X
Gonzales ISD		13	2,605	406	13	13

Teacher Market Comparison

Teacher salaries at GISD are above market at most surveyed points in the range. Teacher pay is lowest to market at 20 years, and pay is most competitive at 0 years. Despite being above market median for most surveyed years, average teacher salary is 5 percent below market median.



Teacher Salaries by Experience
Bachelor's degree, 10 months

District		0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary
1	Seguin ISD	\$57,000	\$57,871	\$60,986	\$63,082	\$65,645	\$58,909
2	Bastrop ISD	\$56,000	\$56,750	\$57,500	\$58,250	\$58,938	\$57,488
3	Navarro ISD	\$54,300	\$56,500	\$58,500	\$60,500	\$62,500	\$59,422
4	Lockhart ISD	\$53,600	\$54,975	\$61,255	\$64,300	\$67,875	\$58,000
5	Marion ISD	\$52,150	\$54,650	\$57,400	\$60,150	\$62,900	\$58,805
6	Luling ISD	\$50,000	\$52,600	\$55,200	\$59,300	\$62,000	\$55,588
7	Nixon-Smiley CISD	\$49,600	\$52,342	\$55,948	\$59,226	\$63,706	\$58,275
8	Smithville ISD	\$48,000	\$49,975	\$54,050	\$56,400	\$59,945	\$52,681
9	Hallettsville ISD	\$47,000	\$50,750	\$54,500	\$58,250	\$62,000	\$56,636
10	Cuero ISD	\$45,500	\$48,500	\$51,500	\$56,125	\$59,100	\$56,010
11	Waelder ISD	\$43,704	\$47,566	\$52,459	\$56,321	\$60,184	\$51,141
12	Flatonia ISD	\$41,650	\$45,160	\$51,510	\$56,380	\$60,120	\$53,979
13	Shiner ISD	\$41,000	\$45,000	\$50,500	\$55,000	\$59,000	\$54,669
Gonzales ISD		\$50,750	\$52,762	\$55,873	\$58,625	\$61,004	\$53,891
Median		\$49,600	\$52,342	\$55,200	\$58,250	\$62,000	\$56,636
Comparison to Median Dollar Difference		102% \$1,150	101% \$420	101% \$673	101% \$375	98% (\$996)	95% (\$2,745)

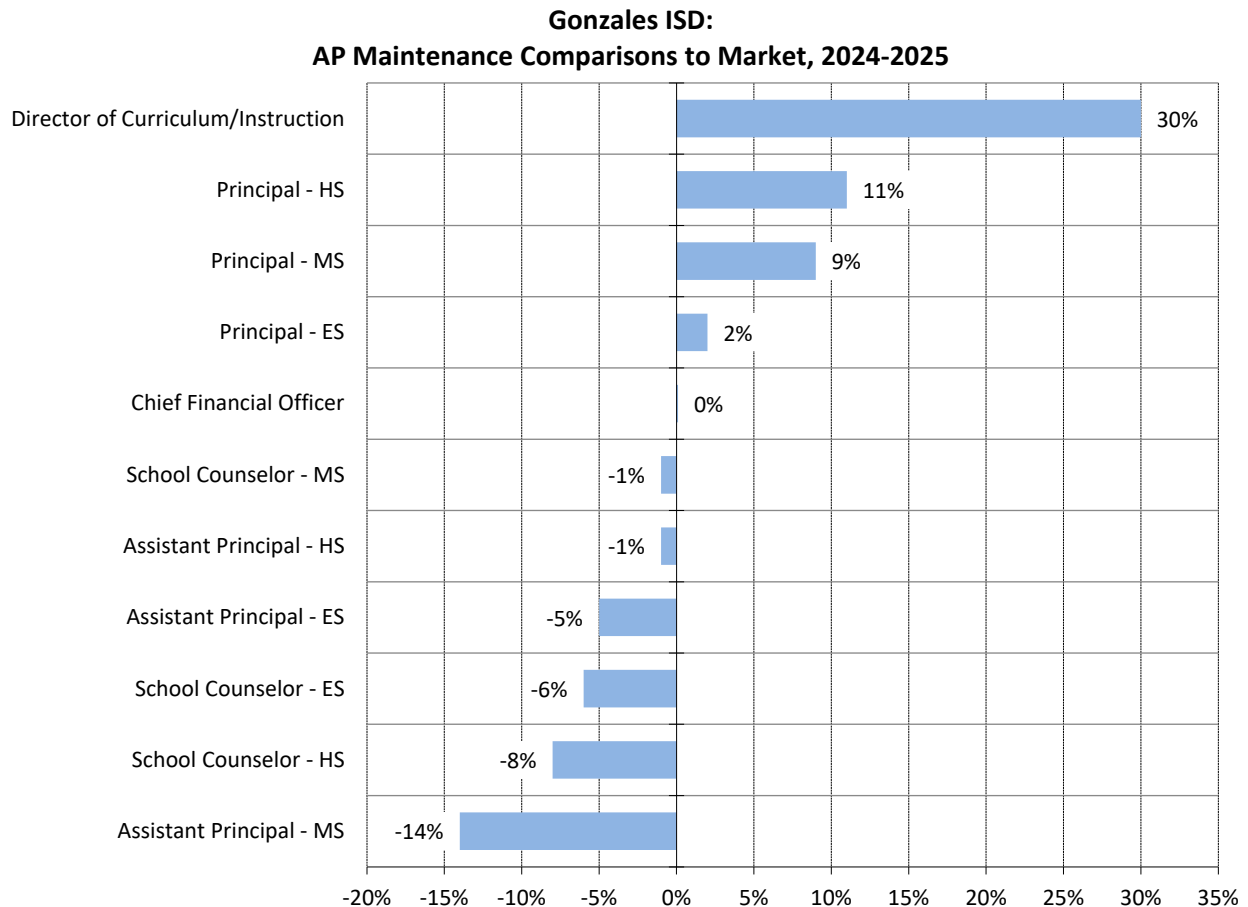
In the table above, the horizontal arrow indicates how GISD's starting (0-year) teacher salary compares to a sorted list of the peer districts in the market.

The table below includes common teacher stipends and how the district compares with peers. This comparison may be helpful if the district is considering adjusting stipend amounts or offerings. Offering stipends for hard-to-fill positions is one method of remaining competitive with peer districts.

Stipend	Gonzales ISD	Median Stipend	Districts Reporting
Master's Degree - General	\$1,224	\$1,100	10 of 13
Secondary Math	\$3,000	\$3,250	6 of 13
Secondary Science	\$3,000	\$2,250	6 of 13
Special Education - General/Resource	\$1,500	\$2,000	9 of 13
Special Education - High Needs	\$2,000	\$2,000	11 of 13
Bilingual	--	\$6,500	5 of 13

Administrative/Professional Market Comparison

Across benchmark administrative/professional positions, GISD is 2 percent above market, on average. Individual jobs range from 14 percent below market to 30 percent above market. Director of athletics/head football coach has been excluded from overall counts and averages due to being nearly 40 percent above market.



Benchmark Position		Note	Districts Reporting	2024-2025 Market Salary	2024-2025 District Salary	2024-2025 District Salary Compared to Market
1	School Counselor - ES	M	12	\$65,967	\$61,703	94%
2	School Counselor - MS	M	10	\$73,716	\$73,028	99%
3	School Counselor - HS	M	12	\$73,945	\$68,010	92%
4	Assistant Principal - ES	M	9	\$75,832	\$72,000	95%
5	Assistant Principal - MS	M	10	\$72,985	\$63,067	86%
6	Assistant Principal - HS	M	11	\$78,825	\$77,980	99%
7	Principal - ES	M	12	\$85,750	\$87,581	102%
8	Principal - MS	M	10	\$90,000	\$98,000	109%
9	Principal - HS	M	12	\$101,230	\$112,198	111%
10	Director of Athletics/Head Football Coach	M,X	10	\$92,125	\$127,500	138%
11	Director of Curriculum/Instruction	M	5	\$96,000	\$125,198	130%
12	Chief Financial Officer	M	7	\$133,914	\$133,738	100%
2024-2025 Pay						102%

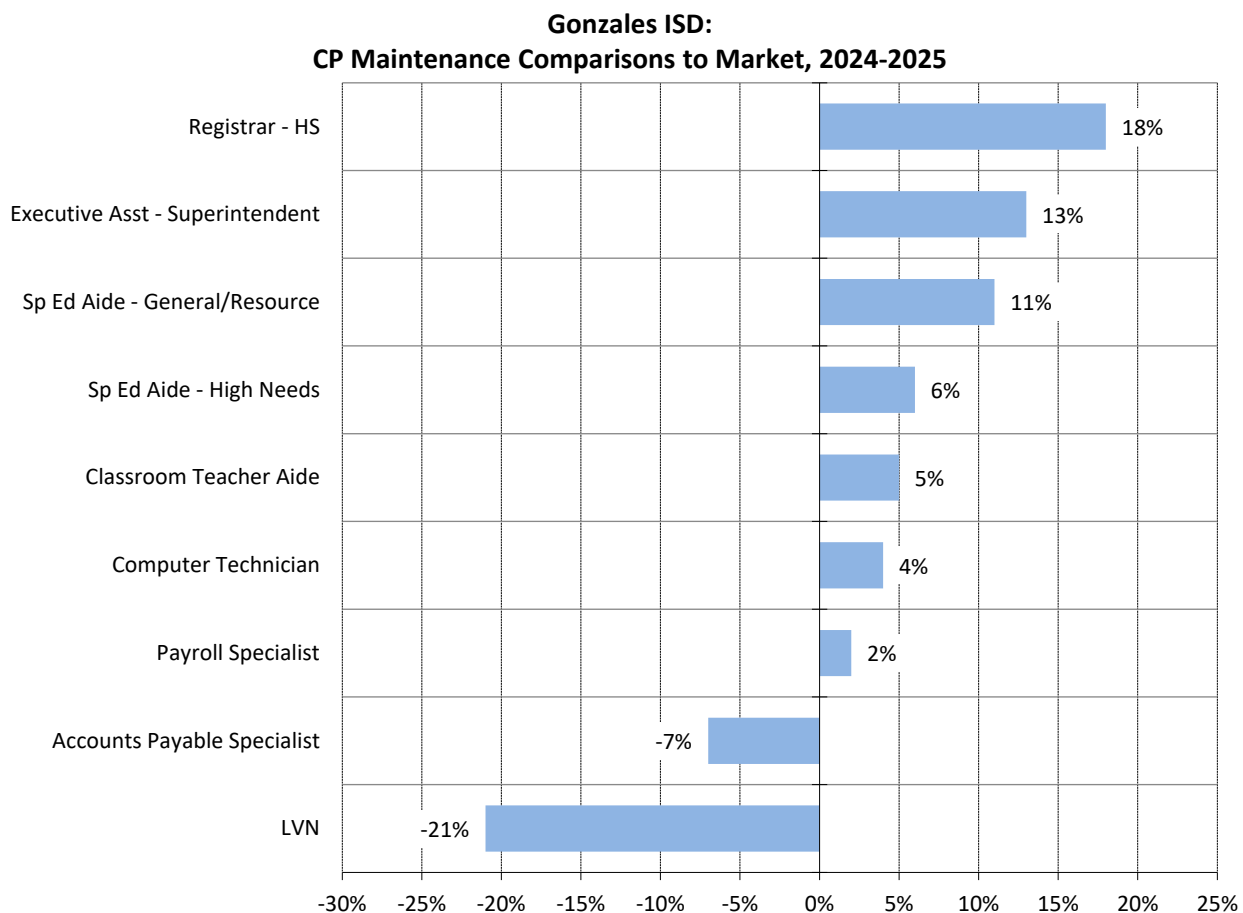
Notes

- M** Market salary is median of reporting comparison districts
X Market comparison is excluded from overall counts and averages

Clerical/Paraprofessional Market Comparison

Across benchmark clerical/paraprofessional jobs, the district is paying 3 percent above market, on average. Individual jobs range from 21 percent below market median to 18 percent above market median. Pay range minimums are 5 percent above market, on average. Raising starting rates may help to align positions that fall below market.

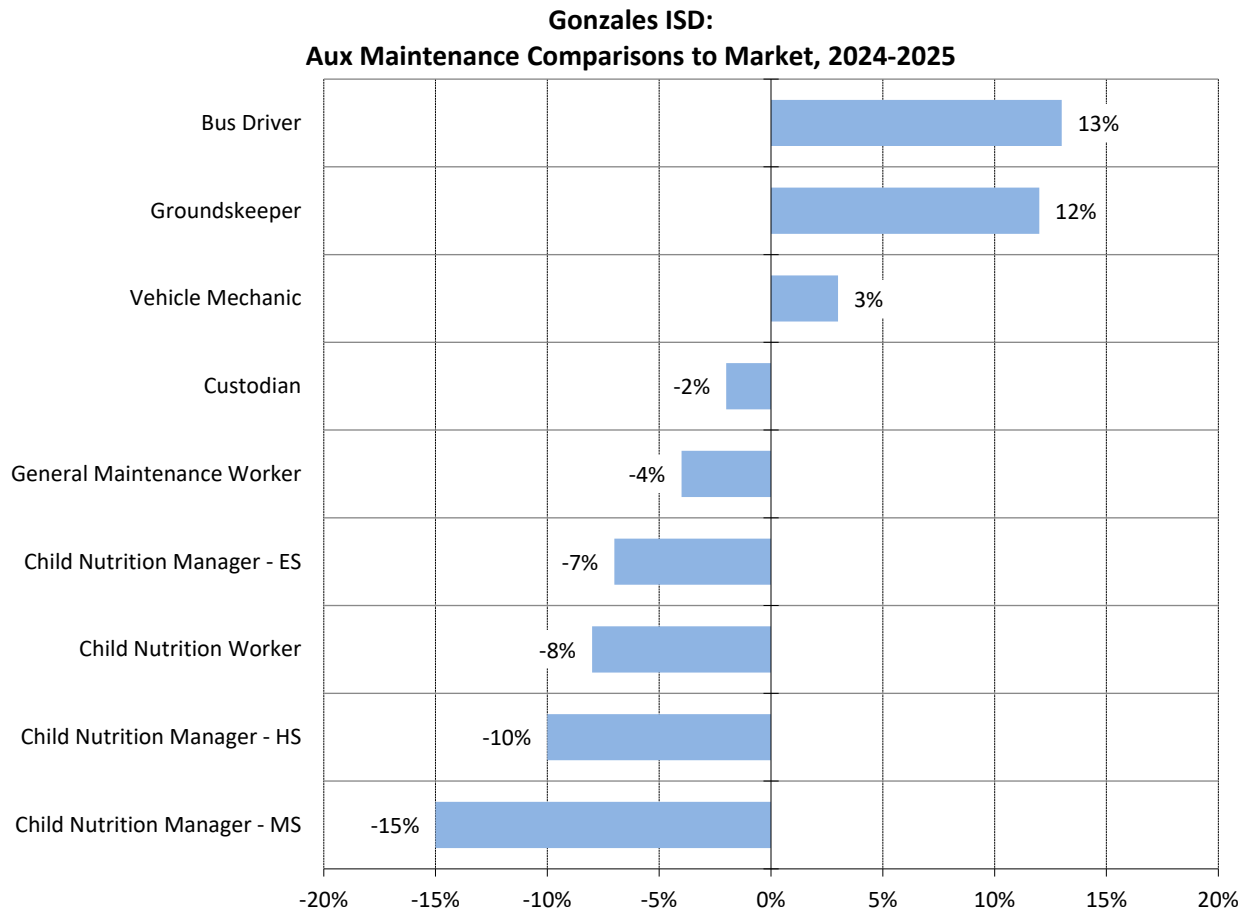
Overall, with the exception of LVN, this pay group is well-aligned to market. 7 out of 9 surveyed positions beat market medians.



Benchmark Position		Districts Reporting	2024-2025 Market Rate	2024-2025 District Rate	2024-2025 District Rate Compared to Market	Market Rate Minimum	District Rate Minimum	2024-2025 Pay Range Minimum Compared to Market
1	Accounts Payable Specialist	9	\$27.86	\$26.00	93%	\$19.30	\$23.25	120%
2	Payroll Specialist	10	\$28.17	\$28.64	102%	\$20.31	\$23.25	114%
3	Computer Technician	8	\$22.70	\$23.61	104%	\$20.18	\$21.50	107%
4	Executive Assistant - Superintendent	10	\$31.22	\$35.26	113%	\$22.98	\$24.50	107%
5	Classroom Teacher Aide	13	\$15.62	\$16.42	105%	\$13.22	\$13.50	102%
6	Special Education Aide - High Needs	8	\$17.08	\$18.10	106%	\$13.72	\$15.50	113%
7	Licensed Vocational Nurse (LVN)	9	\$26.40	\$20.78	79%	\$20.54	\$16.50	80%
8	Registrar - HS	5	\$23.75	\$28.00	118%	\$19.00	\$18.50	97%
9	Special Education Aide - General/Resource	11	\$15.52	\$17.18	111%	\$13.22	\$13.50	102%
2024-2025 Pay					103%	Plan		105%

Auxiliary Market Comparison

Across benchmark auxiliary jobs, the district is paying 2 percent below market, on average. Individual jobs range from 15 percent below market median to 13 percent above market median. Pay range minimums are 2 percent below market, on average. Raising starting rates may help to align positions that fall below market.



Benchmark Position		Note	Districts Reporting	2024-2025 Market Rate	2024-2025 District Rate	2024-2025 District Rate Compared to Market	Market Rate Minimum	District Rate Minimum	2024-2025 Pay Range Minimum Compared to Market
1	Child Nutrition Worker	M	11	\$14.89	\$13.66	92%	\$13.05	\$12.00	92%
2	Child Nutrition Manager - ES	M	6	\$19.46	\$18.15	93%	\$15.50	\$16.25	105%
3	Child Nutrition Manager - MS	M	5	\$22.45	\$19.15	85%	\$17.46	\$16.25	93%
4	Child Nutrition Manager - HS	M	7	\$19.65	\$17.69	90%	\$17.95	\$16.25	91%
5	Custodian	M	9	\$16.14	\$15.88	98%	\$12.53	\$14.25	114%
6	Groundskeeper	M	8	\$17.80	\$19.98	112%	\$15.42	\$15.00	97%
7	General Maintenance Worker	M	11	\$19.87	\$18.98	96%	\$17.75	\$15.00	85%
8	Bus Driver	M	9	\$22.53	\$25.36	113%	\$19.30	\$16.25	84%
9	Vehicle Mechanic	S	61	\$24.87	\$25.66	103%	\$19.67	\$23.50	120%
2024-2025 Pay						98%	Plan		98%

Notes

M Market salary is median of reporting comparison districts

S Market salary is median of statewide responses for student enrollment of 1,600 to 2,999

Summary and Recommendations

Summary

Teacher, exempt, and nonexempt benchmarks are all near or above target market medians. Districts that are below market may experience difficulty filling jobs and retaining employees.

Recommendations

Following is a listing of recommendations for the Gonzales ISD compensation plan.

Recommendation 1

Adopt the proposed pay structures to improve pay equity and ensure all employees are paid at least the proposed pay minimum

- The midpoint-based structures group jobs of similar market value, skill, effort, and responsibility into proposed pay grades with minimum, midpoint, and maximum values.

Recommendation 2

Adopt one of the proposed general pay increases (GPI) models to improve market competitiveness.

- In each model, all continuing teachers receive the same increase amount, and increases for non-teachers are calculated as a percent of pay grade midpoint.
- Model 1: 2 percent GPI for non-teacher pay groups, with a 2 percent increase for teachers with 0-2 years of experience.
- Model 2: 3 percent GPI for non-teacher pay groups, with a 3 percent increase for teachers with 0-2 years of experience.

Recommendation 3

For teachers, additional adjustments have been calculated to ensure all continuing teachers are paid at least the prescribed salary for their creditable years of experience.

Additional adjustments for non-teacher pay groups include:

- Adjustments to ensure pay is at least 1 percent above the range minimum if the general pay increase was not sufficient to do so. This ensures current employees are paid slightly more than incoming employees paid at the minimum of the pay range.
- Equity adjustments for administrative/professional employees in the educator career pathway, to ensure their proposed pay is at or above a teacher with similar degree and experience, on a daily rate basis.
- If an employee remains below 90 percent of midpoint after all other adjustments, then an additional 1 percent of midpoint was granted as a strategic adjustment for nonteaching pay groups.

- Placement scales were used to align employee pay by years of experience within nonexempt pay groups. Placement scales divide the difference between minimum and midpoint in each pay grade by 20 years to help spread pay for staff based on experience. This will help avoid pay compression as well as allow the Human Resources office to speed up pay determination in these higher volume positions.

Estimated Costs of Recommendations

These estimates are based on employee pay data collected at the beginning of the pay study and are reflective of a snapshot in time.

Gonzales ISD

Model 1

Summary of Cost Estimates, 2025-2026

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers					
\$51,500 starting salary	170		\$1,037,796		\$9,200,718
Teacher retention allotment - HB2 Funded		134	\$992,004	10.8%	
Other adjustments (unfunded cost)		42	\$45,792	0.5%	
Administrative/Professional	72		\$185,324		\$5,507,204
^{1c} General pay increase - 2.0% of pay range midpoint		70	\$110,025	2.0%	
General pay increase - 2.0% to employees over range max		2	\$1,079	0.0%	
Adjustments - 1.0% above pay range minimum		1	\$1,782	0.0%	
Adjustments - teacher pay equity		15	\$72,438	1.3%	
Clerical/Paraprofessional	106		\$66,674		\$3,061,404
^{1c} General pay increase - 2.0% of pay range midpoint		94	\$55,661	1.8%	
General pay increase - 2.0% to employees over range max		12	\$6,227	0.2%	
Adjustments - placement scale		3	\$4,786	0.2%	
Auxiliary	89		\$46,780		\$2,288,948
^{1c} General pay increase - 2.0% of pay range midpoint		71	\$40,084	1.8%	
General pay increase - 2.0% to employees over range max		18	\$5,620	0.2%	
Adjustments - placement scale		3	\$1,076	0.0%	
Subtotal - General Pay Increase	267		\$218,696	1.1%	
Subtotal - Teacher retention allotment		134	\$992,004	4.9%	
Subtotal - Implementation/Equity Adjustments		64	\$125,874	0.6%	
Total Cost Estimate	437		\$1,336,574	6.7%	\$20,058,274

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Teachers Salary Plan Development
Gonzales ISD
Model 1: HB2 - \$51,500 starting

2024-2025 Years of Exp	2024-2025 New Hire Salary	+	HB2 funded increase	+	Unfunded Yrs/Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
							0 →	\$51,500
0	\$50,750	+		+	\$1,150	=	1	\$51,900
1	\$51,150	+		+	\$1,150	=	2	\$52,300
2	\$51,538	+	\$4,000	+		=	3	\$55,538
3	\$51,946	+	\$4,000	+		=	4	\$55,946
4	\$52,354	+	\$8,000	+		=	5	\$60,354
5	\$52,762	+	\$8,000	+		=	6	\$60,762
6	\$53,425	+	\$8,000	+		=	7	\$61,425
7	\$54,037	+	\$8,000	+		=	8	\$62,037
8	\$54,649	+	\$8,000	+		=	9	\$62,649
9	\$55,567	+	\$8,000	+		=	10	\$63,567
10	\$55,873	+	\$8,000	+		=	11	\$63,873
11	\$56,485	+	\$8,000	+		=	12	\$64,485
12	\$56,995	+	\$8,000	+		=	13	\$64,995
13	\$57,505	+	\$8,000	+		=	14	\$65,505
14	\$58,065	+	\$8,000	+		=	15	\$66,065
15	\$58,625	+	\$8,000	+		=	16	\$66,625
16	\$59,135	+	\$8,000	+		=	17	\$67,135
17	\$59,646	+	\$8,000	+		=	18	\$67,646
18	\$60,157	+	\$8,000	+		=	19	\$68,157
19	\$60,443	+	\$8,000	+		=	20	\$68,443
20	\$61,004	+	\$8,000	+		=	21	\$69,004
21	\$61,840	+	\$8,000	+		=	22	\$69,840
22	\$62,452	+	\$8,000	+		=	23	\$70,452
23	\$63,064	+	\$8,000	+		=	24	\$71,064
24	\$63,676	+	\$8,000	+		=	25	\$71,676
25	\$64,288	+	\$8,000	+		=	26	\$72,288
26	\$64,900	+	\$8,000	+		=	27	\$72,900
27	\$65,410	+	\$8,000	+		=	28	\$73,410
28	\$65,920	+	\$8,000	+		=	29	\$73,920
29	\$66,430	+	\$8,000	+		=	30+	\$74,430
30+	\$66,940							

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
0 Years			
49,600	102%	104%	400
			400
			3,238
5 Years			408
52,342	101%	115%	4,408
			408
			663
			612
10 Years			612
55,200	101%	115%	918
			306
			612
			510
15 Years			510
58,250	101%	113%	560
			560
			510
			511
20 Years			511
62,000	98%	110%	286
			561
			836
			612
			612
			612
			612
			612
			510
			510
			510

General pay increase is applied to the market median salary (\$56,636).

Pay Range Minimum	\$51,500	Pay Range Maximum	\$75,700
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Gonzales ISD

2025-2026 New Hire Guide for Teachers

Model 1: HB2 - \$51,500 starting

Years of Experience	New Hire Salary
0	\$51,500
1	\$51,900
2	\$52,300
3	\$55,538
4	\$55,946
5	\$60,354
6	\$60,762
7	\$61,425
8	\$62,037
9	\$62,649
10	\$63,567
11	\$63,873
12	\$64,485
13	\$64,995
14	\$65,505
15	\$66,065
16	\$66,625
17	\$67,135
18	\$67,646
19	\$68,157
20	\$68,443
21	\$69,004
22	\$69,840
23	\$70,452
24	\$71,064
25	\$71,676
26	\$72,288
27	\$72,900
28	\$73,410
29	\$73,920
30+	\$74,430

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,224 Master's Degree - General Stipend

Gonzales ISD
Model 2
Summary of Cost Estimates, 2025-2026

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers					
\$52,050 starting salary	170		\$1,057,730		\$9,200,718
Teacher retention allotment - HB2 Funded		134	\$992,004	10.8%	
Other adjustments (unfunded cost)		42	\$65,726	0.7%	
Administrative/Professional	72		\$229,483		\$5,507,204
^{1c} General pay increase - 3.0% of pay range midpoint		69	\$164,611	3.0%	
General pay increase - 3.0% to employees over range max		3	\$2,030	0.0%	
Adjustments - 1.0% above pay range minimum		1	\$986	0.0%	
Adjustments - teacher pay equity		15	\$61,856	1.1%	
Clerical/Paraprofessional	106		\$96,277		\$3,061,404
^{1c} General pay increase - 3.0% of pay range midpoint		93	\$82,320	2.7%	
General pay increase - 3.0% to employees over range max		13	\$10,235	0.3%	
Adjustments - placement scale		2	\$3,722	0.1%	
Auxiliary	89		\$69,099		\$2,288,948
^{1c} General pay increase - 3.0% of pay range midpoint		71	\$59,754	2.6%	
General pay increase - 3.0% to employees over range max		18	\$8,828	0.4%	
Adjustments - placement scale		2	\$517	0.0%	
Subtotal - General Pay Increase		267	\$327,778	1.6%	
Subtotal - Teacher retention allotment		134	\$992,004	4.9%	
Subtotal - Implementation/Equity Adjustments		62	\$132,807	0.7%	
Total Cost Estimate	437		\$1,452,589	7.2%	\$20,058,274

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Teachers Salary Plan Development
Gonzales ISD
 Model 2: HB2 - \$52,050 starting

2024-2025 Years of Exp	2024-2025 New Hire Salary	HB2 funded increase	Unfunded Yrs/Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
					0	\$52,050
0	\$50,750	+	+	\$1,700	1	\$52,450
1	\$51,150	+	+	\$1,700	2	\$52,850
2	\$51,538	+	\$4,000	+	3	\$55,538
3	\$51,946	+	\$4,000	+	4	\$55,946
4	\$52,354	+	\$8,000	+	5	\$60,354
5	\$52,762	+	\$8,000	+	6	\$60,762
6	\$53,425	+	\$8,000	+	7	\$61,425
7	\$54,037	+	\$8,000	+	8	\$62,037
8	\$54,649	+	\$8,000	+	9	\$62,649
9	\$55,567	+	\$8,000	+	10	\$63,567
10	\$55,873	+	\$8,000	+	11	\$63,873
11	\$56,485	+	\$8,000	+	12	\$64,485
12	\$56,995	+	\$8,000	+	13	\$64,995
13	\$57,505	+	\$8,000	+	14	\$65,505
14	\$58,065	+	\$8,000	+	15	\$66,065
15	\$58,625	+	\$8,000	+	16	\$66,625
16	\$59,135	+	\$8,000	+	17	\$67,135
17	\$59,646	+	\$8,000	+	18	\$67,646
18	\$60,157	+	\$8,000	+	19	\$68,157
19	\$60,443	+	\$8,000	+	20	\$68,443
20	\$61,004	+	\$8,000	+	21	\$69,004
21	\$61,840	+	\$8,000	+	22	\$69,840
22	\$62,452	+	\$8,000	+	23	\$70,452
23	\$63,064	+	\$8,000	+	24	\$71,064
24	\$63,676	+	\$8,000	+	25	\$71,676
25	\$64,288	+	\$7,412	+	26	\$71,700
26	\$64,900	+	\$8,000	+	27	\$72,900
27	\$65,410	+	\$8,000	+	28	\$73,410
28	\$65,920	+	\$8,000	+	29	\$73,920
29	\$66,430	+	\$8,000	+	30+	\$74,430
30+	\$66,940					

Current Market Median		
Value	Compare Before	Compare After

0 Years		
49,600	102%	105%

5 Years		
52,342	101%	115%

10 Years		
55,200	101%	115%

15 Years		
58,250	101%	113%

20 Years		
62,000	98%	110%

Exp Diff

400
400
2,688
408
4,408
408
663
612
612
918
306
612
510
510
560
560
510
511
511
286
561
836
612
612
612
24
1,200
510
510
510

General pay increase is applied to the market median salary (\$56,636).

Pay Range Minimum	\$52,050	Pay Range Maximum	\$71,700
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Gonzales ISD

2025-2026 New Hire Guide for Teachers

Model 2: HB2 - \$52,050 starting

Years of Experience	New Hire Salary
0	\$52,050
1	\$52,450
2	\$52,850
3	\$55,538
4	\$55,946
5	\$60,354
6	\$60,762
7	\$61,425
8	\$62,037
9	\$62,649
10	\$63,567
11	\$63,873
12	\$64,485
13	\$64,995
14	\$65,505
15	\$66,065
16	\$66,625
17	\$67,135
18	\$67,646
19	\$68,157
20	\$68,443
21	\$69,004
22	\$69,840
23	\$70,452
24	\$71,064
25	\$71,676
26	\$71,700
27	\$72,900
28	\$73,410
29	\$73,920
30+	\$74,430

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,224 Master's Degree - General Stipend

Appendices

Proposed Pay Structures

As discussed in the recommendations, TASB HR Services has recommended adjustments to the district's current pay structures. The following exhibits depict the proposed pay structures, including updated pay rates.

2025-2026 Proposed Administrative/Professional Pay Plan

Gonzales ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Daily	\$214.57	\$260.08	\$305.59	\$5.20
	Police Officer	223	223 Days	47,849	57,998	68,147	1,160
2			Daily	\$251.04	\$304.29	\$357.54	\$6.09
	Coordinator, ACE	215	193 Days	48,451	58,728	69,005	1,175
	Coordinator, Transportation	223	207 Days	51,965	62,988	74,011	1,260
	Diagnostician - Intern	193	215 Days	53,974	65,422	76,871	1,308
	Specialist, Mental Health	193	223 Days	55,982	67,857	79,731	1,357
	Truancy Officer	207					
3			Daily	\$294.47	\$356.93	\$419.39	\$7.14
	Associate School Psychologist	121	121 Days	35,631	43,189	50,746	864
	Asst Principal, ES	193	131 Days	38,576	46,758	54,940	935
	Asst Principal, JH	207	187 Days	55,066	66,746	78,426	1,335
	Athletic Trainer	187	193 Days	56,833	68,887	80,942	1,378
	Coordinator, CTE	207	207 Days	60,955	73,885	86,814	1,478
	Coordinator, Instructional ES	193	223 Days	65,667	79,595	93,524	1,592
	Coordinator, Instructional Sec	223					
	Coordinator, Student Support	223					
	Coordinator, Talent Advisor	223					
	Counselor, ES	207					
	Counselor, HS	193					
	Counselor, JH	207					
	Counselor, Lead JH	223					
	Counselor, Mental Health	193					
	Diagnostician	193					
	Instructional Coach	193					
	Librarian	187					
	Network Admin	223					
	Nurse	187					
	Specialist, SW Integration	223					
	Speech Language Pathologist	193					
	Systems Admin	223					
4			Daily	\$309.19	\$374.78	\$440.37	\$7.50
	Asst Principal, HS	207	207 Days	64,002	77,579	91,157	1,552
	Chief of Police	223	223 Days	68,949	83,576	98,203	1,672
	Director, Band	223					
	Director, PEIMS	223					
5			Daily	\$325.89	\$395.02	\$464.15	\$7.90
	Associate Principal, ES	207	207 Days	67,459	81,769	96,079	1,635
	Associate Principal, HS	207	223 Days	72,673	88,089	103,505	1,762
	Director, Accountability/Assessment	223					
	Director, CCMR & CTE	223					
	Director, Food Service	223					
	Director, Student Support & Strategic Initiatives	223					
	Principal, ES	223					

2025-2026 Proposed Administrative/Professional Pay Plan

Gonzales ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
6			Daily	\$366.63	\$444.40	\$522.17	\$8.89
	Director, HR	223	223 Days	81,758	99,101	116,444	1,982
	Director, Special Pops & Student Services	223					
	Director, Technology	223					
	Principal, JH	223					
7			Daily	\$410.63	\$497.73	\$584.83	\$9.95
	Director, Athletics	223	223 Days	91,570	110,994	130,417	2,220
	Exec Director, Child Nutrition, Facilities Services, Competitive Grants	223					
	Exec Director, Curriculum & Instruction	223					
	Exec Director, Operations, Safety & Security	223					
	Exec Director, Recruitment, Leadership, & Professional Development	223					
	Exec Director, State/Federal Programs	223					
	Principal, HS	223					
8			Daily	\$435.26	\$527.59	\$619.92	\$10.55
	Chief Financial Officer	223	223 Days	97,063	117,653	138,242	2,353

2025-2026 Proposed Clerical/Paraprofessional Pay Plan

Gonzales ISD

*Annual amounts are based on 7.6 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$13.64	\$16.84	\$20.04	\$0.34
	Aide, Bilingual	178	178 Days	18,452	22,781	27,110	460
	Aide, ESL	178					
	Aide, Focus Redirector	178					
	Aide, General Educations	178					
	Aide, PE	178					
	Aide, SPED 1:1	178					
	Aide, SPED Resource/Inclusion	178					
	Aide, Tech/Library	178					
2			Hourly	\$15.66	\$19.34	\$23.02	\$0.39
	Aide, Electives	178	178 Days	21,185	26,163	31,141	528
	Aide, Fine Arts	178					
	Aide, ISS	178					
	Aide, Library	178					
	Aide, Library/Literacy	178					
	Aide, SPED Life Skills	178					
	Aide, SPED Life Skills 18+	178					
	Aide, SPED Life Skills/FA	178					
3			Hourly	\$16.67	\$20.33	\$23.99	\$0.41
	Data Asst	207	178 Days	22,551	27,502	32,454	555
	Nurse Asst	178	207 Days	26,225	31,983	37,741	645
	Receptionist, Campus	178					
4			Hourly	\$17.68	\$21.56	\$25.44	\$0.43
	Behavior Support Para	178	178 Days	23,918	29,166	34,415	582
	Registrar, ES	231	207 Days	27,814	33,918	40,022	676
	Registrar, JH	231	231 Days	31,039	37,851	44,662	755
	Specialist, Career Center	207					
5			Hourly	\$18.69	\$22.79	\$26.89	\$0.46
	Admin Asst, C&I/Comm/Saf Sec	231	121 Days	17,187	20,958	24,728	423
	ARD Transition	193	193 Days	27,414	33,428	39,442	675
	Exec Asst, Director Operations	231	194 Days	27,557	33,602	39,647	678
	Exec Asst, Director State & Federal Programs	231	231 Days	32,812	40,010	47,208	808
	Registrar, HS	231					
	Secretary, Financial	231					
	Secretary, Food Service	194					
	Secretary, HR/Admin Office	231					
	Secretary, PEIMS	231					
	Secretary, Transportation	231					
	Specialist, ARD Transition	121					

2025-2026 Proposed Clerical/Paraprofessional Pay Plan

Gonzales ISD

*Annual amounts are based on 7.6 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
6							
	Campus Technician	231	Hourly	\$21.72	\$26.50	\$31.28	\$0.53
	Clerk, HR	231	231 Days	38,132	46,523	54,915	930
	Specialist, HR	231					
7							
	Specialist, Accounting	231	Hourly	\$23.49	\$28.64	\$33.79	\$0.57
	Specialist, Accts Payable	231	231 Days	41,239	50,280	59,322	1,001
	Specialist, Digital	231					
	Specialist, Financial Ops	231					
	Specialist, Payroll	231					
8							
	Admin Asst, Superintendent	231	Hourly	\$24.75	\$30.19	\$35.63	\$0.60
			231 Days	43,451	53,002	62,552	1,053

2025-2026 Clerical/Paraprofessional Placement Scale

Gonzales ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	Pay Grades							
		1	2	3	4	5	6	7	8
Minimum	0	\$13.64	\$15.66	\$16.67	\$17.68	\$18.69	\$21.72	\$23.49	\$24.75
	1	\$13.80	\$15.84	\$16.85	\$17.87	\$18.90	\$21.96	\$23.75	\$25.02
	2	\$13.96	\$16.02	\$17.03	\$18.06	\$19.10	\$22.19	\$24.00	\$25.29
	3	\$14.12	\$16.20	\$17.21	\$18.25	\$19.30	\$22.42	\$24.25	\$25.56
	4	\$14.28	\$16.38	\$17.39	\$18.44	\$19.50	\$22.65	\$24.50	\$25.83
	5	\$14.44	\$16.56	\$17.57	\$18.63	\$19.70	\$22.88	\$24.75	\$26.10
	6	\$14.60	\$16.74	\$17.75	\$18.82	\$19.90	\$23.11	\$25.00	\$26.37
	7	\$14.76	\$16.92	\$17.93	\$19.01	\$20.10	\$23.34	\$25.25	\$26.64
	8	\$14.92	\$17.10	\$18.11	\$19.20	\$20.30	\$23.57	\$25.50	\$26.91
	9	\$15.08	\$17.28	\$18.29	\$19.39	\$20.50	\$23.80	\$25.75	\$27.18
	10	\$15.24	\$17.46	\$18.47	\$19.58	\$20.70	\$24.03	\$26.00	\$27.45
	11	\$15.40	\$17.64	\$18.65	\$19.77	\$20.90	\$24.26	\$26.25	\$27.72
	12	\$15.56	\$17.82	\$18.83	\$19.96	\$21.10	\$24.49	\$26.50	\$27.99
	13	\$15.72	\$18.00	\$19.01	\$20.15	\$21.30	\$24.72	\$26.75	\$28.26
	14	\$15.88	\$18.18	\$19.19	\$20.34	\$21.50	\$24.95	\$27.00	\$28.53
	15	\$16.04	\$18.36	\$19.37	\$20.53	\$21.70	\$25.18	\$27.25	\$28.80
	16	\$16.20	\$18.54	\$19.55	\$20.72	\$21.90	\$25.41	\$27.50	\$29.07
	17	\$16.36	\$18.72	\$19.73	\$20.91	\$22.10	\$25.64	\$27.75	\$29.34
	18	\$16.52	\$18.90	\$19.91	\$21.10	\$22.30	\$25.87	\$28.00	\$29.61
	19	\$16.68	\$19.08	\$20.09	\$21.29	\$22.50	\$26.10	\$28.25	\$29.88
Midpoint	20	\$16.84	\$19.34	\$20.33	\$21.56	\$22.79	\$26.50	\$28.64	\$30.19

2025-2026 Proposed Auxiliary Pay Plan

Gonzales ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	2.0% GPI
1			Hourly	\$12.12	\$14.53	\$16.94	\$0.29
	Bus Aide	177	175 Days	16,968	20,342	23,716	406
	Custodian, Food Service	175	177 Days	17,162	20,574	23,987	411
	Food Service Worker	175					
2			Hourly	\$14.39	\$17.26	\$20.13	\$0.35
	Custodian	239	175 Days	20,146	24,164	28,182	490
	Food Service Lead	175	239 Days	27,514	33,001	38,489	669
3			Hourly	\$15.15	\$18.16	\$21.17	\$0.36
	Carpenter/Locksmith	239	239 Days	28,967	34,722	40,477	688
	Maintenance	239					
	Maintenance Tech/ Grounds	239					
4			Hourly	\$16.42	\$19.69	\$22.96	\$0.39
	Bus Driver	177	177 Days	23,251	27,881	32,511	552
	Custodian, Head District	239	239 Days	31,395	37,647	43,900	746
	Custodian, Head ES	239					
	Custodian, Head HS	239					
	Custodian, Head JH	239					
	Manager, Food Service ES	177					
	Manager, Food Service HS	177					
	Manager, Food Service JH	177					
5			Hourly	\$20.46	\$24.53	\$28.60	\$0.49
	Supervisor, Custodial	239	239 Days	39,120	46,901	54,683	937
6			Hourly	\$22.48	\$26.95	\$31.42	\$0.54
	Carpenter	239	239 Days	42,982	51,528	60,075	1,032
	Electrician	239					
	HVAC Apprentice	239					
7			Hourly	\$23.73	\$28.46	\$33.19	\$0.57
	Mechanic	239	239 Days	45,372	54,416	63,459	1,090
8			Hourly	\$28.78	\$34.51	\$40.24	\$0.69
	Supervisor, Maintenance	239	239 Days	55,027	65,983	76,939	1,319

2025-2026 Auxiliary Placement Scale

Gonzales ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$12.12	\$14.39	\$15.15	\$16.42	\$20.46	\$22.48	\$23.73
	1	\$12.24	\$14.53	\$15.30	\$16.58	\$20.66	\$22.70	\$23.97
	2	\$12.36	\$14.67	\$15.45	\$16.74	\$20.86	\$22.92	\$24.20
	3	\$12.48	\$14.81	\$15.60	\$16.90	\$21.06	\$23.14	\$24.43
	4	\$12.60	\$14.95	\$15.75	\$17.06	\$21.26	\$23.36	\$24.66
	5	\$12.72	\$15.09	\$15.90	\$17.22	\$21.46	\$23.58	\$24.89
	6	\$12.84	\$15.23	\$16.05	\$17.38	\$21.66	\$23.80	\$25.12
	7	\$12.96	\$15.37	\$16.20	\$17.54	\$21.86	\$24.02	\$25.35
	8	\$13.08	\$15.51	\$16.35	\$17.70	\$22.06	\$24.24	\$25.58
	9	\$13.20	\$15.65	\$16.50	\$17.86	\$22.26	\$24.46	\$25.81
	10	\$13.32	\$15.79	\$16.65	\$18.02	\$22.46	\$24.68	\$26.04
	11	\$13.44	\$15.93	\$16.80	\$18.18	\$22.66	\$24.90	\$26.27
	12	\$13.56	\$16.07	\$16.95	\$18.34	\$22.86	\$25.12	\$26.50
	13	\$13.68	\$16.21	\$17.10	\$18.50	\$23.06	\$25.34	\$26.73
	14	\$13.80	\$16.35	\$17.25	\$18.66	\$23.26	\$25.56	\$26.96
	15	\$13.92	\$16.49	\$17.40	\$18.82	\$23.46	\$25.78	\$27.19
	16	\$14.04	\$16.63	\$17.55	\$18.98	\$23.66	\$26.00	\$27.42
	17	\$14.16	\$16.77	\$17.70	\$19.14	\$23.86	\$26.22	\$27.65
	18	\$14.28	\$16.91	\$17.85	\$19.30	\$24.06	\$26.44	\$27.88
	19	\$14.40	\$17.05	\$18.00	\$19.46	\$24.26	\$26.66	\$28.11
Midpoint	20	\$14.53	\$17.26	\$18.16	\$19.69	\$24.53	\$26.95	\$28.46

2025-2026 Proposed Administrative/Professional Pay Plan

Gonzales ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Daily	\$214.57	\$260.08	\$305.59	\$7.80
	Police Officer	223	223 Days	47,849	57,998	68,147	1,740
2			Daily	\$251.04	\$304.29	\$357.54	\$9.13
	Coordinator, ACE	215	193 Days	48,451	58,728	69,005	1,762
	Coordinator, Transportation	223	207 Days	51,965	62,988	74,011	1,890
	Diagnostician - Intern	193	215 Days	53,974	65,422	76,871	1,963
	Specialist, Mental Health	193	223 Days	55,982	67,857	79,731	2,036
	Truancy Officer	207					
3			Daily	\$294.47	\$356.93	\$419.39	\$10.71
	Associate School Psychologist	121	121 Days	35,631	43,189	50,746	1,296
	Asst Principal, ES	193	131 Days	38,576	46,758	54,940	1,403
	Asst Principal, JH	207	187 Days	55,066	66,746	78,426	2,002
	Athletic Trainer	187	193 Days	56,833	68,887	80,942	2,067
	Coordinator, CTE	207	207 Days	60,955	73,885	86,814	2,217
	Coordinator, Instructional ES	193	223 Days	65,667	79,595	93,524	2,388
	Coordinator, Instructional Sec	223					
	Coordinator, Student Support	223					
	Coordinator, Talent Advisor	223					
	Counselor, ES	207					
	Counselor, HS	131, 193					
	Counselor, JH	207					
	Counselor, Lead JH	223					
	Counselor, Mental Health	193					
	Diagnostician	193					
	Instructional Coach	193					
	Librarian	187					
	Network Admin	223					
	Nurse	187					
	Specialist, SW Integration	223					
	Speech Language Pathologist	193					
	Systems Admin	223					
4			Daily	\$309.19	\$374.78	\$440.37	\$11.24
	Asst Principal, HS	207	207 Days	64,002	77,579	91,157	2,327
	Chief of Police	223	223 Days	68,949	83,576	98,203	2,507
	Director, Band	223					
	Director, PEIMS	223					
5			Daily	\$325.89	\$395.02	\$464.15	\$11.85
	Associate Principal, ES	207	207 Days	67,459	81,769	96,079	2,453
	Associate Principal, HS	207	223 Days	72,673	88,089	103,505	2,643
	Director, Accountability/Assessment	223					
	Director, CCMR & CTE	223					
	Director, Food Service	223					
	Director, Student Support & Strategic Initiatives	223					
	Principal, ES	223					

2025-2026 Proposed Administrative/Professional Pay Plan

Gonzales ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
6			Daily	\$366.63	\$444.40	\$522.17	\$13.33
	Director, HR	223	223 Days	81,758	99,101	116,444	2,973
	Director, Special Pops & Student Services	223					
	Director, Technology	223					
	Principal, JH	223					
7			Daily	\$410.63	\$497.73	\$584.83	\$14.93
	Director, Athletics	223	223 Days	91,570	110,994	130,417	3,330
	Exec Director, Child Nutrition, Facilities Services, Competitive Grants	223					
	Exec Director, Curriculum & Instruction	223					
	Exec Director, Operations, Safety & Security	223					
	Exec Director, Recruitment, Leadership, & Professional Development	223					
	Exec Director, State/Federal Programs	223					
	Principal, HS	223					
8			Daily	\$435.26	\$527.59	\$619.92	\$15.83
	Chief Financial Officer	223	223 Days	97,063	117,653	138,242	3,530

2025-2026 Proposed Clerical/Paraprofessional Pay Plan

Gonzales ISD

*Annual amounts are based on 7.6 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Hourly	\$13.64	\$16.84	\$20.04	\$0.51
	Aide, Bilingual	178	178 Days	18,452	22,781	27,110	690
	Aide, ESL	178					
	Aide, Focus Redirector	178					
	Aide, General Educations	178					
	Aide, PE	178					
	Aide, SPED 1:1	178					
	Aide, SPED Resource/Inclusion	178					
	Aide, Tech/Library	178					
2			Hourly	\$15.66	\$19.34	\$23.02	\$0.58
	Aide, Electives	178	178 Days	21,185	26,163	31,141	785
	Aide, Fine Arts	178					
	Aide, ISS	178					
	Aide, Library	178					
	Aide, Library/Literacy	178					
	Aide, SPED Life Skills	178					
	Aide, SPED Life Skills 18+	178					
	Aide, SPED Life Skills/FA	178					
3			Hourly	\$16.67	\$20.33	\$23.99	\$0.61
	Data Asst	207	178 Days	22,551	27,502	32,454	825
	Nurse Asst	178	207 Days	26,225	31,983	37,741	960
	Receptionist, Campus	178					
4			Hourly	\$17.68	\$21.56	\$25.44	\$0.65
	Behavior Support Para	178	178 Days	23,918	29,166	34,415	879
	Registrar, ES	231	207 Days	27,814	33,918	40,022	1,023
	Registrar, JH	231	231 Days	31,039	37,851	44,662	1,141
	Specialist, Career Center	207					
5			Hourly	\$18.69	\$22.79	\$26.89	\$0.68
	Admin Asst, C&I/Comm/Saf Sec	231	121 Days	17,187	20,958	24,728	625
	ARD Transition	193	193 Days	27,414	33,428	39,442	997
	Exec Asst, Director Operations	231	194 Days	27,557	33,602	39,647	1,003
	Exec Asst, Director State & Federal Programs	231	231 Days	32,812	40,010	47,208	1,194
	Registrar, HS	231					
	Secretary, Financial	231					
	Secretary, Food Service	194					
	Secretary, HR/Admin Office	231					
	Secretary, PEIMS	231					
	Secretary, Transportation	231					
	Specialist, ARD Transition	121					

2025-2026 Proposed Clerical/Paraprofessional Pay Plan

Gonzales ISD

*Annual amounts are based on 7.6 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI
6						
	Campus Technician	231	\$21.72	\$26.50	\$31.28	\$0.80
	Clerk, HR	231	231 Days	38,132	46,523	54,915
	Specialist, HR	231				1,404
7						
	Specialist, Accounting	231	\$23.49	\$28.64	\$33.79	\$0.86
	Specialist, Accts Payable	231	231 Days	41,239	50,280	59,322
	Specialist, Digital	231				1,510
	Specialist, Financial Ops	231				
	Specialist, Payroll	231				
8						
	Admin Asst, Superintendent	231	\$24.75	\$30.19	\$35.63	\$0.91
			231 Days	43,451	53,002	62,552
						1,598

2025-2026 Clerical/Paraprofessional Placement Scale

Gonzales ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	Pay Grades							
		1	2	3	4	5	6	7	8
Minimum	0	\$13.64	\$15.66	\$16.67	\$17.68	\$18.69	\$21.72	\$23.49	\$24.75
	1	\$13.80	\$15.84	\$16.85	\$17.87	\$18.90	\$21.96	\$23.75	\$25.02
	2	\$13.96	\$16.02	\$17.03	\$18.06	\$19.10	\$22.19	\$24.00	\$25.29
	3	\$14.12	\$16.20	\$17.21	\$18.25	\$19.30	\$22.42	\$24.25	\$25.56
	4	\$14.28	\$16.38	\$17.39	\$18.44	\$19.50	\$22.65	\$24.50	\$25.83
	5	\$14.44	\$16.56	\$17.57	\$18.63	\$19.70	\$22.88	\$24.75	\$26.10
	6	\$14.60	\$16.74	\$17.75	\$18.82	\$19.90	\$23.11	\$25.00	\$26.37
	7	\$14.76	\$16.92	\$17.93	\$19.01	\$20.10	\$23.34	\$25.25	\$26.64
	8	\$14.92	\$17.10	\$18.11	\$19.20	\$20.30	\$23.57	\$25.50	\$26.91
	9	\$15.08	\$17.28	\$18.29	\$19.39	\$20.50	\$23.80	\$25.75	\$27.18
	10	\$15.24	\$17.46	\$18.47	\$19.58	\$20.70	\$24.03	\$26.00	\$27.45
	11	\$15.40	\$17.64	\$18.65	\$19.77	\$20.90	\$24.26	\$26.25	\$27.72
	12	\$15.56	\$17.82	\$18.83	\$19.96	\$21.10	\$24.49	\$26.50	\$27.99
	13	\$15.72	\$18.00	\$19.01	\$20.15	\$21.30	\$24.72	\$26.75	\$28.26
	14	\$15.88	\$18.18	\$19.19	\$20.34	\$21.50	\$24.95	\$27.00	\$28.53
	15	\$16.04	\$18.36	\$19.37	\$20.53	\$21.70	\$25.18	\$27.25	\$28.80
	16	\$16.20	\$18.54	\$19.55	\$20.72	\$21.90	\$25.41	\$27.50	\$29.07
	17	\$16.36	\$18.72	\$19.73	\$20.91	\$22.10	\$25.64	\$27.75	\$29.34
	18	\$16.52	\$18.90	\$19.91	\$21.10	\$22.30	\$25.87	\$28.00	\$29.61
	19	\$16.68	\$19.08	\$20.09	\$21.29	\$22.50	\$26.10	\$28.25	\$29.88
Midpoint	20	\$16.84	\$19.34	\$20.33	\$21.56	\$22.79	\$26.50	\$28.64	\$30.19

2025-2026 Proposed Auxiliary Pay Plan

Gonzales ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
1			Hourly	\$12.12	\$14.53	\$16.94	\$0.44
	Bus Aide	177	175 Days	16,968	20,342	23,716	616
	Custodian, Food Service	175	177 Days	17,162	20,574	23,987	623
	Food Service Worker	175					
2			Hourly	\$14.39	\$17.26	\$20.13	\$0.52
	Custodian	239	175 Days	20,146	24,164	28,182	728
	Food Service Lead	175	239 Days	27,514	33,001	38,489	994
3			Hourly	\$15.15	\$18.16	\$21.17	\$0.54
	Carpenter/Locksmith	239	239 Days	28,967	34,722	40,477	1,032
	Maintenance	239					
	Maintenance Tech/ Grounds	239					
4			Hourly	\$16.42	\$19.69	\$22.96	\$0.59
	Bus Driver	177	177 Days	23,251	27,881	32,511	835
	Custodian, Head District	239	239 Days	31,395	37,647	43,900	1,128
	Custodian, Head ES	239					
	Custodian, Head HS	239					
	Custodian, Head JH	239					
	Manager, Food Service ES	177					
	Manager, Food Service HS	177					
	Manager, Food Service JH	177					
5			Hourly	\$20.46	\$24.53	\$28.60	\$0.74
	Supervisor, Custodial	239	239 Days	39,120	46,901	54,683	1,415
6			Hourly	\$22.48	\$26.95	\$31.42	\$0.81
	Carpenter	239	239 Days	42,982	51,528	60,075	1,549
	Electrician	239					
	HVAC Apprentice	239					
7			Hourly	\$23.73	\$28.46	\$33.19	\$0.85
	Mechanic	239	239 Days	45,372	54,416	63,459	1,625
8			Hourly	\$28.78	\$34.51	\$40.24	\$1.04
	Supervisor, Maintenance	239	239 Days	55,027	65,983	76,939	1,988

2025-2026 Auxiliary Placement Scale

Gonzales ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$12.12	\$14.39	\$15.15	\$16.42	\$20.46	\$22.48	\$23.73
	1	\$12.24	\$14.53	\$15.30	\$16.58	\$20.66	\$22.70	\$23.97
	2	\$12.36	\$14.67	\$15.45	\$16.74	\$20.86	\$22.92	\$24.20
	3	\$12.48	\$14.81	\$15.60	\$16.90	\$21.06	\$23.14	\$24.43
	4	\$12.60	\$14.95	\$15.75	\$17.06	\$21.26	\$23.36	\$24.66
	5	\$12.72	\$15.09	\$15.90	\$17.22	\$21.46	\$23.58	\$24.89
	6	\$12.84	\$15.23	\$16.05	\$17.38	\$21.66	\$23.80	\$25.12
	7	\$12.96	\$15.37	\$16.20	\$17.54	\$21.86	\$24.02	\$25.35
	8	\$13.08	\$15.51	\$16.35	\$17.70	\$22.06	\$24.24	\$25.58
	9	\$13.20	\$15.65	\$16.50	\$17.86	\$22.26	\$24.46	\$25.81
	10	\$13.32	\$15.79	\$16.65	\$18.02	\$22.46	\$24.68	\$26.04
	11	\$13.44	\$15.93	\$16.80	\$18.18	\$22.66	\$24.90	\$26.27
	12	\$13.56	\$16.07	\$16.95	\$18.34	\$22.86	\$25.12	\$26.50
	13	\$13.68	\$16.21	\$17.10	\$18.50	\$23.06	\$25.34	\$26.73
	14	\$13.80	\$16.35	\$17.25	\$18.66	\$23.26	\$25.56	\$26.96
	15	\$13.92	\$16.49	\$17.40	\$18.82	\$23.46	\$25.78	\$27.19
	16	\$14.04	\$16.63	\$17.55	\$18.98	\$23.66	\$26.00	\$27.42
	17	\$14.16	\$16.77	\$17.70	\$19.14	\$23.86	\$26.22	\$27.65
	18	\$14.28	\$16.91	\$17.85	\$19.30	\$24.06	\$26.44	\$27.88
	19	\$14.40	\$17.05	\$18.00	\$19.46	\$24.26	\$26.66	\$28.11
Midpoint	20	\$14.53	\$17.26	\$18.16	\$19.69	\$24.53	\$26.95	\$28.46

Gonzales ISD

Pay Maintenance Review

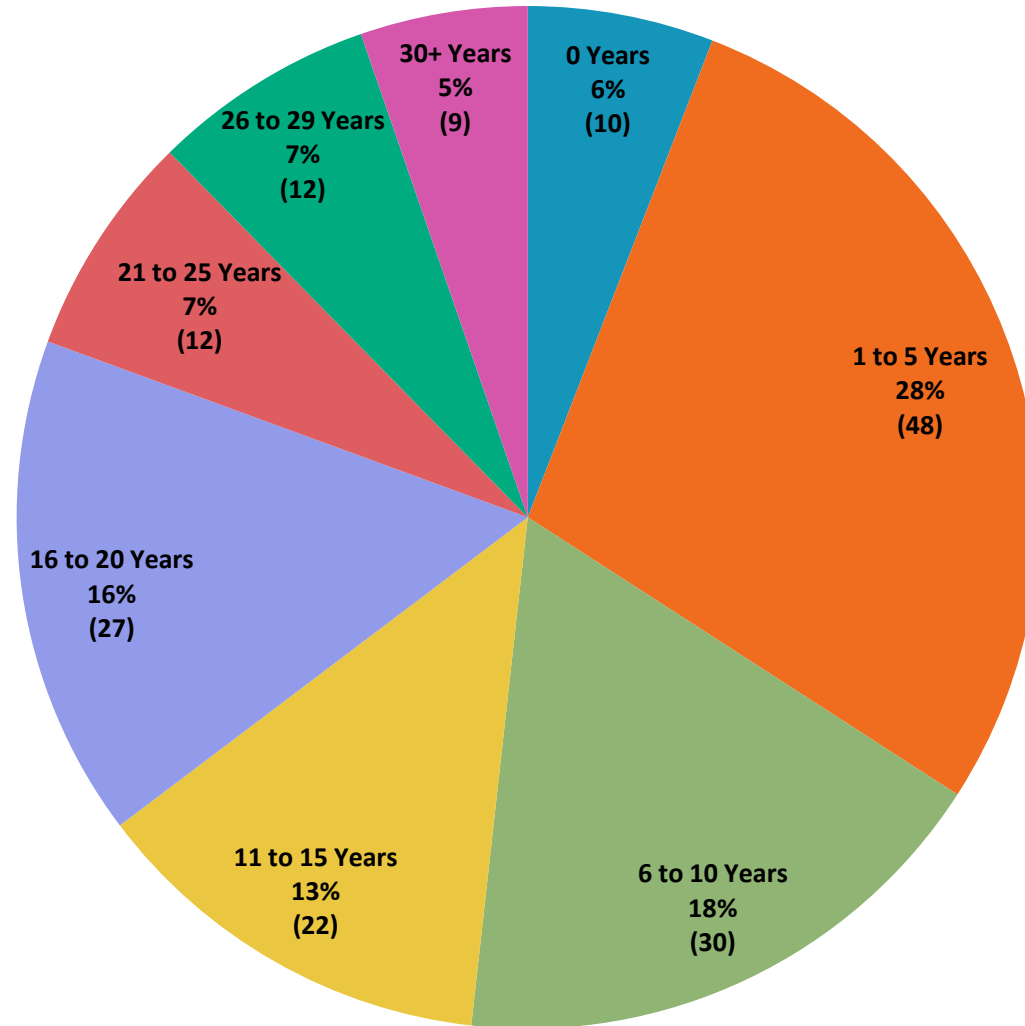
Keith McLemore
July 14, 2025

Market Peers

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Bastrop ISD	13	13,203	1,425	X	X
2	Cuero ISD	03	1,937	351	X	X
3	Flatonia ISD	13	679	107	X	X
4	Hallettsville ISD	03	1,180	187	X	X
5	Lockhart ISD	13	6,774	808	X	X
6	Luling ISD	13	1,440	200	X	X
7	Marion ISD	20	1,698	219	X	X
8	Navarro ISD	20	2,180	373	X	X
9	Nixon-Smilely CISD	13	1,009	217	X	X
10	Seguin ISD	20	7,239	1,094	X	X
11	Shiner ISD	03	709	97	X	X
12	Smithville ISD	13	1,856	275	X	X
13	Waelder ISD	13	290	64	X	X
Gonzales ISD		13	2,605	406	13	13

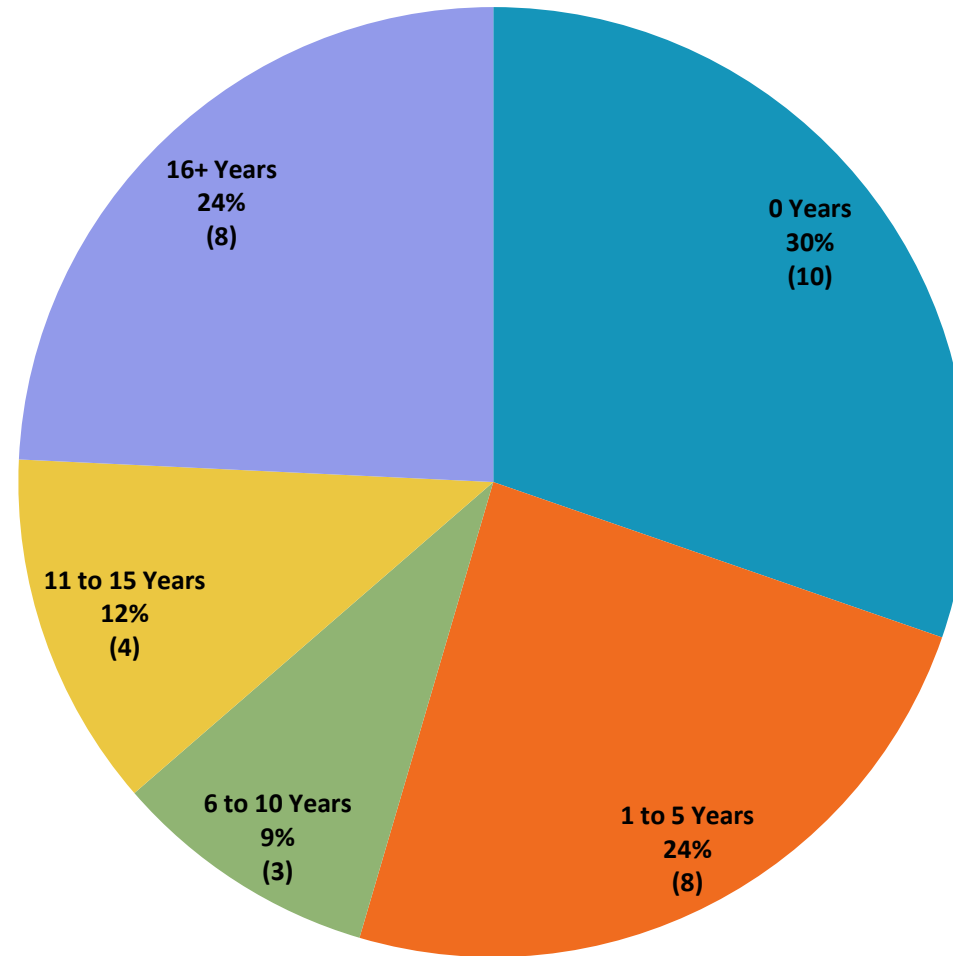
* High-level central administrator jobs are compared to statewide market data for districts of comparable size.

Experience of Current Teachers



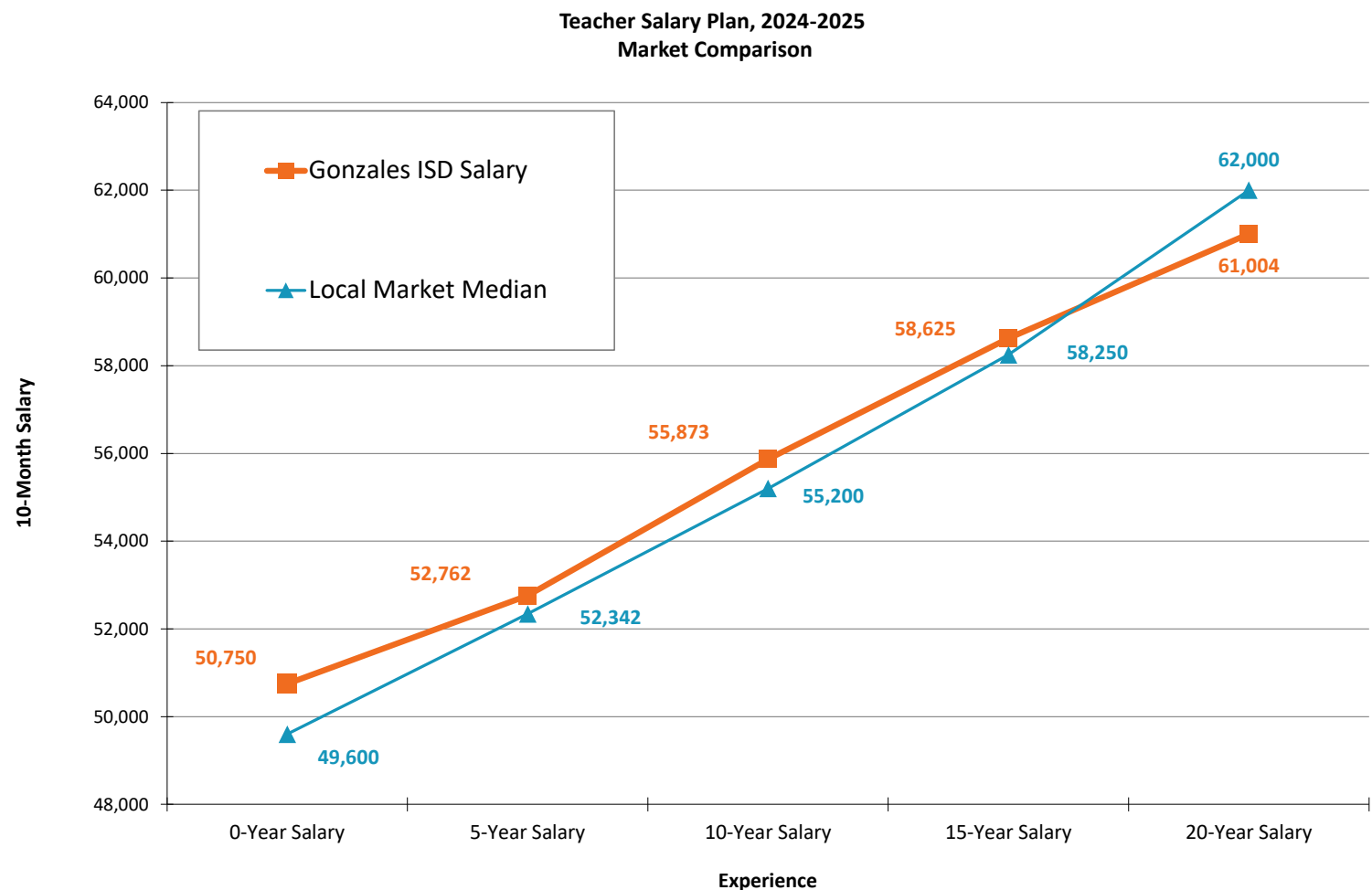
170 Teachers

Experience of Newly Hired Teachers



33 Teachers
with 0 years of local experience in 2024-2025

Teachers – Market Graph



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Gonzales ISD Salary	\$50,750	\$52,762	\$55,873	\$58,625	\$61,004	\$53,891
Local Market Median	\$49,600	\$52,342	\$55,200	\$58,250	\$62,000	\$56,636
Percent of Market	102%	101%	101%	101%	98%	95%
Difference from Market	\$1,150	\$420	\$673	\$375	(\$996)	(\$2,745)

Teachers – Market Stipends

Stipend	Gonzales ISD	Median Stipend	Districts Reporting
Master's Degree - General	\$1,224	\$1,100	10 of 13
Secondary Math	\$3,000	\$3,250	6 of 13
Secondary Science	\$3,000	\$2,250	6 of 13
Special Education - General/Resource	\$1,500	\$2,000	9 of 13
Foreign Language	\$1,000	\$2,500	3 of 13

Other Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Minimum to Market	Number of Benchmarks
Exempt	102%	--	12
Clerical Paraprofessional	103%	105%	9
Auxiliary	98%	98%	9

Recommendation 1

Implement pay structure adjustments to align with market

- Strong starting salaries
- Midpoints aligned with market

Recommendation 2

Provide Teacher Retention Allotment based on the passing of HB2

- \$4,000 for teachers with 3 and 4 years of experience entering the 2025-26 school year
- \$8,000 for teachers with 5 or more years of experience entering the 2025-26 school year

Recommendation 3

Adopt a general pay increase (GPI) to maintain market position

- Either a \$550 (Model 1) or \$1,150 (Model 2) increase for teachers with 1 and 2 years of experience entering the 2025-26 school year
- Either a 1% (Model 1) or 2% (Model 2) GPI for all other job groups
- For year 1 & 2 teachers, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

Recommendation 4

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Teacher pay equity adjustments
- Strategic adjustments
- Placement scale adjustments

Cost – Model 1 (1.0%)

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$992,004	\$0	\$24,042	\$1,016,046
Administrative/Professional		\$55,549	\$85,963	\$141,512
Clerical/Technical		\$30,829	\$8,255	\$39,084
Auxiliary		\$22,878	\$6,581	\$29,459
Total		\$109,256	\$124,841	\$1,226,101
% of Current Costs		0.5%	0.6%	6.1%

Estimated total increase without TRA = \$234,097

Cost – Model 2 (2.0%)

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$992,004	\$0	\$45,792	\$1,037,796
Administrative/Professional		\$111,104	\$74,220	\$185,324
Clerical/Technical		\$61,888	\$4,786	\$66,674
Auxiliary		\$45,704	\$1,076	\$46,780
Total		\$218,696	\$125,874	\$1,336,574
% of Current Costs		1.1%	0.6%	6.7%

**\$298,778
Total**

Estimated total increase without TRA = \$344,570

Keith McLemore, Sr. HR & Compensation Consultant
800-580-7782
hrservices@tasb.org

Follow HR Services  @tasbhrs  tasb-hr-services  tasbhrs



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on Agreement with the YMCA of the Golden Crescent

ADMINISTRATOR RESPONSIBLE: Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: Administration recommends changes be made to the existing agreement with the YMCA effective for the 2025-26 school year. Those changes have been incorporated and are as follows:

- Detail included as to what areas of the buildings are accessible;
- Bus driver pay updated to match expenses; and
- Custodial fees included.

ADMINISTRATION'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the board approve the agreement, as presented."*



LEARNING TODAY,
LEADING TOMORROW

YMCA AFTER-SCHOOL DAYCARE AGREEMENT DRAFT
YMCA of the Golden Crescent: Gonzales Independent School District

This agreement is made by and between Gonzales Independent School District ("GISD") and the YMCA of the Golden Crescent ("YMCA") for the purposes, mutual promises, and consideration expressed herein.

WHEREAS a continuing need has been identified in the Gonzales Independent School District for an after-school daycare program and a summer day camp program, and

WHEREAS, the Young Men's Christian Association is a nationally recognized leader in the provision of child care programs, athletic programs, and management of recreational facilities; and

WHEREAS, the YMCA conducts an after-school daycare program/summer day camp program;

WHEREAS, students and parents in GISD would benefit from such a community partnership;

NOW THEREFORE, GISD and YMCA agree as follows:

1. After Hours School Day Care Program ("After Hours Program"):
 - a. YMCA shall sponsor, conduct, and provide, and shall allow and cooperate in the provision of an After Hours Program at selected GISD elementary schools located in Gonzales County. Middle school campuses may be included in the future through an amended contract. The After Hours Program shall start each year on the First Day of School as that term is herein defined and end on the last day of Summer Day Camp as that term is herein defined. A GISD calendar for the current year shall be attached and replaced as appropriate, as Exhibit A to this Agreement. The "First Day of School" is defined as the first day of regular student attendance at GISD.
 - b. YMCA will have access to the kitchen ice machine to obtain ice for student drinks. The ice will be obtained from the kitchen area before the kitchen staff leaves for the day. YMCA will make arrangements with the campus kitchen manager.
2. After Hours Program - Locations: The following GISD facilities, shall be available to the YMCA for conduct of the After Hours Program during the above-referenced dates. Gonzales Elementary School, 1600 Saint Andrew Street, Gonzales, TX 78629.
3. After Hours Program - Hours: The After Hours Program shall be conducted each regular school day from the time that school is dismissed until 6:30 p.m.
4. Day Care Program for GISD Staff Development/Prep Days: The YMCA shall conduct a full day care program similar to the After Hours Program on weekdays during the regular school year when school is not in session due to professional development training days. The day care program shall be conducted on staff development and preparation dates from 7:30 am - 6:30 pm. Specific dates will be designated by GISD at the time the GISD School Calendar is adopted.

GISD facilities are not available for use on the following dates, due to district and custodial holidays as well as YMCA recognized holidays:

- Labor Day
- December 24th
- December 25th
- January 1st
- Good Friday
- Memorial Day
- Thanksgiving Day
- Day after Thanksgiving
- July 4th
- MLK Day
- Emancipation Day
- Veteran's Day
- Columbus Day
- President's Day

Exception: The YMCA will use designated school sites during the Winter Break, Fall Break, Thanksgiving Break, and Spring Break (Monday-Friday) such sites will be determined 60 days prior to the Winter Break.

5. Summer Camps Programs ("Summer Camp"):

- a. The YMCA may conduct summer camp during the summer months when school is not in session. Summer camp start and end dates will be provided to GISD 60 days in advance.

6. Summer Camp - Locations: GISD facilities shall be made available to conduct Summer Camp. The specific sites will be determined based on GISD maintenance schedules and the number of students participating in the summer camp program.

GISD will coordinate with the YMCA to guarantee that facility access is available during the summer break for GISD including air conditioning and emergency contacts.

7. Program Fees to Participants: Program fees shall be determined by the YMCA with the approval of GISD administrative personnel in August of each year for the following school year such approval to not be unreasonably withheld. YMCA shall be responsible for billing and collection of fees from parents of children enrolled in the After Hours Program upon receipt of sufficient proof of financial need. YMCA may waive all or a portion of the established fee for the program participant. The availability to a program participant of such a full or partial fee waiver shall be based on the availability at subsidies from other sources. The YMCA shall strive to provide access to the After Hours Program regardless of a participant's ability to pay.

GISD full-time employees will be charged a program fee discounted by ~~fifteen~~ forty (40%) percent from the regular After Hours Program fees.

8. Available Space: The spaces to be used by the YMCA for provision of the programs, at the specified GISD facilities, must be available on a daily basis and will include: an outdoor play area, indoor program area including gym and cafeteria, restroom facilities, water fountains, storage area, telephone line access with fees for telephone services to be paid by the YMCA and flow areas between the foregoing spaces. YMCA shall be responsible for keeping the available areas in an ~~neat and~~ orderly condition and shall repair or replace at the expense of the YMCA any damaged or missing equipment or damage to the facility, resulting from any negligence of the YMCA. ~~YMCA shall be responsible for securing all areas used at each facility at the close of each program day.~~ YMCA shall compensate GISD custodial staff at a rate of \$25 per hour for services provided outside of their regular work schedule, including cleaning the areas of the facility used and securing the building at the conclusion of each program day.

GISD and YMCA understand and agree that other uses of the cafeteria and/or gym may preempt the YMCA's scheduled use of the facilities, and GISD agrees to give as much notification as possible to the YMCA of such events except in case of emergencies, or other unforeseen events. At the principal's request, the YMCA shall defer use of said area(s) to the district for school programs or events. The principal must directly authorize any use by school groups of YMCA rented spaces.

The YMCA will not allow other non-school groups to use space rented by the YMCA for afterschool childcare or programming without direct approval from the GISD Administration.

9. Costs: YMCA shall bear all costs associated with the initiation and provision of the After Hours Program and Summer Camp. YMCA shall specifically bear all costs associated with licensing, staffing, and operating the programs.

10. Standards and Licensing: The After Hours Program shall be licensed by the Texas Department of Health and Human Services, or any successor agency, as a licensed day care center at each specific school in which the program operates. YMCA shall secure required license prior to operation of program at any school and shall conduct program in such a manner as to comply with on-going requirements of licensure. The principal at each GISD facility covered by this Agreement shall cooperate with YMCA in the licensing process by providing such documents and information as may be required to obtain and maintain licensing. Any expense, modification or other actions required to be taken at the expense of the YMCA and only after permission of the principal at the school involved.

11. Students: The After Hours Program shall be available to all students regardless of race, color, sex, national origin, or religion, and all reasonable efforts shall be made to accommodate handicapped children who are mainstreamed. Students will be enrolled at the school where they attend, with the exception of any supplemental program sites and on professional development training days or holidays, when sites will be combined. Enrollment may be limited by licensed capacity, space available at each school, and YMCA staffing levels.

YMCA shall take complete charge of the students participating in the program upon the student's arrival at the designated day care area, and shall abide by and enforce standard school rules, including, without limitation, rules requiring walking in the halls,

keeping school property unmarred and the facility clean. YMCA shall also establish rules for behavior for students participating in the After Hours Program.

12. Program Planning / Training: The YMCA director shall visit each campus site a minimum of once a week for the purpose of observing the program in place to ensure that the safety and security needs of the children in the program are being met and that the program is proceeding in an orderly fashion.
13. Students shall be provided 30 to 45 minutes of quiet time daily for homework. All groups will have time allocated for additional instructional enrichment. YMCA staff, will at all times, incorporate character education consistent with the campus where located into their programs. Staff should know and ensure that students in the YMCA program adhere to campus behavioral rules and expectations. Staff shall treat students respectfully at all times and be sensitive to cultural differences.

Curriculum shall be posted and followed by YMCA staff members and principals shall be given a copy of the curriculum two (2) weeks in advance.

14. Promotion and Public Relations: YMCA shall be responsible for promoting the After Hours Program. GISD shall assist by allowing information to be distributed through the schools. YMCA shall monitor program quality by regular meeting with principals encouraging parental involvement, and conducting an annual evaluation.
15. Staff: Recruiting, hiring, training, supervision and compensation of staff for the After Hours Program shall be the sole responsibility of the YMCA.
16. Insurance: During the term of this Agreement and any extension thereof, YMCA shall maintain comprehensive general liability insurance coverage in the amount of two million dollars (\$2,000,000). All insurance shall be with companies acceptable to GISD and shall name GISD, its trustees, officers, employees and agents as additional named insured.

17. Effective Date and Term of Agreement: This Agreement shall become effective on the date signed by both parties. This Agreement shall be for a term of ~~one (1) five (5)~~ year. This Agreement commences on August 13, 2025 and ends on the Last Day of Summer Day Camp for school year 2026 ~~unless the Agreement is terminated sooner in accordance with the terms of this Agreement. Commencing March 1, 2024 GISD may give YMCA notice at any time prior to the following First Day of School of intent to terminate this Agreement and the Agreement will terminate on the last day of Summer Day Camp, which occurs 12 months after the GISD notice of termination. After the term of this Agreement, the Agreement will automatically renew on an annual basis, subject to the Termination provisions of this Agreement.~~

~~In the event GISD does not give notice prior to the First Day of School as provided herein, the parties shall have elected to extend this Agreement for one (1) additional year for both the After Hours Program and Summer Camp with the extension term to end on the day prior to the First Day of School at the end of the extension year.~~

18. Meeting to Discuss and Negotiate Modification: The parties agree that they will meet each March during the term of this Agreement to discuss modifications to the Agreement, potential extensions and other matters as may be necessary to coordinate the programs provided in this Agreement.
19. Termination for Cause: ~~GISD may terminate the agreement for good cause, GISD shall give written notice of YMCA failure to perform according to the terms of this agreement. If such failures are not cured by the 90th day from the date of written notice the agreement may be terminated.~~
 - **Termination for Default:** Either party may terminate this Agreement if the other party materially fails to observe or perform any covenant, obligation or provision of this Agreement, and the Party's material failure continues for a period of thirty days after it receives a written notice of default from the other party.
 - **Termination for Convenience:** Either party may terminate this agreement for convenience upon 90 days written notice to the other party.

20. Modifications: This Agreement may be modified by written addendum with the approval of the Gonzales Independent School District Board of Trustees, or its designees and YMCA of the Golden Crescent, Board of Directors or its designee.
21. Entire Agreement: This document is the final agreement of the parties hereto, and replaces and supersedes all previous Agreements. There are no representations or promises between the parties other than those set out herein.
22. Applicable Law: This Agreement shall be governed by and construed in accordance with the laws of the State of Texas.

23. Multiple Originals: This Agreement may be executed in a number of identical counterparts each of which shall be deemed an original for all purposes.
24. Authority: The undersigned warrants that he or she is duly authorized to execute this Agreement on behalf of the named entity.
25. Indemnity and Release: The YMCA hereby waives, releases and discharges GISD, its trustees, officers and employees, from any claim, demand or cause of action arising out of this Agreement or any activity undertaken pursuant to this Agreement. The YMCA further indemnifies and holds harmless GISD, its trustees, officers and employees from any and all claims for loss, damage, injury or death, including claims for attorney's fees and cost of court, sustained by any person, or for any damages to property, arising out of the activities described in this Agreement or arising out of the use of GISD buildings and facilities as contemplated by this Agreement.
26. Training of Personnel: YMCA will provide staff that are fully trained, properly supervised, and competent to perform child care duties as contemplated to be provided by YMCA under this Agreement. YMCA shall be solely responsible for the provision of trained personnel and for supervision of such personnel. GISD, its trustees, officers and employees shall have no responsibility for supervision of such personnel provided by YMCA or for supervision of children participating in the day care programs offered by the YMCA.
27. Prior Agreement: This revised Agreement replaces all prior agreements between the YMCA and GISD.
28. Travel Agreement: The YMCA will ~~pay~~ reimburse GISD for bus drivers at the actual hourly rate paid to them per hour, plus fringe benefits for their services to the YMCA. Operational cost will be calculated at \$1.00 per mile. Actual cost will be calculated and an invoice will be sent by GISD Accounts Receivable to YMCA representative, ~~Lauren Harris~~ Mariah Jordan, at ~~lharris@ymcavictoria.org~~ mjordan@ymcavictoria.org, Connie Kacir, at clkacir@yahoo.com and payment will be due within 30 days of invoice date. GISD buses and bus drivers will be available Monday-Friday from 8 am - 3 pm, June 2 through July 31, 2025 except for July 4, 2025. On Fridays during the duration a minimum of 6 hours will be paid to the GISD bus driver hired. All scheduling needs will be communicated by Lauren Harris, YMCA representative, to the GISD Executive Director of ~~Maintenance~~ Operations one week prior to the date requested.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the 14th day of July, 2023.

GONZALES INDEPENDENT SCHOOL DISTRICT

~~Dr. Elmer Avellaneda, Superintendent~~
Dr. Dana Arreola, Superintendent of Schools

Date

YMCA OF THE GOLDEN CRESCENT

William Oliver, President/CEO

Date



GISD School Board Agenda Information Sheet
July 14, 2025

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ACTION ITEM

SUBJECT: Consideration and Possible Action to Approve Maintenance GMP#2 for District-Wide Safety & Communication Improvements as part of the 2023 Bond Program

ADMINISTRATOR RESPONSIBLE: Dr. Dana Arreola, Superintendent

RATIONAL SUMMARY:

In February 2024 the Board selected Weaver & Jacobs as the Construction Manager at Risk for the 2023 Bond Program. This scope of work is referenced in the Bond Program as Maintenance GMP#2 and includes District-Wide:

- Card Access Systems at all exteriors doors
 - Of the total 250 exterior doors, 78 require full replacement and 90 require modification to accept Card Access Systems
- Entry Vestibule upgrades to meet District Safety & Security Standards
- Emergency Responder Radio Coverage boosters to comply with Fire Code
- Upgraded Intercom systems and digital clocks
 - Networked clocks in corridors and classrooms can display emergency messaging
- Security film on windows to meet/exceed State requirements
- Allowance for North Ave campus HVAC controls and ductwork to optimize new AC unit at Cafeteria
- Allowance for phasing and temporary access to minimize disruptions

These improvements are major safety enhancements for all GISD campuses and will match the safety features at the new ongoing CTE/Ag Building.

Weaver & Jacobs opened bids for the project on 05/29/25. The quality and experience of the trade contractors is high. Once awarded, Weaver & Jacobs will order materials and schedule work with campus administrators. To minimize student and staff disruption, the work will be carefully phased with temporary access modification as needed per campus. We anticipate a significant amount of on-site work to occur in Summer 2026 with hopes to complete at that time. Due to the priority on minimizing disruption, Weaver & Jacobs may need to extend the completion to December 2026.

FISCAL IMPACT: These projects are to be funded from the 2023 Bond Funds. The GMP total for this scope is \$8,204,017 and includes \$200,000 in Owner and Contractor contingencies for unforeseen items, \$100,000 for North Ave HVAC optimization, and \$525,000 for phasing and temporary structures. All Contingency and Allowance funds will be tracked, and all unused funds will remain with GISD.



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ADMINISTRATION'S RECOMMENDATION: We recommend awarding Maintenance GMP#2 in the amount of \$8,204,017 to Weaver & Jacobs for District-Wide Safety & Communication Improvements as part of the 2023 Bond Program.

SAMPLE MOTION: *I move to approve the Maintenance GMP#2 in the amount of \$8,204,017 to Weaver & Jacobs for District-Wide Safety & Communication Improvements as part of the 2023 Bond Program, and authorize the Superintendent to negotiate the final terms of the contract.*



LEARNING TODAY,
LEADING TOMORROW

Gonzales ISD Maintenance GMP 2

Date: 6/20/25
Duration: 18 Months
Documents: 100% Construction Design Documents Dated 4-30-2025 and Prebid Walk Notes
Bid Date: May 29, 2025



Gonzales ISD Maintenance GMP 2 Guaranteed Maximum Price	
Allowances	
Owner Contingency	\$ 100,000.00
Construction Contingency	\$ 100,000.00
Construction Phasing , Temporary Structures, Access, and Misc. Item Allowance	\$ 525,000.00
North Ave. Ductwork and Controls Allowance	\$ 100,000.00
Building Permit	By Owner

Gonzales ISD Maintenance GMP 2 Cost of Work

Area	Cost per Area
Maintenance GMP 2	\$ 6,826,243
Subtotal	\$ 7,651,243

Bonds-Insurance-General Conditions

Performance and Payment Bonds	0.83%	\$ 63,505
General Liability, Auto Liability, Umbrella Liability	0.35%	\$ 26,779
Builder's Risk Insurance		\$ 34,020
Pre-Construction Services Fee	0.05%	\$ 3,826
Indirect Costs	3.30%	\$ 252,491
CMaR Fee	2.25%	\$ 172,153

Gonzales ISD Maintenance GMP 2 Guaranteed Maximum Price	\$ 8,204,017
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WEAVER & JACOBS
CONSTRUCTORS, INC.



JOB: **GONZALES ISD MAINTENANCE GMP #2**

ADDENDUM *N/A*

LOCATION: GONZALES, TEXAS

DATE: Thursday, May 29, 2025



WEAVER & JACOBS
CONSTRUCTORS, INC.

JOB LEVEL	DESCRIPTION	LABOR	MATERIAL	SUBCONTR	REMARKS
DIVISION 1	GENERAL REQUIREMENTS				
	FINAL CLEAN	\$15,600	\$8,600		
	BID ADVERTISEMENT		\$500		
					\$24,700
DIVISION 2	SITE & EXISTING CONDITIONS				
024119	SELECTIVE STRUCTURE DEMOLITION	\$24,000	\$6,500		
	PROTECTION OF EXISTING FINISHES	\$7,500	\$5,000		
					\$43,000
DIVISION 3	CONCRETE				
	MISC. CONCRETE PATCH AND REPAIRS	BY ALLOWANCE			
					\$0
DIVISION 4	MASONRY				
042000	MASONRY UNITS	BY ALLOWANCE			
					\$0
DIVISION 5	METALS				
054000	COLD-FORMED METAL FRAMING	W/ 092116			
					\$0
DIVISION 6	CARPENTRY				
	MISC. ROUGH CARPENTRY	\$8,525	\$7,850		
	TEMPORARY OPENINGS AND WALLS	BY ALLOWANCE			
					\$16,375
DIVISION 7	THERMAL & MOISTURE PROTECTION				
079200	JOINT SEALANTS	W/ 084113			
					\$0
DIVISION 8	DOORS AND WINDOWS				
081100	HOLLOW METAL DOORS AND FRAMES	\$25,000	\$1,305,125	\$469,875	
084113	ALUMINUM-FRAMED ENTRANCES AND STOREFRONTS			\$878,000	
085116	PASS WINDOW	W/ 084113			
087100	DOOR HARDWARE	W/ 081100			
088000	GLAZING	W/ 084113			
					\$2,678,000

JOB LEVEL	DESCRIPTION	LABOR	MATERIAL	SUBCONTR	REMARKS
DIVISION 9	FINISHES				
092116	GYPSUM BOARD ASSEMBLIES			\$122,169	
096500	RESILIENT FLOORINGS	BY ALLOWANCE			
099100	PAINTING	W/ 092116			
					\$122,169
DIVISION 10	SPECIALTIES				
101400	IDENTIFYING DEVICES	BY ALLOWANCE			
					\$0
DIVISION 12	FURNISHINGS				
123216	MANUFACTURED PLASTIC-LAMINATE-CLAD CASEWORK			\$11,381	
					\$11,381
	MEP				
DIVISION 26	ELECTRICAL POWER CONNECTION FOR POWER SUPPLIES FOR ACCESS CONTROLS	W/ 281000			
DIVISION 27	TECHNOLOGY AND COMMUNICATIONS				
270200	BASIC MATERIALS AND METHODS FOR ELECTRICAL	W/ 275123			
270528	PATHWAYS FOR COMMUNICATIONS SYSTEMS	W/ 275123			
271500	COMMUNICATIONS HORIZONTAL CABLING	W/ 275123			
275123	INTERCOM COMMUNICATIONS SYSTEMS			\$1,131,000	
275313	WIRELESS CLOCK SYSTEM			\$695,000	
					\$1,826,000
DIVISION 28	ELECTRIC SAFETY AND SECURITY				
280200	BASIC MATERIALS AND METHODS FOR SAFETY AND SECURITY SYSTEMS	W/ 283100			
281000	ACCESS CONTROL SYSTEM			\$1,677,032	
283100	INTRUSION DETECTION SYSTEM	W/ 283100			
	ERRC SYSTEM			\$396,948	
					\$2,073,980

GONZALES ISD MAINTENANCE GMP #2

LABOR RECAP		\$80,625		
MATERIAL RECAP		\$1,333,575		
SUBCONTRACTOR RECAP		\$5,381,405		
38%	TAXES AND INSURANCE - LABOR	\$30,638	\$6,795,605	SUBTOTAL
			\$6,826,243	COST OF WORK



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on a Lease Agreement for a Portion of Real Property Located on County Road 239A

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Chief Financial Officer; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: The district-owned property located to the East of County Road 239A was originally leased in 2016 as a 49-acre property. Recently, the aforementioned lease was terminated due to the construction of the CTE Center. The administration solicited sealed bids to lease the remaining portion that is/will not be utilized for the CTE Center (~32.7 acres).

Included with this agenda item:

- The one proposal that was received; and
- The lease agreement.

FISCAL IMPACT: \$2,452.50 Annual Revenue

SUPERINTENDENT'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the board accept the bid and authorize the superintendent to finalize a lease agreement with Keith Elstner, as presented."*



LEARNING TODAY,
LEADING TOMORROW

LEASE AGREEMENT

Basic Terms

Date: July 14, 2025

Landlord: BOARD OF TRUSTEES OF THE GONZALES INDEPENDENT SCHOOL DISTRICT, a Texas Public School District and Political Subdivision

Landlord's Address: 1615 Saint Louis St
Gonzales, Texas 78629

Tenant: KEITH ELSTNER

Tenant's Address: 3156 US Hwy 90A E
Gonzales, Texas 78629

Premises: The real property and all improvements thereto, being the surface only of a 32.7-acre tract of undeveloped property located on CR 239A, on the right-hand side, approximately 500 feet north of US Hwy 90A. **Term:** The initial term of this Lease (also referred to as "Lease Agreement") shall be for twelve (12) months. This Agreement may be renewed for up to nine (9) additional twelve (12) month periods, at the option of the Landlord and Tenant, and upon mutual agreement. In the event of such renewal, all terms and conditions contained herein shall apply to said renewal.

The initial term of this Lease shall commence on July 15, 2025 ("Commencement Date").

Termination: This agreement may be terminated by Landlord prior to the expiration of the Term as provided herein upon thirty (30) days' notice to Tenant.

Base Rent (Monthly): Tenant shall, concurrent with the execution of this Lease, pay to the District the sum of TWO THOUSAND FOUR HUNDRED FIFTY-TWO AND 50/100 DOLLARS (\$2,452.50) rental per year, in advance, for the initial Lease term and any renewal term, in advance of the Lease term. In addition, as additional consideration for the Lease, Tenant agrees to maintain the property (including fencing), fertilize, and spray weeds on the Leased Property, all at Tenant's sole cost and expense.

Permitted Use: Tenant may use and occupy the Premises solely for agriculture use only. Tenant may not use all or any part of the Premises for any use or purpose that violates any valid and applicable law, regulation, or ordinance of the United States, the State of Texas, the County of Gonzales, the City of Gonzales, or other lawful authority with jurisdiction over the Premises. Tenant shall not be permitted to consume alcohol on the premises. Tenant's use and operation of the property for agricultural purposes shall be in a prudent manner customary for reputable agricultural operations in the area.

Personal Property: Tenant agrees that Landlord is not liable for personal injury or damages to personal property on Premises.

Signage: Tenant may not place any new signs on the Premises.

Construction/Renovation: Any and all construction or renovation by Tenant to the Premises shall be subject to approval by Landlord. Any approved renovation or construction completed on Premises shall be at Tenant's sole cost and expense and remain the Landlord's property.

Tenant's Insurance: During the entire Term of this Lease, including any renewals, Tenant will, at its own cost and expense, maintain and provide general liability insurance relating to the Premises for the benefit and protection of Landlord and Tenant and with the Landlord named as an additional insured in such policy of liability insurance for bodily injury and property damage arising out of any one accident or occurrence. Such coverage shall have a minimum combined single limit of liability of at least \$1,000,000 and a general aggregate limit of \$2,000,000 per location. All such policies shall be written to apply to all bodily injury, property damage, personal injury and other covered loss, however occasioned, occurring during the policy term. Certificate of Insurance will be provided to Landlord by

Tenant's agent prior to Tenant's use or occupancy of the Premises. Tenant, if applicable, shall also maintain Workers' Compensation insurance in accordance with state law.

Definitions

"Injury" means (a) harm to or impairment or loss of property of its use, (b) harm to or death of a person, or (c) "personal and advertising injury" as defined in the form of liability insurance Tenant is required to maintain.

"Landlord" means Landlord and its agents, employees, invitees, licensees, or visitors.

"Rent" means Base Rent plus any other amounts of money payable by Tenant to Landlord.

"Tenant" means Tenant and his/her agents, contractors, employees, invitees, licensees, or visitors.

"Normal wear and tear" means deterioration that occurs without negligence, carelessness, accident, or abuse.

"Abandonment" occurs when all of the following occur: (a) all occupants have vacated the Premises, in Landlord's reasonable judgment; and (b) Landlord has delivered written notice to Tenant by mailing it to Tenant's attention at Tenant's Address as noted above.

Clauses and Covenants

A. Tenant agrees to:

1. Lease the Premises for the entire Term beginning on the Commencement Date and ending on the Termination Date.
2. Accept the Premises in its present condition "AS IS", the Premises having been determined by the Tenant as being currently suitable for the Permitted Use. Tenant represents that he has had full opportunity to examine the Premises.

Except for environmental matters not caused by or reasonably discoverable by Tenant prior to the commencement of this Lease Agreement, Tenant's taking possession of the Premises shall be conclusive evidence of Tenant's acceptance thereof in an "AS IS" condition. Tenant agrees that no representations regarding the condition of the Premises and no promises to improve same, either before or after the execution hereof, have been made by Landlord or its agents, to Tenant unless contained herein or made a part hereof by specific reference.

3. Obey all laws, ordinances, orders, and rules and regulations applicable to the use, condition, and occupancy of the Premises, now in effect or hereinafter enacted, including the rules and regulations of the United States Department of Agriculture and the Texas Agriculture Commissioner. All zoning regulations, restrictions, rules, orders and ordinances, land use regulations, building restrictions and other laws and regulations now in effect or hereinafter adopted by any governmental authority having jurisdiction over the Premises, or established by document of record.
4. Obey any requirements imposed by utility companies serving or insurance companies covering the Premises.
5. Maintain the Leased Property in good condition.
6. Pay any and all utilities for the Premises (as further set forth in Paragraph E.5. below).
7. Allow Landlord to enter the Premises to perform Landlord's obligations, inspect the Premises, and show the Premises to prospective purchasers or tenants.
8. Upon providing notification to Tenant, allow Landlord to enter the Premises.

9. Repair, replace, and maintain any part of the Premises at Tenant's sole cost and expense. Without limiting the foregoing, Tenant shall:
 - a. At all times keep the Premises in an orderly condition and appearance;
 - b. Provide and maintain in good working order equipment of every kind and nature required by applicable laws, rules, orders, ordinances, resolutions, or regulations of any competent authority, including Landlord;
 - c. Observe all insurance regulations and requirements concerning the use and condition of the Premises, for the purpose of reducing fire hazards and insurance rates on the Landlord;
 - d. Mow and maintain the grass;
 - e. Use suitable covered receptacles for all garbage, trash, and other refuse; assure that boxes, cartons, barrels or similar items are not piled in an unsightly, unsafe manner, on or about the Premises; provide a complete and proper arrangement, satisfactory to the Landlord, for the adequate sanitary handling and disposal away from the Premises, of all trash, garbage and refuse.
 - f. Take all necessary precautions to prevent broken water pipes due to freezing or other causes;
 - g. At all times maintain, and repair as necessary, the Premises so that the Premises are kept in same condition as when received, normal wear and tear excepted, at Tenant's sole cost and expense;
 - h. Repair, replace, and maintain at Tenant's sole expense and in a timely manner, any injury or damage to any part of the Leased Premises used by Tenant, including but not limited to, fences, or any part thereof. Tenant shall be solely responsible at all times for maintaining any and all fencing.
10. Vacate the Premises on the last day of the Term or upon notice of termination or termination.
11. INDEMNIFY, DEFEND, AND HOLD LANDLORD HARMLESS FROM ANY INJURY (AND ANY RESULTING OR RELATED CLAIM, ACTION, LOSS, LIABILITY, OR REASONABLE EXPENSE, INCLUDING ATTORNEY'S FEES AND OTHER FEES AND COURT AND OTHER COSTS) OCCURRING IN ANY PORTION OF THE PREMISES. **THE INDEMNITY CONTAINED IN THIS PARAGRAPH (a) IS INDEPENDENT OF TENANT'S INSURANCE; (b) WILL NOT BE LIMITED BY COMPARATIVE NEGLIGENCE STATUTES; (c) WILL SURVIVE THE END OF THE TERM; AND (d) WILL APPLY EVEN IF AN INJURY IS CAUSED IN WHOLE OR IN PART BY THE ORDINARY NEGLIGENCE OR STRICT LIABILITY OF LANDLORD BUT WILL NOT APPLY TO THE EXTENT AN INJURY IS CAUSED BY THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF LANDLORD.**
12. Provide at Tenant's sole expense, grounds maintenance and pest control services at the Premises, as necessary.
13. Pay, upon request from Landlord, all Federal, State, and local taxes and fees on the Premises assessed to Landlord as a consequence of this Lease.
14. Obtain and pay for all utility services used by Tenant.
15. Tenant agrees to provide Landlord promptly of any changes in Tenant's phone number, mailing address, and email address not later than five (5) days after a change.

16. When this Lease ends, Tenant will surrender the Premises in the same condition as when received, normal wear and tear excepted. Tenant will leave the Premises in a clean condition free of all trash, debris, and any personal property.
17. Maintain adequate insurance naming Landlord as required and stated herein as an additional insured, and if requested, deliver to Landlord proof of insurance coverage.
18. Vacate the Premises on the last day of the Term or upon earlier termination as provided in this Lease.
19. Keep all gates on the Premises closed and locked.
20. Enter and exit the Premises only at those places designated by Landlord.

B. Tenant agrees not to:

1. Use the Premises for any purpose other than the Permitted Use.
2. Create a nuisance or dangerous condition.
3. Change Landlord's lock system.
4. Permit any waste.
5. Use the Premises in any way that would increase insurance premiums or void Landlord's insurance on the Premises.
6. Alter the Premises unless the construction or renovation is approved of by the Landlord prior to the initiation of any such work.
7. Allow a lien to be placed on the Premises.
8. Assign this lease or sublease any portion of the Premises.
9. Abandon the Premises.
10. Alter the Premises, including clearing new roads, moving any fences, or locating on the Premises any type of manufactured housing or mobile home.
11. Hunt or allow others to hunt or use the property for hunting.

C. Landlord agrees to:

1. Lease to Tenant the Premises for the entire Term beginning on the Commencement Date and ending on the Termination Date, subject to the early termination provisions provided herein.

D. Landlord agrees not to:

1. Interfere with Tenant's possession of the Premises as long as Tenant is not in default.

E. Landlord and Tenant agree to the following:

1. *Alterations.* Tenant may not construct any alterations to the Premises without Landlord's consent. Tenant shall submit any drawings indicating proposed construction changes to Landlord for review and approval which approval will not be unreasonably denied. All construction proposed by Tenant must be in compliance with City codes and ordinances. At the completion of construction, Tenant must provide to Landlord full unconditional releases of lien from all contractors and suppliers. Any physical additions or improvements to the Premises made by Tenant will become property of Landlord. All alterations shall be at Tenant's sole cost and expense.

2. *Insurance.* Tenant will maintain the insurance coverage described herein for the entire Term of the Lease, including any renewals.
3. *Release of Claims.* TENANT RELEASES LANDLORD FROM ALL CLAIMS OR LIABILITIES FOR ANY INJURY TO TENANT OR TO TENANT'S PROPERTY LOCATED ON THE PREMISES. THE RELEASE IN THIS PARAGRAPH WILL APPLY EVEN IF THE DAMAGE OR LOSS IS CAUSED IN WHOLE OR IN PART BY THE ORDINARY NEGLIGENCE OR STRICT LIABILITY OF LANDLORD BUT WILL NOT APPLY TO THE EXTENT THE DAMAGE OR LOSS IS CAUSED BY THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF LANDLORD. THE TENANT WILL BE RESPONSIBLE FOR ANY DEDUCTIBLE OR UNDER ITS PROPERTY INSURANCE. TENANT WILL NOTIFY ITS ISSUING PROPERTY INSURANCE COMPANIES OF THE RELEASE SET FORTH IN THIS PARAGRAPH AND WILL HAVE THE PROPERTY INSURANCE POLICIES ENDORSED, IF NECESSARY, TO PREVENT INVALIDATION OF COVERAGE. THIS RELEASE WILL NOT APPLY IF IT INVALIDATES THE TENANT'S PROPERTY INSURANCE COVERAGE.
4. *Condemnation/Substantial or Partial Taking.*
 - a. If the Premises cannot be used for the purposes contemplated by this lease because of condemnation or purchase in lieu of condemnation, this lease will terminate.
 - b. If there is a condemnation or purchase in lieu of condemnation and this lease is not terminated, Landlord will, at Landlord's expense, restore the Premises.
 - c. Tenant will have no claim to the condemnation award or proceeds in lieu of condemnation.
5. *Utilities.* Tenant shall pay or cause to be paid, any and all charges for any and all utilities and other services necessary to maintain the improvements and any other structures on the Premises, including, but not limited to, any connection fees and any and all costs related to utility usage, throughout the term of, or any extension of, this Lease Agreement.
6. *Default by Landlord/Events.* Defaults by Landlord are failing to initiate compliance with any provision of this lease within thirty days after written notice.
7. *Default by Landlord/Tenant's Remedies.* Tenant's remedies for Landlord's default are to terminate this Lease.
8. *Default by Tenant/Events.* Defaults by Tenant are (a) failing to pay timely Rent, (b) abandoning or vacating a substantial portion of the Premises, and (c) failing to comply within ten (10) days after written notice with any provision of this Lease other than the defaults set forth in (a) and (b) above.
9. *Default by Tenant/Landlord's Remedies.* Landlord's remedies for Tenant's default are to (a) enter and take possession of the Premises, after which Landlord may relet the Premises on behalf of Tenant and Tenant agrees to reimburse Landlord for any expenditures made in order to relet; (b) enter the Premises and perform Tenant's obligations; and (c) terminate this Lease by written notice and sue for damages. Landlord may enter and take possession of the Premises by self-help, by picking or changing locks if necessary, and may lock out Tenant or any other person who may be occupying the Premises, until the default is cured, without being liable for damages.
10. *Default/Waiver/Mitigation.* It is not a waiver of default if the non-defaulting party fails to declare immediately a default or delays in taking any action. Pursuit of any remedies set forth in this Lease does not preclude pursuit of other remedies in this Lease or provided by applicable law. Landlord and Tenant have a duty to mitigate damages.
11. *Holdover.* If Tenant does not vacate the Premises following termination of this Lease, Tenant will become a tenant at will and must vacate the Premises on receipt of notice from Landlord. No holding over by Tenant, whether with or without the consent of the Landlord, will extend the Term.

12. *Alternative Dispute Resolution.* Landlord and Tenant agree to mediate in good faith before filing a suit for damages.
13. *Venue and Choice of Law.* Exclusive venue is in the county in which the Premises are located. The Lease shall be construed pursuant to the laws of the State of Texas.
14. *Entire Agreement.* This Lease is the entire agreement of the parties, and there are no oral representation, warranties, agreements, or promises pertaining to this Lease or to any expressly mentioned exhibits not incorporated in writing in this Lease.
15. *Amendment of Lease.* This Lease may be amended only by an instrument in writing signed by Landlord and Tenant.
16. *Limitation of Warranties.* THE PREMISES ARE LEASED TO AND ACCEPTED BY TENANT IN ITS PRESENT CONDITION, AS IS, WHERE IS, WITH ALL FAULTS AND WITHOUT ANY REPRESENTATIONS OR WARRANTIES WHATSOEVER, EXPRESS OR IMPLIED. THE LEASE OF THE PREMISES IS WITHOUT ANY EXPRESS OR IMPLIED WARRANTY, REPRESENTATION, AGREEMENT, STATEMENT OR EXPRESSION OF OPINION (OR LACK THEREOF) OF OR WITH RESPECT TO: (A) THE CONDITION OF THE PREMISES OR ANY ASPECT THEREOF, INCLUDING, WITHOUT LIMITATION, ANY AND ALL EXPRESS OR IMPLIED REPRESENTATIONS OR WARRANTIES RELATED TO SUITABILITY FOR HABITATION, MERCHANTABILITY OR FITNESS FOR A PARTICULAR USE OR PURPOSE; (B) THE INCOME TO BE DERIVED FROM THE PREMISES; (C) THE COMPLIANCE WITH ORDINANCES OR REGULATIONS OF ANY APPLICABLE GOVERNMENTAL AUTHORITY OR BODY; (D) THE SOIL CONDITIONS, WATER, DRAINAGE, TOPOGRAPHICAL FEATURES OR OTHER CONDITIONS OF THE PREMISES OR WHICH AFFECT THE PREMISES; (E) ANY CONDITIONS RELATING TO OR ARISING FROM ANY ARCHEOLOGICAL OR HISTORIC SITE, CEMETERY, BURIAL GROUND, ENDANGERED SPECIES HABITAT, OR OTHER SUCH CONDITION WHICH MAY AFFECT THE PREMISES; (F) AREA, SIZE, SHAPE, CONFIGURATION, LOCATION, CAPACITY, QUANTITY, QUALITY, VALUE, CONDITION OR COMPOSITION OF THE PREMISES; (G) THE MANNER OR QUALITY OF THE CONSTRUCTION OR MATERIALS, IF ANY, INCORPORATED INTO THE PREMISES; (H) THE MANNER, QUALITY, STATE OF REPAIR OR LACK OF REPAIR OF THE PREMISES; (I) ANY ENVIRONMENTAL, GEOLOGICAL, METEOROLOGICAL, STRUCTURAL OR OTHER CONDITION OR HAZARD OR THE ABSENCE THEREOF HERETOFORE, NOW OR HEREAFTER AFFECTING IN ANY MANNER ANY PORTION OF THE PREMISES; AND (J) ALL OTHER EXPRESS OR IMPLIED REPRESENTATIONS AND WARRANTIES BY LESSOR WHATSOEVER. TENANT HAS MADE ITS OWN PHYSICAL INSPECTION OF THE PREMISES AND HAS SATISFIED ITSELF AS TO THE CONDITION OF THE PREMISES FOR TENANT'S INTENDED USE.*No Waiver of Immunity.* Neither this Agreement nor any provision contained within it may be construed as a waiver of Landlord's sovereign immunity and any rights and defenses available to Landlord.
17. *Notices.* Any notice required or permitted under this Lease must be in writing. Any notice required by this Lease will be deemed to be delivered (whether actually received or not) when deposited with the United States Postal Service, postage prepaid, certified mail, return receipt requested, and addressed to the intended recipient at the address shown in this Lease. Notice may also be given by regular mail, personal delivery, courier delivery, facsimile transmission, electronic mail with confirmation of receipt, or other commercially reasonable means and will be effective when actually received. Any address for notice may be changed by written notice delivered as provided herein.
18. *Abandoned Property.* Landlord may retain, destroy, or dispose of any property left on the Premises at the end of the Term.
19. *Attorney's Fees.* If either party retains an attorney to enforce this lease, the party prevailing in litigation is entitled to recover reasonable attorney's fees and other fees and court and other costs.

20. *Mineral Interests.* This Lease is subordinate to any present or future oil, gas, or other mineral exploration agreements and leases relating to the Land. Landlord will not be liable to Tenant for any damages for actions attributable to those agreements and will receive all consideration paid therefor.
21. *Other Interests.* This Lease is subordinate to any validly existing encumbrances, easements, rights-of-way, and prescriptive rights, whether of record or not; all presently recorded and validly existing restrictions, reservations, covenants, conditions, oil and gas leases, mineral interests outstanding in persons other than Landlord, and other instruments, which affect the Premises. Tenant shall ascertain the location of all such easements and Tenant's operations shall not damage or interfere with the same. Landlord will not be liable to Tenant for any damages for actions attributable to those agreements and will receive all consideration paid for such easements. Any portion of the Premises may be within any road or roadway.
22. *Landlord's Use.* Landlord retains the right to enter on and use and/or permit third parties to enter on and use the burn pit on the Premises as discussed herein above to burn records and other property as deemed necessary by Landlord.

LANDLORD:

GONZALES INDEPENDENT SCHOOL DISTRICT

By: Justin Schwausch, President
Gonzales ISD Board of Trustees

Date

TENANT:

KEITH ELSTNER

By: Keith Elstner

Date

BID FORM

The surface only of ~32.7 acres of undeveloped property located on CR 239A on the right-hand side, approximately 500 feet north of US Hwy 90A in exchange for upkeep of property and fencing.

IMPORTANT: A bid, to be valid, must be manually signed in ink by an authorized person in the space provided. By such signature, bidder agrees to strictly abide by the terms, conditions, and specification embodied in this bid.

Bidder: Keith ELstner

Contact Person: Keith ELstner

Address: 3156 US Hwy 90A E, Gonzales, TX 78629

Telephone: 830 857 4719

Email: Sheilaelstner@yahoo.com

Date: 6/24/25

Signature: 

Printed Name: Keith ELstner

Title: Self (owner)

Bid Amount: 75.00 per Acre DOLLARS (\$ 2452.50)

Select One: ☐ Per Month ☒ Per Year

GRAZING LEASE

Plus Keep up with Fertilizer AND
Weed Spraying -



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Interlocal Agreement between Gonzales Independent School District and Waelder Independent School District for DAEP Transportation Services

ADMINISTRATOR RESPONSIBLE: Gene Kridler, Executive Director of Operations;
Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: The existing agreement the district had with Waelder ISD for DAEP transportation cost-sharing expired at the end of the 2024-25 school year. The purpose of this new agreement is to extend the existing relationship thus continuing to provide efficient and effective use of resources which is in the best economic interest of both parties.

The included agreement is for a one-year term, as the district plans to bring DAEP transportation services in-house beginning with the 2026-27 school year.

SUPERINTENDENT'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the board approve the interlocal agreement, as presented."*



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INTERLOCAL AGREEMENT BETWEEN GONZALES INDEPENDENT SCHOOL DISTRICT AND WAELDER INDEPENDENT SCHOOL DISTRICT

The Parties to this agreement ("interlocal agreement") are the Gonzales Independent School District ("GISD") and Waelder Independent School District ("WISD") (collectively referred to as the "Parties"). The Parties enter into this Agreement under the general provisions of the Interlocal Cooperation Act, Texas Government Code Chapter 791. This Agreement is made for the purpose of efficient and effective use of resources and is in the best economic interests of the Parties.

The Parties are the political subdivisions of the State of Texas. The Parties addresses are as follows:

Gonzales Independent School District
Superintendent of Schools
1615 Saint Louis St
Gonzales, Texas 78629

Waelder Independent School District
Superintendent of Schools
201 W Hwy 90
Waelder, Texas 78959

WHEREAS, because WISD would pass through Gonzales in route to the Nixon-Smiley DAEP, it is in the interest of the Parties to share some of the cost of such transportation of their students; and

WHEREAS, the governing bodies of the Parties have each met in legally convened open meetings and authorized their respective representatives to enter in to this Agreement;

NOW THEREFORE:

The Parties, acting by and through their designated and authorized representatives, hereby agree as follows:

1. TERM

- 1.1 The term of the Interlocal Agreement will begin August 13, 2025 and will terminate May 21, 2026.

2. TRANSPORTATION SERVICES

- 2.1 Provision of Services and Compensation. GISD during the entire term of this Interlocal Agreement GISD agrees to provide required transportation on each and every scheduled Nixon-Smiley DAEP school day to all students assigned to attend the Nixon-Smiley CISD Alternative Education Program (DAEP) by WISD ("WISD students"). "Required Transportation" shall include WISD student pickup at the corner of St. Lawrence and Clark Street across from the East Avenue Administration Office and directly West of the

Transportation Yard for GISD in Gonzales, Texas each morning between 7:00-7:10 a.m.; transportation to and drop-off of students at the Nixon DAEP, located at 102 W Hwy 87, Smiley, Texas, and pick up and return of students after school dismissal to the same location designated in this Paragraph. Approximate drop off time would be 3:45 p.m.

2.2 Payment Terms.

- a. WISD agrees to pay GISD an amount equal to FORTY-FOUR AND 00/100 DOLLARS (\$44.00) per school day during the term of this agreement for each day that GISD is transporting any student from its District to the DAEP.
- b. In the event that GISD is not transporting any students from its District to the DAEP, it agrees to provide Required Transportation to the WISD DAEP students at an increased cost of SIXTY-TWO AND 00/100 DOLLARS (\$62.00) per day.
- c. GISD shall provide billing invoice to WISD as soon as practicable after the last day of transportation for the year that transportation services are rendered for that school year. WISD agrees to pay the sum invoiced as soon as practicable after receipt, and in no event later than the thirtieth (30th) day of the following month.

3. DISTRICT RESPONSIBILITY FOR STUDENTS TRANSPORTED

- 3.1 Student discipline of both Districts students, during the time that they are being transported by GISD School Vehicle, shall be handled under and students shall be subject to the GISD Policy labeled "GISD (DAEP) Transportation Procedures and Rules" of which is attached to this Interlocal Agreement as Exhibit A.
- 3.2 Any referrals for discipline, beyond removal from a bus, shall be handled in accordance with the procedures established by the personnel from the District in which the student's locally assigned campus is located ("Student's Home-District"). Notwithstanding the foregoing, all students during transportation by a GISD vehicle shall be subject to and shall abide by the GISD Transportation Policy including "GISD (DAEP) Transportation Procedures and Rules" and such policy will be enforced by the Student's Home-District. In this regard, GISD agrees to provide the parent, guardian, or other person having lawful control over the child ("parent") of each student referred to the Nixon-Smiley CISD Alternative Program (DAEP), will utilize GISD (DAEP) Transportation Procedures and Rules prior to the WISD Student's first use of such transportation and will require such Parent to acknowledge the applicability of the GISD Transportation Policy to their child as a part of the privilege of utilizing the GISD provided transportation. Further, such notice will inform the Parent or guardian that violation of the GISD Transportation Policy by their child may cause for withdrawing of the privilege of transportation via the GISD vehicle to and from the Nixon-Smiley DAEP. The Agreement and Acknowledgement shall be in a form substantially similar to the one attached hereto as Exhibit B.

- 3.3 Any and all grievance actions or complaints against GISD personnel by the Parent of a WISD Student shall be handled in accordance with the procedures established by GISD and shall be investigated, processed, and decided upon by the GISD with input from the complainant and WISD. WISD agrees to cooperate with GISD in connection with any necessary investigation. Any and all grievances actions or complaints by GISD personnel shall be handled by GISD in accordance with its own policies and procedures. WISD agrees to cooperate with GISD in connection with any necessary investigation.
- 3.4 The Student's Home-District is responsible for any and all legal costs, court costs and attorney's fees resulting from litigation directly involving that student and related in any way to the subject matter of this Agreement.
- 3.5 Each District shall be responsible for legal fees incurred due to complaints, grievances, or litigation arising from an employee with whom that District has a contract or with whom that District has an employment relationship.
- 3.6 The Parties of this Interlocal Agreement contract agree to negotiate in good faith in an effort to resolve any dispute related to the contract that may arise between them. If the dispute cannot be resolved by negotiation, the dispute shall be submitted to mediation before resorting to litigation. If the need for mediation arises a mutually acceptable mediator shall be chose by the Parties to dispute who shall share the cost of mediation services based upon an equal split between the Parties. Mediation is a voluntary dispute resolution process in which the Parties to the dispute meet with an impartial person, called a mediator, who would help to resolve the dispute informally and confidentially. Mediators facilitate the resolution of disputes but cannot impose binding decisions. The Parties to the dispute must agree before any settlement is binding.

4. EARLY TERMINATION

- 4.1 Prior to the expiration of the Agreement, either Party may terminate this Interlocal Agreement without cause upon thirty (30) days written notice to the other Party of such intention. In the event that either Party elects this option, the Interlocal Agreement will be terminated on the day designated in the notice.

5. NOTICE

- 5.1 Any notice required by or permitted under this Interlocal Agreement must be in writing. Any notice required by this Interlocal Agreement will be deemed to be delivered (whether actually received or not) when deposited with the United States Postal Service, postage prepaid, certified mail, return receipt requested, and addressed to the intended recipient at the address shown on this contract. Notice may also be given by regular mail, personal delivery, courier delivery, facsimile transmission, or other commercially reasonable means and will be effective when actually received. Any address for notice may be changed by written notice delivered as provided herein.

6. GENERAL TERMS AND CONDITIONS

- 6.1 **Parties Bound.** This Interlocal Agreement shall be binding upon, and inure to the benefit of, the Parties to this Interlocal Agreement and their respective legal representatives, successors, and assigns when permitted by this interlocal Agreement.
- 6.2 **Enforceability.** In case any one or more of the provisions contained in this interlocal Agreement shall for any reason be held by a court of competent jurisdiction to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision of the Interlocal Agreement and this Interlocal Agreement shall be construed as if the invalid, illegal, or unenforceable provisions had never been included in this Interlocal Agreement. This Interlocal Agreement constitutes the sole and only agreement of the Parties to the Interlocal Agreement and supersedes any prior understanding or written or oral agreement between the Parties respecting the subject matter of this Interlocal Agreement.
- 6.3 **Amendment in Writing.** No amendment or modification of the terms of this Interlocal Agreement shall be binding unless it is in writing, dated subsequent to the date of this Interlocal Agreement approved, and duly executed by the Parties to this Interlocal Agreement.
- 6.4 **Forge Majeure.** No Party shall be required to perform any term condition, or covenant in this Interlocal Agreement so long as performance is delayed or prevent by force majeure, which shall mean acts of God, strikes, lockouts, material or labor restrictions by any governmental authority, floods, and any other cause not reasonable within the control of the Parties and which by the exercise of due diligence the Parties are unable, wholly or in part, to prevent or overcome.
- 6.5 **No Joint Venture.** Nothing contained herein shall be deemed or construed by the Parties hereto, or by any third party, as creating the relationship of principal and agent, partners, joint ventures or any other similar such relationship between the Parties hereto.
- 6.6 **No Waiver of Immunities.** No Party hereto waives or relinquishes any immunity or defense on behalf of itself, its trustees, officers, employees and agents as a result of the execution of this Interlocal Agreement and the performance of the covenants contained herein.
- 6.7 **No Third Party Beneficiary.** This Interlocal Agreement inures to the benefit of and obligates only the Parties executing it. No term or provision of this Interlocal Agreement shall benefit or obligate any person or entity not a party to it. The Parties hereto shall cooperate fully in opposing any attempts by any third person or entity to claim any benefit, protection, release, or other consideration under this Interlocal Agreement.
- 6.8 **Governing Law and Place for Performance.** This Interlocal Agreement shall be governed by the State of Texas, which state shall also be deemed the place this Interlocal Agreement was entered into and the place of performance and transaction of business

and Parties. In the event of litigation pertaining to this Interlocal Agreement, the exclusive forum, venue, and place of jurisdiction shall also be the County of Gonzales and the State of Texas unless otherwise agreed in writing by the Parties. The Parties acknowledge that each has had the unfettered opportunity to review, revise, and negotiate the terms of this Interlocal Agreement and that if in the future there is a dispute as to the meaning of any provision therein, and then no such provisions shall be construed against the drafter or the Interlocal Agreement.

6.9 Approved by Governing Bodies. This Interlocal Agreement has been approved by the Governing Bodies of GISD and WISD.

6.10 Payment from Current Revenues. Each Party paying for the performance of governmental function of services must make those payments from current revenues available to the paying Party.

The undersigned Parties execute this Interlocal Agreement on the 14th day of July 2025.

Gonzales Independent School District

Superintendent of Schools

Waelder Independent School District

Superintendent of Schools



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on FFA travel to National Convention in Indianapolis October 28, 2025-November 1, 2025

ADMINISTRATOR RESPONSIBLE: Karen Perez, GHS Principal; Jennifer Ervin, CTE Coordinator

RATIONAL SUMMARY: Travel to National Convention gives students the opportunity to see the National Organization and to experience travel to another state. Students also participate in community service projects while at the convention, allowing them to support organizations outside of their local community. Travel to the National Convention is a once-in-a-lifetime opportunity to see how the world of agriculture impacts industry across the nation. Students also have the opportunity to see/visit out-of-state colleges and nationwide companies through tours and workshops.

The National FFA Convention & Expo is a National Association of Secondary School Principals-approved student program.

FFA makes a positive difference in the lives of students by developing their potential for premier leadership, personal growth and career success through agricultural education.

The National FFA Convention & Expo is all about growing the next generation of leaders. No matter where students are in FFA, they will find inspiration and direction to become a leader and influencer, ready to make an impact. During this event, they find out who they are, who they want to become and how they can change how the world grows.

Agricultural education prepares students for successful careers and a lifetime of informed choices in global agriculture, food, fiber and natural resources systems.

Travel is paid for by the FFA Activity Funds and CTE Funds. Parents will be required to pay for airfare and then extra spending money.

ADMINISTRATION'S RECOMMENDATION: Approve

SAMPLE MOTION: "I move that the Board of Trustees approve the FFA travel to the National Convention in Indianapolis on October 28, 2025- November 1, 2025 as presented".



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GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on MOUs with Victoria College to Bridge Instructional Services for Electrical and Welding Courses

ADMINISTRATOR RESPONSIBLE: Jennifer Ervin, CTE Coordinator; Joy Harris Philpott, Chief Academic Officer; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: Approval of these MOUs will allow the district to continue the programs as approved and initiated in August 2024.

Accepting a training agreement between the district and Victoria College for Electrical and Welding courses offers several significant advantages:

- **Enhanced Skill Development:** These advanced courses will provide students with specialized skills in high-demand trades, enhancing their employability and preparing them for successful careers.
- **Industry-Relevant Training:** Victoria College's curriculum is likely aligned with current industry standards, ensuring that students receive up-to-date and relevant training.
- **Workforce Readiness:** By offering these courses, the district can contribute to filling the skilled labor gap in the local economy, supporting community growth and development.
- **Pathway to Certification:** The training can serve as a pathway to professional certifications, giving students a competitive edge in the job market.
- **Partnership Benefits:** Collaborating with Victoria College can foster stronger ties between the educational institution and the district, potentially leading to more opportunities for student internships, apprenticeships, and job placements.
- **Cost-Effective Education:** This agreement provides students with affordable access to quality education and training in these trades, which might otherwise be financially prohibitive.
- **By accepting this training agreement, the district can significantly enhance its educational offerings, support students' career aspirations, and contribute positively to the local workforce.**

FISCAL IMPACT: _____

SUPERINTENDENT'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the board approve the MOUs, as presented."*



LEARNING TODAY,
LEADING TOMORROW

Non-Credit Training Agreement

Victoria College

an educational institution in the County of Victoria, in the State of Texas, and

Gonzales Independent School District

agree to enter into a partnership to offer non-credit training to eligible students. This Memorandum of Understanding (MOU) shall be in effect from **August 01, 2025 to July 31, 2026**.

Both the College and the school district agree that all course policies and practices are under the jurisdiction of the College. In consideration of this agreement, the parties agree to the following:

1. Student Eligibility Requirements

To be eligible for enrollment the high school student must

- Attend a mandatory information session for parents/guardians/responsible adults and students.
- Meet all CTE-CE registration requirements, as well as other requirements that may be imposed by the school district.
- Possess basic math and reading skills to be successful.

2. Eligible Courses

Training consists of multiple levels for each craft area. These courses are taught in progressive levels using the nationally recognized National Center for Construction Education and Research (NCCER) curriculum. These courses provide competency-based, task-driven modular training and are designed to maximize learning by combining illustrated instructional materials and structured classroom activities conducted by craft instructors.

The College will provide instruction and all course materials for the following NCCER courses:

First Year Students

- **Core Curriculum: Introductory Craft Skills**
This course is common to all NCCER training programs and is required for NCCER Certification for all Level 1 courses. No prior experience is necessary. Students will not receive NCCER certifications for any industrial course unless this course has been successfully completed. Topics include introduction to basic safety, communication and basic employability skills, blue prints and construction math, and hand and power tools.
- **Electrical, Level 1**
This course provides an introduction to the electrical trade. Topics include introduction to electrical circuits, theory, and safety; introduction to the National Electrical Code®; conductors and cable, device boxes; hand bending; and residential electrical services.

Second Year Students

- **Electrical, Level 2**

This course is a study in alternating current; motors theory and application; circuit breakers and fuses; conductor installations; terminations and splices; conduit bending; grounding and bonding; pull and junction boxes.

3. Instructor Qualifications

Victoria College will provide/compensate instructors who meet NCCER guidelines and are certified by the Industrial Merit Shop Education Foundation (IMSEF), which serves as the sponsor representative for Victoria College.

4. Location, Size, and Student Composition of Classes

Courses will be conducted at VC Gonzales Center, which will provide a classroom and lab space for hands-on training. This space must follow NCCER guidelines and be inspected and approved prior to training. College instructors will access the classroom and lab.

Unless other arrangements have been made, the school district and College agree to the following statements regarding the provision of facilities and communications lines.

- a. High school will ensure students have appropriate access to all available instructional resources and essential technology;
- b. The College determines maximum class size and maintains the right to accept or reject new students after classes have begun.
- c. The high school and College will ensure the classroom environment is conducive to college-level learning.

5. Academic Policies and Student Support Services

Regular academic policies applicable to courses taught at the College's main campus also apply to non-credit courses.

High school personnel will assist College personnel with enrollment, registration and appropriate support services such as scholarship opportunities. The high school will provide a computer lab or suitable area to conduct these interactions, along with additional support service.

The College will provide students with the same access to academic, career, and transfer advising, as well as disabilities services and resources that it provides to other college students. If the College course is taught at the high school, the Disability Support Specialist will coordinate class accommodations with the high school Special Education Counselor, in accordance with NCCER guidelines.

Student grievances or complaint procedures for handling students' complaints regarding the College course are applicable to all students and can be found in the current catalog and handbook.

6. Schedule

Classes will follow the regular school calendar year. First-year students will meet during the third and fourth period block schedule. Second-year students will meet during the first and second period block schedule.

7. Grading Criteria

Non-credit courses receive a grade of S - Satisfactory performance or U - Unsatisfactory performance. Upon successful completion of the courses, the College will submit student paperwork to IMSEF. After their review and verification, it will be submitted to NCCER for final approval. Once approved, the student's name will be logged in the national registry. These courses are non-credit and do not apply toward a college credit degree or certificate.

It is the school district's responsibilities to correctly code classes to meet PEIMS requirements.

8. Fees and Funding Provisions

a.

First Year Students (Core/Electrical Level 1)

Textbooks	\$ 230
Online Testing Fees	\$ 20
Tool Kits	\$ 150
1 st Yr. Projects Supplies (Electrical)	<u>\$ 200</u>

First Year Student (Core/Electrical 1) (Cost Per student) \$600 per student

Minimum cost is for two students (\$600 x 2 students = \$1200)

Cost for Core/Electrical 1 is (\$1200 + \$600 x each additional Electrical 1 student)

Second Year Students (Electrical Level 2)

Textbooks	\$ 105
Online Testing Fees	\$ 20
2nd Yr. Projects Supplies (Electrical)	<u>\$ 250</u>

2nd Year Student (Electrical 2) (Cost Per student) \$375 per student

Minimum cost is for two students (\$375 x 2 students = \$750)

Cost for Electrical 2 is (\$750 + \$375 x each additional Electrical 2 student)

- b. Gonzales School District is responsible for additional fees related to the College delivering instruction for Gonzales High School.

Instructor Costs (Core / Electrical Level 1)	\$11,550
Instructor Costs (Electrical 2)	\$11,550

9. Administrative and Procedural

Students are required to comply with the registration, attendance, and academic policies, and the code of conduct, contained in the current College catalog and student handbook.

Gonzales High School will designate a contact person who will act as a liaison and coordinate all program matters.

The Department Chair of CTE-CE and the Curriculum Coordinator of CTE-CE Industrial Programs will serve as the Victoria College contact personnel. The Manager of VC Gonzales Center and Assistant Manager of VC Gonzales Center will serve as contact for daily activities.

The College will collect, share, and review program and student data to assess progress for the high school. The College will report nine-week and final grades to the designated contact person for the high school. Gonzales High School will collect, share, and review program and student academic records and directory information to assess the progress for the high school.

Terms of Agreement

This agreement shall become effective on August 01, 2025 for the 2025-26 academic calendar year or the date signed, whichever is later. This agreement shall be enforced for each academic year, as deemed necessary, unless either party submits written request for withdrawal or change for the next academic year. Notice to change this agreement must be served in writing, at least thirty (30) days prior to the beginning of the semester for which the change is desired. The College or school district shall have the right of canceling or terminating this agreement at any time according to the above guidelines.

Approved by:

Victoria College

Gonzales Independent School District

Signature

Signature

Print name

Print name

Title

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Date

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- Possess basic math and reading skills to be successful.

2. Eligible Courses

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This course is common to all NCCER training programs and is required for NCCER Certification for all Level 1 courses. No prior experience is necessary. Students will not receive NCCER certifications for any industrial course unless this course has been successfully completed. Topics include introduction to basic safety, communication and basic employability skills, blue prints and construction math, and hand and power tools.
- **Plumbing, Level 1**
This course provides an introduction to the plumbing trade. Topic include introduction to the plumbing profession, safety and tools, introduction to plumbing math and drawings, plastic and copper pipe and fittings, cast iron and carbon steel pipe and fittings, introduction to fixtures and faucets, DWV systems, and water distribution systems.

Second Year Students

- **Plumbing, Level 2**

This course provides an intermediate study of the Plumbing trade, plumbing math two; reading commercial drawings, structural penetrations, insulation, and fire stopping, installing, and testing DWV piping, installing roof, floor, and area drains. Installing and testing water supply piping, types of valves, installing fixtures and valves, installing water heaters, basic electricity and fuel gas and fuel oil systems.

3. Instructor Qualifications

Victoria College will provide/compensate instructors who meet NCCER guidelines and are certified by the Industrial Merit Shop Education Foundation (IMSEF), which serves as the sponsor representative for Victoria College.

4. Location, Size, and Student Composition of Classes

Courses will be conducted at VC Gonzales Center, which will provide a classroom and lab space for hands-on training. This space must follow NCCER guidelines and be inspected and approved prior to training. College instructors will access the classroom and lab.

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5. Academic Policies and Student Support Services

Regular academic policies applicable to courses taught at the College's main campus also apply to non-credit courses.

High school personnel will assist College personnel with enrollment, registration and appropriate support services such as scholarship opportunities. The high school will provide a computer lab or suitable area to conduct these interactions, along with additional support service.

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Student grievances or complaint procedures for handling students' complaints regarding the College course are applicable to all students and can be found in the current catalog and handbook.

6. Schedule

Classes will follow the regular school calendar year. First-year students will meet during the third and fourth period block schedule. Second-year students will meet during the first and second period block schedule.

7. Grading Criteria

Non-credit courses receive a grade of S - Satisfactory performance or U - Unsatisfactory performance. Upon successful completion of the courses, the College will submit student paperwork to IMSEF. After their review and verification, it will be submitted to NCCER for final approval. Once approved, the student's name will be logged in the national registry. These courses are non-credit and do not apply toward a college credit degree or certificate.

It is the school district's responsibilities to correctly code classes to meet PEIMS requirements.

8. Fees and Funding Provisions

a.

First Year Students (Core/Plumbing Level 1)

Textbooks	\$ 150
Online Testing Fees	\$ 20
Tool Kits	\$ 130
1 st Yr. Projects Supplies (Plumbing)	<u>\$ 200</u>

First Year Student (Core/Plumbing 1) (Cost Per student) \$500 per student

Minimum cost is for two students (\$500 x 2 students = \$1000)

Cost for Core/Plumbing 1 is (\$1000 + \$500 x each additional Plumbing 1 student)

Second Year Students (Plumbing Level 2)

Textbooks	\$ 100
Online Testing Fees	\$ 20
Tool Kits	\$ 30
2nd Yr. Projects Supplies (Plumbing)	<u>\$ 200</u>

Second Year Student (Plumbing 2) (Cost Per student) \$350 per student

Minimum cost is for two students (\$350 x 2 students = \$700)

Cost for Plumbing 2 is (\$700 + \$350 x each additional Plumbing 2 student)

- b. Gonzales School District is responsible for additional fees related to the College delivering instruction for Gonzales High School.

Instructor Costs (Core / Plumbing Level 1)	\$11,550
Instructor Costs (Plumbing level 2)	\$11,550

9. Administrative and Procedural

Students are required to comply with the registration, attendance, and academic policies, and the code of conduct, contained in the current College catalog and student handbook.

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- Possess basic math and reading skills to be successful.

2. Eligible Courses

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- **Welding, Level 1**
This course provides an introductory study of basic welding processes. Course topics include: Welding Safety, Oxyfuel Cutting, Plasma Arc Cutting, Air Carbon Arc Cutting and Gouging, Base Metal Preparation, Welding Quality, SMAW – Equipment and Safety, Shielded Metal Arc Electrodes, SMAW – Beads and Fillet Welds, Joint Fit-Up and Alignment, SMAW – Groove Welds and Backing and SMAW – Open V-Groove Welds.

Second Year Students

- **Welding, Level 2/3 Combo**

This course is an intermediate study of welding where students will perform air carbon arc washing and gouging activities: explain plasma arc cutting equipment and safe work area: demonstrate setup and use GMAW, FCAW and GTAW equipment: reading detail drawings: welding symbols: stainless steel groove and pipe welds: air carbon arc cutting: Plasma Arc Cutting, GMAW, FCAW, GTAW welding: SMAW open root pipe welds, GMAW – pipe, FCAW – pipe, GTAW – carbon steel pipe, GTAW – low alloy and stainless steel pipe and SMAW – stainless steel groove welds.

3. Instructor Qualifications

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Student grievances or complaint procedures for handling students' complaints regarding the College course are applicable to all students and can be found in the current catalog and handbook.

6. Schedule

Classes will follow the regular school calendar year. There will be two First Year classes. The first class of First-year students will meet during the fifth and sixth period block schedule. The second class of First-year students will meet during the seventh and eighth period block schedule. There will be two Second Year classes. The first class of Second-year students will meet during the first and second period block schedule. The second class of the Second -year students will meet during the third and fourth period block schedules.

7. Grading Criteria

Non-credit courses receive a grade of S - Satisfactory performance or U - Unsatisfactory performance. Upon successful completion of the courses, the College will submit student paperwork to IMSEF. After their review and verification, it will be submitted to NCCER for final approval. Once approved, the student's name will be logged in the national registry. These courses are non-credit and do not apply toward a college credit degree or certificate.

It is the school district's responsibilities to correctly code classes to meet PEIMS requirements.

8. Fees and Funding Provisions

a.

First Year Students (Core/Welding Level 1)

Textbooks	\$ 145
Online Testing Fees	\$ 20
Tool Kits	\$ 165
1 st Yr. Projects Supplies (Welding)	<u>\$ 950</u>

First Year Student (Core/Welding 1) (Cost Per student) \$1280 per student

Minimum cost is for six students (\$1280 x 6 students = \$7680)

Cost for Core/Welding1 is (\$7680 + \$1280 x each additional Welding 1 student)

Second Year Students (Welding Level 2/3)

Textbooks	\$ 210
Online Testing Fees	\$ 20
Tool Kits	\$ 60
2nd Yr. Projects Supplies (Welding)	<u>\$1 050</u>

2nd Year Student (Welding 2/3) (Cost Per student) \$1340 per student

Minimum cost is for two students (\$1340 x 2 students = \$2680)

Cost for Welding 2/3 is (\$2680 + \$1340 x each additional Welding 2/3 student)

- b. Gonzales School District is responsible for additional fees related to the College delivering instruction for Gonzales High School.

Instructor Costs (Core / Welding Level 2/3) (1st & 2nd period)	\$11,690
Instructor Costs (Core / Welding Level 2/3) (3rd & 4th period)	\$11,690
Instructor Costs (Core / Welding Level 1) (5th & 6th period)	\$11,690
Instructor Costs (Core / Welding Level 1) (7th & 8th period)	\$11,690

9. Administrative and Procedural

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Approved by:

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Gonzales Independent School District

Signature

Signature

Print name

Print name

Title

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Date

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Board of Trustees

Justin Schwausch
President

Ross Hendershot III
Vice President

Ashley Molina
Secretary

Naomi Brown

Josie Smith-Wright

Gloria Torres

D'Anna Robinson

GISD School Board Agenda Information Sheet
July 14, 2025

ACTION ITEM

SUBJECT: Discuss and Consider Action on the Fuel, Lubricant, & Oil Contract

ADMINISTRATOR RESPONSIBLE: Gene Kridler, Executive Director of Operations;
Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: Administration has solicited proposals to support the district's fuel, lubricant, and oil needs during the 2025-26 fiscal year. One proposal was received and evaluated.

Board Policy CH (Local) requires that any purchase over \$75,000 be approved by the board.

ADMINISTRATION'S RECOMMENDATION: Approve On-Site Fuels (Previously known as Schmidt and Sons)

SAMPLE MOTION: *"I move that the board award the contract to On-Site Fuels, as presented."*



LEARNING TODAY,
LEADING TOMORROW

ORIGINAL RESPONSE				On-Site Fuels	
Item	Quantity	Articles and Descriptions		Price per Unit	Amount
1	500	gal. motor oil 15W-40, in bulk oil container for diesel buses		8.19	\$4,095.00
2	80	gal. red antifreeze for diesel buses		7.99	\$639.20
3	90,000	gal. #2 diesel		0.09	\$8,100.00
4	17,000	gal. unleaded gasoline		0.25	\$4,250.00
5	55	gal. automatic transmission fluid for full synthetic Allison transmissions		25.59	\$1,407.45



GISD School Board Agenda Information Sheet
July 14, 2025

Board of Trustees

Justin Schwausch
President

Ross Hendershot III
Vice President

Ashley Molina
Secretary

Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

REPORT ITEM

SUBJECT: 2023 Bond Program Monthly Update

ADMINISTRATOR RESPONSIBLE: Dr. Dana Arreola, Superintendent

RATIONAL SUMMARY: Education Service Center Region 13/ Sledge Engineering will provide the Board a monthly update for the 2023 approved Bond Program.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



LEARNING TODAY,
LEADING TOMORROW

GROWING GREATNESS

 ur Students.  ur Future.

Gonzales ISD
2023 Bond



Monthly Board
Update
7/14/25

#COME AND BUILD IT

Acronyms (for reference)



AIA	American Institute of Architects	CD	Construction Documents
CMR	Construction Manager at Risk	DD	Design Development
GMP	Guaranteed Maximum Price	ERRC	Emergency Responder Radio Coverage
ES	Elementary School	ESA	Environmental Site Assessment
FEMA	Federal Emergency Management Agency	Geo	Geotechnical Investigation
HS	High School	OPC	Opinion of Probable Cost
IC	Impervious Cover	P&Z	Planning & Zoning
LOMR	Letter of Map Revision	RFP	Request for Proposal
ETJ	Extra Territorial Jurisdiction	CBO	Certified Building Official
MS	Middle School	AHJ	Authority Having Jurisdiction
CTE	Career and Technical Education	SD	Schematic Design
PM	Program Management	OAC	Owner/Architect/Contractor
SW	Stormwater	Surv	Survey (Boundary and Topographic)
TCEQ	Texas Commission on Environmental Quality	R13	Region 13 Education Service Center
WPAP	Water Pollution Abatement Plan	TIA	Traffic Impact Analysis

Transparency



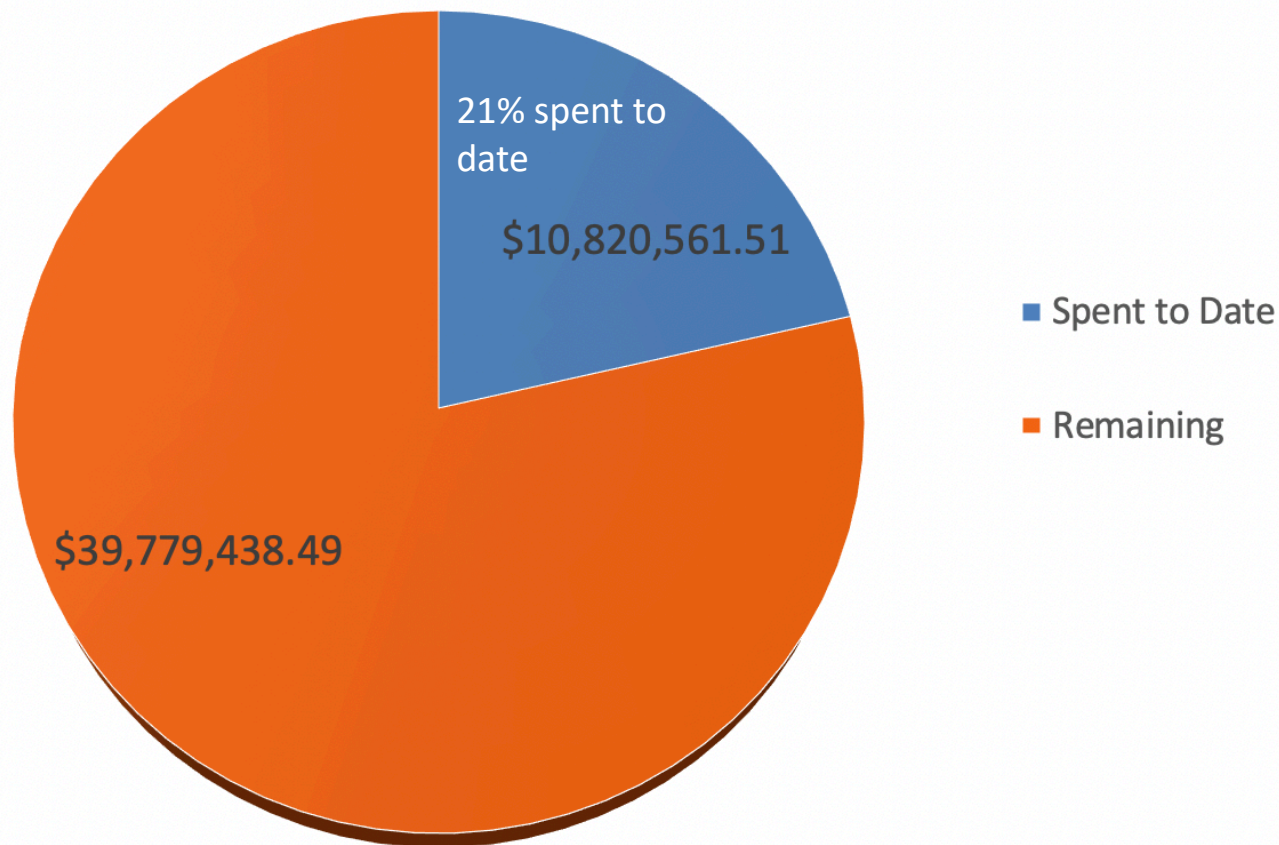
- Public Meetings to be held monthly prior to Board Meetings
- Public Dropbox Link
- Public Access to Program Management team for questions & discussion – contact on website

Program Accounting



Gonzales ISD

Bond Funds Spent to Date
Total Bond Budget = \$50,600,000



Bond Projects List



1. CTE/Ag Barn (New Site):

1. Infrastructure
2. New Career & Technology Education Campus (CTE)
3. Agricultural Barn

2. Maintenance Projects (campuses)

1. Gonzales Primary Academy (GPA)
2. Gonzales Elementary School (GES)
3. Gonzales Junior High School (JHS)
4. Gonzales North Avenue (GNA)
5. Gonzales High School (GHS)
6. East Avenue Campus/DAEP (EAC)
7. Operations, Maintenance, Transportation (OMT)

CTE / Ag Barn



1. Site utilities underway
2. Building pad subgrade complete
3. Under-slab plumbing underway
4. Off-site Water Main installation continues
5. Off-site sewer main underway
6. Code inspections underway
7. Color/materials selection meeting #1 held with staff
8. UPCOMING:
 1. Elevator pit pour
 2. Slab pour in August

CTE / Ag Barn



CTE / Ag Barn



CTE / Ag Barn



Maintenance Projects

Weaver & Jacobs



1. GMP#1: Safety/Security Package (cameras)

1. Camera installations continue

2. GMP#2: Doors/Vestibules Package

1. Doors / hardware / vestibules / Intercom
2. Consider Award this Agenda

Maintenance Projects

Weaver & Jacobs



3. GMP#3 HVAC

1. HVAC replacement and improvements
2. Separated for ordering times and focused bidders
3. Board Award tracking August 2025
4. Installations to through Summer 2026

4. GMP #4 Remodel Package

1. Remodels, HS Cafeteria, Primary restrooms, sewer replacements, Transportation Addition
2. Construction to Fall 2026

Maintenance Projects

ISD Direct



Roofing:

1. Complete and in close-out phase

Playgrounds:



1. GNA & GES playground Awarded April
2. installation this month

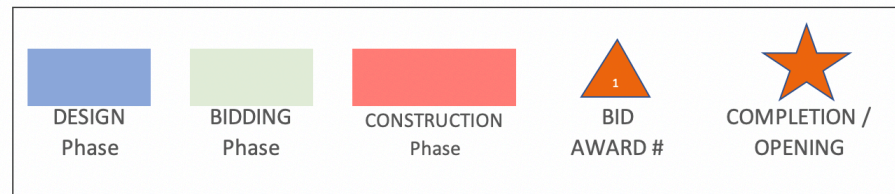
LED Lighting Replacements:

1. Replacements underway

Bond Program Budget



 <div><div>REGION 13</div><div>EDUCATION SERVICE CENTER</div><div>POWERED by </div></div>	Gonzales ISD 2023 Bond Program BUDGET				Delivery Method	CTE/Ag Barn	Maintenance							
						Primary	Elementary	Jr High	North Ave	High School	East Ave/DAEP	Ops, Maint, Transpo		
						CMR	CMR	CMR	CMR	CMR	CMR	CMR	CMR	
						CTE/Ag Barn Infrastructure, 26,000sf CTE, Ag Barn w 10 int pens, 10 ext	GPA safety, security, accessibility, maintenance	GES safety, security, accessibility, maintenance	JHS safety, security, accessibility, maintenance	GNA safety, security, accessibility, maintenance	GHS safety, security, accessibility, maintenance	EAC safety, security, accessibility, maintenance	OMT safety, security, accessibility, maintenance	
TOTAL BOND = \$ 50,600,000 3/3/25 CELLS UPDATED						\$ 23,380,030	\$ 1,125,948	\$ 2,370,270	\$ 2,981,743	\$ 3,481,905	\$ 10,614,660	\$ 4,898,231	\$ 2,401,402	
ITEM		NOTES:				CURRENT BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	
Total ISD Direct Costs						\$ 24,000	\$ 10,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	
Total Soft Costs						\$ 4,665,108	\$ 2,092,505	\$ 119,322	\$ 220,092	\$ 322,475	\$ 312,363	\$ 935,195	\$ 432,585	
Total Util/Testing Costs						\$ 790,004	\$ 241,929	\$ -	\$ 70,135	\$ 93,835	\$ 90,535	\$ 112,200	\$ 91,835	
Total Hard Costs(Non Construction)						\$ 3,834,980	\$ 1,512,000	\$ 90,000	\$ 408,602	\$ 305,000	\$ 544,781	\$ 525,000	\$ 235,000	
Total Construction Cost:						\$ 41,940,098	\$ 19,523,596	\$ 914,625	\$ 1,669,442	\$ 2,258,432	\$ 2,532,226	\$ 9,040,265	\$ 4,136,812	
TOTAL COSTS:						\$ 51,254,190	\$ 23,380,030	\$ 1,125,948	\$ 2,370,270	\$ 2,981,743	\$ 3,481,905	\$ 10,614,660	\$ 4,898,231	
Total Project Costs						\$ 51,254,190								
PROJECT FUNDING:		2023 Bond:				\$ 50,600,000								
		Interest Utilized				\$ 800,000								
		Donated Funds				\$ -								
		Operating Funds				\$ -								
		Total Funding:				\$ 51,400,000								
Balance:						\$ 145,810								



QUESTIONS?



#COME AND BUILD IT

GROWING GREATNESS



ur Students. ur Future.





Board of Trustees

Justin Schwausch
President

Ross Hendershot III
Vice President

Ashley Molina
Secretary

Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

GISD School Board Agenda Information Sheet
July 14, 2025

REPORT ITEM

SUBJECT: Financial Report & 2025-26 Budget Workshop

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Chief Financial Officer; Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: Administration will present the monthly update on the district's finances to include an update on the 2025-26 budget development.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



LEARNING TODAY,
LEADING TOMORROW



Financial Report

July 2025 Regular Meeting Board of Trustees

TABLE OF CONTENTS

CFO Update	3
Revenues, Expenditures, and Changes in Fund Balance as of May 2025 (Main Operating Funds)	7
Construction Fund Revenues and Expenditures	8
Monthly Expenditure Level Comparison	9
Monthly Statement of Ad Valorem Collections, May 2025	10
2025-26 Budget Process Timeline of Activities	17

Chief Financial Officer's Summary
Regular Board Meeting - July 14, 2025

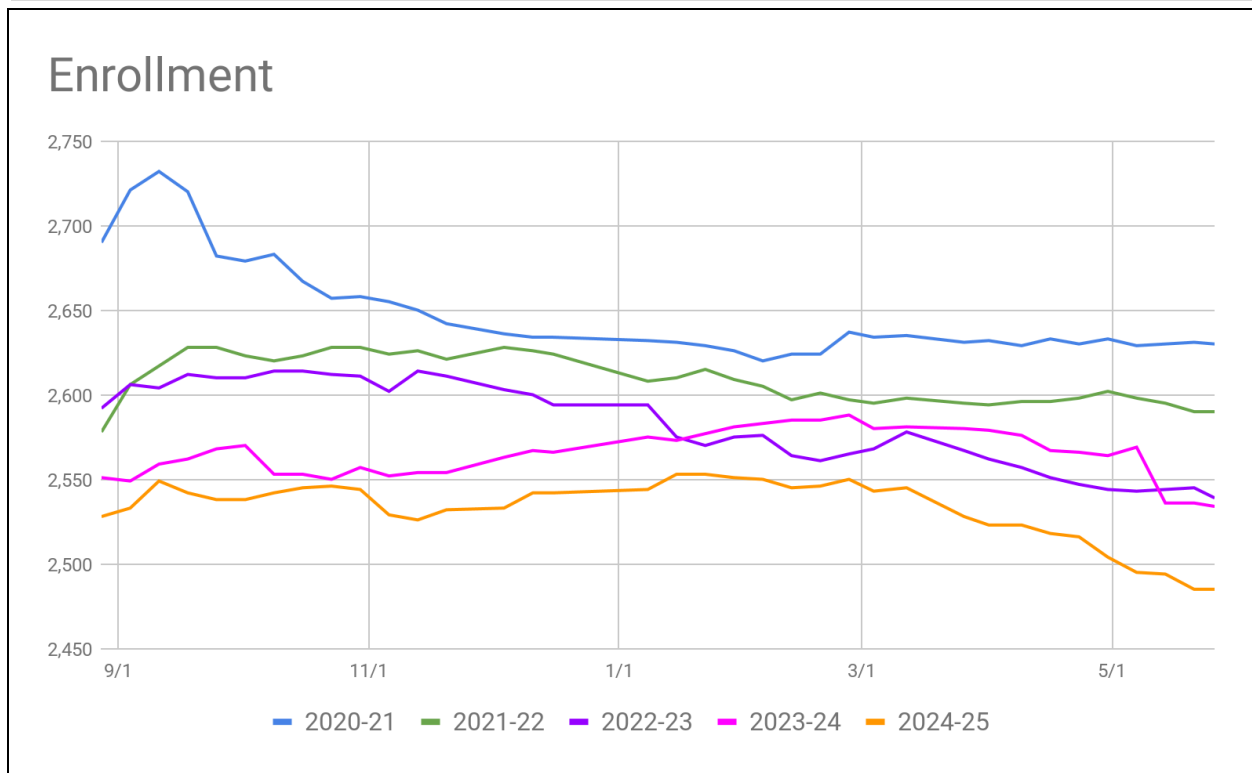
2024-25 State Revenue Update

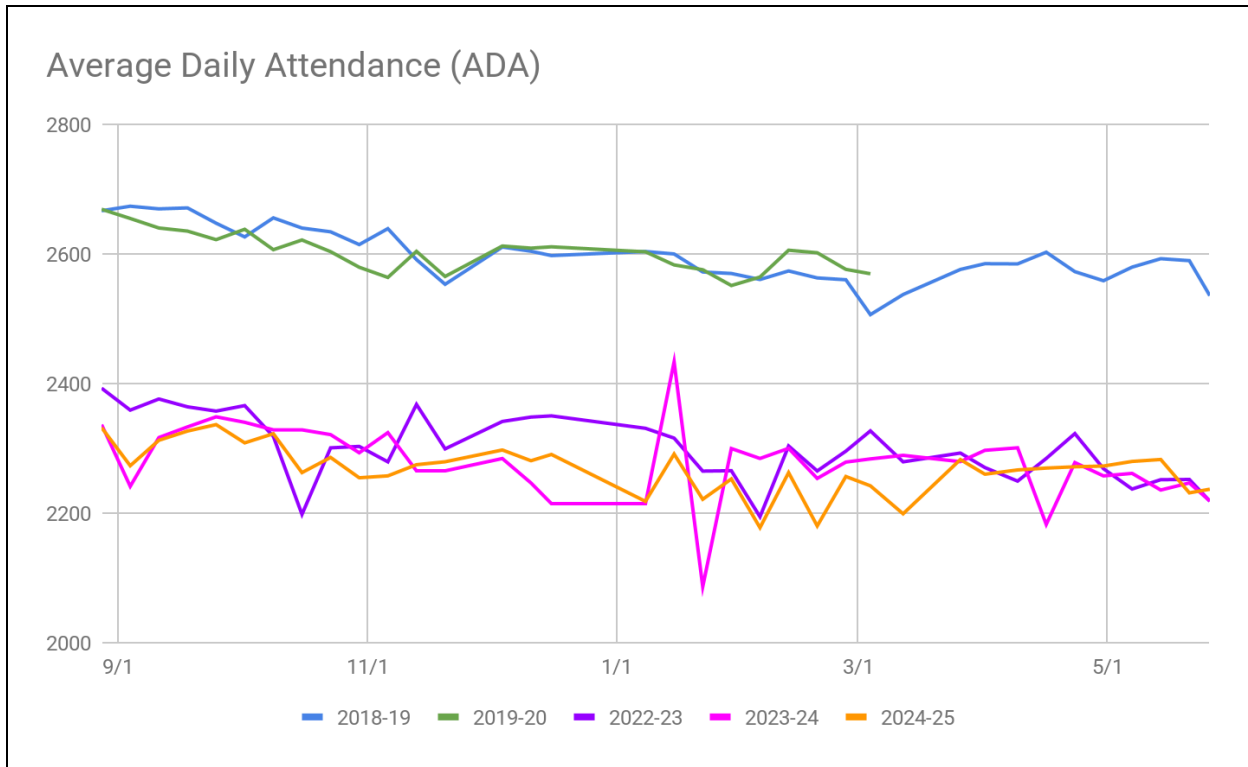
Still conducting data validations (finish mid-July), but currently forecasting we'll receive about \$800k more in state funding than budgeted due to increases in the special education state allotment and College, Career, Military Readiness (CCMR) Outcomes Bonus funding.

Average annual attendance percentage (through 5/22/25): 92.54% (Prior Year 92.14%)

- 1st 6 weeks average attendance percentage: 94.68% (Prior Year 94.46%)
- 2nd 6 weeks average attendance percentage: 92.58% (Prior Year 94.25%)
- 3rd 6 weeks average attendance percentage: 92.93% (Prior Year 90.84%)
- 4th 6 weeks average attendance percentage: 90.14% (Prior Year 89.62%)
- 5th 6 weeks average attendance percentage: 91.93% (Prior Year 92.42%)
- 6th 6 weeks average attendance percentage: 93.29% (Prior Year 90.75%)

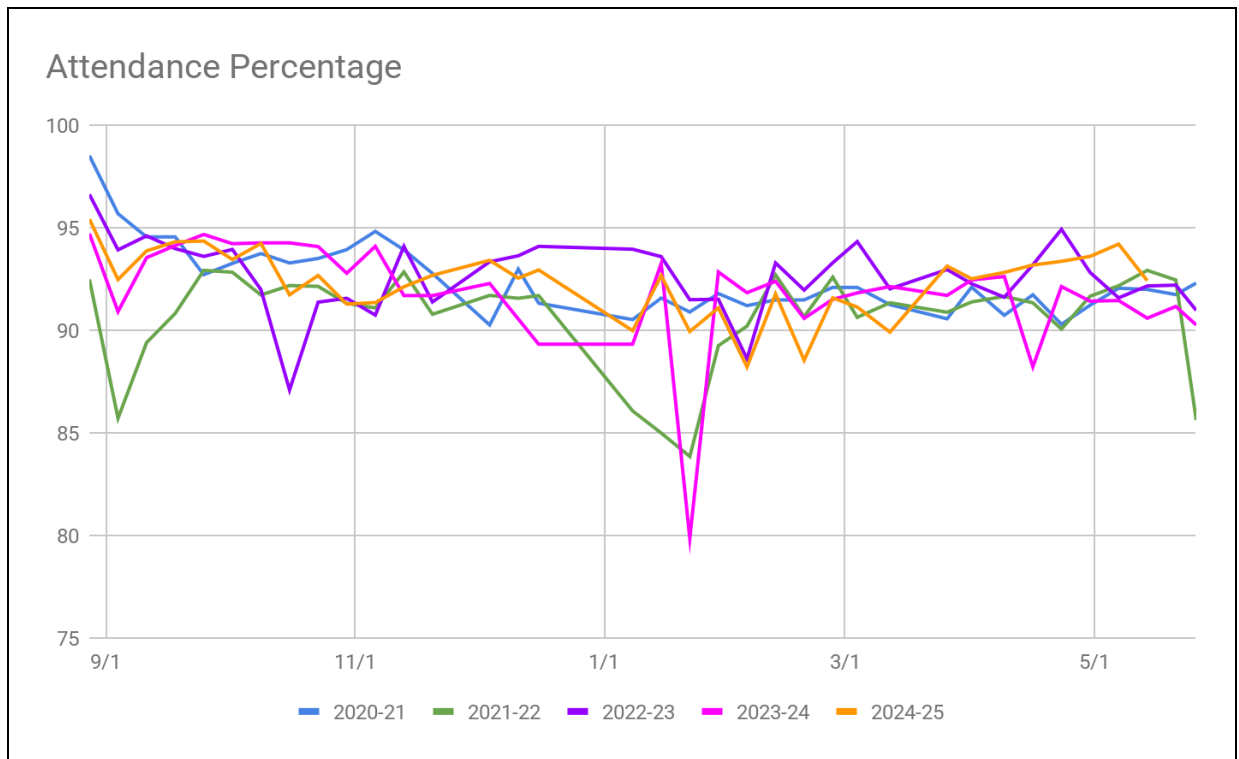
ADA & Enrollment





ADA used during budget development: 2,276

Average ADA through 5/22/25: 2,272 (down 4 from budget)



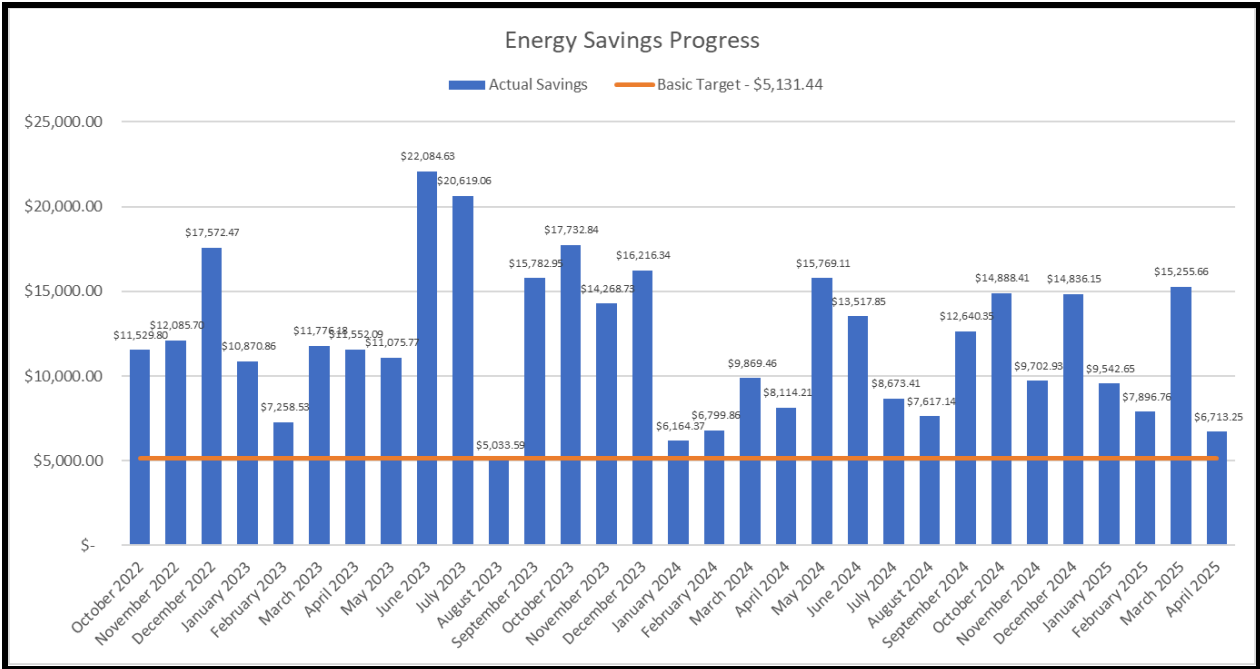
Average annual attendance percentage (through 5/22/25): 92.54%

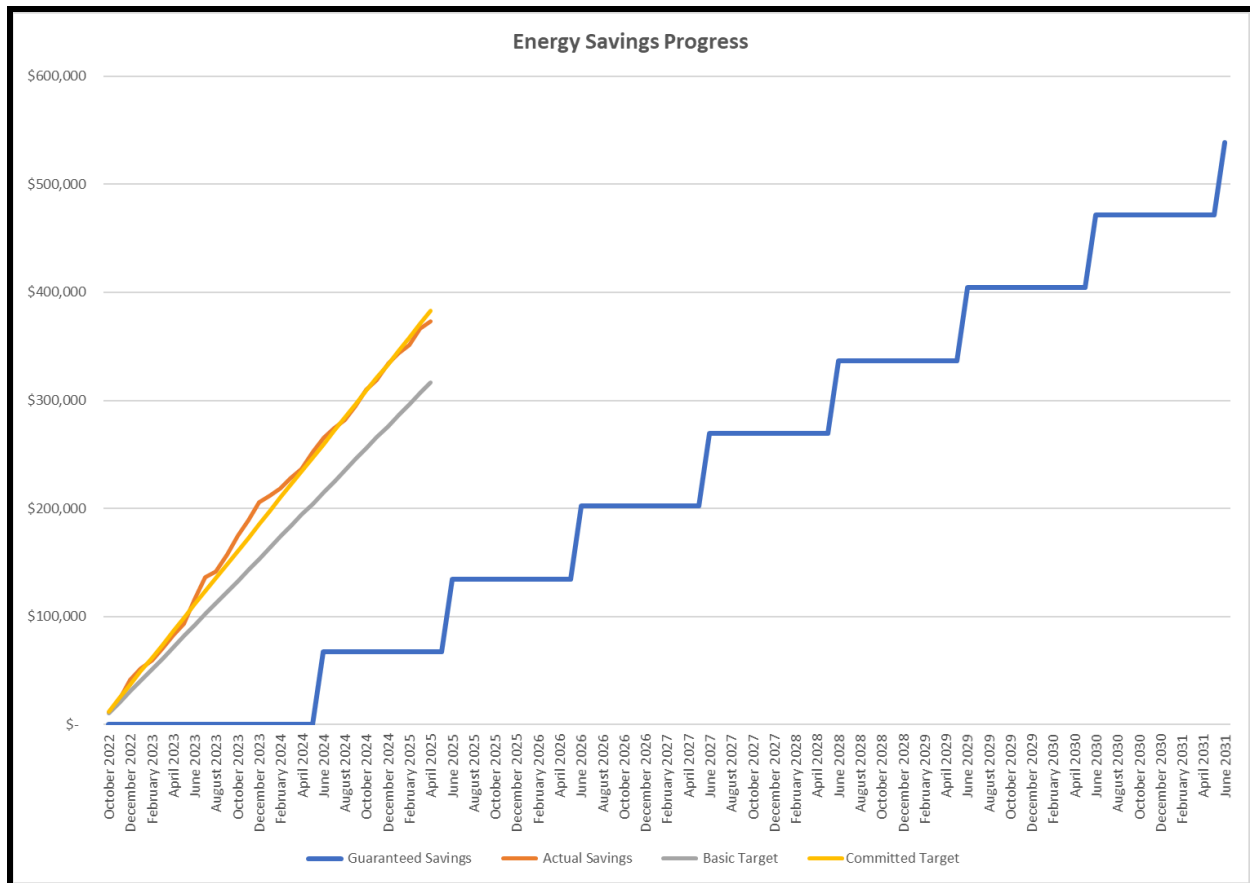
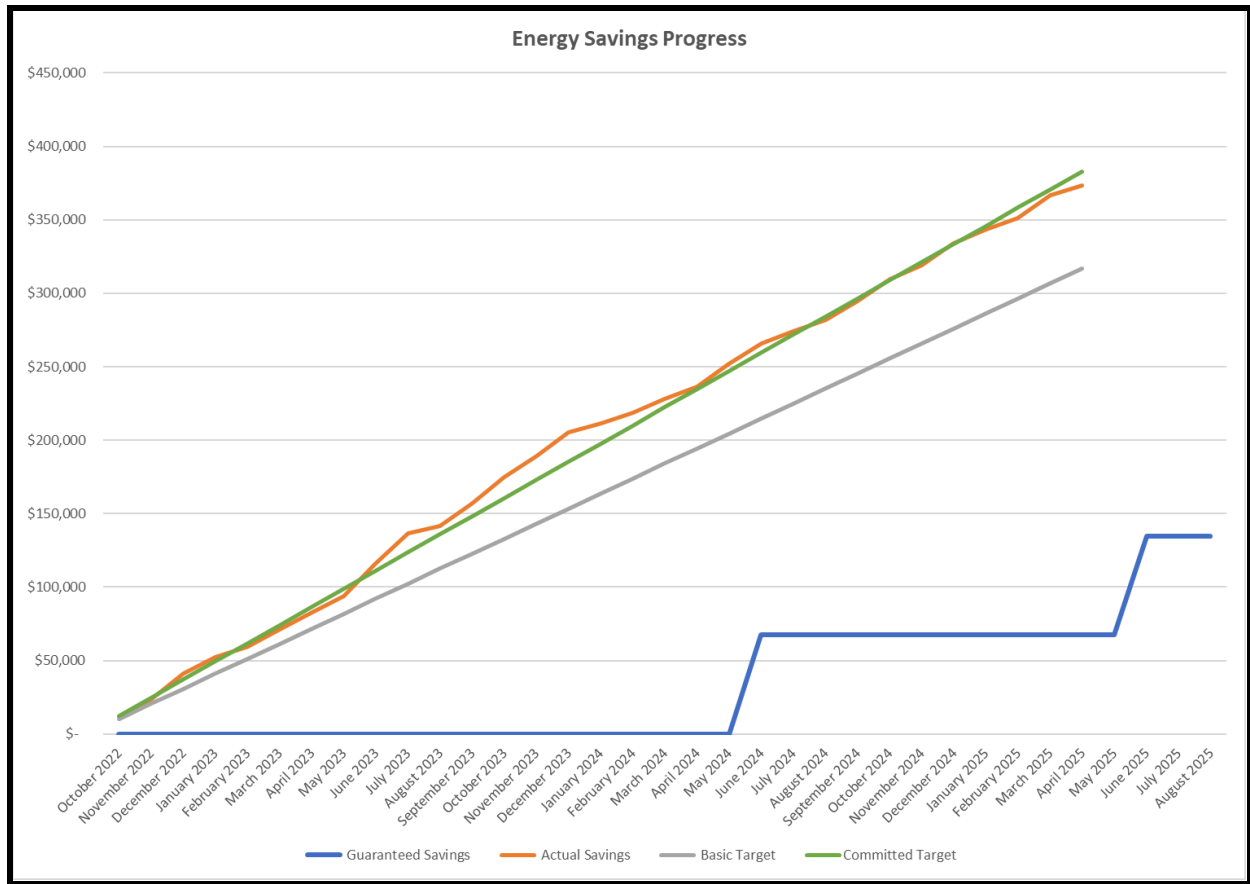
Energy Savings Update

All Buildings	Total
May	\$11,075.77
Jun	\$22,084.63
Jul	\$20,619.06
Aug	\$5,033.59
Sep	\$15,782.95
Oct	\$17,732.83
Nov	\$10,914.67
Dec	\$12,047.79
Jan	\$4,740.10
Feb	\$6,799.86
Mar	\$9,869.46
Apr	\$8,114.21
May	\$15,769.11
Jun	\$13,517.85
Jul	\$8,673.41
Aug	\$7,617.14
Sep	\$12,640.35
Oct	\$14,888.41
Nov	\$9,702.93
Dec	\$14,836.15
Jan	\$9,542.65
Feb	\$7,896.76
Mar	\$15,255.66
Apr	\$6,713.25
Total	\$364,624.28

Cumulative Savings Guarantee	
21 Months	\$ 67,350.13
33 Months	\$ 134,700.25
45 Months	\$ 202,050.38
57 Months	\$ 269,400.50
69 Months	\$ 336,750.63
81 Months	\$ 404,100.75
93 Months	\$ 471,450.88
105 Months	\$ 538,801.00

Basic Target: \$10,224.25/month | Committed Target: \$12,354.33/month
Fee Target: \$5,131.44/month





Percent of Fiscal Year Completed	75%
Percent of 2024-25 School Year Completed	100%

*These numbers are subject to change until the final AFR is prepared and accepted/approved.

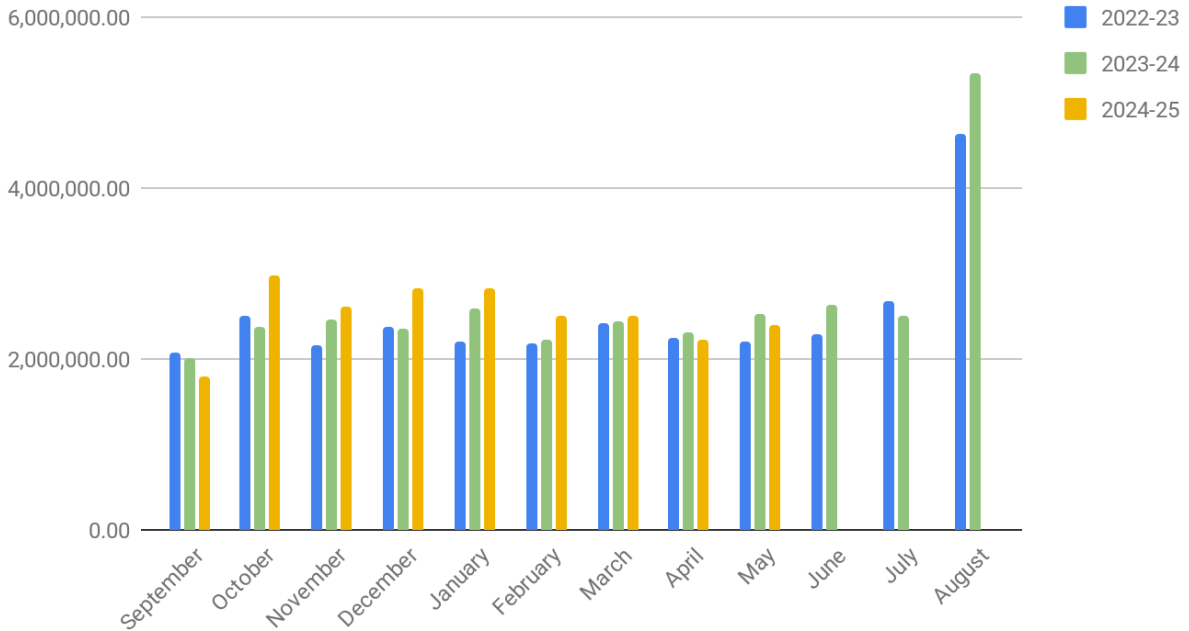
Gonzales ISD
Unaudited/Preliminary Statement of Revenues, Expenditures, and Changes in Fund Balance
As of May 31, 2025

CONSTRUCTION FUND			
	Current Budget	Actual To-Date	% of Budget Recd/Exp
REVENUES			
5700 Other Local Sources (Interest)	0.00	2,060,986.24	
TOTAL REVENUES	0.00	2,060,986.24	
EXPENDITURES			
0051 Plant Maintenance and Operations	504,010	17,664.60	3.50%
0081 Facilities Acquisition & Instruction	50,095,990	9,023,378.96	18.01%
TOTAL EXPENDITURES	50,600,000.00	9,041,043.56	17.87%
7911 Capital-Related Debt Issue	48,170,000.00	48,170,000.00	
7913 Capital Lease Proceeds			
7915 Operational Transfer In			
7916 Prem. or Disc. on Issuance of Bonds	2,430,000.00	2,430,000.00	100.00%
NET ACTIVITY	0.00	43,619,942.68	

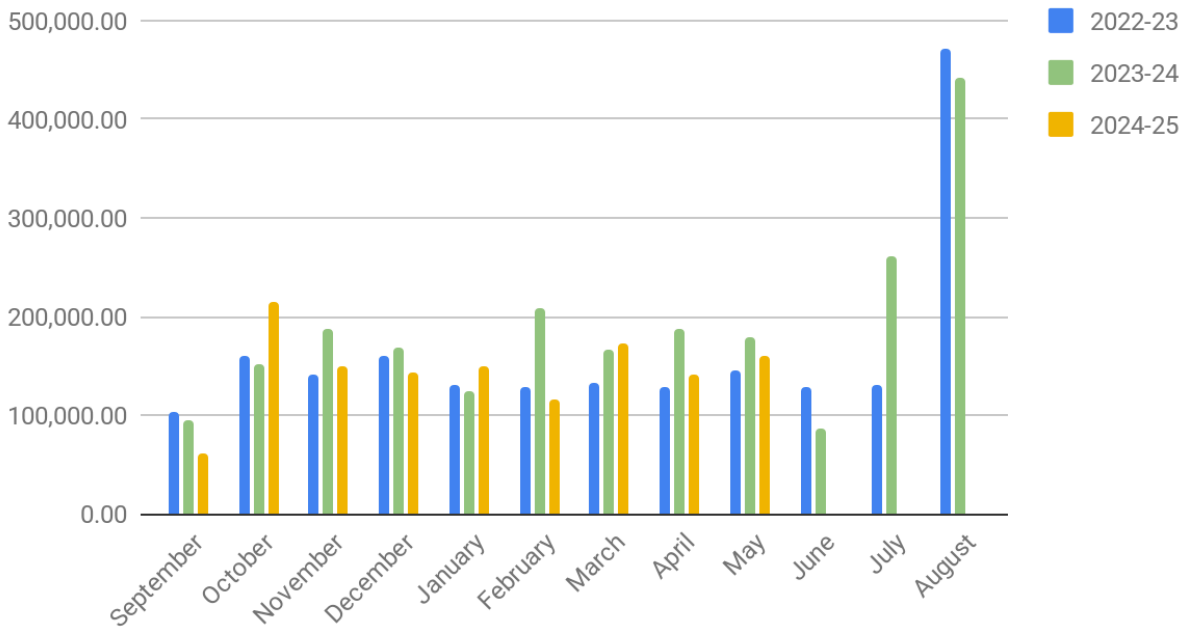
**Blended accounting method: Cash & accrual basis.*

**These numbers are subject to change until the final AFR is prepared and accepted/approved.*

Monthly Expenditure Level Comparison: General Fund



Monthly Expenditure Level Comparison: Food Service Fund



2024 Gonzales County Tax Office YEAR TO DATE TOTALS FOR GONZALES I.S.D.

From 10/01/2024 To 05/31/2025

Run Date/Time: 06/05/2025 3:08:42 pm		ORIGINAL	SUPPLEMENTS	TOTAL CURRENT	% PAID	DELINQUENT	% PAID	JURISDICTION TOTAL	Page 15 of 55
31	Beginning Balance:	22,626,070.20	0.00	22,626,070.20		2,228,843.95		24,854,914.15	
	Late Exemption:	0.00	0.00	0.00		0.00		0.00	
	Other Adjustments:	-39,710.95	0.00	-39,710.95		-67,591.45		-107,302.40	
	Supplements:	59,232.59	0.00	59,232.59		2,113.52		61,346.11	
	Total Adjustments:	19,521.64	0.00	19,521.64		-65,477.93		-45,956.29	
	Adjusted Balance:	22,645,591.84	0.00	22,645,591.84		2,163,366.02		24,808,957.86	
	Total Tax Collected:	21,652,023.82	0.00	21,652,023.82	95.61%	156,775.98	0.07%	21,808,799.80	
	PR YR Refunds/NSF::	0.00	0.00	0.00		0.00		0.00	
	Uncollected Balance:	993,568.02	0.00	993,568.02		2,006,590.04		3,000,158.06	
	Tax:	21,652,023.82	0.00	21,652,023.82	95.61%	156,775.98	0.07%	21,808,799.80	
	Discount:	0.00	0.00	0.00		0.00		0.00	
	Penalty:	50,370.35	0.00	50,370.35		71,106.28		121,476.63	
	Overshort:	0.25	0.00	0.25		0.00		0.25	
	Net Collected :	21,702,394.42	0.00	21,702,394.42		227,882.26		21,930,276.68	
	Attorney:	2,810.46	0.00	2,810.46		55,755.66		58,566.12	
	Court Cost:	0.00	0.00	0.00		0.00		0.00	
	Abstract Fees:	0.00	0.00	0.00		0.00		0.00	
	Personal Penalty:	0.00	0.00	0.00		0.00		0.00	
	Total :	21,705,204.88	0.00	21,705,204.88		283,637.92		21,988,842.80	
TAX YEAR		BEGIN BALANCE	ADJUSTMENTS	SUPPLEMENTS	ADJUSTED TOTAL	TAX COLLECTED	% PAID	PR YR REFUNDS/NSF	UNCOLLECTED
	2023	\$386,806.99	-\$33,560.00	\$767.12	\$354,014.11	\$66,629.52	18.82%	\$0.00	\$287,384.59
	2022	\$282,584.58	-\$5,473.99	\$696.68	\$277,807.27	\$43,357.70	15.61%	\$0.00	\$234,449.57
	2021	\$185,984.66	-\$4,391.13	\$649.72	\$182,243.25	\$14,762.49	8.10%	\$0.00	\$167,480.76
	2020	\$130,652.75	-\$157.13	\$0.00	\$130,495.62	\$4,216.57	3.23%	\$0.00	\$126,279.05
	2019	\$80,585.44	-\$162.55	\$0.00	\$80,422.89	\$5,359.75	6.66%	\$0.00	\$75,063.14
	2018	\$75,118.16	-\$176.31	\$0.00	\$74,941.85	\$6,166.34	8.23%	\$0.00	\$68,775.51
	2017	\$116,626.16	-\$161.93	\$0.00	\$116,464.23	\$2,891.30	2.48%	\$0.00	\$113,572.93
	2016	\$134,605.66	-\$53.98	\$0.00	\$134,551.68	\$4,672.92	3.47%	\$0.00	\$129,878.76
	2015	\$107,159.88	-\$161.93	\$0.00	\$106,997.95	\$1,819.98	1.70%	\$0.00	\$105,177.97
	2014	\$505,739.07	-\$2,534.51	\$0.00	\$503,204.56	\$951.63	0.19%	\$0.00	\$502,252.93
	2013	\$49,543.64	-\$72.70	\$0.00	\$49,470.94	\$298.68	0.60%	\$0.00	\$49,172.26
	2012	\$44,436.99	-\$194.63	\$0.00	\$44,242.36	\$1,406.38	3.18%	\$0.00	\$42,835.98
	2011	\$19,441.71	-\$243.25	\$0.00	\$19,198.46	\$698.35	3.64%	\$0.00	\$18,500.11
	2010	\$17,117.40	-\$250.11	\$0.00	\$16,867.29	\$369.37	2.19%	\$0.00	\$16,497.92
	2009	\$15,833.92	-\$87.89	\$0.00	\$15,746.03	\$515.93	3.28%	\$0.00	\$15,230.10
	2008	\$15,359.37	-\$30.14	\$0.00	\$15,329.23	\$728.74	4.75%	\$0.00	\$14,600.49
	2007	\$13,017.78	-\$27.79	\$0.00	\$12,989.99	\$703.10	5.41%	\$0.00	\$12,286.89
	2006	\$14,063.67	-\$36.57	\$0.00	\$14,027.10	\$589.99	4.21%	\$0.00	\$13,437.11
	2005	\$12,994.12	-\$39.90	\$0.00	\$12,954.22	\$485.34	3.75%	\$0.00	\$12,468.88
	2004	\$11,091.60	-\$10,248.13	\$0.00	\$843.47	\$151.90	18.01%	\$0.00	\$691.57
	2003	\$3,887.18	-\$3,431.23	\$0.00	\$455.95	\$0.00	0.00%	\$0.00	\$455.95
	2002	\$2,292.32	-\$2,292.32	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	2001	\$1,353.04	-\$1,353.04	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	2000	\$1,340.37	-\$1,340.37	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	1999	\$470.19	-\$372.62	\$0.00	\$97.57	\$0.00	0.00%	\$0.00	\$97.57
	1998	\$359.90	-\$359.90	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	1997	\$377.40	-\$377.40	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	1996	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	1995	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
PREVIOUS YEARS						%			

2024 Gonzales County Tax Office YEAR TO DATE TOTALS FOR GONZALES I.S.D. PPP

From 10/01/2024 To 05/31/2025

Run Date/Time: 06/05/2025 3:08:42 pm

JURISDICTION

Page 16 of 55

		ORIGINAL	SUPPLEMENTS	TOTAL CURRENT	% PAID	DELINQUENT	% PAID	JURISDICTION TOTAL	
31P	Beginning Balance:	7,724.89	0.00	7,724.89		3,165.41		10,890.30	
	Late Exemption:	0.00	0.00	0.00		0.00		0.00	
	Other Adjustments:	0.00	0.00	0.00		-189.31		-189.31	
	Supplements:	0.00	0.00	0.00		0.00		0.00	
	Total Adjustments:	0.00	0.00	0.00		-189.31		-189.31	
	Adjusted Balance:	7,724.89	0.00	7,724.89		2,976.10		10,700.99	
	Total Tax Collected:	6,891.22	0.00	6,891.22	89.21%	200.79	0.07%	7,092.01	
	PR YR Refunds/NSF::	0.00	0.00	0.00		0.00		0.00	
	Uncollected Balance:	833.67	0.00	833.67		2,775.31		3,608.98	
	Tax:	6,891.22	0.00	6,891.22	89.21%	200.79	0.07%	7,092.01	
	Discount:	0.00	0.00	0.00		0.00		0.00	
	Penalty:	2.98	0.00	2.98		85.13		88.11	
	Overshort:	0.00	0.00	0.00		0.00		0.00	
	Net Collected :	6,894.20	0.00	6,894.20		285.92		7,180.12	
	Attorney:	13.55	0.00	13.55		4.22		17.77	
	Court Cost:	0.00	0.00	0.00		0.00		0.00	
	Abstract Fees:	0.00	0.00	0.00		0.00		0.00	
	Personal Penalty:	0.00	0.00	0.00		0.00		0.00	
	Total :	6,907.75	0.00	6,907.75		290.14		7,197.89	
TAX YEAR		BEGIN BALANCE	ADJUSTMENTS	SUPPLEMENTS	ADJUSTED TOTAL	TAX COLLECTED	% PAID	PR YR REFUNDS/NSF	UNCOLLECTED
	2023	\$477.49	\$0.00	\$0.00	\$477.49	\$195.73	40.99%	\$0.00	\$281.76
	2022	\$218.51	\$0.00	\$0.00	\$218.51	\$5.06	2.32%	\$0.00	\$213.45
	2021	\$703.12	\$0.00	\$0.00	\$703.12	\$0.00	0.00%	\$0.00	\$703.12
	2020	\$212.11	\$0.00	\$0.00	\$212.11	\$0.00	0.00%	\$0.00	\$212.11
	2019	\$116.66	\$0.00	\$0.00	\$116.66	\$0.00	0.00%	\$0.00	\$116.66
	2018	\$280.60	\$0.00	\$0.00	\$280.60	\$0.00	0.00%	\$0.00	\$280.60
	2017	\$112.84	\$0.00	\$0.00	\$112.84	\$0.00	0.00%	\$0.00	\$112.84
	2016	\$331.43	\$0.00	\$0.00	\$331.43	\$0.00	0.00%	\$0.00	\$331.43
	2015	\$438.40	\$0.00	\$0.00	\$438.40	\$0.00	0.00%	\$0.00	\$438.40
	2014	\$257.75	-\$189.31	\$0.00	\$68.44	\$0.00	0.00%	\$0.00	\$68.44
	2013	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	2012	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	2009	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
	2006	\$2.98	\$0.00	\$0.00	\$2.98	\$0.00	0.00%	\$0.00	\$2.98
	2005	\$13.52	\$0.00	\$0.00	\$13.52	\$0.00	0.00%	\$0.00	\$13.52

2024 Gonzales County Tax Office YEAR TO DATE TOTALS FOR GONZALES I.S.D. I&S

From 10/01/2024 To 05/31/2025

Run Date/Time: 06/05/2025 3:08:42 pm

JURISDICTION

Page 17 of 55

		ORIGINAL	SUPPLEMENTS	TOTAL CURRENT	% PAID	DELINQUENT	% PAID	TOTAL
31IS	Beginning Balance:	4,105,162.14	0.00	4,105,162.14		204,101.14		4,309,263.28
	Late Exemption:	0.00	0.00	0.00		0.00		0.00
	Other Adjustments:	-7,203.86	0.00	-7,203.86		-6,256.07		-13,459.93
	Supplements:	10,747.52	0.00	10,747.52		202.54		10,950.06
	Total Adjustments:	3,543.66	0.00	3,543.66		-6,053.53		-2,509.87
	Adjusted Balance:	4,108,705.80	0.00	4,108,705.80		198,047.61		4,306,753.41
	Total Tax Collected:	3,928,910.73	0.00	3,928,910.73	95.62%	15,529.53	0.08%	3,944,440.26
	PR YR Refunds/NSF::	0.00	0.00	0.00		0.00		0.00
	Uncollected Balance:	179,795.07	0.00	179,795.07		182,518.08		362,313.15
	Tax:	3,928,910.73	0.00	3,928,910.73	95.62%	15,529.53	0.08%	3,944,440.26
	Discount:	0.00	0.00	0.00		0.00		0.00
	Penalty:	9,145.82	0.00	9,145.82		6,687.06		15,832.88
	Overshort:	0.00	0.00	0.00		0.00		0.00
	Net Collected :	3,938,056.55	0.00	3,938,056.55		22,216.59		3,960,273.14
	Attorney:	509.72	0.00	509.72		5,450.32		5,960.04
	Court Cost:	0.00	0.00	0.00		0.00		0.00
	Abstract Fees:	0.00	0.00	0.00		0.00		0.00
	Personal Penalty:	0.00	0.00	0.00		0.00		0.00
	Total :	3,938,566.27	0.00	3,938,566.27		27,666.91		3,966,233.18

TAX YEAR	BEGIN BALANCE	ADJUSTMENTS	SUPPLEMENTS	ADJUSTED TOTAL	TAX COLLECTED	% PAID	PR YR REFUNDS/NSF	UNCOLLECTED
2023	\$48,330.70	-\$4,193.29	\$95.85	\$44,233.26	\$8,325.22	18.82%	\$0.00	\$35,908.04
2022	\$21,474.36	-\$415.97	\$52.93	\$21,111.32	\$3,294.58	15.61%	\$0.00	\$17,816.74
2021	\$15,388.37	-\$363.33	\$53.76	\$15,078.80	\$1,221.46	8.10%	\$0.00	\$13,857.34
2020	\$11,638.79	-\$14.00	\$0.00	\$11,624.79	\$373.78	3.22%	\$0.00	\$11,251.01
2019	\$7,441.01	-\$10.01	\$0.00	\$7,431.00	\$499.89	6.73%	\$0.00	\$6,931.11
2018	\$3,157.60	-\$4.94	\$0.00	\$3,152.66	\$261.68	8.30%	\$0.00	\$2,890.98
2017	\$13,456.81	-\$12.46	\$0.00	\$13,444.35	\$339.85	2.53%	\$0.00	\$13,104.50
2016	\$18,120.09	\$0.00	\$0.00	\$18,120.09	\$636.32	3.51%	\$0.00	\$17,483.77
2015	\$12,704.58	-\$12.80	\$0.00	\$12,691.78	\$222.16	1.75%	\$0.00	\$12,469.62
2014	\$41,245.60	-\$206.66	\$0.00	\$41,038.94	\$77.59	0.19%	\$0.00	\$40,961.35
2013	\$1,694.33	-\$2.49	\$0.00	\$1,691.84	\$10.21	0.60%	\$0.00	\$1,681.63
2012	\$1,742.89	-\$7.63	\$0.00	\$1,735.26	\$55.15	3.18%	\$0.00	\$1,680.11
2011	\$1,120.33	-\$15.32	\$0.00	\$1,105.01	\$7.58	0.69%	\$0.00	\$1,097.43
2010	\$1,106.02	-\$16.43	\$0.00	\$1,089.59	\$6.06	0.56%	\$0.00	\$1,083.53
2009	\$1,088.63	-\$6.04	\$0.00	\$1,082.59	\$35.47	3.28%	\$0.00	\$1,047.12
2008	\$989.56	-\$1.95	\$0.00	\$987.61	\$47.03	4.76%	\$0.00	\$940.58
2007	\$983.60	-\$2.10	\$0.00	\$981.50	\$53.14	5.41%	\$0.00	\$928.36
2006	\$738.97	-\$1.92	\$0.00	\$737.05	\$31.00	4.21%	\$0.00	\$706.05
2005	\$643.20	-\$1.98	\$0.00	\$641.22	\$24.03	3.75%	\$0.00	\$617.19
2004	\$534.89	-\$494.21	\$0.00	\$40.68	\$7.33	18.02%	\$0.00	\$33.35
2003	\$194.22	-\$171.46	\$0.00	\$22.76	\$0.00	0.00%	\$0.00	\$22.76
2002	\$117.35	-\$117.35	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
2001	\$71.51	-\$71.51	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
2000	\$66.26	-\$66.26	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
1999	\$26.57	-\$21.06	\$0.00	\$5.51	\$0.00	0.00%	\$0.00	\$5.51
1998	\$24.90	-\$24.90	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
PREVIOUS YEARS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00

2024 Gonzales County Tax Office
Collection M&O Report Summary for **31 - GONZALES I.S.D.**
From 05/01/2025 To 05/31/2025

M&O/I&S Breakdown			
Jur - 31	Current	Delinquent	Total
Base Tax:	\$134,026.03	\$4,087.76	\$138,113.79
Discount:	\$0.00	\$0.00	\$0.00
Penalty:	\$11,583.02	\$2,311.97	\$13,894.99
Overshort:	\$0.03	\$0.00	\$0.03
Total Taxes:	\$145,609.08	\$6,399.73	\$152,008.81
M&O Base Tax:	\$113,261.44	\$3,703.45	\$116,964.89
M&O Discount:	\$0.00	\$0.00	\$0.00
M&O Penalty:	\$9,804.18	\$2,095.21	\$11,899.39
M&O Overshort:	\$0.03	\$0.00	\$0.03
M&O Total Taxes:	\$123,065.65	\$5,798.66	\$128,864.31
I&S Base Tax:	\$20,764.59	\$384.31	\$21,148.90
I&S Discount:	\$0.00	\$0.00	\$0.00
I&S Penalty:	\$1,778.84	\$216.76	\$1,995.60
I&S Overshort:	\$0.00	\$0.00	\$0.00
I&S Total Taxes:	\$22,543.43	\$601.07	\$23,144.50

Payout Breakdown					
Total		Refunds		NSF	
		M&OTax:	\$(13,157.41)	M&OTax:	\$0.00
Jurisdiction Total:	\$152,008.78	M&O Penalty/Int:	\$(61.18)	M&O Penalty/Int:	\$0.00
Less Collection Fee:	\$1,521.75	M&O Overshort:	\$0.00	M&O Overshort:	\$0.00
Less M&O Over/Short:	\$0.03	I&S Tax:	\$(2,262.91)	I&S Tax:	\$0.00
Less I&S Over/Short:	\$0.00	I&S Penalty/Int:	\$(9.88)	I&S Penalty/Int:	\$0.00
Due to Jurisdiction:	\$150,487.06	I&S Overshort:	\$0.00	I&S Overshort:	\$0.00
Due to Attorney:	\$3,299.69	Tax & P/I & OS	\$(15,491.38)	Tax & P/I & OS	\$0.00
Due to Abstract:	\$0.00	Attorney:	\$56.57	Attorney:	\$0.00
Due to Court Cost:	\$0.00	Abstract:	\$0.00	Abstract:	\$0.00
Due to NSF:	\$0.00	Court Cost:	\$0.00	Court Cost:	\$0.00
Due to PPP:	\$0.00	Other:	\$0.00	Other:	\$0.00
		PPP:	\$0.00	PPP:	\$0.00

Fees Breakdown	
Attorney Fees:	\$3,299.69
Court Cost:	\$0.00
Abstract Fees:	\$0.00
NSF Fees:	\$0.00
Over/Short:	\$0.03
Personal Penalty:	\$0.00
Total:	\$3,299.72

I, Crystal Cedillo, PCC, CTOP, PCAC, CSTA, Tax Assessor-Collector for Gonzales County Tax Office, and also by contract or statute, do hereby affirm and certify the above amounts to be true and correct to the best of my knowledge as of the date of this report.

Crystal Cedillo, PCC, CTOP, PCAC, CSTA

2024 Gonzales County Tax Office
Collection M&O Report Summary for **31 - GONZALES I.S.D.**
From 05/01/2025 To 05/31/2025

Tax Year	Total Base Tax	Total Discount	M&O Tax	I&S Tax	Total Penalty	M&O Penalty	I&S Penalty	Total Taxes	Total Attorney	M&O Attorney	I&S Attorney	Total Other	Collection %	Grand Total
2024	\$134,026.03	\$0.00	\$113,261.44	\$20,764.59	\$11,583.02	\$9,804.18	\$1,778.84	\$145,609.05	\$1,583.77	\$1,340.59	\$243.18		1457.43	\$145,735.42
***Refunds	\$(13,257.59)	\$0.00	\$(11,221.52)	\$(2,036.07)	\$(74.71)	\$(63.23)	\$(11.48)	\$(13,332.30)	\$0.00	\$0.00	\$0.00	\$0.00		\$(13,332.30)
***Overshort			\$0.03	\$0.00								\$0.03		\$0.03
2023	\$2,195.71	\$0.00	\$1,951.81	\$243.90	\$1,161.11	\$1,032.16	\$128.95	\$3,356.82	\$1,087.79	\$967.03	\$120.76		33.90	\$4,410.71
***Refunds	\$(1,832.82)	\$0.00	\$(1,629.27)	\$(203.55)	\$33.16	\$29.48	\$3.68	\$(1,799.66)	\$56.49	\$50.22	\$6.27	\$0.00		\$(1,743.17)
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2022	\$1,408.50	\$0.00	\$1,309.33	\$99.17	\$570.42	\$530.52	\$39.90	\$1,978.92	\$415.32	\$386.01	\$29.31		19.79	\$2,374.45
***Refunds	\$(330.09)	\$0.00	\$(306.78)	\$(23.31)	\$(29.71)	\$(27.61)	\$(2.10)	\$(359.80)	\$0.00	\$0.00	\$0.00	\$0.00		\$(359.80)
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2021	\$53.62	\$0.00	\$49.53	\$4.09	\$27.90	\$25.77	\$2.13	\$81.52	\$16.30	\$15.07	\$1.23		0.82	\$97.00
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2020	\$83.66	\$0.00	\$76.83	\$6.83	\$53.55	\$49.18	\$4.37	\$137.21	\$27.45	\$25.21	\$2.24		1.37	\$163.29
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2019	\$7.16	\$0.00	\$6.56	\$0.60	\$5.45	\$4.99	\$0.46	\$12.61	\$2.52	\$2.31	\$0.21		0.13	\$15.00
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2016	\$74.03	\$0.00	\$65.25	\$8.78	\$82.92	\$73.08	\$9.84	\$156.95	\$31.40	\$27.67	\$3.73		1.57	\$186.78
***Refunds	\$0.18	\$0.00	\$0.16	\$0.02	\$0.20	\$0.18	\$0.02	\$0.38	\$0.08	\$0.07	\$0.01	\$0.00		\$0.46
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2015	\$89.05	\$0.00	\$79.62	\$9.43	\$110.42	\$98.72	\$11.70	\$199.47	\$39.90	\$35.68	\$4.22		1.99	\$237.38
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2014	\$72.14	\$0.00	\$66.70	\$5.44	\$98.11	\$90.71	\$7.40	\$170.25	\$34.05	\$31.48	\$2.57		1.70	\$202.60
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2013	\$14.52	\$0.00	\$14.04	\$0.48	\$21.49	\$20.78	\$0.71	\$36.01	\$7.20	\$6.96	\$0.24		0.36	\$42.85
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2009	\$44.26	\$0.00	\$41.41	\$2.85	\$86.76	\$81.17	\$5.59	\$131.02	\$26.20	\$24.51	\$1.69		1.31	\$155.91
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2008	\$45.11	\$0.00	\$42.37	\$2.74	\$93.84	\$88.13	\$5.71	\$138.95	\$27.79	\$26.10	\$1.69		1.39	\$165.35
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
Totals	\$138,113.79	\$0.00	\$116,964.89	\$21,148.90	\$13,894.99	\$11,899.39	\$1,995.60	\$152,008.78	\$3,299.69	\$2,888.62	\$411.07	\$0.03	1,521.75	\$153,786.74

*** Refund & Overshort breakdown lines are shown for informational purposes. Do not use to sum all years for above totals.

2024 Gonzales County Tax Office
Collection M&O Report Summary for **31P - GONZALES I.S.D. PPP**
From 05/01/2025 To 05/31/2025

M&O/I&S Breakdown			
Jur - 31P	Current	Delinquent	Total
Base Tax:	\$63.61	\$15.68	\$79.29
Discount:	\$0.00	\$0.00	\$0.00
Penalty:	\$0.00	\$0.00	\$0.00
Overshort:	\$0.00	\$0.00	\$0.00
Total Taxes:	\$63.61	\$15.68	\$79.29
M&O Base Tax:	\$63.61	\$15.68	\$79.29
M&O Discount:	\$0.00	\$0.00	\$0.00
M&O Penalty:	\$0.00	\$0.00	\$0.00
M&O Overshort:	\$0.00	\$0.00	\$0.00
M&O Total Taxes:	\$63.61	\$15.68	\$79.29
I&S Base Tax:	\$0.00	\$0.00	\$0.00
I&S Discount:	\$0.00	\$0.00	\$0.00
I&S Penalty:	\$0.00	\$0.00	\$0.00
I&S Overshort:	\$0.00	\$0.00	\$0.00
I&S Total Taxes:	\$0.00	\$0.00	\$0.00

Payout Breakdown					
Total		Refunds		NSF	
		M&OTax:	\$0.00	M&OTax:	\$0.00
Jurisdiction Total:	\$79.29	M&O Penalty/Int:	\$0.00	M&O Penalty/Int:	\$0.00
Less Collection Fee:	\$0.79	M&O Overshort:	\$0.00	M&O Overshort:	\$0.00
Less M&O Over/Short:	\$0.00	I&S Tax:	\$0.00	I&S Tax:	\$0.00
Less I&S Over/Short:	\$0.00	I&S Penalty/Int:	\$0.00	I&S Penalty/Int:	\$0.00
Due to Jurisdiction:	\$78.50	I&S Overshort:	\$0.00	I&S Overshort:	\$0.00
Due to Attorney:	\$15.87	Tax & P/I & OS	\$0.00	Tax & P/I & OS	\$0.00
Due to Abstract:	\$0.00	Attorney:	\$0.00	Attorney:	\$0.00
Due to Court Cost:	\$0.00	Abstract:	\$0.00	Abstract:	\$0.00
Due to NSF:	\$0.00	Court Cost:	\$0.00	Court Cost:	\$0.00
Due to PPP:	\$0.00	Other:	\$0.00	Other:	\$0.00
		PPP:	\$0.00	PPP:	\$0.00

Fees Breakdown	
Attorney Fees:	\$15.87
Court Cost:	\$0.00
Abstract Fees:	\$0.00
NSF Fees:	\$0.00
Over/Short:	\$0.00
Personal Penalty:	\$0.00
Total:	\$15.87

I, Crystal Cedillo, PCC, CTOP, PCAC, CSTA, Tax Assessor-Collector for Gonzales County Tax Office, and also by contract or statute, do hereby affirm and certify the above amounts to be true and correct to the best of my knowledge as of the date of this report.

Crystal Cedillo, PCC, CTOP, PCAC, CSTA

2024 Gonzales County Tax Office
Collection M&O Report Summary for **31P - GONZALES I.S.D. PPP**
From 05/01/2025 To 05/31/2025

Tax Year	Total Base Tax	Total Discount	M&O Tax	I&S Tax	Total Penalty	M&O Penalty	I&S Penalty	Total Taxes	Total Attorney	M&O Attorney	I&S Attorney	Total Other	Collection %	Grand Total
2024	\$63.61	\$0.00	\$63.61	\$0.00	\$0.00	\$0.00	\$0.00	\$63.61	\$12.73	\$12.73	\$0.00		0.64	\$75.70
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
2023	\$15.68	\$0.00	\$15.68	\$0.00	\$0.00	\$0.00	\$0.00	\$15.68	\$3.14	\$3.14	\$0.00		0.16	\$18.66
***Refunds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
***Overshort			\$0.00	\$0.00								\$0.00		\$0.00
Totals	\$79.29	\$0.00	\$79.29	\$0.00	\$0.00	\$0.00	\$0.00	\$79.29	\$15.87	\$15.87	\$0.00	\$0.00	0.79	\$94.36

*** Refund & Overshort breakdown lines are shown for informational purposes. Do not use to sum all years for above totals.

2025-26 Budget Development Timeline of Activities

August

- Finance Committee Created (identify solutions to balancing the general fund budget)
- Finance Committee Meeting #1
 - Rotate membership when officers reorganized in May
 - Transparency: website & board presentations
 - Administration invited as guest presenters
 - Requests from committee members
 - Fund balance guidelines
 - Goal: 2026-27 = balanced budget; support teachers

September

- Finance Committee Meeting #2
 - School Budget 101
 - School Board Spending

October

- Finance Committee Meeting #3
 - Historical Expenditure Trends
 - Functional Spending (13, 23, 36, 51, Payroll & Secondary Staffing Reduction Potential)
 - Maintenance Projects in 699
 - Enrollment Projections
 - Student/Staff History

November

- Demographic Study Presentation

February

- Staffing Allocations & Secondary Master Scheduling Consultant

March

- DEIC Meeting: CNA training

April

- Distributed budgetary allocations and guidance to budget managers
- Finance Committee Meeting #4
 - Staffing Allocation Overview
 - Programmatic Spending
 - Legislative Update

May

- DEIC Meeting: CNA completed, which will result in 2025-26 priorities & D/CIPs
- Departmental Budgets Due

June

- Campus budgets due

July

- Budget Workshop
- Certified Values

August

- Budget Workshop
- Budget & Tax Rate Adoption



Board of Trustees

Justin Schwausch
President

Ross Hendershot, III
Vice President

Ashley Molina
Secretary

Naomi Brown

Gloria Torres

D'Anna Robinson

Josie Smith-Wright

GISD School Board Agenda Information Sheet
July 14, 2025

REPORT ITEM

SUBJECT: Superintendent's Report

ADMINISTRATOR RESPONSIBLE: Dr. Dana Arreola, Superintendent of Schools

RATIONAL SUMMARY: The superintendent will provide a monthly update.

SUPERINTENDENT'S RECOMMENDATION: N/A

SAMPLE MOTION: N/A



LEARNING TODAY,
LEADING TOMORROW



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Vice President

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Secretary

Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

GISD School Board Agenda Information Sheet
July 14, 2025

INFORMATION ITEM

SUBJECT: Board Business

ADMINISTRATOR RESPONSIBLE: Dr. Dana Arreola, Superintendent of Schools

AUTHORITY FOR THIS ACTION: GISD School Board Policy BF (Local)

RATIONAL SUMMARY: Information provided through the Board Business section of the agenda aimed at keeping trustees informed of routine correspondence.

July 21-22	Leadership Academy
July 31-August 1	New Teacher Inservice
August 4-12	Staff Development
August 6	Convocation @GHS
August 13	First Day of School
August 29	Early Release
September 1	Student/Staff Holiday
September 8	Regular Board Meeting
September 19	Early Release



LEARNING TODAY,
LEADING TOMORROW



The GISD School Board Agenda Information Sheet
July 14, 2025

Board of Trustees

Justin Schwausch
President

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Secretary

Naomi Brown

D'Anna Robinson

Josie Smith-Wright

Gloria Torres

Adjourn to Closed Session
Under Texas Government Code Chapter 551

The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The Board may conveniently meet in such closed or Executive Session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas Government Code chapter 551, including, but not limited to:

Section 551.071: Consultation with Attorney;
Section 551.072: Deliberation Regarding Real Property;
Section 551.073: Deliberation Regarding Prospective Gift;
Section 551.074: Personnel Matters; Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Closed Meeting.
Section 551.076: Deliberation Regarding Security Devices;
Section 551.082: School Children; School District Employees; Disciplinary Matter or Complaint
Section 551.083: Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group
Section 551.084: Investigation; Exclusion of witnesses from a hearing.

No voting will take place in the closed meeting. Any action the board wishes to take as a result of discussions in a closed session will take place after the board reconvenes in an open meeting. Today's date is _____ and it is _____ p.m./am

ADMINISTRATOR RESPONSIBLE:

RATIONAL SUMMARY: Personnel Matters

Personnel matters are as follows:

A. Personnel



LEARNING TODAY,
LEADING TOMORROW