

As required by law in order to receive Title I, Part A funds, the District shall provide to TEA written assurance regarding comparability of services across the District in teachers, administrators, and other staff, as well as in the provision of curriculum materials and instructional supplies.

For information on the District salary schedule, see DEA(LOCAL).

Comparability of Services

As reflected in District records and as submitted to TEA, the District shall document compliance by using one of the following methods:

1. Comparison of state and local expenditures per student;
2. Comparison of per-student expenditures for state and local base salaries; or
3. Ratio of students to full-time equivalent instructional staff whose salaries are not federally funded.

In special programs, such as special education, bilingual education, or English as a second language, a lower ratio may be maintained and more money may be spent per individual campus as necessary to fulfill other legal requirements. These costs shall be excluded from the comparability of services calculations.

Head Start Personnel

The policy council of Head Start shall make recommendations to the Board for all employment decisions affecting Head Start personnel. Prior to employment, all personnel shall be interviewed by a committee composed of the director of Head Start, the principal of the early childhood learning center, content area specialist(s), teacher(s), teacher assistant(s), the assistant superintendent, and/or the Superintendent. Applicants hired while school is not in session shall be on a temporary/probationary status, pending a recommendation from the policy council and final approval from the Board. [See DC(LOCAL)]

Openings and Promotions

Employment opportunities shall be posted on campus and central office bulletin boards as they occur. Applications and personnel files shall be maintained at the personnel office in the administration building.

When qualifications are similar, preference may be given to current Head Start parents who apply for a position. Current staff shall be given first consideration for promotion as openings occur; however, each position shall be filled by the most capable and qualified person. [See DC(LOCAL)]