

**Agenda**  
**Midlothian ISD**  
**Board of Trustees Regular Meeting**

L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065

**May 17, 2021 – 5:00 PM**

---

A Regular Meeting of the Board of Trustees of Midlothian ISD will be held May 17, 2021, beginning at 5:00 PM.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed on the agenda, which is attached to, and made a part of this Notice. Items do not have to be taken in the order shown on this meeting notice.

For those attending in person, social distancing guidelines will be followed. Members of the public may access this meeting in real time by clicking the [video conference link](#) and selecting the Board of Trustees Regular Meeting for May 17, 2021.

The open portions of this meeting will be streamed live and recorded. The video will be made available to the public on the District's website.

**PUBLIC COMMENT** – Public comments related to this meeting will be accepted in person and virtually, in accordance with the Open Meetings Act and Local District Policy, BED(LOCAL). Members of the public wishing to address the Board during the public comment portion of this regular meeting shall be limited to five minutes.

Individuals wishing to speak remotely, should complete an online [Public Comment Form](#) for virtual participation prior to 4:00 pm on May 17, 2021. ***Please note:*** *Comments will not be read into the record. Those participating virtually will be admitted to the meeting at the designated time to speak via the Zoom [link](#) with meeting ID: 821 0648 9872.* In-person participants must sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee by 5:50 p.m. on May 17, 2021. If a completed form for public comment is not received by the applicable deadline posted, the individual will not be able to participate in public comment at this meeting.

In accordance with the Texas Open Meetings Act, Board Members will listen to the comments. The Board, through the presiding officer or Superintendent, can offer factual information, cite Board policy, or direct the administration to investigate items and report back to the Board, but shall not engage in a two-way dialogue with patrons.

**1. FIRST ORDER OF BUSINESS**

A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

**2. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.**

A. Discussion of Personnel, Texas Government Code 551.074, including Employee

Resignations; Terminations and Non-renewals of Professional Employees; Employee Performance Concerns; Leaves of Absence; Other Personnel Issues	
B. Consider Purchase, Exchange, Lease, or Value of Real Property 551.072	
C. Students, Texas Government Code 551.082, 551.0821	
1. Discipline Issues	
2. Non-Discipline Issues	
3. RECONVENE TO OPEN SESSION	
4. INTRODUCTION OF MEETING	
A. Invocation	
B. Pledges of Allegiance - McClatchey Math Pentathletes	
5. PRESENTATIONS / RECOGNITIONS	
A. Recognition of 2021 Valedictorian and Salutatorian	5
B. Academic All American - National Speech and Debate Association Recognition	6
C. Region 10 Award for Department Leadership in Professional Learning	7
D. MHS Boys Wrestling State Qualifiers and State Champ	8
E. MHS Girls Golf State Qualifier	9
F. HHS Girls Golf State Qualifiers	10
G. MHS Girls Track State Qualifier	11
H. HHS Boys & Girls Track State Qualifiers	12
I. Recognition of TGCA 2020-21 Soccer Coach of the Year	13
J. Recognition of Donations and/or Gifts for May 2021	14
6. RECOGNITION and RECEPTION for OUT-GOING TRUSTEES	
7. INSTALLATION OF SCHOOL BOARD MEMBERS	
A. Administer Oath of Office to Places 1, 2, and 3 Members	15
B. Reorganization of Board Officers	
8. PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above	
9. CONSENT AGENDA	
A. Consider Meeting Minutes	
1. April 14, 2021 - Special Meeting Minutes	18
2. April 19, 2021 - Regular Meeting Minutes	20
3. April 30, 2021 Special Meeting Minutes	26
4. May 12, 2021 - Special Canvass Meeting Minutes	28
B. Consider Budget Amendments	29
C. Consider Approval of Gifts and/or Donations	31
D. Consider Setting Tax Rate Publication Rate and Date for 2021-2022 Budget Hearing	32
E. Consider Universal Screener Assessment	34
F. Request for Qualifications (RFQ) for School Attorney/Firm	36
10. DISCUSSION/ACTION ITEMS	
A. Consider CW (LOCAL) Naming of Elementary #8	37

B. Consideration of Staff Raises in the 2021-2022 Budget	50
C. Consider JJAEP Contract and Participation	52
D. Consider MPowered Update, Chrome Pilot Program Update, and Vendor(s) for 1:1 Student Device Refresh	78
E. Consider Vendor(s) for Apple Buyback of Technology Devices	116
F. Consider COVID Protocol Update	118
G. Consider PreK Adoptions for 2021-2022	119
H. Consider 2021-019 Cooling Tower Refurbishment at WGMS	120
I. Consider Servant Leader Recommendation from the Sub-Committee	
J. Action, if any, on Items Discussed in Closed Session	
K. Consider Agenda Items/Topics for Upcoming Meetings	
L. Superintendent's Report and Announcements	
1. Business Reports	124
11. INFORMATION ITEMS	
A. Consider MOU for SRO with the City of Midlothian	154
B. Consider JROTC Update	163
C. Consider Budget Workshop #3	170
D. Consider Revision to Local District Update FM(LOCAL)	180
E. Consider Dual Learning Platform for 2021/2022	181
F. Consider Mentor's Care Agreement	182
G. Consider Update on Previous Communications Audit and Next Steps	193
12. ADJOURNMENT OF MEETING	

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed meeting or session of the Board of Trustees is required, then such closed meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

551.071	Private consultation with the board's attorney.
551.072	Discussing purchase, exchange, lease, or value of real property.
551.073	Discussing negotiated contracts for prospective gifts or donations.
551.074	Discussing personnel or to hear complaints against personnel.
551.075	To confer with employees of the school district to receive information or to ask questions.
551.076	Considering the deployment, specific occasions for, or implementation of, security personnel, or devices.
551.082	Considering discipline of a public school child, or complaint or charge against personnel.
551.0821	Discussing personally identifiable information about a public school student.
551.083	Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employees groups.

551.084            Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the school Board with regard to any matter considered in such closed meeting or session, then the final action, final decision, or final vote shall be either:

- (a)     in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b)     at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

Theda McGrew  
Superintendent Administrative Assistant



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>MHS &amp; MHHS Valedictorian &amp; Salutatorian Recognition</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Recognition of the following students for their GPA/Class Rank for the graduating class of 2021:</p> <p><b>MHS:</b>  Valedictorian - Timothy Chase Jeter  Salutatorian - Landon Buford</p> <p><b>MHHS:</b>  Valedictorian - Lauren Sims  Salutatorian - Hamilton Magnuson</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Design innovative learning environments while increasing academic rigor through aligned teaching and learning.	
<b>Administration Recommended Option:</b>	Presentation - Recognition of Students	
<b>Motion:</b>	N/A	
<b>Presenter:</b>	Shelle Blaylock	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Academic All American - National Speech and Debate Association Recognition</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>The National Speech and Debate Association has just over 2 million members and only 2% of its members achieve the prestigious Academic All American award. It requires 750 points (earned through debating and speaking; 750 points is a minimum of 150 debate rounds). It also requires that the student maintain a 3.8 GPA all through high school.</p> <p>Recognition of the following student for this award as only the 3rd MHS student to receive this honor:</p> <p>MHS: David Salazar</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Design innovative learning environments while increasing academic rigor through aligned teaching and learning.	
<b>Administration Recommended Option:</b>	Presentation - Recognition of Student	
<b>Motion:</b>	N/A	
<b>Presenter:</b>	Shelle Blaylock	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of Midlothian High School Teacher Daisy McDonald</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Midlothian High School teacher Daisy McDonald has won the Region 10 award for Department Leadership in Professional Learning. She was recognized for her work as a language teacher and her commitment to professional growth to benefit herself, her colleagues and her students.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Shelle Blaylock	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of MHS Wrestling</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Congratulations to Midlothian High School's State Wrestling Champion, Marshall Hodges. The MHS Wrestling team had great success at the State meet winning: first place, Marshall Hodges, second place; Felix Saunders; third place, Karson Tompkins; and fifth place, Eli Biermann. Congratulations to our Panther wrestlers!</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Coach York	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of MHS Golf</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Congratulations to MHS golfer, Tiffany Cao, who earned second place at the UIL State Golf Tournament. She also earned the Regional Girls Golf Champion title this season.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Coach York	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of HHS Golf</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Congratulations to the Heritage High School Girls Golf team who placed 4th in the UIL State Golf Championship. Kodi Nolen placed 3rd individually, and Maddie Sanders tied for 4th place individually. The team also won the Regional Championship. Members of this team are: Kodi Nolen, Maddie Sanders, Trinity Conard, Brynlea Caldwell, and Cate Swize. Go Jags!	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Coach York	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of MHS Girls Track</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Congratulations to our MHS Triple Jump Regional Champion Maykayla Jackson! She competed at the State meet in the triple jump and got sixth place. We are proud of Maykayla's outstanding accomplishment! Go Panthers!	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Coach York	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of Heritage High School Boys and Girls Track</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Heritage High School Boys and Girls Track and Field had several state qualifiers.</p> <ul style="list-style-type: none"> <li>● Leah Anderson won gold in the triple jump and 100-meter hurdles events. She also competed in the 300-meter hurdles, earning silver, and competed in long jump event, earning 6th place.</li> <li>● Carter Wilkerson earned 6th place in the 100 meter sprint.</li> <li>● Devin Hollie, Derwin Snead, Cullen Stone and Carter Wilkerson placed 4th in the 4x100 meter relay.</li> </ul>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Todd York	



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Board Recognition of Heritage High School Coach Gerald Slovacek</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Heritage High School Coach Gerald Slovacek was named the Texas Girls Coaches Association 2020 - 2021 Coach of the Year. He was selected out of all of the athletic divisions for his outstanding achievement and consistently going above and beyond as the Heritage Girls Soccer coach.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Transform our classroom to be truly student-centered through aligned teaching and learning	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Todd York	

# Gifts and Donation - May 17, 2021

Department

Amount being Donated

Entity Donating

Midlothian ISD	2000 face masks valued at \$350	YMCA
Midlothian ISD	9400 face mask valued at \$1,500	Manna House
Midlothian ISD	\$500/each campus for math/science instruction (\$6,000)	Victron Energy, Inc.



Submit to:  
**SECRETARY OF STATE**  
**Government Filings Section**  
**P O Box 12887**  
**Austin, TX 78711-2887**  
**512-463-6334**  
**FAX 512-463-5569**  
**Filing Fee: None**



**OATH OF OFFICE**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,  
I, Richard Pena, do solemnly swear (or affirm), that I will faithfully  
execute the duties of the office Midlothian ISD Board of Trustee Place 1 of  
the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws  
of the United States and of this State, so help me God.

\_\_\_\_\_  
Signature of Officer

**Certification of Person Authorized to Administer Oath**

State of Texas  
County of Ellis

Sworn to and subscribed before me on this 17th day of May, 2021.

(Affix Notary Seal,  
only if oath  
administered by a  
notary.)

\_\_\_\_\_  
Signature of Notary Public or  
Signature of Other Person Authorized to Administer An  
Oath

Theda C. McGrew  
\_\_\_\_\_  
Printed or Typed Name

Submit to:  
**SECRETARY OF STATE**  
**Government Filings Section**  
**P O Box 12887**  
**Austin, TX 78711-2887**  
**512-463-6334**  
**FAX 512-463-5569**  
**Filing Fee: None**



**OATH OF OFFICE**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,

I, Gary Vineyad, do solemnly swear (or affirm), that I will faithfully execute the duties of the office Midlothian ISD Board of Trustee Place 3 of the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State, so help me God.

\_\_\_\_\_  
Signature of Officer

**Certification of Person Authorized to Administer Oath**

State of Texas  
County of Ellis

Sworn to and subscribed before me on this 17th day of May, 2021.

(Affix Notary Seal,  
only if oath  
administered by a  
notary.)

\_\_\_\_\_  
Signature of Notary Public or  
Signature of Other Person Authorized to Administer An  
Oath

Theda C. McGrew  
\_\_\_\_\_  
Printed or Typed Name

Submit to:  
**SECRETARY OF STATE**  
**Government Filings Section**  
**P O Box 12887**  
**Austin, TX 78711-2887**  
**512-463-6334**  
**FAX 512-463-5569**  
**Filing Fee: None**



**OATH OF OFFICE**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,  
I, Eduardo Gonzalez, do solemnly swear (or affirm), that I will faithfully  
execute the duties of the office of Midlothian ISD Board of Trustees, Place 3 of  
the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws  
of the United States and of this State, so help me God.

\_\_\_\_\_  
Signature of Officer

**Certification of Person Authorized to Administer Oath**

State of Texas  
County of Ellis

Sworn to and subscribed before me on this 17th day of May, 2021.

(Affix Notary Seal,  
only if oath  
administered by a  
notary.)

\_\_\_\_\_  
Signature of Notary Public or  
Signature of Other Person Authorized to Administer An  
Oath

Theda C. McGrew  
\_\_\_\_\_  
Printed or Typed Name

Minutes of Special Meeting  
The Board of Trustees  
April 14, 2021 / 5:30 pm

**Board Members Present:** Bobby Soto Gary Vineyard  
Tami Tobey Andrea Walton

**Board Members Absent:** Matt Sanders AND Heather Prather

**Administration Present:** Courtney Carpenter KayLynn Day Leslie Garakani  
Jim Norris Karen Fitzgerald

1. FIRST ORDER OF BUSINESS

Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

Andrea Walton called the meeting to order at 5:35 pm. Tami Tobey gave the invocation.

2. CLOSED SESSION

A. Consideration of Personnel, Texas Government Codes 551.074 - Resignations, Terminations and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues

B. Consider Purchase, Exchange, Lease, or Value of Real Property 551.072

C. Students, Texas Government Code 551.082, 551.0821

1. Discipline Issues
2. Non-Discipline Issues

3. RECONVENE TO OPEN SESSION

N/A

4. PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.  
There was no public comment for this meeting.

5. INFORMATION ITEMS

A. Consider Budget Workshop #1

Jim Norris provided a review of the 2020/2021 budget and the proposed projections for 2021/2022.

B. Consider TASB Salary Study Review

Patty Redding from TASB provided a review of the TASB Salary Survey completed for Midlothian ISD and recommendation for implementation.

6. DISCUSSION / ACTION ITEMS

A. Consider Proposed Positions 2021-2022

Tami Tobey moved, seconded Bobby Soto, to approve the proposed positions for 2021/2022 as presented. The motion passed with a vote of 4-0.

B. Action, if any, on Items Discussed in Closed Session

7. ADJOURNMENT OF MEETING

The meeting adjourned at 7:18 pm.

---

Board President

---

Board Secretary

---

May 17, 2021

Date

Minutes of Special Meeting  
The Board of Trustees  
April 19, 2021 / 5:00 pm

<b>Board Members Present:</b>	Matt Sanders Heather Prather	Bobby Soto Tami Tobey	Gary Vineyard Andrea Walton
<b>Administration Present:</b>	Courtney Carpenter Karen Fitzgerald	KayLynn Day Jim Norris	Leslie Garakani

1. FIRST ORDER OF BUSINESS

Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

The meeting was called to order at 5:00 p.m.

The Board moved out of open session at 5:00 pm under Texas Government Code Chapter 551.074, 071, 082 and 0821 and into closed session at 5:05 pm

2. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Gov't Code Chpt 551

A. Consultation with legal counsel regarding Superintendent Search process and related matters, pursuant to Tex. Government Code 551.074, 551.129

B. Consideration of Personnel, Texas Government Codes 551.074 – Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues

C. Consider Purchase, Exchange, Lease, or Value of Real Property 551.072

D. Students, Texas government Code 551.082, 551.0821

1. Discipline Issues

2. Non-Discipline Issues

E. Safety and Security Update

3. RECONVENE from Closed Session

The Board moved out of closed session at 6:08 pm.

4. INTRODUCTION OF MEETING

A. Invocation

The invocation was give by Bobby Soto.

B. Pledges of Allegiance – LaRue Miller Elementary

The pledges were led by the Larue Miller Elementary students via a recorded submission.



## 5. PRESENTATIONS / RECOGNITIONS

### A. Consider Military Appointments

The following MHS students were recognized for their military appointments:

- Landon Buford - Naval Academy
- Max Allen - Air Force Academy
- Kaleb Tompkins - Air Force Academy
- Corbin Green - Air Force Academy

### B. Consider National Merit Finalist Recognition

Heritage High School student, Lauren Sims, was recognized as a 2021 National Merit Finalist.

### C. MEF Grant Recipients

The following staff members received MEF grants awarded in March 2021.

- **Shanna Malone** received a grant for \$2,446.50 for "The Social Emotional Teaching Project," benefiting students across the district.
- **Derek Odelusi** received a grant for \$2,484.00 for "Break into Science with Breakout EDU," benefiting students at Walnut Grove Middle School.
- **Tiffany Peterman** received a grant for \$4,049.85 for "Droning Around Campus," benefiting Longbranch Elementary students.
- **Megan Lynch** and **Marigney Castleberry** received a grant for \$7175.90 for "What is Your Emergency: Emergency Medical Technician Training in Action," benefiting students at Midlothian High School.
- **Cheryl Varghese, Emily Lamm, and Becky Shuffield** received a grant for \$6,107.00 for "Lend A Hand," benefiting students at Frank Seale Middle School.
- **Lupe Mendoza and Kayleigh Jenkins** received a grant for \$5,000.00 for "Outdoor Education," benefiting students at Frank Seale Middle School.
- **Jenna Wilhoite** received a grant for \$4,028.93 for "STEM with Spheros," benefiting students at McClatchey Elementary.

### D. MHS State Powerlifting Recognition

MHS Students participating at the State meet include the following individuals in the respective weight class.

Girls Powerlifting had eight students compete.

- Grace Lopez – 8<sup>th</sup> place in the 105 lb. weight class
- Bonnie Bartlett – 10<sup>th</sup> place in the 123 lb. weight class
- Wendy Silva – competed in the 132 lb. weight class
- Madeline Hodges – 9<sup>th</sup> place in the 148 lb. weight class
- Madison Deleon – 6<sup>th</sup> place in the 165 lb. weight class
- Allison Ramsey – 11<sup>th</sup> place in the 181 lb. weight class
- Kodi Loper – 11<sup>th</sup> place in the 198 lb. weight class
- Shy McKenzie – 6<sup>th</sup> place in the 220 lb. weight class
- 

Boys Powerlifting had two students compete.

- Jordan McKenzie – 2<sup>nd</sup> place in the 165 lb. weight class
- Kaleb Thompkins – 8<sup>th</sup> place in the 275 lb. weight class

E. Heritage Girls Soccer Recognition

Heritage Girls Soccer Team participated for the second year in the girls state soccer championship and won state. The consists of Coach Gerald Slovacek and team members: Jaedyn Barela, Tanner Sorenson, Riley Click, Ella Brown, Julianna Burrows, Paisley Mabra, Lori Hinson, Bailey Lamb, Hannah Dorsey, Sydney Dickson, Logan Berumen, Brynn Pollock, Emma Garvin, Kylar Kenter, Jaidyn Sandefer, Payton Grimes, Rachel Allen, Lauren Schmidt, Kerry Scott, Savana Conde, Joely Godfrey, Rose Giambruno-Fuge

F. Recognition of Donations

The Board recognized H Squared Field Services, Danielle Chavez, and American Wrestlers Co. for their donations to Midlothian ISD.

6. PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.

- Matthew Hallmark, 5600 Poppie Circle, Midlothian, Texas 76065, addressed the Board in support of repealing the mask mandate.
- Rachel Hallmark, 5600 Poppie Circle, Midlothian, Texas 76065, spoke in support of repealing the mask mandate.
- Bryce Hallmark, 5600 Poppie Circle, Midlothian, Texas 76065, spoke in support of not wearing masks on campus.
- Christina Leos, 2217 Woodlands Circle, Midlothian, Texas 76065, shared her desire for masks to be worn for the rest of the school year.
- Shannon Hamilton, 317 Covington Lane, Midlothian, Texas 76065, addressed the Board in support of keeping the mask mandate in place.
- Laura Hunt, 2941 American Sparrow Drive, Midlothian, Texas 76065, spoke in support of masks for at least the remainder of this school year.
- Brook Mann, 940 S. Ridge Drive, Midlothian, Texas 76065, asked that the Board remove the mask requirement and quarantine time for individuals who are not sick.
- Greg Seymour, 1401 Whispering Oaks Drive, Midlothian, Texas, addressed the Board regarding a student situation.
- Allana Cook, 1418 Plum Creek Drive, Midlothian, Texas 76065, spoke in support of keeping masks for this school year.
- Lisa Cook, 1418 Plum Creek Drive, Midlothian, Texas 76065, asked that the mask protocols remain in force and if not, allow students to go virtual.
- Jessica Cano, 1414 Plum Creek Drive, Midlothian, Texas 76065, asked that if the mask mandate is lifted to allow students to go virtual.
- Tammy Wimbish, 1465 Black Champ Road, Midlothian, Texas 76065, spoke in support of removing the mask protocols.
- Patrick Carmichael, Panther Peak Drive, Midlothian, Texas 76065, spoke regarding student dress code and recognition of teachers.

9. DISCUSSION/ACTION ITEMS

A. Consider Selection of Principal(s) for Elementary #8 and Irvin Elementary

Andrea Walton moved, seconded by Bobby Soto, to approve Khourie Jones as the new

principal for Irvin Elementary and Kara Wendel as the principal for Elementary #8. The motion passed with a vote of 6-0.

C. Consider Zoning Decision

Tami Tobey moved, seconded by Heather Prather, to approve the recommendation of the committee for the elementary, middle and high school boundaries as proposed. These proposed boundaries align to the Board parameters along with the community committee's desire to continue with the zoning recommendations as a concept of establishing a foundational feeder pattern for campuses. The motion passed with a vote of 6-0.

E. Consider COVID Update and Recommendations (if necessary)

Andrea Walton moved, that starting May 10<sup>th</sup>, MISD require masks on transportation and strongly recommended everywhere else.

Gary Vineyard asked to amend the motion to include masks are required in the passing hallways and public areas. The motion was seconded by Tami Tobey. Discussion on the amended motion followed.

Gary Vineyard amended his motion to include a start date of May 3<sup>rd</sup>; Bobby Soto asked for discussion on the amendment. The motion was seconded by Tami Tobey. The motion failed with a vote of 3-3; Matt Sanders, Heather Prather, and Bobby Soto voting against the motion.

2<sup>nd</sup> Motion: Effective May 10<sup>th</sup>, masks would be required on transportation and strongly recommended everywhere else. Gary Vineyard seconded the motion. The motion failed with a vote of 3-3; Matt Sanders, Heather Prather, and Bobby Soto voting against the motion.

Tami Tobey moved that the district allow for an exemption to the mask mandate that follows along philosophical and religious beliefs with the protocols we have in place for vaccinations. Heather Prather asked for discussion. The motion was seconded by Andrea Walton. The motion failed with a vote of 3-3; Matt Sanders, Heather Prather, and Bobby Soto voting against the motion.

Tami Tobey moved to allow face shields in the place of masks. Andrea Walton seconded the motion. The motion passed with a vote of 5-1; Gary Vineyard voting against the motion. (Effective 4/17/2021.)

The Board took a brief recess at 9:29 pm and reconvened at 9:48 pm.

D. Consider CW (LOCAL) Naming of Elementary #8

Naming Committee members updated the Board on the process of Naming Elementary #8. Following discussion, the item was added to the May workshop for further discussion and review.

B. Consider 4Q Demographer Report

Brent Alexander presented the 4Q2020 Demographic and Enrollment Report.

8. INFORMATION ITEMS:

D. Consider Virtual Learning Design Team Update for 2021/2022

Presented as an informational item. TEA has directed districts to encourage all students to return to in-person instruction next year; however, districts have also been instructed to simulatenously and proactively plan for a virtual learning option, pending legislative action.

The District's Dual Learning Platform team presented the preliminary plan. This information is pending legislative action and direction from TEA followed by Board action on a proposal.

7. CONSENT AGENDA

A. Consider Meeting Minutes

1. February 8, 2021 – Special Meeting Minutes
2. March 22, 2021 – Regular Meeting Minutes
3. March 29, 2021 – Special Meeting Minutes
4. April 5, 2021 – Special Meeting Minutes
5. April 6, 2021 – Special Meeting Minutes
6. April 7, 2021 – Special Meeting Minutes
7. April 8, 2021 – Special Meeting Minutes
8. April 9, 2021 – Special Meeting Minutes

B. Quarterly Investment Report

C. Consider Requisitions over \$50,000

D. Consider Budget Amendments

E. Consider Approval of Gifts and/or Donations

F. Consider Teacher Contracts 2021-2022

G. Consider IMA TEKS Certification Form for 2021-2022

H. Consider Summer Work Hours

I. Consider Student Dress Code

J. CSP2021-012 Approval of Multi Campus Roofing Projects

K. CSP2021-013 Approval of Elementary #8 General Contractor

L. RFP2021-018 Approval of Heritage Phase #2 Furniture

M. Consider Purchase of FF&E Technology Items for Heritage Phase #2

Heather Prather moved, seconded by Bobby Soto, to approve the Consent Agenda as presented. The motion passed with a vote of 6-0.

8. INFORMATION ITEMS:

A. M\*Powered Data Review and Preliminary Pilot Review for Device Refresh

B. Consider Update on JROTC Program

C. Consider PreK Adoptions for 2021/2022

Information Items A, B, and C were moved to the May workshop for presentation.

9. DISCUSSION/ACTION ITEMS

F. Consider Board Resolution to State Officials Regarding Federal Elementary and Secondary School Emergency Relief Funds

The resolution was read into the record; Bobby Soto moved, seconded by Heather Prather, to approved the resolution as presented. The motion passed with a vote of 6-0.

G. Consider Board of Trustee Continuing Education Hours

As required in the month immediately presiding the general election for the governing body, the Board president read into the record the continuing education units for all trustees.

Board President, Matt Sanders, read the following into the record:

*"As the presiding officer, I am required to announce the name of each member who has completed the required continuing education; has exceeded the required continuing education; and who is deficient in meeting the required continuing education. There are four tiers/categories of board member continuing education:*

- Tier 1 local district orientation (for new members)*
- Tier 2 for team building training of all trustees and the superintendent*
- Tier 3 annual continuing education and*
- Tier 4 evaluating student academic performance*

*Based upon the hours reported for April 2019 – April 15, 2021, all trustees have met or exceeded the requirement for Tier 1, Tier 2, and Tier 3 requirements; Tier 4 requirements have been completed by all trustees except Matt Sanders and Gary Vineyard who will complete the training in June 2021 when the training is available."*

9. DISCUSSION/ACTION ITEMS

G. Consider Agenda Items/Topics for Upcoming Meetings

Andrea Walton ask to discuss the RFQ for the attorney and communications audit update.

Tami Tobey asked for the AP Enrollment data

The Board moved out of open session at 10:49 pm under Texas Government Code Chapter 551.071, 074 and 072 , 082 and 0821 and into closed session at 10:55 pm.

The Board moved out of closed session at 11:37 pm.

H. Action, if any, on Items Discussed in Closed Session

I. Superintendent's Report and Announcements

1. Business Reports

10. ADJOURNMENT OF MEETING

The meeting adjourned at 11:40 pm.

---

Board President

---

Board Secretary

---

May 17, 2021

Date

---

Minutes of Special Meeting  
The Board of Trustees  
April 30, 2021 / 11:00 am

<b>Board Members Present:</b>	Matt Sanders	Bobby Soto	Gary Vineyard
	Heather Prather	Tami Tobey	Andrea Walton

1. FIRST ORDER OF BUSINESS

Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

The meeting was called to order at 11:02 am.

2. PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.

There was no public comment for this meeting.

The Board moved out of open session at 11:03 am and into closed session at 11:04 am under Texas Government Codes 551.074, 551.071 and 551.129.

3. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.

A. Consider and discuss hiring Superintendent and approval of Superintendent contract, pursuant to Tex. Gov't Code section 551.074.

4. RECONVENE TO OPEN SESSION

The Board moved out of closed session and into open session at 11:11 am.

5. DISCUSSION/ACTION ITEMS

A. Consider and take possible action to hire Superintendent and approve Superintendent contract.

Tami Tobey moved, seconded by Andrea Walton, to hire Dr. Jo Ann Fey as the Superintendent of Schools and approve the terms of the superintendent contract and related consultant agreement as discussed in closed session. The motion passed with a vote of 6-0.

7. ADJOURNMENT OF MEETING  
The meeting adjourned at 11:26 am.

---

Board President

---

Board Secretary

April 19, 2021  
Date

---

---

Minutes of Special Meeting  
The Board of Trustees  
May 12, 2021 / 8:00 am

**Board Members Present:** Matt Sanders Bobby Soto  
Tami Tobey Andrea Walton

**Board Members Absent:** Heather Prather and Gary Vineyard

**Administration Present:** Jo Ann Fey (*Unofficially*) Leslie Garakani

1. FIRST ORDER OF BUSINESS

Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

The meeting was called to order at 8:00 am with a quorum of board members present.

2. PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.  
There was no public comment for this meeting.

3. DISCUSSION / ACTION ITEMS

A. Canvass the May 1, 2021 Election Returns

Matt Sanders read into the record the resolution and election results for the May 1, 2021 General Election for Board of Trustee Places 1, 2, and 3.

Canvassed results include:

- Place 1 – Richard Pena with 47.03% of the votes
- Place 2 – Gary Vineyard, Jr. with 56.49% of the votes
- Place 3 – Eduardo Gonzalez with 57.60% of the votes.

Tami Tobey moved, seconded by Bobby Soto, to approve the Resolution Canvassing Returns and Declaring the Results of the Trustee Election for May 1, 2021. The motion passed with a vote of 4-0.

4. ADJOURNMENT OF MEETING

The meeting adjourned at 8:04 am.

---

Board President

---

Board Secretary

---

May 17, 2021

Date



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>2020-2021 Budget Amendment</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>The following amendments have been presented to the Board for consideration for May 2021:</p> <p style="text-align: center;"><b><u>General Fund</u></b></p> <ul style="list-style-type: none"> <li>• Transfer \$4,035 from Instruction to Health Services for Middle School Summer School nurse for Curriculum.</li> <li>• Revise budget to purchase 3 Special Ed buses approved at the April 19<sup>th</sup> Board Meeting \$300,737.</li> </ul>	
<b>Fiscal Impact/Budget Function Code:</b>	None	
<b>Policy:</b>	<b>CE (Legal), CE (Local)</b>	
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.	
<b>Administration Recommended Option:</b>	It is the Administration's recommendation that the amendments be approved.	
<b>Motion:</b>	Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I make a motion to approve the budget amendments to the 2020-2021 budget as presented."	
<b>Presenter:</b>	Jim Norris	

Adopted/Amended Budgets for Funds 170, 180, and 199 (Library, Athletics, & General Fund)

	<u>% OF BUDGET</u>	<u>ORIGINAL BUDGET TOTALS</u>	<u>PREVIOUS AMENDMENTS</u>	<u>THIS AMENDMENT</u>	<u>AMENDED BUDGET TOTALS</u>	<u>% OF BUDGET</u>
Revenues						
57 Local	55.94%	\$53,871,878	\$399,172	\$0	\$54,271,050	54.27%
58 State	42.94%	\$41,346,541	\$3,065,204	\$0	\$44,411,745	44.41%
59 Federal	1.12%	\$1,079,500	\$239,652	\$0	\$1,319,152	1.32%
Total Revs FY20-21	100.00%	<u>\$96,297,919</u>	<u>\$3,704,028</u>	<u>\$0</u>	<u>\$100,001,947</u>	100.00%
Expenditures FUNCTION						
11 Instruction	53.20%	\$51,243,690	\$1,361,209	(\$4,035) [1]	\$52,600,864	51.36%
12 Media Services	1.14%	\$1,093,568	\$83,478	\$0	\$1,177,046	1.15%
13 Staff Development	1.41%	\$1,353,623	\$122,717	\$0	\$1,476,340	1.44%
21 Instructional Administration	1.21%	\$1,161,926	(\$99,135)	\$0	\$1,062,791	1.04%
23 School Leadership	4.96%	\$4,775,969	\$328,011	\$0	\$5,103,980	4.99%
31 Counseling Services	3.35%	\$3,229,121	\$141,816	\$0	\$3,370,937	3.29%
32 Social Work Services	0.00%	\$0	\$0	\$0	\$0	0.00%
33 Health Services	1.15%	\$1,109,929	\$58,784	\$4,035 [1]	\$1,172,748	1.15%
34 Transportation	2.58%	\$2,479,708	\$451,117	\$300,737 [2]	\$3,231,562	3.16%
35 Child Nutrition	0.00%	\$0	\$3,044	\$0	\$3,044	0.00%
36 Extra/Co-Curricular Activities	4.51%	\$4,341,072	\$33,580	\$0	\$4,374,652	4.27%
41 Central Administration	3.83%	\$3,690,131	\$112,694	\$0	\$3,802,825	3.71%
51 Maintenance	9.69%	\$9,333,748	\$178,411	\$0	\$9,512,159	9.29%
52 Security	1.47%	\$1,414,324	\$24,974	\$0	\$1,439,298	1.41%
53 Data Processing	2.06%	\$1,981,436	(\$8,287)	\$0	\$1,973,149	1.93%
61 Community Services	0.01%	\$8,500	\$28,570	\$0	\$37,070	0.04%
71 Debt Service	0.24%	\$228,602	(\$55,882)	\$0	\$172,720	0.17%
81 Facilities	0.00%	\$0	\$0	\$0	\$0	0.00%
95 JJAEP	0.06%	\$60,000	(\$60,000)	\$0	\$0	0.00%
97 Payments to Tax Increment Fund	8.52%	\$8,200,572	\$3,079,133	\$0	\$11,279,705	11.02%
99 Tax Costs	0.61%	\$592,000	\$0	\$0	\$592,000	0.58%
Total Exps FY20-21	100.00%	<u>\$96,297,919</u>	<u>\$5,784,234</u>	<u>\$300,737</u>	<u>\$102,382,890</u>	100.00%
Budgeted Increase / (Decrease) to Fund Balance		<u>\$0</u>	<u>(\$2,080,206)</u>	<u>(\$300,737)</u>	<u>(\$2,380,943)</u>	

[1] Transfer \$4,035 from Instruction to Health Services for Middle School Summer School nurse for Curriculum.

[2] Revise budget to purchase 3 Special Ed buses approved at the April 19th Board Meeting \$300,737.

**Midlothian I.S.D. School Board**  
**Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>																																																				
<b>Item:</b>	<b>Consider Donations and Gifts to the District</b>																																																				
<b>Supporting Document(s):</b>	<b>Electronic:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>Hard Copy:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																																																			
<b>Background Information:</b>	According to CDC (LOCAL), "The Board may accept any bequest or gift of money or property on behalf of the District. The gift shall become the sole property of the District for its use and disposition. All gifts shall be given to the District and not to a particular school. At the discretion of the superintendent or designee, the gift may be used in a particular school."																																																				
<b>Fiscal Impact/Budget Function Code:</b>	<table border="1"> <tr> <td>Midlothian ISD</td><td>2000 face masks valued at \$350</td><td>YMCA</td></tr> <tr> <td>Midlothian ISD</td><td>9400 face mask valued at \$1,500</td><td>Manna House</td></tr> <tr> <td>Midlothian ISD</td><td>\$500/each campus for math/science instruction (\$6,000)</td><td>Victron Energy, Inc.</td></tr> <tr> <td colspan="2">Running Total for 2020/2021</td><td>\$99,439.96</td></tr> <tr> <td colspan="3"></td></tr> <tr> <td colspan="2"></td><td></td></tr> <tr> <td colspan="2">May, 2021</td><td>\$7,850</td></tr> <tr> <td colspan="2">April, 2021</td><td>\$13,385</td></tr> <tr> <td colspan="2">March, 2021</td><td>1,650.61</td></tr> <tr> <td colspan="2">February, 2021</td><td>33,693.49</td></tr> <tr> <td colspan="2">January, 2021</td><td>-0-</td></tr> <tr> <td colspan="2">December</td><td>300.00</td></tr> <tr> <td colspan="2">November</td><td>\$7,360.86</td></tr> <tr> <td colspan="2">October</td><td>\$5,800</td></tr> <tr> <td colspan="2">September</td><td>\$ 7,500</td></tr> <tr> <td colspan="2">August</td><td>\$21,900</td></tr> <tr> <td colspan="2">July</td><td>\$0</td></tr> </table>		Midlothian ISD	2000 face masks valued at \$350	YMCA	Midlothian ISD	9400 face mask valued at \$1,500	Manna House	Midlothian ISD	\$500/each campus for math/science instruction (\$6,000)	Victron Energy, Inc.	Running Total for 2020/2021		\$99,439.96							May, 2021		\$7,850	April, 2021		\$13,385	March, 2021		1,650.61	February, 2021		33,693.49	January, 2021		-0-	December		300.00	November		\$7,360.86	October		\$5,800	September		\$ 7,500	August		\$21,900	July		\$0
Midlothian ISD	2000 face masks valued at \$350	YMCA																																																			
Midlothian ISD	9400 face mask valued at \$1,500	Manna House																																																			
Midlothian ISD	\$500/each campus for math/science instruction (\$6,000)	Victron Energy, Inc.																																																			
Running Total for 2020/2021		\$99,439.96																																																			
May, 2021		\$7,850																																																			
April, 2021		\$13,385																																																			
March, 2021		1,650.61																																																			
February, 2021		33,693.49																																																			
January, 2021		-0-																																																			
December		300.00																																																			
November		\$7,360.86																																																			
October		\$5,800																																																			
September		\$ 7,500																																																			
August		\$21,900																																																			
July		\$0																																																			
<b>Policy:</b>	CDC (LOCAL)																																																				
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning space																																																				
<b>Administration Recommended Option:</b>	Accept the donations																																																				
<b>Suggested Motion</b>	This is a consent item. If the item is pulled a motion might be: "I make a motion to approve the donation(s) to the District as presented."																																																				
<b>Presenter:</b>	Jo Ann Fey, Ed.D.																																																				

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consider Setting the Publication Tax Rate for the 2021-2022 Budget and Setting the Date of the Public Meeting on the Budget and Proposed Tax Rate Hearing</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>The 2021-2022 budget is currently scheduled to be adopted at the regular Board meeting on June 21, 2021. The deadline to adopt the budget is June 30 because MISD has a July 1-June 30 fiscal year. Before it can be officially adopted, a required public meeting to discuss the budget and proposed tax rates must be held. It can be the same night as long as the public meeting is held before the vote.</p> <p>Prior to the required public meeting to discuss the budget and proposed tax rates, the District must publish an ad notifying the public of the meeting and listing the anticipated tax rates for both the General Fund and the Debt Service Fund. Therefore, Board action will be required to 1) formally set the date and time for the public meeting, and 2) determine the anticipated tax rates to be published.</p> <p>The actual tax rates cannot be adopted until after certified values are received from ECAD, which occurs in late July. Because of HB3, the official Tier 1 rate may not be known until well into August when TEA sets the rate based upon the growth of the tax appraisal roll. However, there is pending legislation that would use the April estimated certified values to set the Tier 1 rate. If that bill passes the Texas Legislature, we may know the maximum compressed rate sooner. Therefore, guidance from TEA and other sources is to set the anticipated rate at the highest it could possibly be. If the District should choose to adopt rates <u>higher</u> than the ones initially published, it would mean advertising and conducting <u>another public meeting</u> prior to adopting the changed rates.</p> <p>As long as the board sets a rate at or lower than the published rate, no other publication or public hearing is required.</p> <p>It is the recommendation of the administration for the school board to publish the Maintenance &amp; Operation rate at \$0.8747 and the Interest &amp; Sinking rate at \$0.49 for a total tax rate of \$1.3647.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	Legal process for adopting 2021-2022 budget and advertising the proposed tax rates.	
<b>Policy:</b>	n/a	
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.	

<b>Administration Recommended Option:</b>	It is the Administration's recommendation to set the publication tax rates at \$0.8747 for M & O and \$0.49 for I & S, and set the regular June 21, 2021 meeting for the budget and proposed tax rate hearing.
<b>Motion:</b>	If desired. a motion might be, "I move that the publication tax rate be \$0.8747 for Maintenance and Operations and \$0.49 for Interest and Sinking, and the regular June 21, 2021, board meeting be set as the date for the public hearing on the proposed budget and proposed tax rate for 2021-2022."
<b>Presenter:</b>	Jim Norris

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>NWEA - MAP Universal Screener</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Midlothian ISD could benefit greatly from the implementation of a Universal Screener for student progress reporting starting in the 2021-22 school year. We have pursued multiple demonstrations for varied stakeholders and a quote with NWEA. This company has been implemented successfully in <a href="#">28 school districts</a> and comes highly recommended with their tool being used across the state to help districts monitor and track student progress in grades K-12.</p> <p>This MAP Growth Universal Screener creates a personalized assessment experience that accurately measures each student's performance and growth. Timely reports deliver essential information that can be used to improve both teaching and learning. Four Key benefits of MAP Growth Reports:</p> <ul style="list-style-type: none"> <li>● Timely Results</li> <li>● Context for student performance on MAP growth</li> <li>● Student, class, and district reports with flexible display and grouping options</li> <li>● Flexible Reporting formats</li> </ul> <p><a href="#">Presentation on MAP</a> from the May 13th Board Workshop  Current quote for grades 6 thru 12 is \$85,455.25 for year one. We have pursued other competitor/comparison quotes and have determined that this vendor provides the best comprehensive solution.</p> <p>Follow-up Questions from 05/13/21 Board Workshop:</p> <ol style="list-style-type: none"> <li>1. MAP Growth Parent Reports are available in 12 language translations, including Spanish.</li> <li>2. <a href="#">5 Year Implementation Plan</a></li> <li>3. <a href="#">White Paper: Proven, Trusted, and Adaptive: The MAP Growth Difference</a></li> <li>4. <a href="#">McKinney ISD: MAP Growth Case Study</a></li> </ol>	
<b>Fiscal Impact/Budget Function Code:</b>	This will be funded in 21-22 out of Instructional Materials Allotment (IMA).	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	GOAL 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.	
<b>Administration Recommended Option:</b>	Approve the purchase of the NWEA MAP universal screener for pilot programs in elementary schools and in grades 6 through high school for the school year 21-22.	

<b>Motion:</b>	“I move to approve the purchase of the NWEA MAP universal screener for the school year 21-22 as recommended by administration.”
<b>Presenter:</b>	Shelle Blaylock

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Request for Qualifications (RFQ) for School Attorney/Firm</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>This is an opportunity for the Board to direct the Superintendent to seek, secure and bring to the Board for its consideration a Request for Qualifications (RFQ) for a school attorney/firm.</p> <p>At present we work with three firms: Leasor Crass (available for all matters) Walsh Anderson (special education and available for all matters), and Eichelbaum (available for all matters).</p> <p>The intent of this action is to provide an opportunity to seek RFQ for school attorney/firm(s) for all</p>	
<b>Fiscal Impact/Budget Function Code:</b>	It depends on the selection	
<b>Policy:</b>	NA	
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.	
<b>Administration Recommended Option:</b>	This is a Board decision.	
<b>Motion:</b>	A motion to the effect might be, "I move to direct the Superintendent to seek, secure and bring to the Board for its consideration RFQ's for a school attorney/firm."	
<b>Presenter:</b>	Jo Ann Fey	

---



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consider Name of Elementary School #8</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>This is an opportunity for the Board to name Elementary School #8. <a href="#">CW (LOCAL)</a> is the Board's guiding policy for naming facilities.</p> <p>In accordance with Board Policy, a Elementary #8 Naming Committee was created. Committee members included the following individuals:</p> <p>Kathy Berg: Baxter Elementary  Jennifer Campbell: Irvin Elementary  Jill Olson: Longbranch Elementary  Judy King: Miller Elementary  Sharon McDonald: Mt. Peak Elementary  Jenny Brown: Vitovsky Elementary  Carie Williams: McClatchey Elementary  Todd Eskins: Frank Seale Middle School  Natalie Dennington: Walnut Grove Middle School  Joyce Griffith: Dieterich Middle School  Danielle Baze: Heritage High School  Brett Ratzlaff: Midlothian High School  Paula Williams: The MILE  Symphony Lowe: Parent Representative  Crystal Rentz: DEIC Parent Representative  Mika Stansberry: DEIC Parent Representative  Demetrius McClendon: DEIC Community Representative  Karen Childers: DEIC Community Representative  Stephanie Frankiewicz: DEIC Community Representative</p> <p>The committee met January 12th, February 23rd, March 23rd, and April 12th to consider names submitted by the community. The online submission process was open from February 1 to April 12, 2021. All recommended names were vetted and at every step of the process community input was considered.</p> <p>The 7 names being recommended for consideration are as follows, and listed in alphabetical order by last name:</p> <ul style="list-style-type: none"> <li>● <b>C.M. Arnold Elementary</b></li> <li>● <b>Jean Coleman Elementary</b></li> <li>● <b>Brenda Folsom Elementary</b></li> <li>● <b>Nellafay Isom Elementary</b></li> <li>● <b>Pam Norman Elementary</b></li> <li>● <b>Joyce Thompson Elementary</b></li> <li>● <b>Clarine Warren Elementary</b></li> </ul>	

	<p>The <a href="#">7 nominations</a> recognize individuals who have made a significant contribution to Midlothian ISD. (Note: A brief justification supporting the individual recommendations follows this template.)</p> <p>Board Policy CW LOCAL states, “The responsibility for the final decision in naming facilities shall rest with the Board. At a regularly scheduled meeting, the Board may:</p> <ul style="list-style-type: none"> <li>• Select a name from the list of recommendations submitted by the committee for each campus or facility to be named;</li> <li>• Direct the same or a new committee to submit a new list of recommended names;</li> <li>• Choose a name other than the names recommended by the committee; or</li> <li>• Select a proposal from the RFP procedure.</li> </ul> <p>This agenda item offers an opportunity for the Board to select a name from the list of recommendations or provide further direction to administration.</p> <p>Committee’s Board <a href="#">Presentation</a></p>
<b>Fiscal Impact/Budget Function Code:</b>	NA
<b>Policy:</b>	CW (LOCAL)
<b>District Goal:</b>	<u>Goal 6:</u> Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.
<b>Administration Recommended Option:</b>	The administration recommends the approval of a name for Midlothian ISD’s Elementary School #8 as submitted by the MISD Elementary #8 Naming Committee.
<b>Motion:</b>	A motion might be, “I move to approve <i>[state name]</i> as the name for Midlothian ISD’s Elementary School #8.”
<b>Presenter:</b>	Shelle Blaylock



# Elementary #8 Name Nominees

---

Board Presentation  
May 13, 2021 and May 17, 2021

# Committee Design and Process

- Comprised of 19 members including staff, parents and community representatives
- Met on January 12, February 23, March 23 and April 12
- Opened nomination form to the community from February 1 to April 12
- Followed CW Local



# C.M. Arnold

---

41 Years of Service to MISD  
Principal, Booker T. Washington  
Teacher



# Jean Coleman

---

25 years of service to MISD  
30 total years of services in public education  
Teacher



# Brenda Folsom

---

25 years of service to MISD  
Elementary Teacher  
Assistant Principal  
Principal



# Nellafay Isom

---

35 years of service to MISD  
Teacher





# Pam Norman

---

30 years of service to MISD

30 total years of service in public education

Teacher

Assistant Principal

Elementary Principal

Dean of Instruction

Special Programs Coordinator

Secondary Director of Instruction

Director of Secondary Schools



# Joyce Thompson

---

26 years of service to MISD  
Teacher's Aide  
Secretary



# Clarine Warren

---

18 years of service to MISD  
28 total years of service in public education  
Teacher



## Review of Recommended Finalists:

- ★ C.M. Arnold Elementary
- ★ Jean Coleman Elementary
- ★ Brenda Folsom Elementary
- ★ Nellafay Isom Elementary
- ★ Pam Norman Elementary
- ★ Joyce Thompson Elementary
- ★ Clarine Warren Elementary





**We are Family**

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consideration of Staff Raises in the 2021-2022 Budget</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>The MISD School Board has participated in a variety of Budget Workshops with the last one occurring on May 13, 2021.</p> <p>Scenarios of various increases to the midpoint of the MISD Pay Scales as well as beginning teacher salary and employee benefits were discussed. The TASB Salary review was discussed. The increases ranged from 1.0% to 3.0%. The modeling at the 2.0% mark, with adjustments as needed, seemed to be the level we could make work with the available revenues.</p> <p>It was discussed during the workshop that it would be prudent if the district could inform employees as early as possible about any changes to the pay scales in order to retain and recruit quality staff.</p> <p>While there remains some work to do to reach the final draft of the 2021-2022 Budget in June and the 87<sup>th</sup> Texas Legislature is still in session, the numbers at this time do suggest that a <u>minimum</u> of a 2.0% raise to the midpoints of the pay scales is workable.</p> <p>It was also discussed that a \$30 per month per employee increase to the district contribution to the health insurance benefit would be desired to keep MISD at or near the top of the amount paid by area school districts.</p> <p>It is the recommendation of administration that the Board approve the minimum of a 2.0% raise and an increase of \$30 per month per employee to the employee health insurance program. (Note: For employees participating in our health insurance program, we currently pay \$320/employee toward the employee health insurance premium. The suggested increase will move it to \$350.)</p>	
<b>Fiscal Impact/Budget Function Code:</b>	The financial impact is approximately \$2.4M in the 2021-2022 Budget.	
<b>Policy:</b>	CE	
<b>District Goal:</b>	Develop a comprehensive staffing plan to foster innovation, efficient communication and a high performing culture throughout the district.	
<b>Administration Recommended Option:</b>	It is the recommendation of the Administration that the School Board approve a motion to raise the midpoint of each applicable MISD Pay Scale by a <u>minimum</u> of 2.0% for the 2021-2022 school year and to increase the district contribution to the health insurance program by \$30 per month per employee.	

<b>Motion:</b>	A suggested motion might be, “I move to increase the midpoint of each applicable MISD Pay Scale by a minimum of 2.0% for the 2021-2022 school year and to increase the district contribution to the health insurance program by \$30 per month per employee.”
<b>Presenter:</b>	KayLynn Day, Jim Norris

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consider Approving 2021-2022 JJAEP MOU</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Pursuant to the Education Code, the State of Texas mandates that all counties with a population greater than 125,000 are required to develop a Juvenile Justice Alternative Education Program (JJAEP).<sup>1</sup></p> <p>There is, however, a unique historical exception originally crafted into law by the State Legislature, known colloquially as the Ellis County exemption, which exempts Ellis County from being required to establish a JJAEP, so long as the County's population remains at 180,000 or less.<sup>2</sup></p> <p>Numerous sources relate that when the 2020 decennial census is released, Ellis County's population will significantly exceed 180,000.<sup>3</sup> Local sources suggest that such data will be officially released sometime this fall, possibly as early as September.</p> <p>Accordingly, unless the law is otherwise changed during the current state legislative session, when the 2020 decennial census is released, the Ellis County Juvenile Board anticipates that the Ellis County exemption will no longer apply, and Ellis County will fall under state mandate to operate a JJAEP.</p> <ol style="list-style-type: none"> <li>a. Mandatory Expulsion. Mandatory expulsion criteria as defined by TEC 37.007(a), 37.007(d), or 37.007(e).</li> <li>b. Discretionary Expulsion. Discretionary expulsion criteria as defined below: <ol style="list-style-type: none"> <li>(1) TEC 37.007(b), 37.007(c), 37.007(d), 37.007(f), or 37.007(i);</li> <li>(2) TEC 37.0052 concerning certain bullying behavior;</li> <li>(3) TEC 37.0081 concerning Penal Code Title 5 felony offenses;</li> <li>(4) TEC 37.309 concerning registered sex offenders; and/or</li> <li>(5) As requested by Juvenile Services and ordered by the Juvenile Court.</li> </ol> </li> </ol> <p>All school districts in Ellis County have worked together with the county in the process.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	no cost for mandatory placement; a daily cost for discretionary placement	
<b>Policy:</b>		



<b>District Goal:</b>	N/A
<b>Administration Recommended Option:</b>	It is the administration's recommendation to approve the JJAEP MOU as presented.
<b>Motion:</b>	A motion might be, "I move to approve the 2021-2022 JJAEP MOU as presented."
<b>Presenter:</b>	KayLynn Day

---

ORIGINAL



## ELLIS COUNTY JUVENILE BOARD

*Hon. Todd Little, Ellis County Judge*  
*Hon. Bob Carroll, 40<sup>th</sup> District Court*  
*Hon. William Wallace, 378<sup>th</sup> District Court*  
*Hon. Cindy Ermatinger, 443<sup>rd</sup> District Court*  
*Hon. Jim Chapman, County Court at Law No. 1*  
*Hon. Gene Calvert, County Court at Law No. 2*  
*Hon. Joe Gallo, County Court at Law No. 3*

---

### ELLIS COUNTY JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM MEMORANDUM OF UNDERSTANDING

---

Pursuant to the Education Code, the State of Texas mandates that all counties with a population greater than 125,000 are required to develop a Juvenile Justice Alternative Education Program (JJAEP).<sup>1</sup>

There is, however, a unique historical exception originally crafted into law by the State Legislature, known colloquially as the Ellis County exemption, which exempts Ellis County from being required to establish a JJAEP, so long as the County's population remains at 180,000 or less.<sup>2</sup>

Numerous sources relate that when the 2020 decennial census is released, Ellis County's population will significantly exceed 180,000.<sup>3</sup> Local sources suggest that such data will be officially released sometime this fall, possibly as early as September.

Accordingly, unless the law is otherwise changed during the current state legislative session, when the 2020 decennial census is released, the Ellis County Juvenile Board anticipates that the Ellis County exemption will no longer apply, and Ellis County will fall under state mandate to operate a JJAEP.

---

<sup>1</sup> Education Code, Section 37.011(a)

<sup>2</sup> Education Code Section 37.011(a-2)

<sup>3</sup> The population estimate on July 1, 2019 exceeded 184,000 (<https://www.census.gov/quickfacts/elliscountytexas>), with Alberto Mares, the Ellis County Development Director, pegging the population at approximately 197,000 on January 1, 2020.

Importantly, for planning purposes, the development of the JJAEP must be approved by the Texas Juvenile Justice Department.<sup>4</sup>

It is against the preceding backdrop that the parties named herein-below have reached an agreement, as follows –

**WHEREAS**, the Ellis County Juvenile Board reasonably anticipates that when the 2020 decennial census is released, absent a change in the law, Ellis County will be required to comply with the mandate from the State of Texas concerning the development and operation of an Ellis County Juvenile Justice Alternative Education Program (Ellis County JJAEP);

**WHEREAS**, the Ellis County Juvenile Board, in conjunction with its partners, the School Districts within Ellis County, desire the best educational outcomes for the at-risk juveniles who have been expelled into the Ellis County JJAEP, or otherwise accepted into the program;

**WHEREAS**, the Ellis County Juvenile Board and the School Districts desire to provide the at-risk juveniles with a quality level of intervention educational services, appropriately designed to positively impact the lives of such juvenile offenders, their families, and the local communities in which we all live;

**WHEREAS**, the parties to this agreement recognize the importance of a cooperative effort between the educational community and the juvenile justice system in achieving the primary goals of (i) responsibly mitigating at-risk factors; (ii) detouring future juvenile delinquent conduct and criminal behavior; (iii) increasing the acceptance of personal responsibility, self-discipline, accountability, and non-deleterious personal behavior; (iv) improving life skills and career opportunities; and (v) prudently balancing rehabilitation services with community safety needs.

**WHEREAS**, the parties seek to operate the Ellis County JJAEP and accomplish the preceding goals within a State mandated regulatory framework requiring strict compliance and reporting;

**NOW THEREFORE**, in service to the citizens and youth of Ellis County, the following public servants hereby agree on behalf of each respective public entity as follows:

1. Agreement & Parties to the Agreement. This agreement shall be known as the Ellis County Juvenile Justice Alternative Education Program Memorandum of Understanding (**MOU**), and is hereby entered into by and between the Ellis County Juvenile Board (**ECJB**) and the following ten school districts operating within Ellis County (**Districts**), as listed below in alphabetical order:

- Avalon Independent School District
- Ennis Independent School District
- Ferris Independent School District

---

<sup>4</sup> Education Code, Section 37.011(a)

- Italy Independent School District
- Maypearl Independent School District
- Midlothian Independent School District
- Milford Independent School District
- Palmer Independent School District
- Red Oak Independent School District
- Waxahachie Independent School District

2. Subject Matter of Agreement – ECJJAEP. The ECJB, in cooperation with the Districts, hereby establishes, provides, and shall operate the Ellis County Juvenile Justice Alternative Education Program (ECJJAEP) as specified by Chapter 37 of the Texas Education Code (TEC), both through the direct provision of services and through contractual agreements with service providers.

- a. Unless the context indicates otherwise, as used in this MOU, the term “day” means “school day” and the term “days” means “school days”.

3. Student Eligibility. The ECJJAEP will provide services to students expelled or removed under the following provisions:

- a. Mandatory Expulsion. Mandatory expulsion criteria as defined by TEC 37.007(a), 37.007(d), or 37.007(e).
- b. Discretionary Expulsion. Discretionary expulsion criteria as defined below:
  - (1) TEC 37.007(b), 37.007(c), 37.007(d), 37.007(f), or 37.007(i);
  - (2) TEC 37.0052 concerning certain bullying behavior;
  - (3) TEC 37.0081 concerning Penal Code Title 5 felony offenses;
  - (4) TEC 37.309 concerning registered sex offenders; and/or
  - (5) As requested by Juvenile Services and ordered by the Juvenile Court.

4. Statutory Amendments. In the event the statutory law is amended to add, delete, or otherwise modify the grounds for mandatory and/or discretionary expulsions, then by operation of this provision all such amendments are deemed included within Section 3 of this MOU, as of the date such statutory amendments become legally effective.

5. Procedural Requirements for Referral & Enrollment Into ECJJAEP. In addition to the eligibility criteria contained in MOU Section 3 above, the District must meet the following requirements for the student to be eligible for enrollment into the ECJJAEP:

- a. Prior to expelling a student from the District and into the ECJJAEP, the District shall conduct a hearing at which the student is afforded appropriate due process as required by Texas Education Code Section 37.009(f).
  - (1) The placement of a student with a disability who receives special education services may be made only by a duly constituted admission, review, and dismissal committee as required by TEC 37.004. The admission, review, and dismissal committee must invite a ECJJAEP representative to attend the meeting to ensure that special education provisions, if needed, can be provided.
  - (2) Prior to any expulsion or removal hearing to consider placement of a student in ECJJAEP, the District must invite an ECJJAEP representative to attend the meeting. This will allow ECJJAEP to assess the education requirements needed for the student, and to allow the paperwork to begin for the referral to Ellis County Juvenile Services as required by TEC 37.010.
- b. Under a mandatory expulsion from the District to the ECJJAEP, the District must utilize the following guidelines in determining the length or period of expulsion:
  - (1) All mandatory drug possession charges will be for 90 successful days; and
  - (2) All other mandatory expulsion charges will be for 90 successful days, except federal firearm offenses which are for either one (1) school year or 180 school days.
- c. Mandatory students who are expelled or removed to the ECJJAEP will be required to attend until one of the following circumstances have been met:
  - (1) The student has successfully completed the number of expelled school days, or has completed all graduation courses, or has completed the equivalent program requirements; whichever occurs first;
  - (2) The student has successfully completed a maximum of one (1) school year or 180 school days;
  - (3) The student has successfully completed all probation and/or juvenile court related requirements, if applicable;

- (4) The student is no longer considered to be under mandatory expulsion under Texas law; or
  - (5) Due to space restrictions, the student is recommended for early termination as outlined in Section 8.d. of this MOU.
- d. With respect to discretionary referrals, the ECJJAEP will accept those students from the District on an as-space-is-available basis. The minimum length of placement for a discretionary student will be thirty (30) successful school days unless space is needed for mandatory students.
- e. In referring a student to the ECJJAEP, regardless of whether the referral is mandatory or discretionary, the District will complete and submit the provided notification form, accompanied by a copy of the following student records prior to the student enrolling in the ECJJAEP:
- (1) Expulsion or removal letter;
  - (2) Police notification or discipline referral;
  - (3) Withdrawal record with grades;
  - (4) Most recent report card;
  - (5) Most current transcript;
  - (6) Fall & Spring class schedules;
  - (7) Statewide assessment scores;
  - (8) Attendance records;
  - (9) Discipline records;
  - (10) Birth certificate;
  - (11) Social security card;
  - (12) Immunization records;
  - (13) Home Language Survey;
  - (14) Free/reduced lunch eligibility letter (if applicable);
  - (15) Texas Student Data System (TSDS) or Texas Unique Student ID Number;
  - (16) The following special education records – (i) most recent comprehensive and complete ARD paperwork; (ii) all manifestation determination ARD paperwork; and (iii) most recent evaluation for special education eligibility;
  - (17) Language Proficiency Assessment Committee (LPAC) determination and documentation;
  - (18) Section 504 eligibility determination; and
  - (19) ESL documentation.

- f. If a student moves/transfers to another District in Ellis County prior to the completion of the original expulsion or removal term, the receiving District will not extend the student's length of placement in the ECJJAEP beyond the term defined in the original expulsion or removal order.
- g. The ECJJAEP and the District may agree to credit a student's length of placement in an alternative educational program such as drug rehabilitation, detention, so forth – which occurs after the date of expulsion, toward the student's term of expulsion or removal.
- h. The ECJJAEP may offer incentives for good behavior and/or academic achievement which may result in the reduction of a student's term of expulsion term. The ECJJAEP and the District may consider a student's successful completion of the program to coincide with the end of a grading period.

6. Attendance Reporting. The District will maintain enrollment of all ECJJAEP students using a campus identification number specific for ECJJAEP as required by TEA 37.011(h). The ECJJAEP will track attendance for each student enrolled in the program, and report weekly attendance to the District. The District will be responsible for reporting violations of the compulsory attendance law to the appropriate court, with the ECJJAEP being provided notice of any such reporting.

7. Funding for ECJJAEP. Funding for the ECJJAEP shall occur as follows:

- a. The ECJB and the ECJJAEP will be the recipient of all Texas Juvenile Justice Department (TJJD) sources of funding for mandatory students, which TJJD is required and/or permitted to pay under state law; and such funds shall partially offset the cost to the ECJB of operating the ECJJAEP.
- b. Funding for all discretionary or other students will be provided to the ECJB and the ECJJAEP by the District at a rate of \$111.00 per student attendance day. Payment will be made by the District to Ellis County within 30 calendar days of receipt of an invoice.
- c. In the case of special population students as defined in Section 12 of this MOU, the District will be financially responsible for the provision of any related services determined necessary for such students.
- d. With the exception of the payments made to the ECJB and/or the ECJJAEP and/or Ellis County: (i) as set forth in the preceding Sections 7.a. and 7.b; (ii) those payments paid or incurred by the Districts as contemplated in the preceding Section 7.c.; (iii) as well as any other payments paid or incurred by the Districts as contemplated by any other provisions of this MOU – the ECJB is responsible for funding the annual operating budget of the ECJJAEP as approved by the ECJB.

8. Facilities, Staffing, and Daily Operations. The ECJJAEP will be provided in a facility operated and maintained by Ellis County, specifically the Ellis County Juvenile Services' facility located within Ellis County on FM 878.

- a. The facility must comply with all applicable federal, state, and county regulations, as well as all TJJD standards.
- b. The ECJJAEP will operate at least seven (7) hours a day and 180 days a year as required by TEC 37.011(f), unless a waiver has been submitted and approved by TJJD.
- c. The ECJJAEP will provide all personnel and services necessary to operate the ECJJAEP, by direct provision and/or through contractual agreements.
- d. During the initial year of operations, due to space limitations, the daily population of the ECJJAEP must not exceed 24 students. Upon reaching capacity, mandated students will be given precedence for enrollment over non-mandated students. The ECJJAEP reserves the right to return any discretionary student to his or her home District in order to accommodate a mandatory student from any District. The ECJJAEP may recommend early termination of a mandatory student's expulsion term based on the student's overall compliance with the program, attendance, and grades; however, the sending School District has final acceptance and approval.

9. Transportation. Transportation of all students (mandatory and discretionary) to and from the ECJJAEP will be the responsibility of each respective District which has placed a student (or students) within the program.

- a. This requirement does not preclude the District from making special arrangements with a student's parent(s)/legal guardian(s) on a case-by-case, for the purpose of allowing the student's parent(s)/legal guardian(s) to handle and provide for all such transportation to and from the ECJJAEP.

10. Meals. The ECJJAEP will provide both breakfast and lunch, along with snacks as appropriate, for each student in actual attendance at the ECJJAEP.

- a. It is the understanding of the ECJB that the current federal/state funding and reimbursement mechanism to the Districts for qualified students who receive meal assistance (breakfast and lunch) is based upon federal/state rates which are subject to change and vary from time-to-time.<sup>5</sup>

---

<sup>5</sup> Current reimbursement rates are approximately \$5.77 per day for each participating student, which is calculated as follows: \$2.26 for breakfast + \$3.51 for lunch = \$5.77 per student per day.



- b. The parties agree that to the extent any District applies for and/or obtains such funds, grants, or otherwise receives any form of federal/state financial reimbursement for such meals, in relation to students enrolled and in actual attendance at the ECJJAEP, then the District will upon receipt immediately remit such funds to the ECJJAEP, or alternatively, to the extent permissible, assign the right to receive such funds to the ECJJAEP. In the event that a District neither participates in such a federal/state meal program at the time of the signing of this MOU, nor participates during the duration of this MOU, then the ECJJAEP may, to the extent legally permissible under applicable rules and regulations, exercise plenary legal authority to apply for and obtain such federal/state meal related funding.

11. Curriculum. As a part of the ECJJAEP curriculum, it is agreed:

- a. The ECJJAEP will provide the following required courses in accordance with TEC Section 37.011(d):
  - (1) Core courses –
    - (a) English and Language Arts;
    - (b) Math, Science and Social Studies;
    - (c) Self-Discipline; and
    - (d) High School Equivalency Program (GED).
- b. The ECJJAEP anticipates incorporating the following elective courses into its curriculum as the program develops:
  - (1) Elective courses –
    - (a) As age appropriate – life skills, character training, and career guidance.
    - (b) With respect to any elective course which the District desires for the student to maintain while enrolled in the ECJJAEP, but which the ECJJAEP does not provide – the District will provide the curriculum and coursework for any such elective course. The student’s curriculum and coursework needs must be addressed at the time of the expulsion or removal hearing, and a determination must be made as to how the courses for which the student is currently enrolled can be maintained.

- c. The ECJJAEP will communicate the student's academic progress to both the District and the student's parent(s)/legal guardian(s).
  - (1) Through this communication process, the ECJJAEP will encourage both the District and the student's parent(s)/legal guardian(s) to participate in reviewing and monitoring the student's academic progress.
  - (2) In the case of a high school student, the ECJJAEP will review the student's progress toward meeting high school graduation requirements and establish a specific graduation plan for the student as required by Texas Education Code Section 37.011(d); however, the ECJJAEP is not be required to provide a course necessary to fulfill a student's high school graduation requirements, other than as specified above in Section 11.a. and Section 11.b.
- d. All completed coursework will be accepted by the District and any credit(s) earned by the student while enrolled in the ECJJAEP will be reflected on the student's school transcript.

12. Special Populations. Special populations and related provisions are as follows:

- a. Special Education Services – the following provisions pertain to those students who are eligible for special education services:
  - (1) A student with a disability who receives special education services may be expelled or removed to the ECJJAEP only after a duly constituted Admission, Review, and Dismissal (ARD) committee determines that the alleged offense and/or behavior was or was not a manifestation of the student's disability in accordance with Texas Education Code Section 37.004.
  - (2) The ECJJAEP will be notified by the District and invited to participate in all ARD committee meetings scheduled to discuss the expulsion or removal of a special education student to the ECJJAEP. The District will provide a copy of the student's current Individual Education Plan (IEP) and/or Behavior Intervention Plan (BIP) to the ECJJAEP for review prior to the meeting. The ECJJAEP may participate in the meeting to the extent that the meeting relates to the student's placement in the ECJJAEP.

- (3) If a student who is either eligible for, or is receiving special education services, is expelled or removed to the ECJJAEP, then the District will continue to provide any *related services* as outlined in the IEP and/or BIP which are not available at the ECJJAEP. These *related services* may include, but are not limited to counseling, transportation, interpretive services, and special curriculum.
  - (4) If the ECJJAEP determines that a student, who has not previously been qualified as a student eligible for special education, may be eligible for services, then the ECJJAEP will refer the student to the District for evaluation and determination of eligibility for special education services, in accordance with applicable state and federal statutes and regulations.
  - (5) If the ECJJAEP determines that the student's educational and/or behavioral needs cannot be met in the program, then the ECJJAEP will immediately notify the District. Upon receiving such notice from the ECJJAEP, the District will convene an ARD committee meeting to determine if the student's IEP and/or BIP need to be modified, or whether the student's placement will be reconsidered.
- b. English as Second Language (ESL) Learners – students identified as English as a Second Language (ESL) Learners will be assisted by the ECJJAEP and the District as follows:
- (1) The ECJJAEP will provide ESL Learners with the necessary services, instruction, and/or accommodations as recommended by the Language Proficiency Assessment Committee (LPAC). The ECJJAEP intends to have one full time teacher who is ESL certified; however, to the extent that the ECJJAEP is not equipped to provide some, or all related services, then the District will continue to provide and pay for those related services recommended by LPAC which the ECJJAEP is unable to provide.
- c. Students with Section 504 Plans – the ECJJAEP will serve identified students who require a Section 504 Plan to address a physical or mental impairment by providing the necessary services, instruction, or accommodations as recommended by the 504 Committee. The District will continue to provide and pay for any *related services* recommended by the 504 Committee which the ECJJAEP is unable to provide.

13. Statewide Assessment Tests. All students enrolled in the ECJJAEP at the time of statewide assessment testing will be provided an opportunity to test. The Districts will be responsible for administering all statewide assessment tests to include providing all required materials, supplies, and actively monitoring students at the time of testing. Arrangements may be made to test students at the ECJJAEP or at a campus designated by the Districts.

14. Exit and Transition of Students. The process associated with students exiting the ECJJAEP will include the following:

- a. A certified teacher assigned by the ECJJAEP will review all academic work of a student prior to the student's exit from the ECJJAEP, and will certify completion of coursework based upon a determination that the student has mastered the essential knowledge and skills for a course at the seventieth percentile pursuant to Texas Education Code Section 28.002.
- b. Upon completion of the program, the ECJJAEP will notify the District of the student's plan to return to the District. This notification will be provided in writing and will include, at a minimum, the student's attendance days, withdrawal grades, any credits earned, and the results of the IOWA assessment administered to the student.
- c. In accordance with Texas Education Code Section 37.011(d), all completed coursework will be accepted by the District and any credit(s) earned by the student while enrolled in the ECJJAEP will be reflected on the student's school transcript.

15. Term of MOU, Automatic Renewal, & Miscellaneous Provisions. The initial term of this MOU will be from September 1, 2021, or upon execution of the MOU by the last signatory to the MOU, whichever is later, through June 30, 2022.

- a. This MOU will automatically renew for a second term, for a period of one year, beginning on July 1, 2022 and continuing through June 30, 2023 unless any one or more parties to this MOU provide to all parties, on or before April 1, 2022 written notice canceling the automatic renewal. Similarly, this MOU will automatically renew upon the identical terms and conditions for each subsequent or successive one year term (July 1<sup>st</sup> of the then current calendar year through June 30<sup>th</sup> of the following calendar year).
- b. This MOU may be amended at any time; however, with the exception of Section 4 above, this MOU may only be amended by a written agreement which has been approved and signed by the ECJB and each District.

- c. In the event any provision, or provisions, contained in this MOU is/are held to be unenforceable, then this MOU shall be construed without such provision(s), and the remaining provisions shall continue in full force and effect. This MOU constitutes the complete, exclusive, and final agreement between the parties, and supersedes all oral or written proposals, prior written agreements, and/or other prior communications between the parties concerning the subject matter of this MOU.

16. Signatures. This MOU is hereby approved and signed by the ECJB and each of the ten named School Districts (alphabetical order) as follows:

**ELLIS COUNTY JUVENILE BOARD**

Approved and signed on MAY 05 2021 2021.



Judge Bob Carroll, Chairman  
40<sup>th</sup> Judicial District Court



Chelsea Smith, Director  
Ellis County Juvenile Services

\*\*\*\*\*

**AVALON INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**ENNIS INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**FERRIS INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)



\*\*\*\*\*

**ITALY INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**MAYPEARL INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**MILFORD INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**PALMER INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**RED OAK INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\*\*\*\*\*

**WAXAHACHIE INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_ 2021.

**Board of Trustees President or Designee**

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)



## **ELLIS COUNTY JUVENILE BOARD**

*Hon. Todd Little, Ellis County Judge*  
*Hon. Bob Carroll, 40<sup>th</sup> District Court*  
*Hon. William Wallace, 378<sup>th</sup> District Court*  
*Hon. Cindy Ermatinger, 443<sup>rd</sup> District Court*  
*Hon. Jim Chapman, County Court at Law No. 1*  
*Hon. Gene Calvert, County Court at Law No. 2*  
*Hon. Joe Gallo, County Court at Law No. 3*

---

## **AGENDA**

### **ELLIS COUNTY JUVENILE BOARD**

### **SPECIAL MEETING**

### **MAY 5, 2021**

---

Notice is hereby given that a special meeting of the Ellis County Juvenile Board will be held on Wednesday, May 5, 2021 at 4:30 p.m. in the courtroom of the 40<sup>th</sup> Judicial District Court located at 109 South Jackson Street, Waxahachie, Texas, and will be open to the public by appearing in-person and/or via WebEx. The following matters will be discussed, considered, accepted, approved, acted upon, and/or passed during the meeting:

I. CALL MEETING TO ORDER

II. APPROVAL AND SIGNING OF THE FOLLOWING:

ELLIS COUNTY JUVENILE JUSTICE ALTERNATIVE EDUCATION  
PROGRAM MEMORANDUM OF UNDERSTANDING – JUDGE LITTLE,  
CHELSEA SMITH, JANET MARTIN, RAY RIKE, AND JUDGE CARROLL

III. RECESS TO CONVENE TO EXECUTIVE SESSION:

➤ EXECUTIVE SESSION

**THE ELLIS COUNTY JUVENILE BOARD RESERVES THE RIGHT TO  
ADJOURN INTO EXECUTIVE SESSION AT ANY TIME DURING THE  
COURSE OF THIS MEETING TO DISCUSS ANY OF THE MATTERS  
LISTED IN THIS AGENDA, IN THE ORDER DEEMED APPROPRIATE**



**AND TO THE EXTENT THOSE ITEMS FALL WITHIN THE FOLLOWING DEFINITIONS:**

**(A) to discuss advice about pending or contemplated litigation, a settlement offer, or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas conflict with the Texas Open Meeting Act, pursuant to Section 551.071, Texas Government Code;**

**(B) to deliberate the purchase, exchange, lease, or value of real property, pursuant to Section 551.072, Texas Government Code;**

**(C) to deliberate the appointment, employment, evaluation, duties, reassignment, discipline, or dismissal of a public officer or employee, or to hear complaint or charge against an officer or employee pursuant to Section 551.074, Texas Government Code;**

**(D) to deliberate the deployment or specific occasions to implement security personnel or devices, or a security audit pursuant to Section 551.076, Texas Government Code; and**

**(E) to deliberate the business and financial issues related to a contract being negotiated, pursuant to Section 551.0725, Texas Government Code.**

**➤ ADJOURNMENT OF EXECUTIVE SESSION**

**IV. ADJOURNMENT OF MEETING**

SIGNED ON: April 29, 2021

*/s/ Bob Carroll*

JUDGE BOB CARROLL

- *Public Comment – after calling the meeting to order, members of the public are provided the opportunity to address the Ellis County Juvenile Board regarding any item(s) on the Agenda. Members of the public wishing to participate must present a written public participation request to the Secretary of the Board, or his/her representative, at least 10 minutes prior to the beginning of the meeting.*
- *The Ellis County Juvenile Board reserves the right to consider and take action on the above agenda items in any particular order.*
- *If you or your designee have a disability requiring special arrangements, and you plan to attend this meeting, please call 972-825-5060 within 48 hours of the meeting. Reasonable accommodations will be made to meet your needs at the meeting.*

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consider M*Powered Update, Chrome Pilot Program Update, and Vendor(s) for 1:1 Student Device Refresh</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>The Board of Trustees will hear a presentation on the M*Powered 1:1 program and the Chromebook pilot program.</p> <p>According to Education Code Section 44.031, all school district contracts for the purchase of goods and services, except contracts for the purchase of produce or vehicle fuel, valued at \$50,000 or more in the aggregate for a 12-month period shall be made by the method of the following methods that provides the best value for the district:</p> <ol style="list-style-type: none"> <li>(1) Competitive bidding for services other than construction services;</li> <li>(2) Competitive sealed proposals for services other than construction services;</li> <li>(3) A request for proposals, for services other than construction services;</li> <li>(4) An interlocal contract</li> <li>(5) A method provided by Chapter 2267, Government code, for construction services;</li> <li>(6) The reverse auction procedure as defined by Section 2155.062(d), Government Code; or</li> <li>(7) The formation of a political subdivision corporation under Section 304.001, Local Government Code.</li> </ol> <p>In October 2020 we convened M*TAC to review the challenges and successes of the M*Powered 1:1 program. We investigated instructional, operational and budgetary aspects of the existing program. M*TAC committee members provided a presentation to the Board of Trustees in December. To gather cost information the district released a request for proposal for M*Powered Devices and Supporting Technology on December 24, 2020. Dell Technologies offered the best value over all the proposals. Dell was the recommended vendor approved by the Board of Trustees in January for the purchase of Chromebooks for online testing. Apple is a sole source provider of the Apple iPad, Apple MacBook. Both vendors have provided proposals for the M*Powered 1:1 staff and student device refresh. The table below indicates total costs for the leases for each scenario.</p>	

		<b>Apple</b>	<b>Chrom ebook</b>
	Total Lease	\$ 11,798, 063.40	\$ 6,350,7 91.59
	<i>*A budget breakdown has been included as supplemental documentation with this agenda item.</i>		
<b>Fiscal Impact/Budget Function Code:</b>	General Fund		
<b>Policy:</b>	CH		
<b>District Goal:</b>	<ul style="list-style-type: none"> <li>● Provide support and resources to cultivate customization and personalization through blended learning opportunities.</li> <li>● Resources will be optimized for all stakeholders, according to the Strategic Plan, to enhance and maximize student potential.</li> </ul>		
<b>Administration Recommended Option:</b>	It is the administration's recommendation to approve the lease agreement as presented.		
<b>Motion:</b>	<p>A motion for <u><b>Apple Devices</b></u> might be, "I move to approve the lease purchase for Apple Devices and Supporting Technology for students as presented."</p> <p>A motion for <u><b>ChromeBook Devices</b></u> might be, "I move to approve the lease purchase for Chromebooks and Supporting Technology for students as presented."</p>		
<b>Presenter:</b>	Shelle Blaylock, Leslie Garakani, Becki Krsnak		



# **MISD School Board Meeting**

## ***Department of Learning Update: MPowered***

---

May 17, 2021

# Texas Technology Standards

Following are Technology Standards for students:

- [Prekindergarten Guidelines](#)
- [Technology Applications Texas Essential Knowledge and Skills \(TEKS\), Grades K-12, Texas Administrative Code \(TAC\) Chapter 126](#)

Following are Technology Standards for teachers:

- [Technology Applications Standards, I-V \(All Beginning Teachers and Recommended for Current Teachers\) and VI-XI](#)(PDF)
- [Master Technology Teacher Standards](#)(PDF)

Following are Library Standards:

- [School Librarian Certificate](#)
- [School Library Standards and Guidelines](#)



# ELAR TEKS - **NOT** tested on STAAR (3rd Grade & English I)

- 3.1 **Communicate** ideas effectively through speaking and discussion
- 3.9(F) Recognize characteristics of **multimodal and digital texts**
- 3.10 The student analyzes and applies author's crafts purposefully in order to **develop his or her own products and performances**.
- 3.13 Use research skills to plan and present in **write, oral, or multimodal formats**
- E2.1 **Communicate** ideas effectively through speaking and discussion
- E2.7(F) Analyze characteristics of **multimodal and digital texts**
- E2.8 The student analyzes and applies author's crafts purposefully in order to **develop his or her own products and performances**.
- E2.11 Use research skills to plan and present in **write, oral, or multimodal formats**

Several ELAR TEKS start with: Explain, Discuss, Analyze, Reflect, Interact, Describe



# Math TEKS - **NOT** on STAAR (4th Grade & Algebra I)

- 4.1 The student uses mathematical processes to acquire and **demonstrate mathematical understanding**.
- 4.7(A) **Illustrate** the measure of an angle as the part of a circle...
- 4.7(B) **Illustrate** degrees as the units used to measure and angle...
- 4.5(C) **Use models** to determine the formulas for the perimeter of a rectangle
- 4.10(D) **Describe** how to allocate weekly allowance among spending, saving,...
- A1 The student uses mathematical processes to acquire and **demonstrate mathematical understanding**.
- A2. **Applies** the mathematical process standards when using properties of linear functions to write and represent in multiple ways, **with and without technology**...
- A.5 **Applies** the mathematical process standards to solve, **with and without technology**, linear equations and evaluate the reasonableness of their solutions.

Several TEKS start with: Communicate, Create, Display, Explain, Analyze, Apply



# MISD Learner Experience

Communicate

Describe

Interact

Create/Illustrate

Display

Analyze

Apply

Research



Stage	Final Descriptions
Engage	Engagement captivates student interests through memorable experiences to inspire an investment in learning.
Inquire	Inquiry encourages and inspires curiosity which empowers individuals to question and wonder without boundaries.
Explore	Exploration promotes risk-taking, investigation, and research of the unknown.
Collaborate	Collaboration provides opportunities to partner with others to communicate, problem-solve, and exchange ideas.
Design/Create	Designing/creating fosters innovation, application, and construction for authentic experiences.
Reflect/Connect	Reflection and connection nurture a culture of evaluation and application to bridge learning and learning experiences.





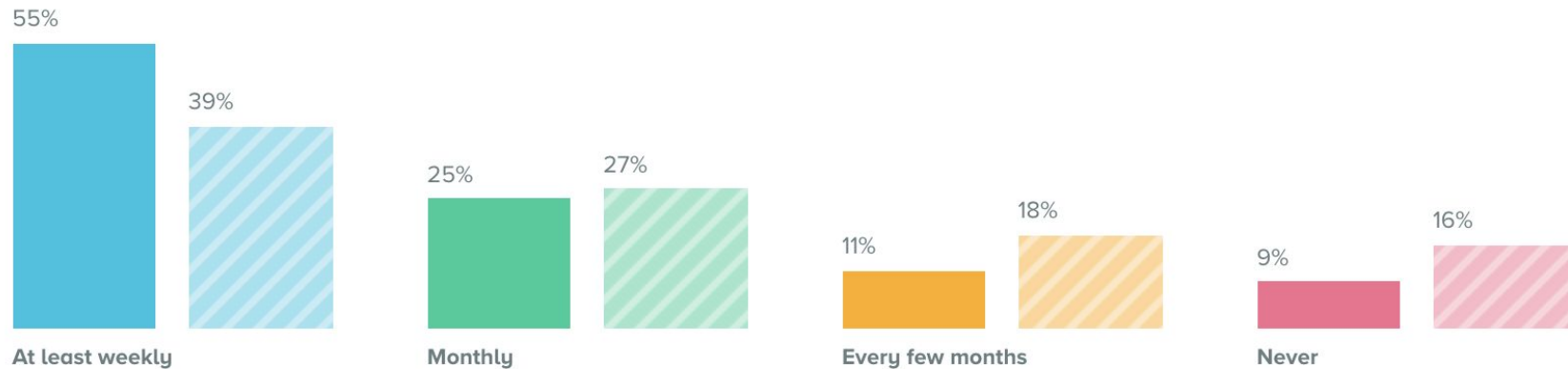


Students are asked to collect and **analyze** data

**Analyze** is a keyword found in multiple TEKS for all 4 core contents.

Chart

Trends



COMPARE



**Current**  
Solids



**Texas**  
Stripes

2020

 **BrightBytes**<sup>®</sup>

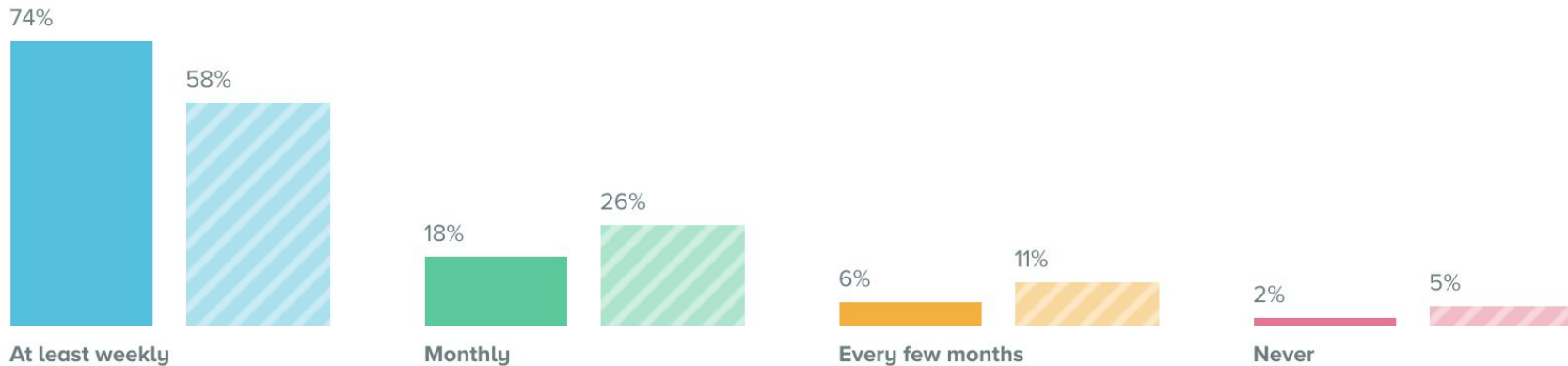


## Students are asked to conduct research

ELAR TEKS: Use **research** skills to plan and present in **write, oral, or multimodal formats**

Chart

Trends



COMPARE

Current  
Solids

Texas  
Stripes

2020

BrightBytes®

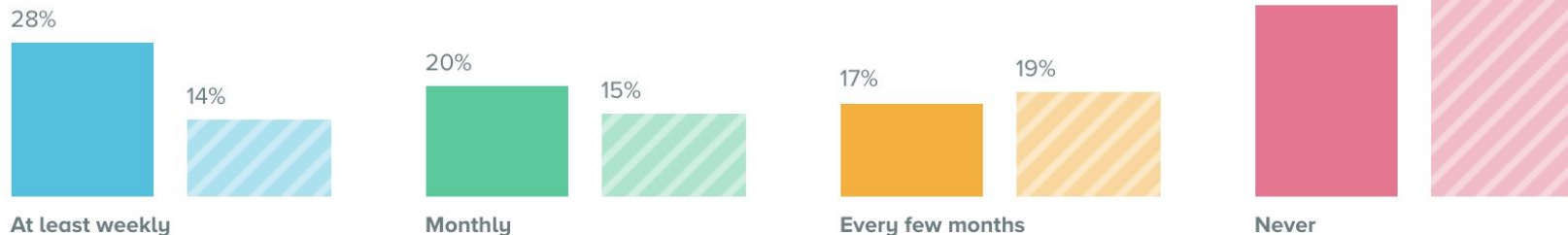
## Students are asked to **create** models, simulations, or animations using technology

Chart

Trends

ELAR TEKS: The student analyzes and applies author's crafts purposefully in order to **develop his or her own products and performances.**

Math TEKS: **Create, Illustrate, Design**



 COMPARE

 **Current**  
Solids

 **Texas**  
Stripes

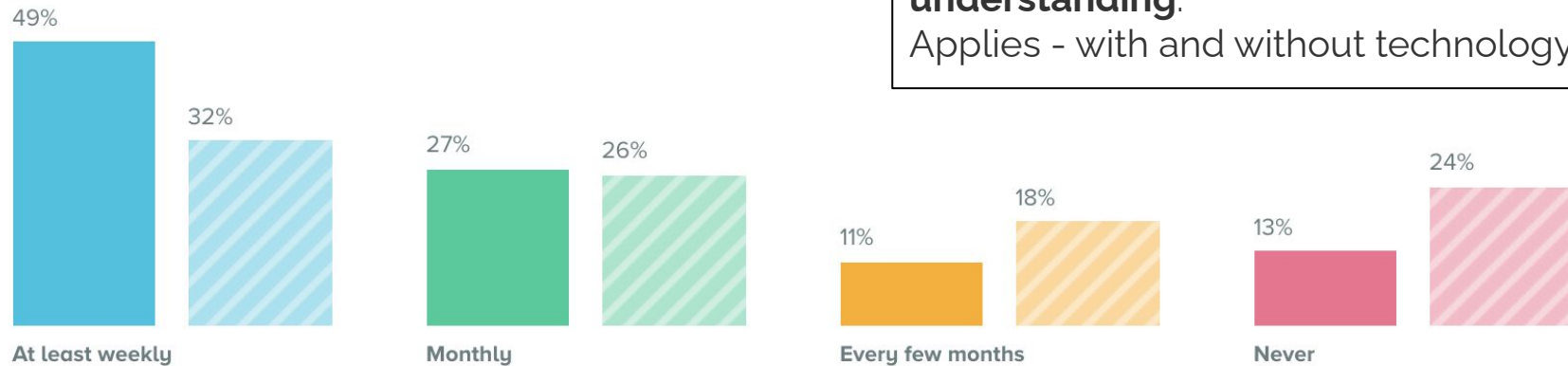
2020  **BrightBytes®**



Students are asked to use computers to solve problems efficiently

Chart

Trends



MATH TEKS: A1 The student uses mathematical processes to acquire and **demonstrate mathematical understanding**.  
Applies - with and without technology

COMPARE

Current  
Solids

Texas  
Stripes

2020 BrightBytes®

# Device Pilot Review and Update

Provide staff and students the opportunity to use Chromebook devices in various environments to determine viability for 1:1 device replacement.

- One Chromebook cart for each elementary school and two for each secondary school.
- A Chromebook has been provided to teachers that have expressed an interest in evaluating the device.
- A Pre-Evaluation survey was sent to teachers in the pilot group to obtain their initial thoughts and experiences.
- A Post-Evaluation survey will be sent to teachers in the pilot group to capture any changes in their thoughts and experiences.







# M\*Powered 1:1 Device Refresh

---

May 17, 2021



# ChromeBook Pilot

---



# Chromebook Pilot

- Purposeful Sample of Teachers and Students.
- Evaluation Period - April 5th through April 30th (4 weeks).
- Includes software to support classroom instruction.
  - GoGuardian
  - WeVideo
  - Book Creator
  - PearDeck
  - Other - as specified by the teacher
- Just in time Professional Development and Support.

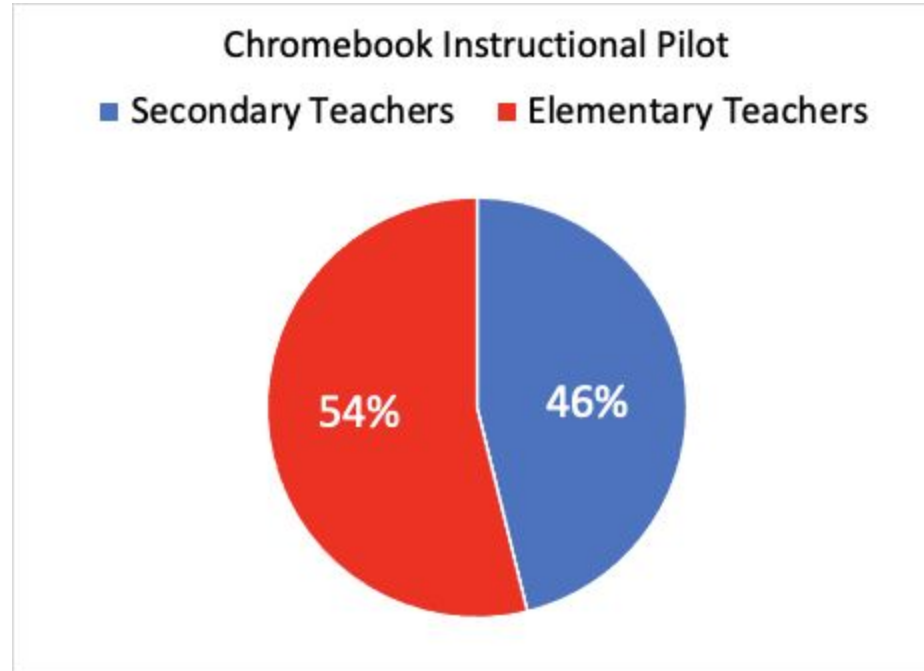


# Chromebook Pilot

- Instructional Pilot Group (impact to instruction)
  - 26 Teachers
  - 300 Students
- Evaluator Group (informal device evaluation)
  - 93 Teachers
- ~20% Teachers evaluating the Chromebook
- ~4% 4th - 12th grade students evaluating the Chromebook
- 350 Chromebooks used in online testing to date.



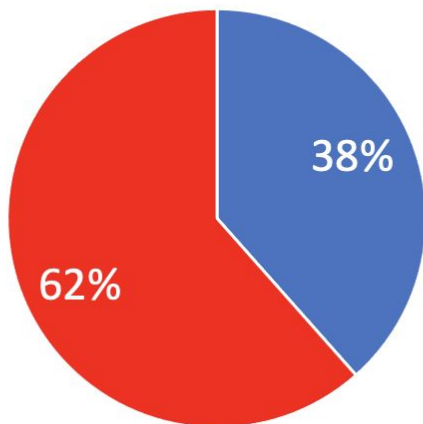
# Instructional Pilot (26 Teachers)



# Instructional Pilot (26 Teachers)

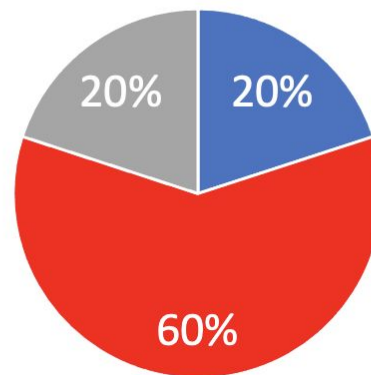
Have you used Chromebooks in the Past?

■ Yes ■ No

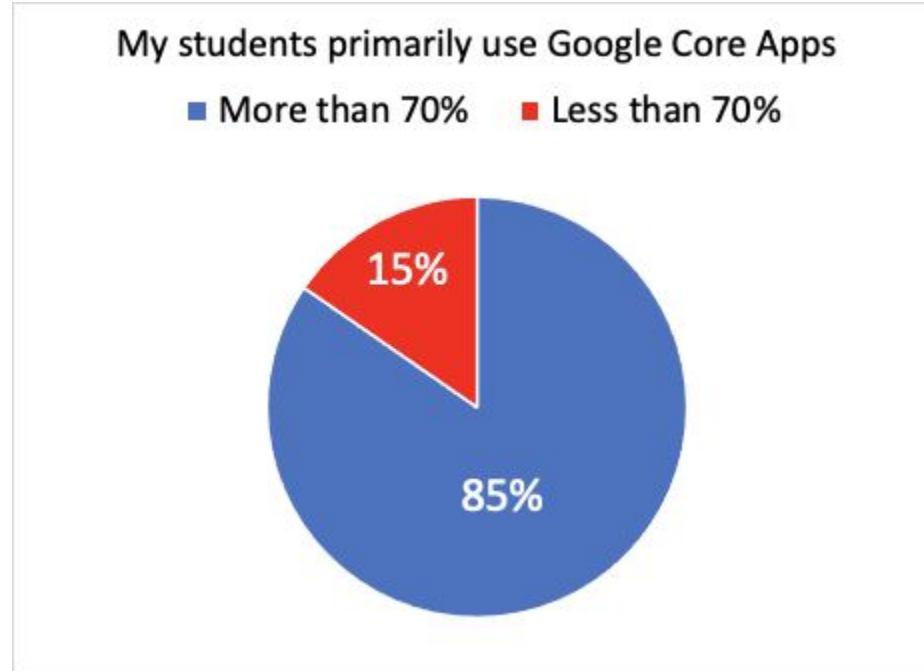


If YES, how long ago?

■ Over 5 Years Ago ■ 3-4 Years Ago  
■ 1-2 Years Ago



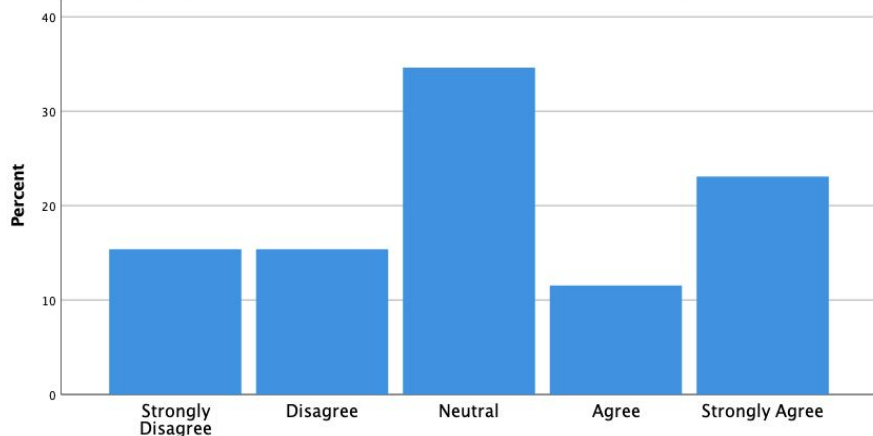
# Instructional Pilot (26 Teachers)



# Pre/Post Pilot Survey (Instructional Pilot)

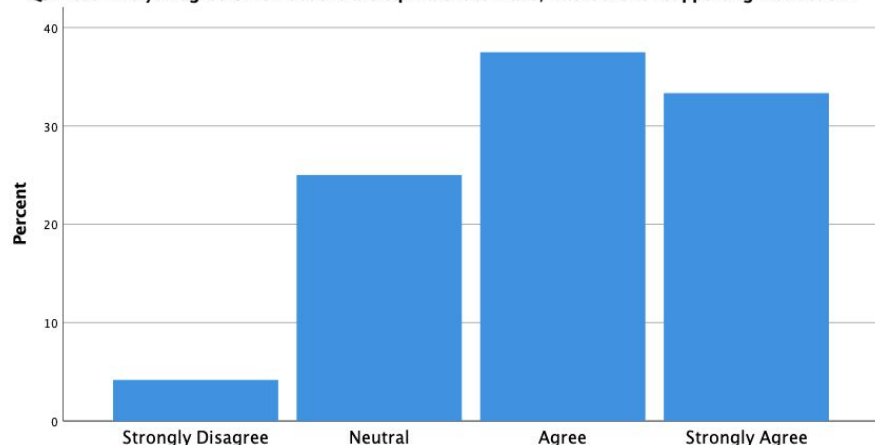
Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?

Q5: Pre - Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?



Q5: Pre - Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?

Q5: Post - Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?



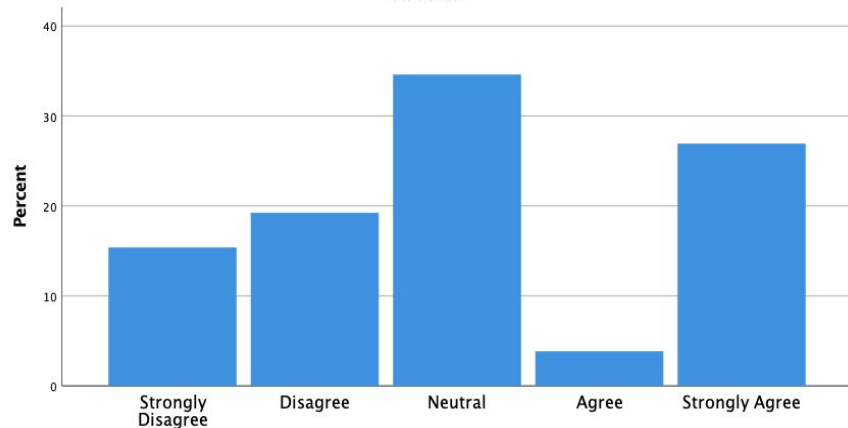
Q5: Post - Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?



# Pre/Post Pilot Survey (Instructional Pilot)

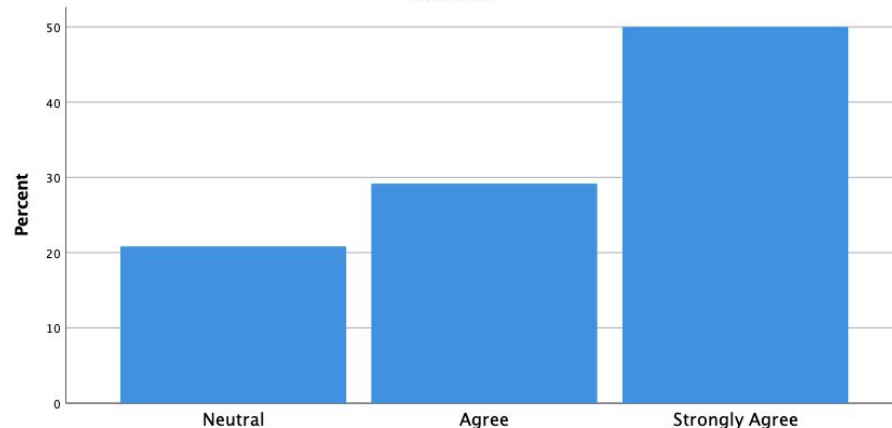
Do you agree Chromebooks provide access to all relevant instructional apps for my students?

Q6: Pre – Do you agree Chromebooks provide access to all relevant instructional apps for my students?



Q6: Pre – Do you agree Chromebooks provide access to all relevant instructional apps for my students?

Q6: Post – Do you agree Chromebooks provide access to all relevant instructional apps for my students?



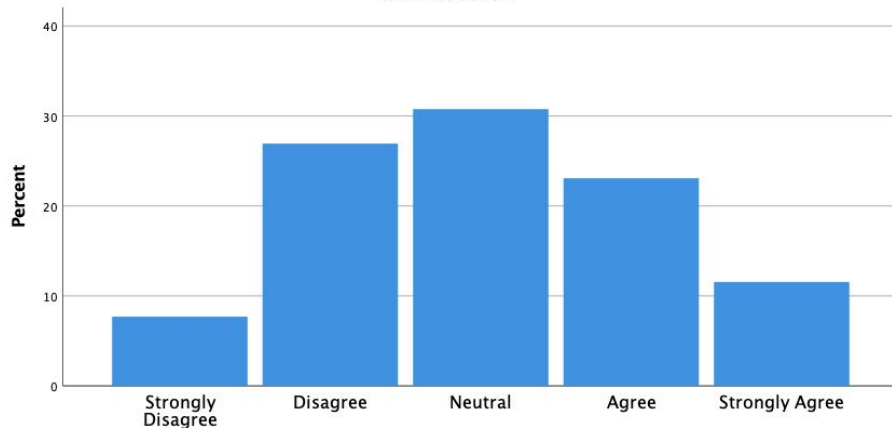
Q6: Post – Do you agree Chromebooks provide access to all relevant instructional apps for my students?



# Pre/Post Pilot Survey (Instructional Pilot)

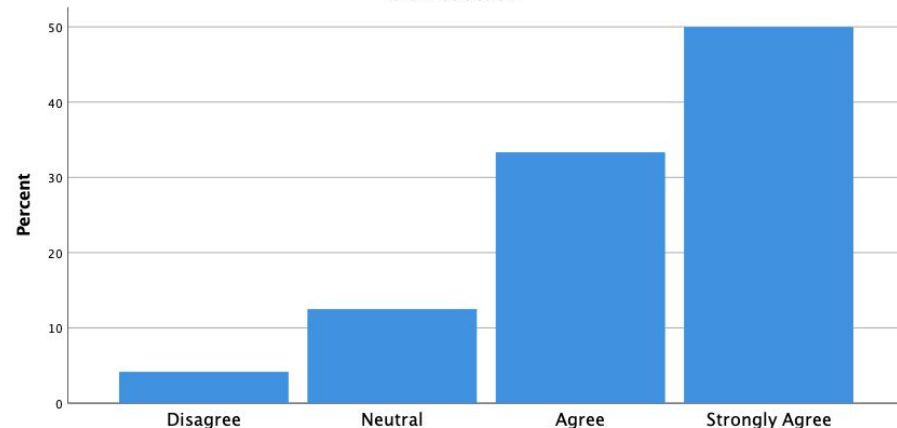
Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

Q8: Pre – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?



Q8: Pre – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

Q8: Post – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

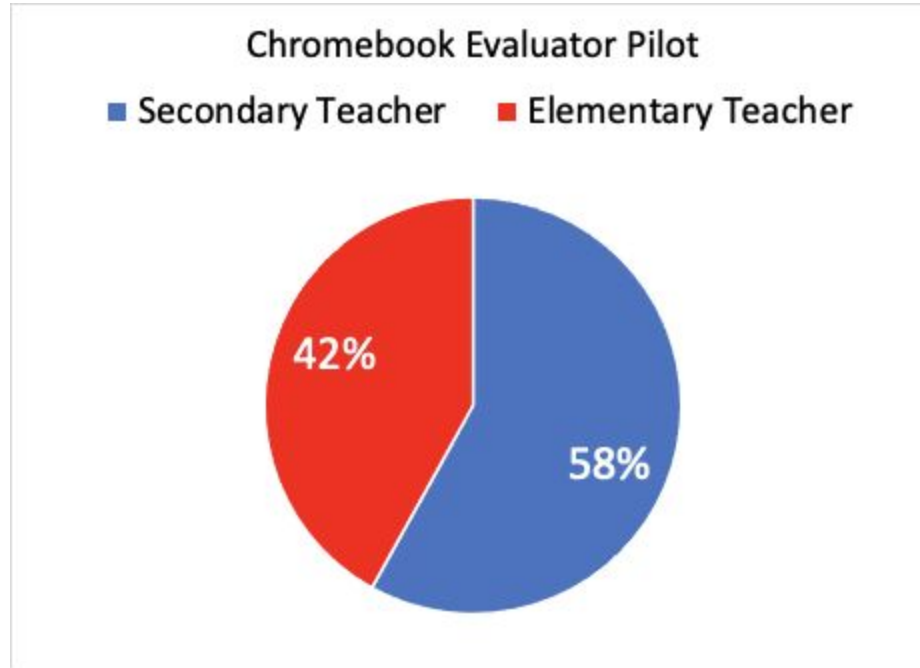


Q8: Post – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?





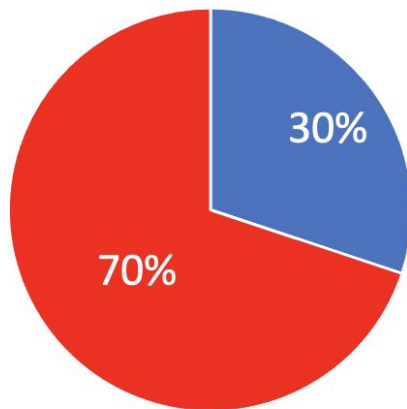
# Evaluator Pilot (93 Teachers)



# Evaluator Pilot (93 Teachers)

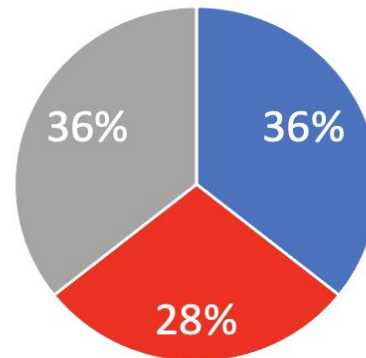
Have you used Chromebooks in the Past?

■ Yes ■ No

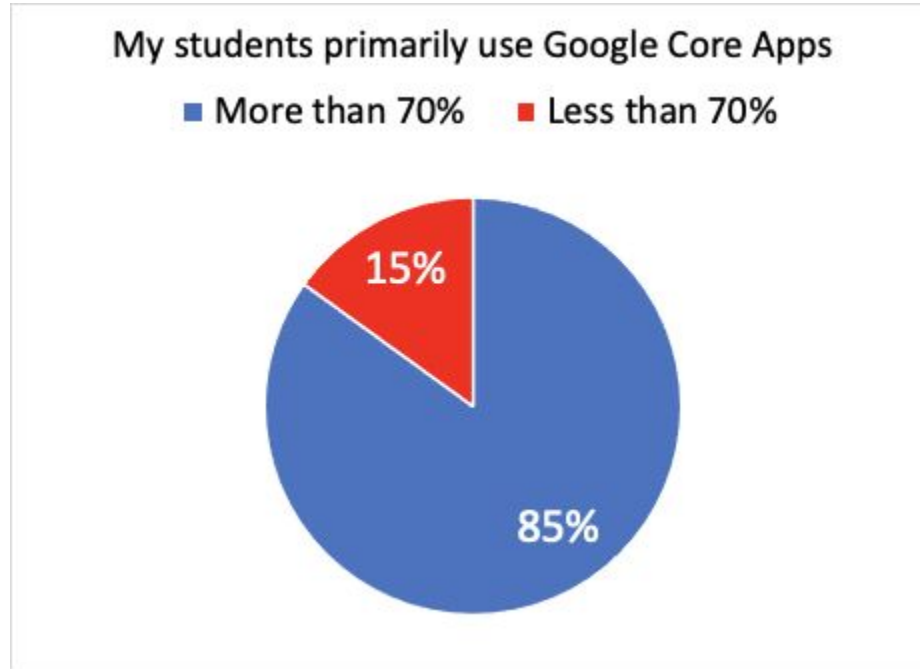


If YES, how long ago?

■ Over 5 Years Ago ■ 3-4 Years Ago  
■ 1-2 Years Ago



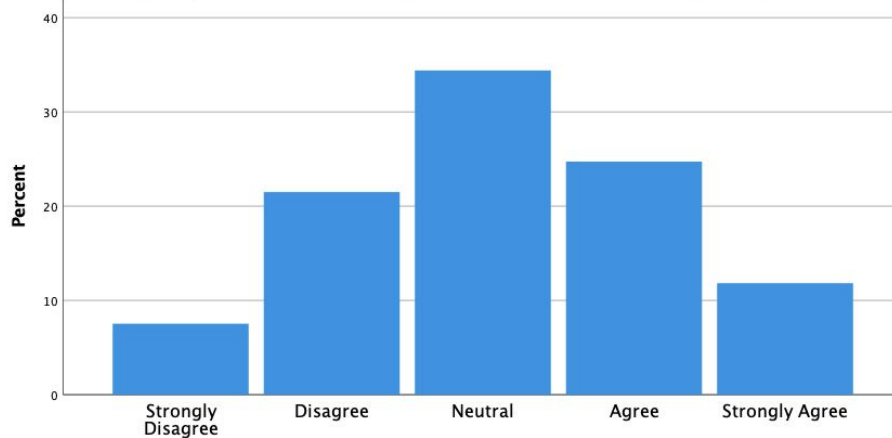
# Evaluator Pilot (93 Teachers)



# Pre/Post Pilot Survey (Evaluator Pilot)

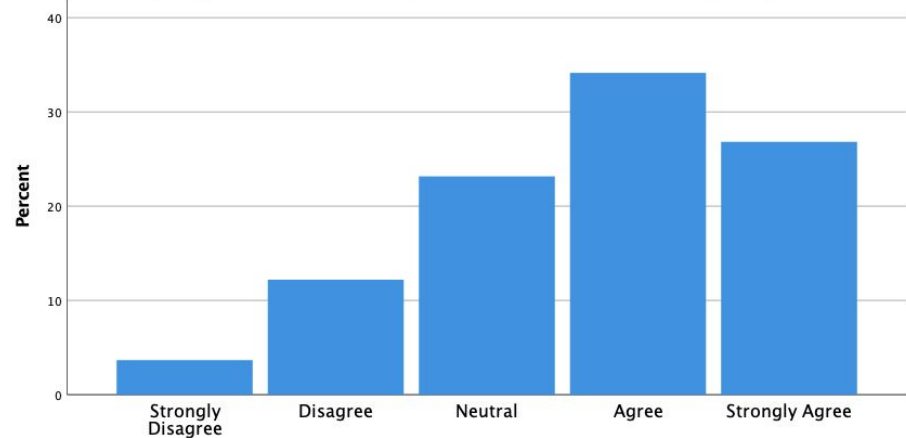
Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?

Q5: Pre – Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?



Q5: Pre – Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?

Q5: Post – Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?



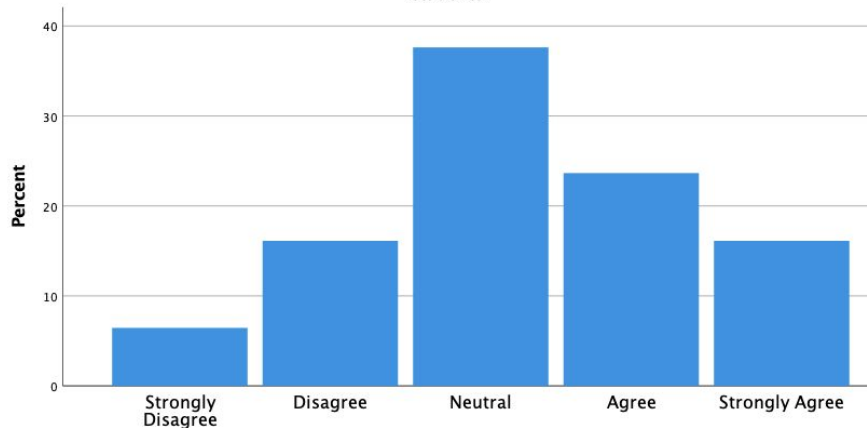
Q5: Post – Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?



# Pre/Post Pilot Survey (Evaluator Pilot)

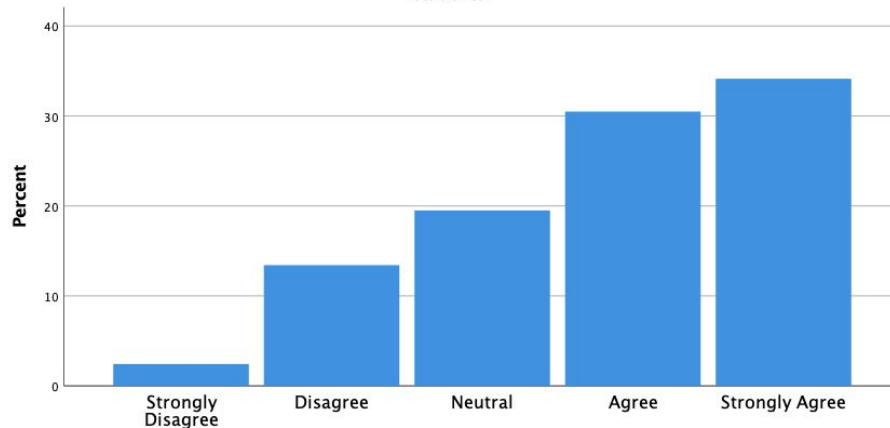
Do you agree Chromebooks provide access to all relevant instructional apps for my students?

Q6: Pre – Do you agree Chromebooks provide access to all relevant instructional apps for my students?



Q6: Pre – Do you agree Chromebooks provide access to all relevant instructional apps for my students?

Q6: Post – Do you agree Chromebooks provide access to all relevant instructional apps for my students?



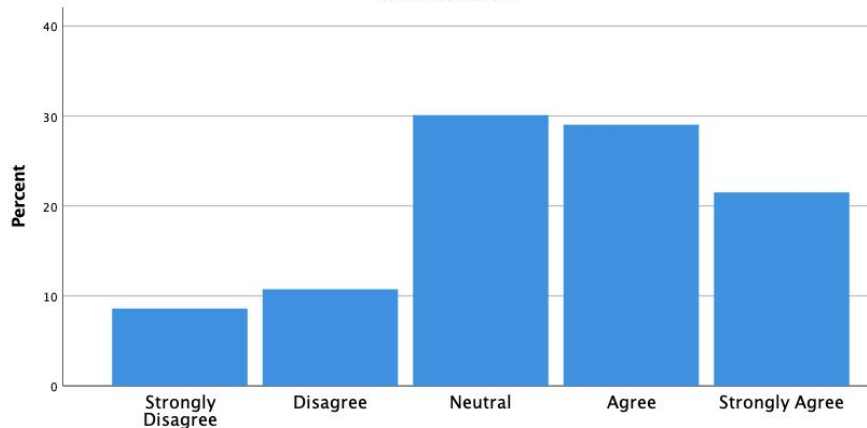
Q6: Post – Do you agree Chromebooks provide access to all relevant instructional apps for my students?



# Pre/Post Pilot Survey (Evaluator Pilot)

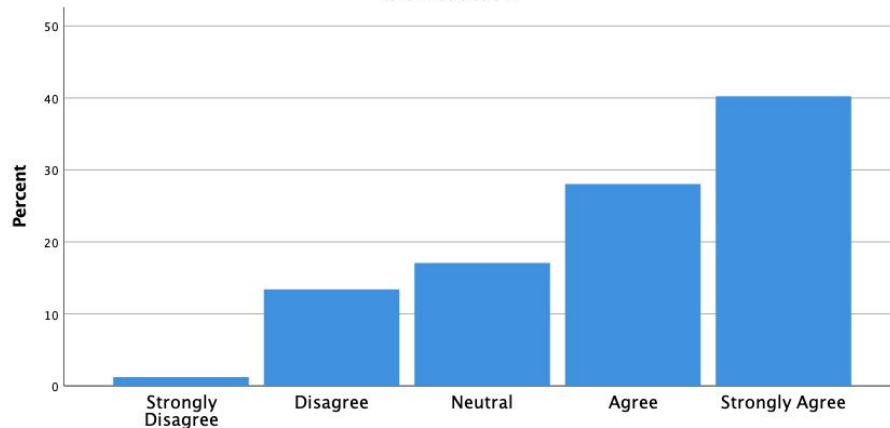
Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

Q8: Pre – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?



Q8: Pre – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

Q8: Post – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?



Q8: Post – Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?



# Features/Applications Evaluated

- GoGuardian
- Canvas
- WeVideo
- PearDeck
- Book Creator
- Google Docs/Sheets/Slides
- Classlink (SSO apps)
- Keyboard/Touchscreen
- Convertible Tablet Mode
- Edgenuity
- Special Education Extensions (Snap&Read, Co-Writer)
- Promethean
- Esped
- Shortcuts and Stylus capabilities
- Chrome Music Lab
- Canva
- iScience Textbook
- Google extensions for this...Esped
- Robotics Apps (Lego Mindstorms)
- Pic collage
- ebook functions/readability
- Testing content specific CTE Apps  
Bandlab, Muscores, Noteflight, SightReadingFactory, annotate.net
- Tools for Cybersecurity, Java IDEs, Graphic Design Tools,
- ONSHAPE.com for CAD



# Instructional Pilot - Summary/Findings (CV=2.069)

## Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?

The results differed significantly,  $t(23) = 2.632$ ,  $p = .015$ ,  $d = .54$ , 95% C.I. [-1.488, -.178]. The mean for the Post Survey ( $M = 3.96$ ,  $SD = .999$ ) was statistically significantly higher than the Pre-Survey ( $M = 3.13$ ,  $SD = 1.424$ ). Following the experimental intervention (Instructional Pilot), these findings support the idea more teachers agree Chromebooks are equivalent to iPads and/or MacBooks for supporting instruction.

## Do you agree Chromebooks provide access to all relevant instructional apps for my students?

The results differed significantly,  $t(23) = 3.844$ ,  $p = .001$ ,  $d = .79$ , 95% C.I. [-1.666, -.500]. The mean for the Post Survey ( $M = 4.29$ ,  $SD = .806$ ) was statistically significantly higher than the Pre-Survey ( $M = 3.21$ ,  $SD = 1.382$ ). Following the experimental intervention (Instructional Pilot), these findings support the idea more teachers agree Chromebooks provide access to all relevant instructional apps for students.

## Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

The results differed significantly,  $t(23) = 4.282$ ,  $p = .001$ ,  $d = .87$ , 95% C.I. [-1.792, -.625]. The mean for the Post Survey ( $M = 4.29$ ,  $SD = .859$ ) was statistically significantly higher than the Pre-Survey ( $M = 3.08$ ,  $SD = 1.176$ ). Following the experimental intervention (Instructional Pilot), these findings support the idea more teachers agree Chromebooks would NOT require significant change in lesson planning and instruction.





# Evaluator Pilot - Summary/Findings (CV = 1.990)

## Do you agree Chromebooks are equivalent to iPads/MacBooks for supporting instruction?

The results differed significantly,  $t(81) = 2.896$ ,  $p = .005$ ,  $d = .32$ , 95% C.I. [-.823, -.153]. The mean for the Post Survey ( $M = 3.68$ ,  $SD = 1.110$ ) was statistically significantly higher than the Pre-Survey ( $M = 3.20$ ,  $SD = 1.071$ ). Following the experimental intervention (Evaluator Pilot), these findings support the idea more teachers agree Chromebooks are equivalent to iPads and/or MacBooks for supporting instruction.

## Do you agree Chromebooks provide access to all relevant instructional apps for my students?

The results differed significantly,  $t(81) = 2.794$ ,  $p = .006$ ,  $d = .31$ , 95% C.I. [-.835, -.140]. The mean for the Post Survey ( $M = 3.80$ ,  $SD = 1.127$ ) was statistically significantly higher than the Pre-Survey ( $M = 3.32$ ,  $SD = 1.110$ ). Following the experimental intervention (Evaluator Pilot), these findings support the idea more teachers agree Chromebooks provide access to all relevant instructional apps for students.

## Do you agree Chromebooks would NOT require significant change in my lesson planning and instruction?

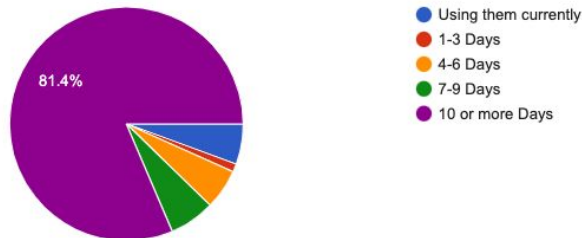
The results differed significantly,  $t(81) = 2.204$ ,  $p = .03$ ,  $d = .24$ , 95% C.I. [-.696, -.036]. The mean for the Post Survey ( $M = 3.93$ ,  $SD = 1.109$ ) was statistically significantly higher than the Pre-Survey ( $M = 3.56$ ,  $SD = 1.134$ ). Following the experimental intervention (Evaluator Pilot), these findings support the idea more teachers agree Chromebooks would NOT require significant change in lesson planning and instruction.



# Student Post Pilot Survey (Instructional Pilot)

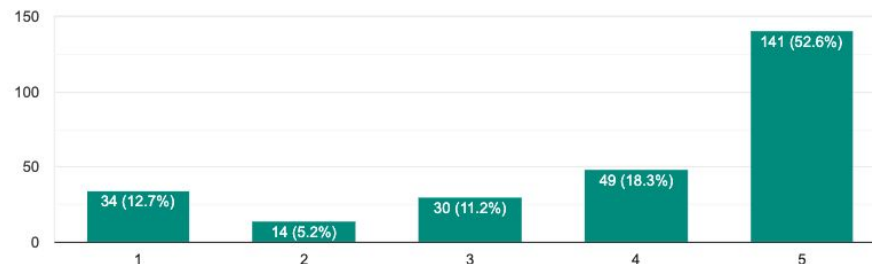
How many school days did you use the Chromebook?

269 responses



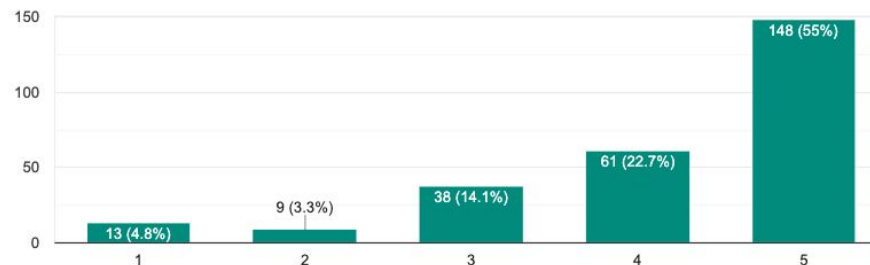
I enjoyed being able to switch between the touchscreen and keyboard.

268 responses



I was able to log into the Chromebook easily.

269 responses

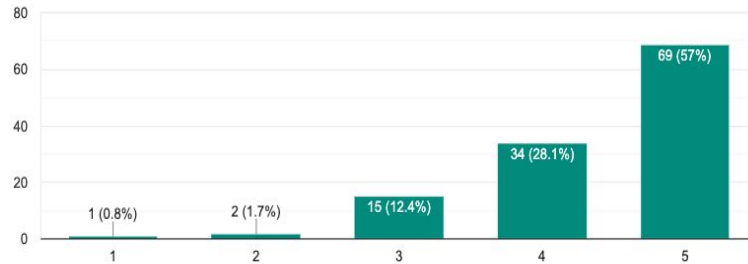


# Student Post Pilot Survey (Instructional Pilot)

## 4th/5th

Having a keyboard was helpful in completing classwork and assignments.

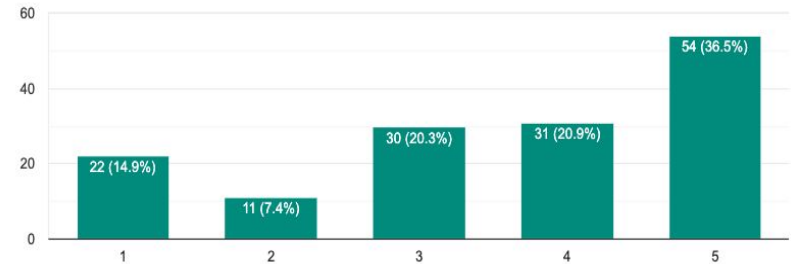
121 responses



## Secondary

Having a touchscreen was helpful in completing classwork and assignments.

148 responses





# Questions & Comments

---



		10% Increase	Option 1 iPads PK-3 MacBooks 4-12 Staff MacBooks + iPads	Option 2 Chromebooks 4-12 iPads PK-3 Staff MacBooks + Chromebooks
<b>STUDENT DEVICES</b>				
PK-3 iPads	2,913	3,200	\$ 1,161,600.00	\$ 1,161,600.00
4-12 MacBooks or Chromebooks	7,032	7,750	\$ 6,335,392.50	\$ 3,148,592.50
Student MacBook Air Apple Care+ for Schools			\$ 1,739,255.00	\$ -
Additional Chromebook testing devices (primarily for 3rd grade)	364	400	\$ -	\$ 162,508.00
Subtract recently purchased Chromebooks		-2,150	\$ -	\$ (873,480.50)
Spare Chargers for Replacements/Classrooms	650		\$ 36,673.00	\$ 22,574.50
<b>STAFF DEVICES</b>				
Staff Devices for Approval 5/13			\$ 876,623.90	\$ 876,623.90
Staff Adapters for Approval 5/13			\$ 4,647.75	\$ 4,647.75
Staff Devices for Approval 5/17			\$ 595,342.95	\$ 717,019.75
<b>ACCESSORIES</b>				
Promethean Kits	400		\$ -	\$ 71,100.00
Wireless Casting Devices	60		\$ -	\$ 17,325.00
Chromebook Carts for Testing Devices	50		\$ 82,689.00	\$ -
Charging Carts for PK-3 Classrooms	170		\$ 276,724.30	\$ 276,724.30
<b>MDM COSTS</b>				
MDM Licenses			\$ 389,115.00	\$ 154,935.00
<b>DEPLOYMENT COSTS</b>				
Deployment Services			\$ -	\$ -
<b>SOFTWARE</b>				
AWS	4 years		\$ 240,000	\$ 240,000
Device Management & Teacher Observation/Control (Apple Classroom alternative)	4 years		\$ -	\$ 147,621.39
WeVideo (iMovie/GarageBand podcasting alternative)	4 years		\$ -	\$ 80,000
BookCreator (iBooks Author Alternative)	4 years		\$ -	\$ 63,000
Pear Deck (presentation & formative assessment tool)	4 years		\$ -	\$ 80,000
Antivirus Software	4 years		\$ 60,000.00	\$ -
<b>TOTAL FOR PURCHASE</b>				
			<b>\$ 11,798,063.40</b>	<b>\$ 6,350,791.59</b>
<b>ESTIMATED PROGRAM COSTS OUTSIDE LEASE</b>				
Breakage/lost/stolden costs above repair programs			\$ 250,000	\$ 150,000
Additional Staffing	4 years for 4 staff		\$ 800,000	\$ -
<b>TOTAL PROGRAM COSTS**</b>				
			<b>\$ 12,848,063.40</b>	<b>\$ 6,500,791.59</b>
Device Sale Proceeds (estimated)			\$ (1,500,000)	\$ (1,550,000)



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

Top of Form

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>									
<b>Item:</b>	<b>Consider the Vendors for Buy Back of Technology Devices</b>									
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>								
<b>Background Information:</b>	<p>Technology recycling and buyback programs are growing in response to increased need for mobile technology in schools and other sectors. Add to this the shortage of device hardware (processors, RAM, and other) in the supply chain for manufacturing due to COVID. These factors create an exciting opportunity for Midlothian ISD to gain the highest value for our existing technology devices ultimately helping to offset costs associated with our recommended M*Powered 1:1 device refresh.</p> <p>Several companies have conducted an inspection of a sample of our inventory and provided a “guaranteed minimum” price. Offers are being considered based on the following criteria; estimated total/potential offer, minimum guaranteed, value-added services, industry presence, and prior relationship. The district Administration recommends the approval of SecondLifeMac.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Diamond Assets</td><td>\$2,150,000</td></tr> <tr> <td><b>SecondLife Mac</b></td><td><b>\$2,401,500</b></td></tr> <tr> <td>Tech Defenders</td><td>\$1,397,672</td></tr> <tr> <td>RePower (CDWG)</td><td>\$1,611,410</td></tr> </table>		Diamond Assets	\$2,150,000	<b>SecondLife Mac</b>	<b>\$2,401,500</b>	Tech Defenders	\$1,397,672	RePower (CDWG)	\$1,611,410
Diamond Assets	\$2,150,000									
<b>SecondLife Mac</b>	<b>\$2,401,500</b>									
Tech Defenders	\$1,397,672									
RePower (CDWG)	\$1,611,410									
<b>Fiscal Impact/Budget Function Code:</b>	N/A									
<b>Policy:</b>	N/A									
<b>District Goal:</b>	Maintain Sound Fiscal Management									
<b>Administration Recommended Option:</b>	It is the Administration’s recommendation that the board approve SecondLifeMac for buyback of existing district technology devices.									
<b>Motion:</b>	A motion might be: “I move to approve SecondLifeMac for buyback of existing district technology devices.”									
<b>Presenter:</b>	Leslie Garakani									



Bottom of Form

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>COVID Update</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>COVID Update:</p> <p>Recommendations for May 18-May2, 2021. Information was collected from Campus Principals at the Board's request for recommendations for the last two weeks of school. Due to limited space to socially distance as much as possible, logistics, and contact tracing, Campus Administration recommends allowing visitors starting June 1, 2021.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.	
<b>Administration Recommended Option:</b>	Campus administration recommends keeping current visitor protocols for the remainder of the year due to space, logistics, and contact tracing guidance.	
<b>Motion:</b>	A motion is only needed if there is a desire to change the current plans.	
<b>Presenter:</b>	Shorr Heathcote	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Proclamation 2021 IMA/Textbook Adoption:</b> <ul style="list-style-type: none"> <li>• Pre-Kindergarten Curriculum Adoption</li> </ul>	
<b>Supporting Document(s):</b>	Electronic: Yes	Hard Copy: No
<b>Background Information:</b>	<p>Proclamation 2021 calls for new instructional materials to be reviewed, selected, and purchased with funds provided by the state in the Instructional Materials Allotment allocation. The IMA committee members met multiple times to attend vendor fairs/textbook preview days, evaluated current PreK Material and what our PreK needs are now, adopted a rubric to evaluate the materials, evaluated materials, and taught a minimum of one lesson from each vendor under consideration, collaborated with other PreK teachers across the district, and will recommend a list of materials best suited for our district needs to the District IMA Committee. After the past 6 months of reviewing several programs, the committee and principals have come to the recommendation of purchasing Scholastic PreK for English and Spanish, general ed PreK and ECSE (Early Childhood Special Education).</p> <p><a href="#">Presentation to the Board</a> - sent April 22, 2021 in Board Updates</p> <p><b>Cost of Scholastic Curriculum for PreK/ECSE Classes- \$42,200</b></p>	
<b>Fiscal Impact/Budget Function Code:</b>	If approved as presented, the cost of \$42,200 implications will be covered with Instructional Materials Allotment funds.	
<b>Policy:</b>	EFAA (Legal and Local)	
<b>District Goal:</b>	Design innovative learning environments while increasing academic rigor through aligned teaching and learning.	
<b>Administration Recommended Option:</b>	Approve recommendation for the new PreK/ECSE materials for PreK curriculum	
<b>Motion:</b>	“I move to approve the PreK Scholastic curriculum as recommended by the MISD administration.”	
<b>Presenter:</b>	Becki Krsnak	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consideration of Cooling Tower Refurbishment at Walnut Grove Middle School</b>	
<b>Supporting Document(s):</b>	<b>Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></b>	<b>Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>
<b>Background Information:</b>	<p>According to Education Code Section 44.031, all school district contracts for the purchase of goods and services, except contracts for the purchase of produce or vehicle fuel, valued at \$50,000 or more in the aggregate for a 12-month period shall be made by the method of the following methods that provides the best value for the district:</p> <ul style="list-style-type: none"> <li>(1) Competitive bidding for services other than construction services;</li> <li>(2) Competitive sealed proposals for services other than construction services;</li> <li>(3) A request for proposals, for services other than construction services;</li> <li>(4) An interlocal contract</li> <li>(5) A method provided by Chapter 2267, Government code, for construction services;</li> <li>(6) The reverse auction procedure as defined by Section 2155.062(d), Government Code; or</li> <li>(7) The formation of a political subdivision corporation under Section 304.001, Local Government Code.</li> </ul> <p>The cooling tower at Walnut Grove has reached its life capacity. All the parts and pieces to it are corroded and needing replacement. The structure has significant damage. There are rust leaks from the basin and unsafe electrical wiring/conduit conditions. MISD staff consulted with our MEP engineer on the best method to proceed with the repairs. They advised to refurbish the tower in lieu of replacing it in order to have it ready for fall 2021. The refurbishment will add several years to the life span of the cooling tower.</p> <p>The solicitation for Competitive Sealed Proposals was posted on April 15 and April 22, 2021 in the newspaper and on the MISD website. There was a total of three contractors that requested to visit the site. The proposals were due and opened at 2:00 pm on May 04, 2021. Two contractors submitted proposals for a complete turnkey refurbishment.</p> <p style="text-align: center;"><u>Turnkey Proposals Including Alternates</u>  Johnson Controls - \$213,397.00  Timberlake &amp; Dickson - \$112,330.00</p> <p>After thorough review, MISD staff recommends Timberlake &amp; Dickson as the contractor for the refurbishment of the cooling tower at Walnut Grove Middle School. Attached is the overall budget identifying all necessary costs with this project of \$122,330.00 and the CSP evaluation spreadsheet.</p>	

<b>Fiscal Impact/Budget Function Code:</b>	Project to be funded from General Funds.
<b>Policy:</b>	CH (Local)
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.  Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.
<b>Administration Recommended Option:</b>	It is the recommendation of the Administration that the Board approve staff to enter into contract with Timberlake & Dickson and approve the overall project budget of \$122,330.00 for the refurbishment of the cooling tower at Walnut Grove Middle School.
<b>Motion:</b>	This is being present as a consent agenda; if pulled, a motion might be: “I move to approve staff to enter into contract with Timberlake & Dickson and approve the overall project budget of \$122,330.00 for the Cooling Tower Refurbishment at Walnut Grove Middle School”.
<b>Presenter:</b>	Rola Fadel



## 2021-019 Cooling Tower Refurbishment at WGMS

### Budget Spreadsheet

**Construction Costs**

Timberlake &amp; Dickson

- Base Bid	\$107,865.00
- Alternate No. 01 - Replace all nozzels	\$497.00
- Alternate No. 02 - Install new shaft kits & belts	\$3,968.00

---

<b>Total Construction Costs</b>	<b>\$112,330.00</b>
---------------------------------	---------------------

**Engineering Consultant Fee**

- Lump Sum	\$10,000.00
------------	-------------

---

<b>Total Engineering Services</b>	<b>\$10,000.00</b>
-----------------------------------	--------------------

<b>TOTAL OVERALL PROJECT BUDGET</b>	<b>\$122,330.00</b>
-------------------------------------	---------------------

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Business Reports</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Financial reports for the period ending April 30, 2021, are provided for Board review.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Report only – no motion required	
<b>Presenter:</b>	Jim Norris	



# MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT

Midlothian, Texas

## BOARD REPORT

April 2021 Summary of Tax Deposits	1-2
April 2021 Budget Summaries	3-22
Fund Balance Report	23
Credit Card Billing	24-27
Construction Report	28

May 17, 2021

## SUMMARY OF TAX DEPOSITS 2020 - 21

	5711 M & O Current	5712 M & O Prior	5719 Penalties & Interest	Total Maintenance & Operations	5711 I & S Current	5712 I & S Prior	5719 Penalties & Interest	Total Interest & Sinking
<b>YTD MONTHLY TAX RECEIPTS --</b>								
July-20	99,411.44	18,249.55	13,187.92	130,848.91	51,243.07	8,773.82	6,679.27	66,696.16
August-20	4,475.24	73,850.12	5,062.81	83,388.17	2,306.83	35,504.86	2,582.99	40,394.68
September-20	67,420.67	8,856.44	8,649.01	84,926.12	34,752.91	3,782.56	3,802.89	42,338.36
October-20	-	30,738.03	14,613.97	45,352.00	-	15,211.75	6,796.03	22,007.78
November-20	1,665,370.96	30,451.07	3,167.20	1,698,989.23	917,095.81	15,242.22	1,637.10	933,975.13
December-20	22,162,802.67	191,503.13	2,914.96	22,357,220.76	12,204,736.37	92,362.06	1,537.64	12,298,636.07
January-21	9,979,020.50	59,827.75	17,342.31	10,056,190.56	5,495,302.91	29,543.38	8,542.79	5,533,389.08
February-21	13,275,932.79	626.48	15,110.71	13,291,669.98	7,310,864.69	395.07	8,586.76	7,319,846.52
March-21	2,773,222.77	(19,298.08)	44,013.15	2,797,937.84	1,527,173.40	(9,717.34)	24,116.83	1,541,572.89
April-21	240,525.97	25,493.76	29,844.93	295,864.66	132,454.10	12,862.58	16,166.64	161,483.32
May-21				-				-
June-21				-				-
<b>YTD</b>	<b>\$50,268,183.01</b>	<b>\$420,298.25</b>	<b>\$153,906.97</b>	<b>\$50,842,388.23</b>	<b>\$27,675,930.09</b>	<b>\$203,960.96</b>	<b>\$80,448.94</b>	<b>\$27,960,339.99</b>
<b>Less TIRZ</b>	<b>(6,663,757.00)</b>			<b>(6,663,757.00)</b>				
<b>Non-TIRZ YTD</b>	<b>\$43,604,426.01</b>	<b>\$420,298.25</b>	<b>\$153,906.97</b>	<b>\$44,178,631.23</b>	<b>\$27,675,930.09</b>	<b>\$203,960.96</b>	<b>\$80,448.94</b>	<b>\$27,960,339.99</b>
<b>Budget 20-21, non-TIRZ</b>	<b>\$44,108,550.00</b>	<b>\$355,000.00</b>	<b>\$128,000.00</b>	<b>\$44,591,550.00</b>	<b>\$ 27,934,986.00</b>	<b>\$175,000.00</b>	<b>\$60,000.00</b>	<b>\$28,169,986.00</b>
<b>Percent Collected</b>	<b>98.86%</b>	<b>118.39%</b>	<b>120.24%</b>	<b>99.07%</b>	<b>99.07%</b>	<b>116.55%</b>	<b>134.08%</b>	<b>99.26%</b>
<b>Revenue Collected</b>								
<b>(over)/under budget</b>	<b>\$504,123.99</b>	<b>(\$65,298.25)</b>	<b>(\$25,906.97)</b>	<b>\$412,918.77</b>	<b>\$259,055.91</b>	<b>(\$28,960.96)</b>	<b>(\$20,448.94)</b>	<b>\$209,646.01</b>

SUMMARY OF TAX DEPOSITS 2020 - 21

Ellis County Tax Office		5711	5712	5719	5712.01	5719.01	5719.02	Total		5711	5712	5719	Total
Collection	Deposit	M & O	M & O	Penalties	M & O	P&I	Rendition	Maintenance		I & S	I & S	Penalties &	Interest &
date	date	Current	Prior	& Interest	CED	CED	Penalty	& Operations		Current	Prior	Interest	Sinking
April													
04/01/21	04/07/21	26,241.11	2,057.30	1,946.91			(0.79)	30,244.53	*	14,450.58	1014.47	1072.12	16,537.17
04/05/21	04/08/21	39,750.54	4,133.65	3152.89			(0.14)	47,036.94	*	21,890.02	2,039.37	1,718.06	25,647.45
04/06/21	04/09/21	12,413.93	0.00	1,047.68				13,461.61	*	6,836.17		576.94	7,413.11
04/07/21	04/12/21	24,709.11	2,823.30	3,398.76				30,931.17	*	13,606.96	1,395.50	1,833.33	16,835.79
04/08/21	04/13/21	1,564.37	0.00	210.31				1,774.68	*	861.45	0.00	115.81	977.26
04/09/21	04/14/21	8,872.09	336.13	1,012.06			(1.11)	10,219.17	*	4,885.75	173.26	554.56	5,613.57
04/12/21	04/15/21	7,542.18	(1,598.94)	1,757.57				7,700.81	*	4,153.38	(824.19)	967.87	4,297.06
04/13/21	04/16/21	12,961.93	643.01	1,540.11				15,145.05	*	7,137.94	324.77	830.77	8,293.48
04/14/21	04/20/21	19,546.29	3,310.55	3,049.00				25,905.84	*	10,763.87	1,661.28	1,625.00	14,050.15
04/15/21	04/20/21	5,837.80	0.00	642.16				6,479.96	*	3,214.79	0.00	353.63	3,568.42
04/16/21	04/21/21	12,225.09	3,849.17	1,734.05				17,808.31	*	6,732.17	1,980.03	921.78	9,633.98
04/19/21	04/22/21	(75.42)	177.69	126.58				228.85	*	(41.53)	88.52	66.43	113.42
04/20/21	04/23/21	1,890.24	205.07	236.17				2,331.48	*	1,040.92	105.71	128.12	1,274.75
04/21/21	04/26/21	4,984.90	220.38	635.50				5,840.78	*	2,745.09	108.18	344.46	3,197.73
04/22/21	04/27/21	3,936.72	262.55	542.04				4,741.31	*	2,167.90	129.06	291.47	2,588.43
04/23/21	04/28/21	4,610.73	0.00	481.24				5,091.97	*	2,539.08	0.00	265.04	2,804.12
04/26/21	04/29/21	32,349.49	7,656.17	5,624.45				45,630.11	*	17,814.38	3,944.09	3,023.58	24,782.05
04/27/21	04/30/21	3,288.70	0.00	450.56			(0.43)	3,738.83	*	1,811.01	0.00	248.13	2,059.14
04/28/21	05/03/21	6,401.80	817.46	924.17			(5.76)	8,137.67	*	3,525.39	416.35	498.59	4,440.33
04/29/21	05/04/21	6,540.05	93.39	758.12				7,391.56	*	3,601.53	44.90	414.81	4,061.24
04/30/21	05/05/21	4,934.32	506.88	582.83				6,024.03	*	2,717.25	261.28	316.14	3,294.67
								0.00					0.00
								0.00					0.00
								0.00					0.00
								0.00					0.00
								0.00					0.00
Month's totals		240,525.97	25,493.76	29,853.16	-	-	(8.23)	295,864.66		132,454.10	12,862.58	16,166.64	161,483.32

FND OBJ	2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
	Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
170 Revenue	90,302.00	90,302.00	20,025.93	86,703.57	96.02	0.00	3,598.43
170 Expense	280,457.00	280,457.00	17,134.44	192,424.10	72.46	10,786.80	77,246.10
170 A. H. MEADOWS LIBRARY FUND	-190,155.00	-190,155.00	2,891.49	-105,720.53	61.27	-10,786.80	-73,647.67
180 Revenue	365,003.00	365,003.00	24,532.61	298,420.77	81.76	0.00	66,582.23
180 Expense	1,094,224.00	1,094,224.00	102,344.50	841,135.29	86.45	104,820.33	148,268.38
180 ATHLETIC DEPARTMENT FUND	-729,221.00	-729,221.00	-77,811.89	-542,714.52	88.80	-104,820.33	-81,686.15
197 Revenue	0.00	0.00	202.57	242,580.68	0.00	0.00	-242,580.68
197 Expense	0.00	0.00	32,882.76	522,309.72	0.00	3,704,624.29	-4,226,934.01
197 Insurance Claims Snow 2021	0.00	0.00	-32,680.19	-279,729.04	0.00	-3,704,624.29	3,984,353.33
198 Revenue	0.00	5,000.00	1,379.28	5,980.66	119.61	0.00	-980.66
198 Expense	0.00	460,962.00	31,732.39	321,975.26	72.06	10,201.36	128,785.38
198 COVID 19	0.00	-455,962.00	-30,353.11	-315,994.60	71.54	-10,201.36	-129,766.04
199 Revenue	95,842,614.00	99,541,642.00	3,433,589.92	78,626,433.87	78.90	-92,515.50	21,007,723.63
199 Expense	94,923,238.00	100,246,510.00	8,603,762.12	73,918,311.62	76.19	2,458,297.53	23,869,900.85
199 GENERAL FUND	919,376.00	-704,868.00	-5,170,172.20	4,708,122.25	-306.06	-2,550,813.03	-2,862,177.22
240 Revenue	3,878,416.00	3,893,416.00	441,128.73	2,752,345.45	70.69	0.00	1,141,070.55
240 Expense	3,690,183.00	3,831,183.00	445,450.32	2,451,300.46	65.69	65,496.98	1,314,385.56
240 FOOD SERVICE	188,233.00	62,233.00	-4,321.59	301,044.99	378.49	-65,496.98	-173,315.01
599 Revenue	28,637,450.00	181,519,722.00	190,260.47	181,057,853.80	99.75	0.00	461,868.20
599 Expense	28,637,450.00	182,536,302.00	750.00	182,533,044.56	100.00	6,750.00	-3,492.56
599 DEBT SERVICE	0.00	-1,016,580.00	189,510.47	-1,475,190.76	145.78	-6,750.00	465,360.76
Grand Revenue Totals	128,813,785.00	285,415,085.00	4,111,119.51	263,070,318.80	92.14	-92,515.50	22,437,281.70
Grand Expense Totals	128,625,552.00	288,449,638.00	9,234,056.53	260,780,501.01	92.61	6,360,977.29	21,308,159.70
Grand Totals	188,233.00	3,034,553.00	5,122,937.02	2,289,817.79	-75.46	6,453,492.79	1,129,122.00
	Profit	Loss	Loss	Profit		Loss	Profit

Number of Accounts: 5714

\*\*\*\*\* End of report \*\*\*\*\*

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
<u>FUND</u>	<u>FUNC</u>	<u>OB</u>	<u>OBJ</u>							
170			A. H. MEADOWS LIBRARY FUND							
R			Revenue							
00										
170	00	57	REVENUE-LOCAL & INTERMED	75,000.00	75,000.00	18,750.00	74,589.75	99.45	0.00	410.25
170	00	58	STATE PROGRAM REVENUES	15,302.00	15,302.00	1,275.93	12,113.82	79.16	0.00	3,188.18
170	00	--		90,302.00	90,302.00	20,025.93	86,703.57	96.02	0.00	3,598.43
170	--	--	Revenue	90,302.00	90,302.00	20,025.93	86,703.57	96.02	0.00	3,598.43

## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
FUND	FUNC	OB	OBJ							
170			A. H. MEADOWS LIBRARY FUND							
E			Expense							
12			INST. RESOURCES & MEDIA SVCS							
170	12	61	PAYROLL COSTS	165,498.00	166,208.00	15,098.99	126,173.29	75.91	0.00	40,034.71
170	12	62	PURCHASE & CONTRACTED SVS	3,192.00	3,192.00	132.63	1,193.67	49.86	397.89	1,600.44
170	12	63	SUPPLIES AND MATERIALS	38,308.00	39,579.00	2,315.98	28,131.95	97.33	10,388.91	1,058.14
170	12	64	OTHER OPERATING EXPENSES	250.00	116.00	0.00	112.50	96.98	0.00	3.50
170	12	--	INST. RESOURCES & MEDIA SVCS	207,248.00	209,095.00	17,547.60	155,611.41	79.58	10,786.80	42,696.79
13			CURRICULUM DEV.& INST.STF DEV							
170	13	64	OTHER OPERATING EXPENSES	1,250.00	113.00	0.00	112.50	99.56	0.00	0.50
170	13	--	CURRICULUM DEV.& INST.STF DEV	1,250.00	113.00	0.00	112.50	99.56	0.00	0.50
52			SECURITY & MONITORING SERVICES							
170	52	61	PAYROLL COSTS	71,959.00	71,249.00	-413.16	36,700.19	51.51	0.00	34,548.81
170	52	--	SECURITY & MONITORING SERVICES	71,959.00	71,249.00	-413.16	36,700.19	51.51	0.00	34,548.81
170	--	--	Expense	280,457.00	280,457.00	17,134.44	192,424.10	72.46	10,786.80	77,246.10
170	--	--	A. H. MEADOWS LIBRARY FUND	-190,155.00	-190,155.00	2,891.49	-105,720.53	61.27	-10,786.80	-73,647.67

## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
180			ATHLETIC DEPARTMENT FUND							
R			Revenue							
00										
180	00	57	REVENUE-LOCAL & INTERMED	364,961.00	364,961.00	24,226.50	293,001.69	80.28	0.00	71,959.31
180	00	58	STATE PROGRAM REVENUES	42.00	42.00	306.11	5,419.08	12,902.57	0.00	-5,377.08
180	00	--		365,003.00	365,003.00	24,532.61	298,420.77	81.76	0.00	66,582.23
180	--	--	Revenue	365,003.00	365,003.00	24,532.61	298,420.77	81.76	0.00	66,582.23

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
FUND	FUNC	OB	OBJ							
180			ATHLETIC DEPARTMENT FUND							
E			Expense							
36			COCURR./EXTRACURR.ACTIVITIES							
180	36	61	PAYROLL COSTS	89,700.00	89,659.00	5,424.38	87,874.03	98.01	0.00	1,784.97
180	36	62	PURCHASE & CONTRACTED SVS	198,160.00	219,335.08	2,835.23	156,423.84	89.30	39,432.09	23,479.15
180	36	63	SUPPLIES AND MATERIALS	357,514.00	404,622.37	69,001.29	318,492.50	93.01	57,829.33	28,300.54
180	36	64	OTHER OPERATING EXPENSES	447,350.00	376,702.55	24,351.79	275,202.07	75.06	7,558.91	93,941.57
180	36	--	COCURR./EXTRACURR.ACTIVITIES	1,092,724.00	1,090,319.00	101,612.69	837,992.44	86.47	104,820.33	147,506.23
51			PLANT MAINTENANCE & OPERATIONS							
180	51	62	PURCHASE & CONTRACTED SVS	1,500.00	3,905.00	731.81	3,142.85	80.48	0.00	762.15
180	51	--	PLANT MAINTENANCE & OPERATIONS	1,500.00	3,905.00	731.81	3,142.85	80.48	0.00	762.15
180	--	--	Expense	1,094,224.00	1,094,224.00	102,344.50	841,135.29	86.45	104,820.33	148,268.38
180	--	--	ATHLETIC DEPARTMENT FUND	-729,221.00	-729,221.00	-77,811.89	-542,714.52	88.80	-104,820.33	-81,686.15



## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

<u>FUND</u>	<u>FUNC</u>	<u>OB</u>	<u>OBJ</u>	<u>2020-21</u> <u>Original Budget</u>	<u>2020-21</u> <u>Revised Budget</u>	<u>April 2020-21</u> <u>Monthly Activity</u>	<u>2020-21</u> <u>FYTD Activity</u>	<u>2020-21</u> <u>FYTD %</u>	<u>Encumbered</u> <u>Amount</u>	<u>Unencumbered</u> <u>Balance</u>
197			Insurance Claims Snow 2021							
R			Revenue							
00										
197	00	57	REVENUE-LOCAL & INTERMED	0.00	0.00	0.00	240,000.00	0.00	0.00	-240,000.00
197	00	58	STATE PROGRAM REVENUES	0.00	0.00	202.57	2,580.68	0.00	0.00	-2,580.68
197	00	--		0.00	0.00	202.57	242,580.68	0.00	0.00	-242,580.68
197	--	--	Revenue	0.00	0.00	202.57	242,580.68	0.00	0.00	-242,580.68

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
FUND	FUNC	OB	OBJ							
197			Insurance Claims Snow 2021							
E			Expense							
11			INSTRUCTION							
197	11	63	SUPPLIES AND MATERIALS	0.00	0.00	0.00	53.00	0.00	0.00	-53.00
197	11	--	INSTRUCTION	0.00	0.00	0.00	53.00	0.00	0.00	-53.00
34			PUPIL TRANSPORTATION							
197	34	64	OTHER OPERATING EXPENSES	0.00	0.00	0.00	1,499.68	0.00	0.00	-1,499.68
197	34	--	PUPIL TRANSPORTATION	0.00	0.00	0.00	1,499.68	0.00	0.00	-1,499.68
51			PLANT MAINTENANCE & OPERATIONS							
197	51	61	PAYROLL COSTS	0.00	0.00	2,617.33	35,116.49	0.00	0.00	-35,116.49
197	51	62	PURCHASE & CONTRACTED SVS	0.00	0.00	27,478.35	480,668.35	0.00	3,704,459.29	-4,185,127.64
197	51	63	SUPPLIES AND MATERIALS	0.00	0.00	875.48	2,966.48	0.00	0.00	-2,966.48
197	51	64	OTHER OPERATING EXPENSES	0.00	0.00	0.00	94.12	0.00	0.00	-94.12
197	51	--	PLANT MAINTENANCE & OPERATIONS	0.00	0.00	30,971.16	518,845.44	0.00	3,704,459.29	-4,223,304.73
52			SECURITY & MONITORING SERVICES							
197	52	63	SUPPLIES AND MATERIALS	0.00	0.00	0.00	0.00	0.00	165.00	-165.00
197	52	--	SECURITY & MONITORING SERVICES	0.00	0.00	0.00	0.00	0.00	165.00	-165.00
53			DATA PROCESSING SERVICES							
197	53	63	SUPPLIES AND MATERIALS	0.00	0.00	1,911.60	1,911.60	0.00	0.00	-1,911.60
197	53	--	DATA PROCESSING SERVICES	0.00	0.00	1,911.60	1,911.60	0.00	0.00	-1,911.60
197	--	--	Expense	0.00	0.00	32,882.76	522,309.72	0.00	3,704,624.29	-4,226,934.01
197	--	--	Insurance Claims Snow 2021	0.00	0.00	-32,680.19	-279,729.04	0.00	-3,704,624.29	3,984,353.33

## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

<u>FUND</u>	<u>FUNC</u>	<u>OB</u>	<u>OBJ</u>	<u>2020-21</u> <u>Original Budget</u>	<u>2020-21</u> <u>Revised Budget</u>	<u>April 2020-21</u> <u>Monthly Activity</u>	<u>2020-21</u> <u>FYTD Activity</u>	<u>2020-21</u> <u>FYTD %</u>	<u>Encumbered</u> <u>Amount</u>	<u>Unencumbered</u> <u>Balance</u>
198			COVID 19							
R			Revenue							
00										
198	00	58	STATE PROGRAM REVENUES	0.00	5,000.00	1,379.28	5,980.66	119.61	0.00	-980.66
198	00	--		0.00	5,000.00	1,379.28	5,980.66	119.61	0.00	-980.66
198	--	--	Revenue	0.00	5,000.00	1,379.28	5,980.66	119.61	0.00	-980.66

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
FUND	FUNC	OB	OBJ							
198			COVID 19							
E			Expense							
11			INSTRUCTION							
198	11	61	PAYROLL COSTS	0.00	233,592.00	25,170.85	170,482.82	72.98	0.00	63,109.18
198	11	63	SUPPLIES AND MATERIALS	0.00	145,000.00	0.00	96,429.11	73.39	9,990.00	38,580.89
198	11	--	INSTRUCTION	0.00	378,592.00	25,170.85	266,911.93	73.14	9,990.00	101,690.07
33			HEALTH SERVICES							
198	33	63	SUPPLIES AND MATERIALS	0.00	200.00	155.74	113.50	56.75	0.00	86.50
198	33	--	HEALTH SERVICES	0.00	200.00	155.74	113.50	56.75	0.00	86.50
34			PUPIL TRANSPORTATION							
198	34	61	PAYROLL COSTS	0.00	18,770.00	2,164.16	13,632.02	72.63	0.00	5,137.98
198	34	63	SUPPLIES AND MATERIALS	0.00	400.00	0.00	394.74	98.69	0.00	5.26
198	34	64	OTHER OPERATING EXPENSES	0.00	25,000.00	2,397.00	19,369.80	77.48	0.00	5,630.20
198	34	--	PUPIL TRANSPORTATION	0.00	44,170.00	4,561.16	33,396.56	75.61	0.00	10,773.44
51			PLANT MAINTENANCE & OPERATIONS							
198	51	62	PURCHASE & CONTRACTED SVS	0.00	38,000.00	1,844.64	21,553.27	57.28	211.36	16,235.37
198	51	--	PLANT MAINTENANCE & OPERATIONS	0.00	38,000.00	1,844.64	21,553.27	57.28	211.36	16,235.37
198	--	--	Expense	0.00	460,962.00	31,732.39	321,975.26	72.06	10,201.36	128,785.38
198	--	--	COVID 19	0.00	-455,962.00	-30,353.11	-315,994.60	71.54	-10,201.36	-129,766.04

## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered	
	<u>FUND</u>	<u>FUNC</u>	<u>OB</u>	<u>OBJ</u>	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>FYTD %</u>	<u>Amount</u>	<u>Balance</u>
199				GENERAL FUND							
R				Revenue							
00											
199	00	57		REVENUE-LOCAL & INTERMED	53,431,917.00	54,190,448.00	308,663.66	51,261,505.04	94.60	0.00	2,928,942.96
199	00	58		STATE PROGRAM REVENUES	41,331,197.00	44,032,042.00	3,117,430.61	26,979,323.20	61.27	0.00	17,052,718.80
199	00	59		FEDERAL PROGRAM REVENUES	1,079,500.00	1,319,152.00	7,495.65	385,605.63	22.22	-92,515.50	1,026,061.87
199	00	--			95,842,614.00	99,541,642.00	3,433,589.92	78,626,433.87	78.90	-92,515.50	21,007,723.63
199	--	--		Revenue	95,842,614.00	99,541,642.00	3,433,589.92	78,626,433.87	78.90	-92,515.50	21,007,723.63

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
FUND	FUNC	OB	OBJ							
199			GENERAL FUND							
E			Expense							
11			INSTRUCTION							
199	11	61	PAYROLL COSTS	48,009,003.00	48,743,261.02	5,041,862.72	42,224,494.65	86.63	0.00	6,518,766.37
199	11	62	PURCHASE & CONTRACTED SVS	760,272.00	1,046,501.89	116,386.76	691,188.53	88.03	230,018.51	125,294.85
199	11	63	SUPPLIES AND MATERIALS	2,352,296.00	2,331,080.20	267,888.76	1,984,273.24	95.79	248,595.50	98,211.46
199	11	64	OTHER OPERATING EXPENSES	122,119.00	82,640.89	1,645.43	35,843.18	63.99	17,036.89	29,760.82
199	11	66	CPTL OUTLY LAND BLDG & EQUIP	0.00	22,823.00	0.00	5,885.00	100.00	16,937.97	0.03
199	11	--	INSTRUCTION	51,243,690.00	52,226,307.00	5,427,783.67	44,941,684.60	87.03	512,588.87	6,772,033.53
12			INST. RESOURCES & MEDIA SVCS							
199	12	61	PAYROLL COSTS	777,937.00	857,889.00	77,502.27	680,666.70	79.34	0.00	177,222.30
199	12	62	PURCHASE & CONTRACTED SVS	1,075.00	330.01	0.00	0.00	0.00	0.00	330.01
199	12	63	SUPPLIES AND MATERIALS	105,278.00	108,507.99	15,326.56	73,725.43	90.06	24,000.15	10,782.41
199	12	64	OTHER OPERATING EXPENSES	2,030.00	1,224.00	196.26	891.26	72.82	0.00	332.74
199	12	--	INST. RESOURCES & MEDIA SVCS	886,320.00	967,951.00	93,025.09	755,283.39	80.51	24,000.15	188,667.46
13			CURRICULUM DEV. & INST.STF DEV							
199	13	61	PAYROLL COSTS	905,048.00	1,145,170.00	105,747.07	995,460.09	86.93	0.00	149,709.91
199	13	62	PURCHASE & CONTRACTED SVS	95,350.00	95,046.00	1,975.67	80,854.28	95.20	9,631.48	4,560.24
199	13	63	SUPPLIES AND MATERIALS	37,466.00	46,309.00	5,422.36	34,541.79	74.80	97.88	11,669.33
199	13	64	OTHER OPERATING EXPENSES	314,509.00	189,702.00	15,424.48	145,332.10	82.18	10,560.32	33,809.58
199	13	--	CURRICULUM DEV. & INST.STF DEV	1,352,373.00	1,476,227.00	128,569.58	1,256,188.26	86.47	20,289.68	199,749.06
21			INSTRUCTIONAL LEADERSHIP							
199	21	61	PAYROLL COSTS	1,089,849.00	1,012,309.36	70,318.82	812,928.64	80.30	0.00	199,380.72
199	21	62	PURCHASE & CONTRACTED SVS	11,931.00	6,242.00	358.42	4,868.59	94.54	1,032.30	341.11
199	21	63	SUPPLIES AND MATERIALS	29,766.00	28,940.00	2,261.07	15,318.12	66.20	3,840.63	9,781.25
199	21	64	OTHER OPERATING EXPENSES	30,380.00	15,299.64	1,132.62	4,632.18	33.54	500.00	10,167.46
199	21	--	INSTRUCTIONAL LEADERSHIP	1,161,926.00	1,062,791.00	74,070.93	837,747.53	79.33	5,372.93	219,670.54

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
FUND	FUNC	OB	OBJ							
199			GENERAL FUND							
E			Expense							
23			SCHOOL LEADERSHIP							
199	23	61	PAYROLL COSTS	4,643,329.00	5,005,829.00	421,357.11	4,119,899.58	82.30	0.00	885,929.42
199	23	62	PURCHASE & CONTRACTED SVS	22,900.00	4,425.00	506.16	1,632.17	67.68	1,362.47	1,430.36
199	23	63	SUPPLIES AND MATERIALS	49,560.00	70,515.00	7,400.27	50,230.75	74.60	2,373.24	17,911.01
199	23	64	OTHER OPERATING EXPENSES	60,180.00	23,211.00	2,428.88	15,730.91	76.50	2,026.11	5,453.98
199	23	--	SCHOOL LEADERSHIP	4,775,969.00	5,103,980.00	431,692.42	4,187,493.41	82.16	5,761.82	910,724.77
31			GUIDANCE & COUNSELING							
199	31	61	PAYROLL COSTS	3,152,456.00	3,299,832.00	317,584.14	2,788,800.41	84.51	0.00	511,031.59
199	31	62	PURCHASE & CONTRACTED SVS	1,500.00	1,750.00	0.00	729.00	41.66	0.00	1,021.00
199	31	63	SUPPLIES AND MATERIALS	53,005.00	53,374.00	4,703.76	43,027.80	81.94	709.31	9,636.89
199	31	64	OTHER OPERATING EXPENSES	22,160.00	15,981.00	74.00	8,350.84	64.55	1,965.67	5,664.49
199	31	--	GUIDANCE & COUNSELING	3,229,121.00	3,370,937.00	322,361.90	2,840,908.05	84.36	2,674.98	527,353.97
33			HEALTH SERVICES							
199	33	61	PAYROLL COSTS	1,032,911.00	1,043,475.00	107,288.55	898,621.36	86.12	0.00	144,853.64
199	33	62	PURCHASE & CONTRACTED SVS	41,035.00	1,915.00	0.00	770.00	40.21	0.00	1,145.00
199	33	63	SUPPLIES AND MATERIALS	31,823.00	121,923.50	3,900.35	112,568.76	92.80	580.89	8,773.85
199	33	64	OTHER OPERATING EXPENSES	4,160.00	1,199.50	65.00	703.00	58.61	0.00	496.50
199	33	--	HEALTH SERVICES	1,109,929.00	1,168,513.00	111,253.90	1,012,663.12	86.71	580.89	155,268.99
34			PUPIL TRANSPORTATION							
199	34	61	PAYROLL COSTS	2,059,632.00	2,113,951.00	207,024.16	1,772,982.00	83.87	0.00	340,969.00
199	34	62	PURCHASE & CONTRACTED SVS	122,500.00	139,300.00	5,219.82	113,517.51	87.64	8,569.06	17,213.43
199	34	63	SUPPLIES AND MATERIALS	589,001.00	457,101.00	69,231.68	358,200.48	79.09	3,305.82	95,594.70
199	34	64	OTHER OPERATING EXPENSES	-291,425.00	-217,925.00	-40,753.84	-209,138.12	95.91	137.00	-8,923.88
199	34	66	CPTL OUTLY LAND BLDG & EQUIP	0.00	394,228.00	0.00	394,228.00	176.29	300,737.00	-300,737.00
199	34	--	PUPIL TRANSPORTATION	2,479,708.00	2,886,655.00	240,721.82	2,429,789.87	95.01	312,748.88	144,116.25

FUND	FUNC	OB	OBJ	2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
199			GENERAL FUND							
E			Expense							
35			FOOD SERVICES							
199	35	61	PAYROLL COSTS	0.00	3,044.00	0.00	2,282.60	74.99	0.00	761.40
199	35	--	FOOD SERVICES	0.00	3,044.00	0.00	2,282.60	74.99	0.00	761.40
36			COCURR./EXTRACURR.ACTIVITIES							
199	36	61	PAYROLL COSTS	2,427,783.00	2,445,261.00	222,326.09	2,094,636.87	85.66	0.00	350,624.13
199	36	62	PURCHASE & CONTRACTED SVS	96,227.00	119,490.76	14,713.00	89,416.63	95.54	24,748.11	5,326.02
199	36	63	SUPPLIES AND MATERIALS	146,579.00	113,216.47	34,097.96	90,101.17	92.86	15,027.77	8,087.53
199	36	64	OTHER OPERATING EXPENSES	577,759.00	340,417.77	42,014.61	215,222.43	67.33	13,985.54	111,209.80
199	36	66	CPTL OUTLY LAND BLDG & EQUIP	0.00	265,947.00	0.00	20,558.00	98.94	242,570.00	2,819.00
199	36	--	COCURR./EXTRACURR.ACTIVITIES	3,248,348.00	3,284,333.00	313,151.66	2,509,935.10	85.44	296,331.42	478,066.48
41			GENERAL ADMINISTRATION							
199	41	61	PAYROLL COSTS	2,508,518.00	2,665,703.00	194,010.67	2,150,359.09	80.67	0.00	515,343.91
199	41	62	PURCHASE & CONTRACTED SVS	845,746.00	822,026.18	46,633.54	456,679.45	78.39	187,698.29	177,648.44
199	41	63	SUPPLIES AND MATERIALS	116,899.00	100,096.21	5,500.72	77,123.37	81.82	4,774.92	18,197.92
199	41	64	OTHER OPERATING EXPENSES	218,968.00	214,999.61	10,152.00	136,890.53	67.07	7,305.00	70,804.08
199	41	--	GENERAL ADMINISTRATION	3,690,131.00	3,802,825.00	256,296.93	2,821,052.44	79.44	199,778.21	781,994.35
51			PLANT MAINTENANCE & OPERATIONS							
199	51	61	PAYROLL COSTS	4,216,223.00	4,270,352.76	328,939.71	3,427,700.93	80.27	0.00	842,651.83
199	51	62	PURCHASE & CONTRACTED SVS	3,375,670.00	3,438,227.72	228,099.25	2,420,064.38	78.70	285,861.02	732,302.32
199	51	63	SUPPLIES AND MATERIALS	858,255.00	665,659.09	60,252.83	455,688.76	89.01	136,812.80	73,157.53
199	51	64	OTHER OPERATING EXPENSES	882,100.00	947,095.43	588.29	884,807.97	99.51	57,658.59	4,628.87
199	51	66	CPTL OUTLY LAND BLDG & EQUIP	0.00	148,919.00	21,331.00	84,769.26	96.62	59,122.39	5,027.35
199	51	--	PLANT MAINTENANCE & OPERATIONS	9,332,248.00	9,470,254.00	639,211.08	7,273,031.30	82.50	539,454.80	1,657,767.90



				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
199			GENERAL FUND							
E			Expense							
52			SECURITY & MONITORING SERVICES							
199	52	61	PAYROLL COSTS	305,461.00	320,810.00	31,939.76	266,841.91	83.18	0.00	53,968.09
199	52	62	PURCHASE & CONTRACTED SVS	818,425.00	897,496.00	381,890.20	553,128.76	90.11	255,593.97	88,773.27
199	52	63	SUPPLIES AND MATERIALS	155,275.00	107,780.00	6,130.48	84,532.11	79.48	1,130.00	22,117.89
199	52	64	OTHER OPERATING EXPENSES	63,204.00	41,963.00	2,328.70	2,543.38	79.58	30,849.20	8,570.42
199	52	--	SECURITY & MONITORING SERVICES	1,342,365.00	1,368,049.00	422,289.14	907,046.16	87.32	287,573.17	173,429.67
53			DATA PROCESSING SERVICES							
199	53	61	PAYROLL COSTS	1,314,233.00	1,328,013.00	98,709.03	1,036,979.54	78.09	0.00	291,033.46
199	53	62	PURCHASE & CONTRACTED SVS	58,450.00	120,859.00	24,413.54	81,550.38	80.05	15,195.75	24,112.87
199	53	63	SUPPLIES AND MATERIALS	588,718.00	513,767.00	19,617.67	400,509.70	95.06	87,881.56	25,375.74
199	53	64	OTHER OPERATING EXPENSES	20,035.00	10,510.00	593.76	4,594.48	83.51	4,181.94	1,733.58
199	53	--	DATA PROCESSING SERVICES	1,981,436.00	1,973,149.00	143,334.00	1,523,634.10	82.65	107,259.25	342,255.65
61			COMMUNITY SERVICES							
199	61	61	PAYROLL COSTS	8,500.00	37,070.00	0.00	27,295.13	73.63	0.00	9,774.87
199	61	--	COMMUNITY SERVICES	8,500.00	37,070.00	0.00	27,295.13	73.63	0.00	9,774.87
71			DEBT SERVICES							
199	71	65	DEBT SERVICE	228,602.00	172,720.00	0.00	172,719.02	100.00	0.00	0.98
199	71	--	DEBT SERVICES	228,602.00	172,720.00	0.00	172,719.02	100.00	0.00	0.98
95			PYMTS.TO JJAEP PROGRAMS							
199	95	62	PURCHASE & CONTRACTED SVS	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00
199	95	--	PYMTS.TO JJAEP PROGRAMS	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00

MIDLOTHIAN I.S.D.  
Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

<u>FUND</u>	<u>FUNC</u>	<u>OB</u>	<u>OBJ</u>	<u>2020-21</u> <u>Original Budget</u>	<u>2020-21</u> <u>Revised Budget</u>	<u>April 2020-21</u> <u>Monthly Activity</u>	<u>2020-21</u> <u>FYTD Activity</u>	<u>2020-21</u> <u>FYTD %</u>	<u>Encumbered</u> <u>Amount</u>	<u>Unencumbered</u> <u>Balance</u>
199			GENERAL FUND							
E			Expense							
97			PAYMENTS TO TAX INCREMENT FUND							
199	97	64	OTHER OPERATING EXPENSES	8,200,572.00	11,279,705.00	0.00	0.00	0.00	0.00	11,279,705.00
199	97	--	PAYMENTS TO TAX INCREMENT FUND	8,200,572.00	11,279,705.00	0.00	0.00	0.00	0.00	11,279,705.00
99			Tax Costs							
199	99	62	PURCHASE & CONTRACTED SVS	592,000.00	592,000.00	0.00	419,557.54	95.18	143,882.48	28,559.98
199	99	--	Tax Costs	592,000.00	592,000.00	0.00	419,557.54	95.18	143,882.48	28,559.98
199	--	--	Expense	94,923,238.00	100,246,510.00	8,603,762.12	73,918,311.62	76.19	2,458,297.53	23,869,900.85
199	--	--	GENERAL FUND	919,376.00	-704,868.00	-5,170,172.20	4,708,122.25	-306.06	-2,550,813.03	-2,862,177.22

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
240			FOOD SERVICE							
R			Revenue							
00										
240	00	57	REVENUE-LOCAL & INTERMED	2,438,261.00	2,453,261.00	62,113.48	443,497.21	18.08	0.00	2,009,763.79
240	00	58	STATE PROGRAM REVENUES	11,668.00	11,668.00	15,247.92	20,579.21	176.37	0.00	-8,911.21
240	00	59	FEDERAL PROGRAM REVENUES	1,428,487.00	1,428,487.00	363,767.33	2,288,269.03	160.19	0.00	-859,782.03
240	00	--		3,878,416.00	3,893,416.00	441,128.73	2,752,345.45	70.69	0.00	1,141,070.55
240	--	--	Revenue	3,878,416.00	3,893,416.00	441,128.73	2,752,345.45	70.69	0.00	1,141,070.55

## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
FUND	FUNC	OB	OBJ	Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
240			FOOD SERVICE							
E			Expense							
35			FOOD SERVICES							
240	35	61	PAYROLL COSTS	24,000.00	81,500.00	6,694.69	58,195.69	71.41	0.00	23,304.31
240	35	62	PURCHASE & CONTRACTED SVS	3,385,583.00	3,377,262.00	393,569.06	2,127,050.42	63.14	5,448.93	1,244,762.65
240	35	63	SUPPLIES AND MATERIALS	220,000.00	236,667.00	19,023.31	236,052.42	104.34	10,889.14	-10,274.56
240	35	64	OTHER OPERATING EXPENSES	3,500.00	3,500.00	8.26	3,456.26	98.75	0.00	43.74
240	35	66	CPTL OUTLY LAND BLDG & EQUIP	0.00	75,154.00	25,995.00	25,995.00	100.00	49,158.91	0.09
240	35	--	FOOD SERVICES	3,633,083.00	3,774,083.00	445,290.32	2,450,749.79	66.67	65,496.98	1,257,836.23
51			PLANT MAINTENANCE & OPERATIONS							
240	51	61	PAYROLL COSTS	7,100.00	6,100.00	0.00	0.00	0.00	0.00	6,100.00
240	51	62	PURCHASE & CONTRACTED SVS	50,000.00	51,000.00	160.00	550.67	1.08	0.00	50,449.33
240	51	--	PLANT MAINTENANCE & OPERATIONS	57,100.00	57,100.00	160.00	550.67	0.96	0.00	56,549.33
240	--	--	Expense	3,690,183.00	3,831,183.00	445,450.32	2,451,300.46	65.69	65,496.98	1,314,385.56
240	--	--	FOOD SERVICE	188,233.00	62,233.00	-4,321.59	301,044.99	378.49	-65,496.98	-173,315.01

<u>FUND</u>	<u>FUNC</u>	<u>OB</u>	<u>OBJ</u>	<u>2020-21</u> <u>Original Budget</u>	<u>2020-21</u> <u>Revised Budget</u>	<u>April 2020-21</u> <u>Monthly Activity</u>	<u>2020-21</u> <u>FYTD Activity</u>	<u>2020-21</u> <u>FYTD %</u>	<u>Encumbered</u> <u>Amount</u>	<u>Unencumbered</u> <u>Balance</u>
599			DEBT SERVICE							
R			Revenue							
00										
599	00	57	REVENUE-LOCAL & INTERMED	28,229,986.00	28,229,986.00	161,611.47	27,963,688.85	99.06	0.00	266,297.15
599	00	58	STATE PROGRAM REVENUES	407,464.00	407,464.00	28,649.00	211,894.00	52.00	0.00	195,570.00
599	00	79	OTHER RESOURCES	0.00	152,882,272.00	0.00	152,882,270.95	100.00	0.00	1.05
599	00	--		28,637,450.00	181,519,722.00	190,260.47	181,057,853.80	99.75	0.00	461,868.20
599	--	--	Revenue	28,637,450.00	181,519,722.00	190,260.47	181,057,853.80	99.75	0.00	461,868.20

## Comparison of Revenues and Expenditures to Budget (Date: 4/2021)

				2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
				Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD %	Amount	Balance
599			DEBT SERVICE							
E			Expense							
00										
599	00	89	OTHER USES	2,293,302.00	118,962,545.00	0.00	118,962,544.14	100.00	0.00	0.86
599	00	--		2,293,302.00	118,962,545.00	0.00	118,962,544.14	100.00	0.00	0.86
71			DEBT SERVICES							
599	71	65	DEBT SERVICE	26,344,148.00	63,573,757.00	750.00	63,570,500.42	100.01	6,750.00	-3,493.42
599	71	--	DEBT SERVICES	26,344,148.00	63,573,757.00	750.00	63,570,500.42	100.01	6,750.00	-3,493.42
599	--	--	Expense	28,637,450.00	182,536,302.00	750.00	182,533,044.56	100.00	6,750.00	-3,492.56
599	--	--	DEBT SERVICE	0.00	-1,016,580.00	189,510.47	-1,475,190.76	145.78	-6,750.00	465,360.76

<u>FUND</u> <u>FUNC</u> <u>OB</u> <u>OBJ</u>	2020-21	2020-21	April 2020-21	2020-21	2020-21	Encumbered	Unencumbered
	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>FYTD %</u>	<u>Amount</u>	<u>Balance</u>
Grand Revenue Totals	128,813,785.00	285,415,085.00	4,111,119.51	263,070,318.80	92.14	-92,515.50	22,437,281.70
Grand Expense Totals	128,625,552.00	288,449,638.00	9,234,056.53	260,780,501.01	92.61	6,360,977.29	21,308,159.70
Grand Totals	188,233.00	3,034,553.00	5,122,937.02	2,289,817.79	-75.46	6,453,492.79	1,129,122.00
	Profit	Loss	Loss	Profit		Loss	Profit

Number of Accounts: 5714

\*\*\*\*\* End of report \*\*\*\*\*

Projected Capital Project Needs  
As of October 19, 2020  
Fund Balance Report

	2016 Bonds	General Fund Balance-Assigned for Construction	Nonspendable Fund Balance for Inventories and Prepaid Items	Committed Fund Balance for Capital Expenditures & Equipment	Unassigned Fund Balance	Total Fund Balance
Current Year Capital Expenditures and Equipment <u>Audited June 30, 2020 Balance</u>	\$ 126,099,903	\$ 13,500,000	\$ 47,633	\$ 3,167,888	\$ 15,453,365	\$ 32,168,886
Current Year Adjustments to Fund Balance				5,898,846	(5,898,846)	-
July - September Interest Revenue	58,442					
July - September Expenses	(7,158,045)					
	(7,099,603)	-	-	5,898,846	(5,898,846)	-
<u>Estimated Balances as of October 19, 2020</u>	<u>\$ 119,000,300</u>	<u>\$ 13,500,000</u>	<u>\$ 47,633</u>	<u>\$ 9,066,734</u>	<u>\$ 9,554,519</u>	<u>\$ 32,168,886</u>
<u>Other Proposed Projects for Transportation, Athletics, Maintenance and Technology (Replacement Schedules)</u>						
Fiscal Year 2020-21				9,066,734		9,066,734
Fiscal Year 2021-22					7,813,918	7,813,918
Fiscal Year 2022-23					364,541	364,541
Fiscal Year 2023-24					508,957	508,957
Fiscal Year 2024-25					650,394	650,394
Total Est. Project Costs Fiscal Years 2021-25		-	-	9,066,734	9,337,810	18,404,544
<u>Estimated Balances as of June 30, 2025</u>		<u>\$ 13,500,000</u>	<u>\$ 47,633</u>	<u>\$ -</u>	<u>\$ 216,709</u>	<u>\$ 13,764,342</u>

Recommendations for 2020-21 Fund Balance Uses

COVID Expenses

Approved at July 20, 2020 Board Meeting

EPSLA 3 additional days	\$ 450,000
15 Full Time Substitutes	400,000
Proctor Substitutes	100,000
30 Custodians	810,000
Buses	394,228

Approved at August 4, 2020 Board Meeting

ZOOM webinar service for virtual classroom instruction	70,000
Proctoria Solutions for proctoring virtual learning	65,000

Replacement Schedules 2020-2021

Band Instruments per replacement schedule	97,856
Athletics per replacement schedule	25,000
Maintenance per replacement schedule	6,454,650
Technology per replacement schedule	200,000
Total Estimated Capital Projects	<u>\$ 9,066,734</u>



**FIRST FINANCIAL BANK**

April 2021 Statement

Page 1 of 3

Open Date: 03/04/2021 Closing Date: 04/02/2021



Visa® Community Card  
MIDLOTHIAN IDS

Account:

Cardmember Service  
BUS 3D ELN 68

1-866-552-8855  
2

**New Balance** \$2,631.52  
**Minimum Payment Due** \$2,631.52  
**Payment Due Date** 05/01/2021

Late Payment Warning: As a reminder, your card is a pay in full product. If we do not receive your payment in full by the date listed above, a fee of either 3.00% of the payment due or \$39.00 minimum, whichever is greater, will apply.

**Activity Summary**

Previous Balance	+	\$954.90
Payments	-	\$954.90 <sup>CR</sup>
Other Credits		\$0.00
Purchases	+	\$2,631.52
Balance Transfers		\$0.00
Advances		\$0.00
Other Debits		\$0.00
Fees Charged		\$0.00
Interest Charged		\$0.00
<b>New Balance</b>	=	<b>\$2,631.52</b>
<b>Past Due</b>		<b>\$0.00</b>
<b>Minimum Payment Due</b>		<b>\$2,631.52</b>
Credit Line		\$20,000.00
Available Credit		\$17,368.48
Days in Billing Period		30

**Payment Options:**

Mail payment coupon  
with a check



Pay online at  
myaccountaccess.com



Pay by phone  
1-866-552-8855

Please detach and send coupon with check payable to Cardmember Service

CPN 002079425

**FIRST FINANCIAL BANK**

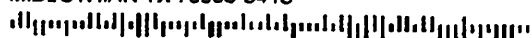
0047985100666022160002631520002631524

24-Hour Cardmember Service: 1-866-552-8855

☎ to pay by phone  
☎ to change your address

00000718101 SP 000638775077929 P Y

MIDLOTHIAN IDS  
ACCOUNTS PAYABLE  
100 WALTER STEPHENSON RD  
MIDLOTHIAN TX 76065-3418



Account Number	
Payment Due Date	5/01/2021
New Balance	\$2,631.52
Minimum Payment Due	\$2,631.52

Amount Enclosed \$ \_\_\_\_\_

**Cardmember Service**

P.O. Box 790408  
St. Louis, MO 63179-0408



April 2021 Statement 03/04/2021 - 04/02/2021

Page 2 of 3

MIDLOTHIAN IDS

Cardmember Service

1-866-552-8855


**Important Messages**

**Paying Interest:** You have a 24 to 30 day interest-free period for Purchases provided you have paid your previous balance in full by the Payment Due Date shown on your monthly Account statement. In order to avoid additional INTEREST CHARGES on Purchases, you must pay your new balance in full by the Payment Due Date shown on the front of your monthly Account statement.

There is no interest-free period for transactions that post to the Account as Advances or Balance Transfers except as provided in any Offer Materials. Those transactions are subject to interest from the date they post to the Account until the date they are paid in full.

Speed through checkout with the added security and convenience of PayPal. Go to the Mobile App or manage your account online. Link your card to PayPal today.

We have added Mobile Authentication and Cellular Phone Contact Policy to and made changes to the Arbitration Agreement in your account agreement. Please visit [card.myaccountaccess.com/agreementchanges](http://card.myaccountaccess.com/agreementchanges) to review. If you have any questions, call the number on the back of your card.

Transactions		NORRIS,JAMES T		Credit Limit \$20000	
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
<b>Purchases and Other Debits</b>					
03/08	03/05	0189	COOK CHILDREN'S EDUCAT 682-885-4170 TX	\$50.00	1
03/08	03/05	0247	COOK CHILDREN'S EDUCAT 682-885-4170 TX	\$15.00	2
03/24	03/23	0077	EDUCATION ADMIN WEB AD 512-703-1526 TX	\$99.00	3
03/25	03/23	7630	SIGNATURE TOWING PLANO TX	\$250.00	4
03/26	03/24	1796	SAMSClub.COM 888-746-7726 AR	\$51.22	5
04/01	03/30	6417	SAMSClub.COM 888-746-7726 AR	\$40.88	6
04/01	03/31	7651	Pond5 164-62332155 NY	\$167.96	7
04/01	03/31	9051	ENVATO 57685404 ENVATO.COM UT	\$680.00	8
04/02	04/01	2803	SHUTTERFLY 800-986-1065 CA	\$429.91	9
Total for Account 4798 5100 6660 2224				\$1,783.97	

Transactions		YORK,TODD		Credit Limit \$20000	
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
<b>Purchases and Other Debits</b>					
03/15	03/11	2912	KALAHARI RESORT - TX - 999-9999999 TX	\$184.00	
03/29	03/25	3543	KALAHARI RESORT - TX ROUND ROCK TX	\$663.55	
Total for Account 4798 5100 6660 2240				\$847.55	

Transactions		BILLING ACCOUNT ACTIVITY			
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
<b>Payments and Other Credits</b>					
03/16	03/13	0156	PAYMENT THANK YOU	\$954.90	CR
Total for Account 4798 5100 6660 2216				\$954.90	CR

Continued on Next Page

April 2021 Statement 03/04/2021 - 04/02/2021  
MIDLOTHIAN IDS

Page 3 of 3

Cardmember Service

1-866-552-8855

2021 Totals Year-to-Date	
Total Fees Charged in 2021	\$0.00
Total Interest Charged in 2021	\$0.00

### Interest Charge Calculation

Your Annual Percentage Rate (APR) is the annual interest rate on your account.

\*\*APR for current and future transactions.

Balance Type	Balance By Type	Balance Subject to Interest Rate	Variable	Interest Charge	Annual Percentage Rate	Expires with Statement
**BALANCE TRANSFER	\$0.00	\$0.00		\$0.00	0.00%	
**PURCHASES	\$2,631.52	\$0.00		\$0.00	0.00%	
**ADVANCES	\$0.00	\$0.00		\$0.00	0.00%	

### Contact Us

 Phone

Voice: 1-866-552-8855  
TDD: 1-888-352-6455  
Fax: 1-866-807-9053

 Questions

Cardmember Service  
P.O. Box 6353  
Fargo, ND 58125-6353



Mail payment coupon  
with a check

Cardmember Service  
P.O. Box 790408  
St. Louis, MO 63179-0408



Online

[myaccountaccess.com](http://myaccountaccess.com)

End of Statement

Apr-21	DATE	VENDOR	ORGANIZATION	DESCRIPTION	ACCOUNT	AMOUNT	
	5-Mar	COOK CHILDREN'S EDUC	MILLER ELEM	CHILD ABUSE WORKSHOP FOR RN	199.33.6499.00.108.0.99.108	50	1
	5-Mar	COOK CHILDREN'S EDUC	MILLER ELEM	DIABETES WORKSHOP FOR RN	199.33.6499.00.108.0.99.108	15	2
	23-Mar	EDUCATION ADMIN WEB	HR	COVID-19 VIRTUAL TRAINING	199.41.6499.00.749.0.99.749	99	3
	24-Mar	SIGNATURE TOWING	TRANSPORTATION	TOWING BUS STUCK IN MUD	199.34.6299.00.901.0.99.901	250	4
	24-Mar	SAM'S CLUB.COM	T. MCGREW	DRINKS/SUPPLIES FOR MTGS	199.41.6497.00.701.0.99.701	51.22	5
	30-Mar	SAM'S CLUB.COM	T. MCGREW	DRINKS/SUPPLIES FOR MTGS	199.41.6497.00.701.0.99.701	40.88	6
	31-Mar	POND5	TECH/R. BLAND	SOFTWARE FOR STADIUM	199.51.6398.00.851.0.99.075	167.96	7
	31-Mar	EVATO	TECH/R. BLAND	SOFTWARE FOR STADIUM	199.51.6398.00.851.0.99.075	680	8
	1-Apr	SHUTTERFLY	T. MCGREW	PRINTING OFFICE PICTURES	461.41.6299.00.999.0.99.000	429.91	9
	11-Mar	KALAHARI RESORT	ATHLETICS	THSADA STATE CONFERENCE	180.36.6411.00.850.0.91.850	184	10
	25-Mar	KALAHARI RESORT	ATHLETICS	THSADA STATE CONFERENCE	180.36.6411.00.850.0.91.850	663.55	11
						2631.52	

Midlothian ISD  
Bond Expenditures Update  
As of April 30, 2021

Bond Election	Project	Original Budget	Revised Budget	Expenditures	Committed	Earned Interest	Available Funds
Nov 2016							
<b>Fund 694</b>	<b>HVAC Replacement</b>						
	Longbranch Elementary	\$ 1,300,000	\$ 1,690,354	\$ 1,690,354	\$ -	\$ -	(0)
	Mt. Peak Elementary	\$ 1,300,000	\$ 1,737,819	\$ 1,737,819	\$ -	\$ -	0
	MISD Auxiliary Facility	\$ 400,000	\$ 443,981	\$ 443,982	\$ -	\$ -	(0)
	Vitovsky Elementary		\$ 2,461,757	\$ 2,461,757	\$ -	\$ -	0.00
	Irvin Elementary Rebuild	\$ 28,000,000	\$ 23,961,411	\$ 23,961,411	\$ -	\$ -	0.00
	Land Purchase		\$ 919,956	\$ 919,956		\$ -	-
	Technology Upgrades	\$ 18,000,000	\$ 18,000,000	\$ 13,773,083	\$ 3,739,218	\$ -	487,699
	Dieterich Middle School (MS #3)	\$ 67,000,000	\$ 59,485,080	\$ 58,133,944	\$ 1,261,896	\$ -	89,240
	Renovate MS Playing Fields						
	Frank Seale MS	\$ 2,000,000	\$ 1,904,176	\$ 1,904,176	\$ -	\$ -	(0)
	Walnut Grove MS	\$ 2,000,000	\$ 1,588,827	\$ 1,588,827	\$ -	\$ -	0
	MHS Baseball/Softball/Tennis/FH	\$ 6,000,000	\$ 12,616,393	\$ 12,616,393	\$ -	\$ -	-
	Land Purchase		\$ 919,956	\$ 919,956		\$ -	-
	Roesler Fieldhouse / Fields	\$ 25,000,000	\$ 15,009,673	\$ 15,009,673	\$ -	\$ -	0.00
	Renovations to Existing Campuses	\$ 10,000,000	\$ -			\$ -	-
	Baxter Elementary		\$ 1,067,118	\$ 1,067,118	\$ -	\$ -	-
	Longbranch Elementary		\$ 772,039	\$ 772,039	\$ -	\$ -	-
	Mt. Peak Elementary		\$ 774,701	\$ 774,701	\$ -	\$ -	-
	Vitovsky Elementary		\$ 766,564	\$ 766,564	\$ -	\$ -	-
	Miller Elementary		\$ 747,959	\$ 747,959	\$ -	\$ -	0
	Frank Seale Middle School		\$ 1,177,790	\$ 1,177,790	\$ -	\$ -	-
	Walnut Grove Middle School		\$ 1,179,463	\$ 1,179,463	\$ -	\$ -	-
	Midlothian High School		\$ 2,428,346	\$ 2,428,346	\$ -	\$ -	0
	Heritage High School		\$ 11,880	\$ 11,880	\$ -	\$ -	-
	MHS Auditorium		\$ 939,502	\$ 897,356	\$ 42,146	\$ -	0
	Roof Replacement						
	Longbranch Elementary	\$ 500,000	\$ 350,031	\$ 350,031	\$ -	\$ -	-
	Mt. Peak Elementary	\$ 500,000	\$ 350,031	\$ 350,031	\$ -	\$ -	-
	Vitovsky Elementary	\$ -	\$ 349,902	\$ 349,902	\$ -	\$ -	-
	MILE/Jenkins/DAEP		\$ 1,300,156.58	\$ -	\$ 44,593	\$ -	1,255,563
	Baxter Elementary		\$ 1,580,859.23	\$ -	\$ 64,372	\$ -	1,516,488
	Frank Seale Middle School		\$ 2,127,685.73	\$ -	\$ 102,707	\$ -	2,024,979
	Hill Support Center		\$ 461,951.33	\$ -	\$ 19,492	\$ -	442,460
	Mills Administration		\$ 706,210.73	\$ -	\$ 29,777	\$ -	676,434
	MILE & Jenkins (Irvin Renovations)	\$ 2,000,000	\$ 5,401,670	\$ 5,379,487	\$ 22,183	\$ -	0
	Randall Hill Support Center (Jenkins)	\$ 1,000,000	\$ 2,000,000	\$ 1,329,338	\$ 569,202	\$ -	101,461
	Elementary #8	\$ 32,000,000	\$ 29,591,903	\$ 1,054,026	\$ 1,535,193	\$ -	27,002,684
	Multi-Purpose Stadium	\$ 3,000,000	\$ 3,000,000	\$ -	\$ -	\$ -	3,000,000
	Heritage HS Additions	\$ 68,000,000	\$ 63,659,470	\$ 20,485,030	\$ 37,048,989	\$ -	6,125,450
	Land - School Sites	\$ -	\$ 426,861	\$ 426,861	\$ -	\$ -	(0)
	Special Projects/Paid by Interest						
	Longbranch Elementary Parking		\$ 787,119.97	\$ 787,120	\$ -	\$ -	-
	Mt. Peak Elementary Parking		\$ 525,366.93	\$ 525,367	\$ -	\$ -	0
	Baxter Video Marquee		\$ 34,064.34	\$ 34,064	\$ -	\$ -	-
	Vitovsky Video Marquee		\$ 35,264.34	\$ 35,264	\$ -	\$ -	-
	Longbranch Video Marquee		\$ 34,995.00	\$ -	\$ 34,995	\$ -	-
	Mt. Peak Video Marquee		\$ 34,995.00	\$ -	\$ 34,995	\$ -	-
	MISD Stadium Concessions		\$ 62,287.30	\$ 62,287	\$ -	\$ -	-
	FSMS Bus Drive		\$ 180,993.69	\$ 180,994	\$ -	\$ -	-
	MHS Arena		\$ 50,200.00	\$ 40,000	\$ 10,200	\$ -	-
	Old Bus Barn Demo		\$ 18,500.00	\$ -	\$ 18,500	\$ -	-
	Safety & Security		\$ 45,000.00	\$ -	\$ 45,000	\$ -	-
	Unallocated	\$ -	\$ 6,088,522	\$ -	\$ -	\$ -	6,088,522
	Earned Interest	\$ -	\$ (1,808,787)	\$ -	\$ -	\$ 4,696,004	\$ 2,887,218
<b>Total</b>		<b>\$ 268,000,000</b>	<b>\$ 268,000,000</b>	<b>\$ 176,374,351</b>	<b>\$ 44,623,456.62</b>	<b>\$ 4,696,004</b>	<b>\$ 51,698,197</b>

Cash Recap		Sources	Expenditures	Earned Interest		
	2017-A Bonds	\$ 28,000,000				
	2017-B Bonds	\$ 40,000,000				
	2018 Bonds	\$ 80,000,000				
	2020 Bonds	\$ 120,000,000				
	<b>Totals</b>	<b>\$ 268,000,000</b>	<b>\$ 176,374,351</b>	<b>\$ 4,696,004.26</b>	<b>Cash Balance</b>	<b>\$ 96,321,654</b>
					<b>TexPool Balance</b>	<b>\$ 96,321,654</b>

Check \$ -

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consider Contracts (21/22) between Midlothian ISD and City of Midlothian (Interlocal Agreement(s) for Student Resource Officer(s) (SRO)</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>During the 2009-2010 school year, Midlothian ISD began using School Resource Officer(s) through an inter-local agreement with the City of Midlothian.</p> <p>The changes in the agreement for 2021-2022 include:</p> <ul style="list-style-type: none"> <li>• Adding one SRO for the district.</li> <li>• Increasing the maintenance and fuel costs to (4) vehicles from (2). This runs approximately \$4000 per month making the MISD share to be \$2,480 per month.</li> <li>• Increasing the cost of leasing (4) vehicles from (2). On a five-year lease, this runs \$62,398 per year making the MISD share to be \$34, 966 per year.</li> </ul>	
<b>Fiscal Impact/Budget Function Code:</b>	To Be Determined	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	<ul style="list-style-type: none"> <li>• Provide a safe and secure learning environment that supports the social and emotional well-being of our school community</li> <li>• Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces</li> </ul>	
<b>Administration Recommended Option:</b>	Information Only	
<b>Motion:</b>	Information Only	
<b>Presenter:</b>	Dr. Hemmle/KayLynn Day	

STATE OF TEXAS §

COUNTY OF ELLIS §

### INTERLOCAL AGREEMENT FOR SCHOOL RESOURCE OFFICERS

This Interlocal Cooperation Agreement (“Agreement”) is made and entered into by and between the Midlothian Independent School District (“District”) and the City of Midlothian, Texas (the “City”), individually referred to as “Party,” and together referred to as “Parties,” acting by and through their duly authorized officers.

#### RECITALS

**WHEREAS**, the District and the City desire to enter into this Agreement concerning police officer resources; and

**WHEREAS**, Chapter 791 of the Texas Government Code, as amended, provides authorization for local governments to enter into interlocal agreements; and

**WHEREAS**, the expense of any payments or performance required by this Agreement shall come from current revenues legally available to the Parties; and

**WHEREAS**, the subject of this Agreement is necessary for the benefit of the public and the schools, and each Party has the legal authority to perform and to provide the governmental function or service which is the subject matter of this Agreement; and

**WHEREAS**, the Parties find that the performance of this Agreement is in the common interest of both Parties and that the performance and payment fairly compensates both Parties.

**NOW, THEREFORE**, in consideration of the mutual covenants, promises and promises and agreements herein expressed, the Parties agree as follows:

#### **I. Police Officer Assignments**

##### A.

The City agrees to provide the District with the following police officers (“Police Officers”) to serve as school resource officers:

1. One ( 1) fully trained, qualified and certified peace officer, with rank of Lieutenant or above, to serve as commander of the School Resource Unit and perform the duties of the District Director of School Safety;
2. One (1) fully trained, qualified and certified peace officer, with rank of Sergeant, to supervise all school resource officers;  
and
3. Eight (8) fully trained, qualified and certified peace officers. All SRO’s will acquire TCOLE certification.

##### B.

The City agrees to supply any and all necessary equipment, including but not limited to uniforms, a vehicle (maintenance and gas included), radios, personal defense equipment, and any other equipment necessary

to the duties of the Police Officers, along with access to all resources at the City Police Department. The City will invoice the District for any training expenses that are a result of employment in the school setting. All training shall be approved by the Police Chief..

C.

The duties of the Police Officers referenced in Section I(A) above shall include, but are not limited to, the following activities:

1. Protecting the safety and welfare of any person within the jurisdiction of the officer, and protecting the property of the District, as required by Texas Education Code §37.081(d);
2. Patrolling school property during and after school hours;
3. Answering calls for assistance from school officials;
4. Making reports on all criminal activities and filing of cases with the proper authorities;
5. Answering calls and facilitating dispute resolution between schools, schools and school authorities, parents and school authorities, or any other agreed upon disputes;
6. Answering alarms;
7. Answering calls for assistance with custody disputes;
8. Eating with the schools several times each month in order to give the schools the chance to know the officer as a friend and not someone to distrust;
9. Meeting with the school council, or other similar groups, whenever possible;
10. Assist with District Attendance Officer; Assist with home visits for verification of residency.
11. Providing testimony in school discipline conferences and hearings, as requested by the District;
12. Facilitating and maintaining good relations between the District and other law enforcement units and officers;
13. Providing traffic control and direction (Flat rate \$49.89) at locations and during times specified by the District
14. Provide police and supervisory duties as requested by the District at the flat rate, not time and a half, and as authorized in the discretion of the Chief of Police;
15. Provide a positive image of law enforcement to students, parents and the community
16. Thoroughly familiar with laws relating to juveniles.
17. Serve as a resource to faculty and parents in developing workshops on violence prevention, drug awareness, gang involvement, gun safety, school safety, substance abuse, school safety, and other public safety topics as appropriate.



18. Be familiar with the school's crisis response plan and assist with crisis response drills;
19. Submit appropriate police department documents regarding incidents requiring documentation; and
20. Review student records as legally appropriate, understanding that these records are confidential by law and law enforcement-sensitive and cannot be shared with unauthorized persons.

The District recognizes that the assigned peace officers are classified as non-exempt employees. Any work that occurs within the work day that exceeds 8 hours is subjected to overtime pay at the rate of time and a half and the District shall be responsible for the total compensation for any time worked that is requested by the District and is considered over time. Peace officers shall seek prior written approval from their supervisor prior to working overtime hours.

D.

In carrying out the above duties, the Police Officers shall at all times endeavor to:

1. Respect the confidentiality of school and education records, comply with the requirements outlined in Board Policy FL (Legal) and (Local), and shall seek access to such records only in accordance with the requirements of the Family Education Rights and Privacy Act, 20 U.S.C. §1232g; and
2. Interview and question students while at school or school related events in accordance with the following guidelines:
  - a. Reasonable efforts shall be made to notify the parents or other person having lawful control of the school, unless there is a valid objection to such notification;
  - b. The principal or a designee shall be present during the questioning or interview, unless there is a valid objection to a third Party's presence.

E.

The City shall assign the Police Officers for duty at the District, during regular school hours, of at least 187 days following the teacher calendar + 5 additional days during the school year. Additionally, during the summer months, the Police Officers shall be assigned for special programs at the District, to include Summer School, special enforcement related to out of school youth, and required District training. During the summer months, the City may also assign the Police Officers for the purposes of supplementing positions at the Midlothian Police Department. The District shall submit its schedule to the City on an annual basis. Changes or additions to the schedule are permitted at any time, and shall be submitted by the District as soon as possible.

F.

The District shall provide the Police Officers with the following:

1. Office space at a Midlothian school or schools of Midlothian ISD's choice; and
2. Access to computer and other office equipment as needed.

G.

The City shall pay the Police Officers' salary and benefits. In exchange for assignment of the Police Officers by the City to the District, the District shall reimburse the City for the District's use of Police Officers as follows:

1. The District will pay 62% of the total payroll costs, which will total \$52,576 per school year for one police officer position with the rank of sergeant. The District shall pay the City in ten (10) equal monthly payments in accordance with the District's school year. The payments shall be made on a monthly basis.
2. The District will pay 62% of the total payroll costs for eight (8) officers, which will total \$562,833 per school year for each police officer position, excluding the officer with the rank of sergeant. For each of these police officers provided, the District shall pay the City in ten (10) equal monthly payments in accordance with the District's school year. The payments shall be made on a monthly basis.
3. The entire salary and benefits package per school year, which will total \$152,498 for the one police officer position with the rank of lieutenant to serve as the District's Safety and Security Director. The District shall pay the City in twelve (12) equal monthly payments in accordance with the District's school year. The payments shall be made on a monthly basis.
4. The District will pay 62% of the cost of leasing four vehicles for use by the SROs, which will total \$34,966 per school year. The District will pay 62% of the cost of maintenance and fuel for these vehicles, not to exceed \$2,480 per month.

At all times under this Agreement, and notwithstanding any contribution of funds by the District, the City shall remain solely responsible for the withholding of income taxes and Social Security, as well as for worker's compensation, disability benefits, and/or any other benefit, and shall ensure that the Police Officers remain fully insured for any and all claims or risks arising from or related to any services provided to either Party, including payment of any insurance premiums for the Police Officers.

H.

The District may, with cause, request a replacement for any one of the Police Officers. Such a request will be made through the office of the Chief of Police, it shall be solely in the discretion of the Police Chief as to whether said request can or will be honored. Prior to and during assignment of the Police Officers to the District, the Chief of Police shall provide the District with information regarding the officers available for assignment, and shall consider the District's preferences and input in making the assignment under this Agreement.

## **II. General Provisions**

### **A. Independent Contractor Status**

The Parties shall operate hereunder as independent contractors and not as officers, agents, servants or employees of each other. The City shall be solely responsible for the acts and omissions of its officers, members, agents, servants, and employees. The District shall be solely responsible for the acts and omissions of its officers, members, agents, servants, and employees. Neither City nor District shall be responsible under the Doctrine of Respondent Superior for the acts and omissions of the officers, members, agents, servants, or employees of the other.

## B. Sovereign Immunity

Nothing in this Agreement, or any attachment herein, shall be construed or interpreted to affect, alter, or modify the immunity of either Party under the Texas Tort Claims Act, Texas Civil Practice and Remedies Code, Chapter 101.

## C. Term

The term of this contract shall be July 1, 2021 through June 30, 2022 (the "Initial Term"). With the exception of the Lieutenant, Police Officers will work 187 days between July 1, 2021 and June 30, 2022 in accordance with the teacher calendar + 5 additional days within the school year. The District schedule will be provided to the Commander by August 3, 2021. The Lieutenant will work 226 days between July 1, 2021 and June 30, 2022 in accordance with the District's 226 day employee calendar. The Parties may agree to renew all or part of this Agreement for successive one-year terms thereafter ("Renewal Term").

## D. Termination

1. Either Party hereto may terminate this Agreement at any time and for any reason by providing the other Party with 90 days' written notice of termination. In the event of such termination, the District shall not be responsible for any monthly payments after the date that such termination notice is effective.
2. The District and City covenant and agree that in the event either Party fails to comply with, or breaches, any of the terms or provisions of this Agreement, the non-breaching Party shall provide written notice to the other as soon as reasonably possible after the non-breaching Party becomes aware of the failure to comply with, or breach of, any of the terms or provisions of this Agreement. The breaching Party shall have a reasonable time not to exceed fifteen (15) days to cure or correct the breach. In the event the breaching party fails to cure or correct the breach, the District and City agree to follow the process as described in II (I) below.
3. As the District shall make all payments under this Agreement from current revenues available, in the event no funds or insufficient funds are available at any time or during any fiscal period when such payment is due, District shall notify City of such occurrence and this Agreement shall terminate on the last day of the fiscal period for which payment was received without penalty to the District of any kind whatsoever. However, District shall be responsible to remit payment for all services provided by the City to the District prior to the termination date.

## E. Third-Party Beneficiary

This Agreement does not create any Third-Party beneficiaries. Nothing in this Agreement, or in any attachment herein, shall be construed to create, expand, or form a basis for liability to any third Party under any theory of law against either the District or the City unless such a basis exists independent of this Agreement under State or federal law.

## F. Notices

Any notice herein required or permitted to be given by the District or City shall be deemed received when mailed, postage prepaid, properly addressed to the other Party for delivery by certified mail, provided that the sending Party obtains independent proof of actual receipt (e.g., return receipt). Until changed, notices shall be sent to the respective Party at the addresses designated below; however, each Party has a right to designate a different address by giving the other Party fifteen (15) days prior written notice of such designation:

The District:	The City:	The City:
JoAnn Fey Superintendent Midlothian I.S.D. 100 Walter Stephenson Road Midlothian, Texas 76065	Chris Dick City Manager City of Midlothian 104 E. Avenue E Midlothian, Texas 76065	Carl Smith Midlothian Police Chief City of Midlothian 1150 North Highway 67 Midlothian, Texas 76065

#### G. Amendment

No amendment, modification, or alteration of the terms hereof shall be binding unless the same is in writing, dated subsequent to the date of this Agreement and duly executed by both Parties.

#### H. Venue and Governing Law

The obligations and undertakings of each of the Parties to this Agreement are and shall be performed in Ellis County, Texas. The validity of this Agreement and any of its terms or provisions, as well as the rights and duties of the Parties, shall be governed by the laws of the State of Texas; and any venue for any action concerning this Agreement shall be in Ellis County, Texas.

In the event of litigation or other adjudication involving this Agreement, the prevailing Party may recover its attorneys' fees, pursuant to Texas Local Government Code§ 271.159.

#### I. Informal Dispute Resolution

Except in the event of termination pursuant to II(D) above, if either the District or City has a claim, dispute, or other matter in question for breach of duty, obligations, services rendered or any warranty that arises under this Agreement, the Parties shall first attempt to resolve the matter through this dispute resolution process. The disputing Party shall notify the other Party in writing as soon as practicable after discovering the claim, dispute, or breach. The notice shall state the nature of the dispute and list the Party's specific reasons for such dispute. Within ten (10) business days of receipt of the notice, both Parties shall commence the resolution process and make a good faith effort, either through email, mail, phone conference, in person meetings, or other reasonable means to resolve any claim, dispute, breach or other matter in question that may arise out of, or in connection with, this Agreement. If the Parties fail to resolve the dispute within sixty (60) days of the date of receipt of the notice of the dispute, then the Parties may submit the matter to non-binding mediation in Ellis County, Texas, upon written consent of authorized representatives of both Parties in accordance with the Industry Arbitration Rules of the American Arbitration Association or other applicable rules governing mediation then in effect. The mediator shall be agreed to by the Parties. Each Party shall be liable for its own expenses, including attorney's fees; however, the Parties shall share equally in the costs of the mediation. If the Parties cannot resolve the dispute through mediation, then either Party shall have the right to exercise any and all remedies available under law regarding the dispute.

#### J. Complete Agreement and Severability

This Agreement embodies the complete understanding of the Parties hereto, superseding all oral or written previous and contemporaneous agreements between the Parties and relating to the matters in this Agreement.

In the event any one or more of the provisions contained in this Agreement for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect the other provisions, and the Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in this Agreement.

#### K. Headings

Headings and titles used in this Agreement are for reference purposes only, shall not be deemed a part of this Agreement, and are not intended to define or limit the scope of any provision of this Agreement.

#### L. No Wavier

The failure of the City or District to insist upon the performance of any term or provision of this Agreement or to exercise any right granted herein shall not constitute a waiver of the City's or District's respective right to insist upon appropriate performance or to assert any such right on any future occasion.

#### M. Non-Discrimination Covenant and Provision Regarding Age

The District and City, in the execution, performance, or attempted performance of this Agreement, will not discriminate against any person or persons because of sex, race, religion, age, disability, color, national origin, or familial status, nor will the District or City permit its agents, employees, subcontractors or program participants to engage in such discrimination.

City and District understand and agree that neither it nor any of its officers, members, agents, employees, program participants, or subcontractors, while engaged in the performance of this Agreement shall, in connection with the employment, advancement, or discharge of employees, or in connection with the terms, conditions or privileges of their employment, discriminate against persons because of their age, except on the basis of a bona fide occupational qualification, retirement plan, or statutory requirement.

#### N. Confidentiality

District, for itself and its officers, agents and employees, agrees that it shall treat all information provided to it by the City as confidential and shall not disclose any such information to a Third Party without the prior written approval of the City, except as required by law. City, for itself and its officers, agents and employees, agrees that it shall treat all information provided to it by the District as confidential and shall not disclose any such information to a third Party without the prior written approval of the District, except as required by law. In carrying out duties, the City or any City personnel or police officers, shall at all times recognize and respect the confidentiality of student and education records and shall seek access to such records only in accordance with the requirements of the Family Education Rights and Privacy Act, 20 U.S.C. §1232g ("FERPA") and District Board Policy FL (LEGAL) and (LOCAL).

#### O. Miscellaneous

This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and constitute one and the same instrument.

**APPROVED** by the School Board of the Midlothian Independent School District. Midlothian, Texas in a meeting held on the 21<sup>st</sup> day of June, 2021.

**Midlothian Independent School District**

By: \_\_\_\_\_  
PRESIDENT, Board of Trustees

ATTEST:

By: \_\_\_\_\_  
SECRETARY, Board of Trustees

APPROVED by the City of Midlothian, Texas, in a meeting on the \_\_\_\_\_ day of \_\_\_\_\_, 2021

**City of Midlothian, Texas**

By: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_  
City Secretary

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>JROTC Update</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	The Department of Learning has updated information related to JROTC programming costs, structure and program requirements. <a href="#">Presentation</a> includes factors related to implementation and recommendations for the future.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	GOAL 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Presentation only	
<b>Presenter:</b>	Shelle Blaylock	



# JROTC Program Update

---

May 17, 2021



# Factors to Consider for Implementation

- Student Course Requests
- Limited number of JROTC Programs in US
- Low Scoring Points on Application
- Cost
- Dedicated Space Needed
- Staffing - 2 instructors certified by HQ USACC
- Desire to Provide Program to Students



# Summary of Points for Application for JROTC

Criteria	Possible Points	Projected Points Earned
Title 1	20	0
Need	20	0
Student Enrollment (56 student requests)	15	5
Willingness	15	10
School Financial Solvency	5	5
School Facilities	10	5
Fair & Equitable Distribution	15	0
	100	25

## CURRENT APPLICATIONS

Max JROTC Programs  
Granted:  
**1709**

Current JROTC Units:  
**1698**



## Options:

- ❑ Apply for JROTC traditional program
- ❑ Partner with neighboring district to allow MISD students involvement in a program for 2021-22
- ❑ Find alternative programs that can meet the desires of students seeking JROTC involvement
- ❑ Budget and prepare to implement all aspects of National Defense Cadet Corp (NDCC) program *[\*100% funded annually by MISD]*



# Recommendation

- Seek and provide alternative programs with similar components
- Pursue application submission with guidance from JROTC national and state officials (*already in progress*)
  - Explore Air Force and Army
  - Continue to build interest toward JROTC
  - Plan to implement when Heritage Phase 2 opens

## Continue:

- Promoting Recruiter Visits
- Inviting Recruiters to District Events
- Tracking Military Interest
- Offering ASVAB





**Questions/Comments**

---

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Review of the 2021-2022 Budget – Update #4</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information</b>	<p style="text-align: center;"><b>Information Only This Month</b></p> <p><b><u>2021-2022 Budget</u></b>  Beginning with the school board approval of the 2020-2021 Budget Calendar on October 19, 2020, the process to develop next year's budget has been underway for several months.</p> <p>The board was shown the assumptions used in building the budget on January 4, 2021. These were further refined at the March 3 meeting. On April 13, the board was given the base budget with details for student numbers and types, payroll and staffing and benefits, tax values, tax rates, and which items were still to be determined. The board also heard a presentation from TASB on how the salary survey was conducted.</p> <p>On April 30, the Ellis County Appraisal District released the Estimated Certified Tax Values for 2021. Tax appraisal notification were mailed to taxpayers during the last two weeks in April.</p> <p>At the May 13<sup>th</sup> workshop, the board was given an update using the higher appraisal values and the proposed salary and benefit information.</p> <p>The General Fund Budget is balanced at this time and the Interest &amp; Sinking Fund show an amount above the current bond payment requirements. The Interest &amp; Sinking Fund has approximately \$5.00M available to repay debt early to reduce future interest payments. Another option is to reduce the I&amp;S tax rate if desired.</p> <p>There are a few items left to decide which might affect the budget. The largest decision point is the refresh of the current student technology devices. The release of the ESSER III funds could also affect the budget as those funds can be used to supplant planned expenditures.</p> <p>The review for this meeting will discuss currently expected revenues and expenditures. This meeting will focus on the General Operating Fund and the Debt Service Fund. Both of these funds are affected by state funding and local tax values. The Child Nutrition Budget is not affected by state funding or local tax values but will be part of the discussion.</p>	

	It is planned for this version of the budget to be the same as the one the board will be asked to consider for adoption at the June meeting.
<b>Fiscal Impact/Budget Function Code:</b>	NA
<b>Policy:</b>	<b>CE (Legal), CE (Local)</b>
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.
<b>Administration Recommended Option:</b>	NA – Information Only
<b>Motion:</b>	NA – Information Only
<b>Presenter:</b>	Jim Norris

**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**  
**COMBINED SUMMARY - GENERAL, CHILD NUTRITION AND DEBT SERVICE FUNDS**  
**JULY 1, 2021 THROUGH JUNE 30, 2022**

	General Fund	Child Nutrition	Debt Service
Property Value Estimates	\$ 6,587,545,927		\$ 6,587,545,927
Tax Rate to Fund Operations	\$ 0.8747		\$ 0.490
Student ADA Actual/Estimates	9,769,375		9,769,375
Student WADA Actual/Estimates	12,456,816		12,456,816
<b>REVENUES</b>			
Property Taxes	\$ 49,197,288	\$ -	\$ 31,615,078
Other Local Revenue	10,854,865	2,433,261	-
State Program Revenues	42,251,463	11,668	295,068
Federal Program Revenues	1,516,000	1,460,074	-
Total Revenues	103,819,616	3,905,003	31,910,146
<b>EXPENDITURES</b>			
11 Instruction	52,790,973		
12 Instructional Resources & Media	1,124,499		
13 Staff Development	1,702,739		
21 Instructional Administration	1,033,424		
23 School Administration	5,137,542		
31 Guidance and Counseling	3,440,149		
32 Social Services	-		
33 Health Services	1,114,241		
34 Student Transportation	2,541,121		
35 Food Service	-	3,757,600	
36 Co-Curricular Activities	4,507,426		
41 General Administration	3,841,673		
51 Plant Maintenance & Operations	10,057,303	57,500	
52 Security	1,575,633	-	
53 Data Processing	2,072,946		
61 Community Service	-		
71 Debt Service	-		26,806,709
81 Capital Outlay	-		
95 Payments to JJAEP	75,000		
97 Tax Increment Financing	12,183,347		
99 Other Intergovernmental Charges	621,600		
Total Expenditures	103,819,616	3,815,100	26,806,709
<b>Increase / (Decrease) In Fund Balance</b>	<b>(0)</b>	<b>89,903</b>	<b>5,103,437</b>
<b>Other Resources / (Uses)</b>			
Other Resources	-	-	-
Operating Transfers (Out)	-	-	-
<b>Net Increase / (Decrease) In Fund Balance</b>	<b>(0)</b>	<b>89,903</b>	<b>5,103,437</b>
Fund Balance - July 1 (Beginning)	30,088,680	628,337	16,864,732
<b>Fund Balance - June 30 (Ending)</b>	<b>\$ 30,088,679</b>	<b>\$ 718,240</b>	<b>\$ 21,968,169</b>
Percent of Operating Expenditures	28.98%	18.83%	81.95%



**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT  
GENERAL FUND - SUPPLEMENTAL INFORMATION  
2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21 Revised Budget (As of April 23, 2021 with Certified Values, changes in Homestead Exemptions and 5th Six Weeks Enrollment)	2021-22 Proposed Budget Based on 10,093 Enrollment	2021-22 Change to 21-22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
	Audited Financial Statements	Adopted Budget				
Property Value Estimates	\$ 5,190,466,772	\$ 5,776,414,028	\$ 5,881,737,435	\$ 6,587,545,927	\$ 705,808,492	12.00%
Tax Rate to Fund Operations	\$ 0.9700	\$ 0.8987	\$ 0.8898	\$ 0.8747	\$ (0.0151)	-1.70%
Student ADA Actual/Estimates	9,446,938	9,689,280	9,814,447	9,769,375	(45)	-0.46%
Student WADA Actual/Estimates	11,793,369	12,167,106	12,198,402	12,456,816	258	2.12%
<b>REVENUES</b>						
<b>Local</b>						
Property Taxes - Current	\$ 43,415,632	\$ 45,309,733	\$ 44,108,550	\$ 48,897,288	\$ 4,788,738	10.86%
Property Taxes - Delinquent	222,341	200,000	355,000	300,000	(55,000)	-15.49%
Penalty and Interest	181,142	128,000	128,000	138,000	10,000	7.81%
TIRZ Tax Revenue	5,156,425	4,893,422	6,663,757	7,074,726	410,969	6.17%
Athletic Revenue	262,266	323,000	323,000	323,000	-	0.00%
Advertising	48,600	50,000	8,000	50,000	42,000	525.00%
Tuition	23,573	10,000	10,000	10,000	-	0.00%
Rental of Facilities	129,581	111,961	81,961	81,961	-	0.00%
City Library Partnership	79,359	75,000	75,000	75,000	-	0.00%
Interest on Investments	472,689	400,000	35,000	80,000	45,000	128.57%
District TIRZ Money	1,753,937	2,031,762	2,457,896	2,712,310	254,414	10.35%
Other Local Revenue	558,451	339,000	384,245	309,868	(74,377)	-19.36%
<b>Total</b>	<b>52,303,996</b>	<b>53,871,878</b>	<b>54,630,409</b>	<b>60,052,153</b>	<b>5,421,744</b>	<b>9.92%</b>
<b>State</b>						
Foundation/Per Capita	31,569,150	33,676,559	34,925,716	32,598,727	(2,326,989)	-6.66%
TRS On-Behalf	4,233,351	4,362,832	4,367,832	4,544,115	176,283	4.04%
Other State Revenues	2,935,218	3,307,150	4,758,838	5,108,621	349,783	7.35%
<b>Total</b>	<b>38,737,719</b>	<b>41,346,541</b>	<b>44,052,386</b>	<b>42,251,463</b>	<b>(1,800,923)</b>	<b>-4.09%</b>
<b>Federal</b>						
SHARS	962,732	1,065,000	1,065,000	1,500,000	435,000	40.85%
Other Federal Revenue	24,356	14,500	254,152	16,000	(238,152)	-93.70%
<b>Total</b>	<b>987,088</b>	<b>1,079,500</b>	<b>1,319,152</b>	<b>1,516,000</b>	<b>196,848</b>	<b>14.92%</b>
Operating Transfers In	-	-	-	-	-	
<b>Total Revenues</b>	<b>92,028,803</b>	<b>96,297,919</b>	<b>100,001,947</b>	<b>103,819,616</b>	<b>3,817,669</b>	<b>3.82%</b>
<b>Total Expenditures and Uses</b>	<b>91,753,449</b>	<b>96,297,919</b>	<b>102,082,153</b>	<b>103,819,616</b>	<b>\$1,740,507</b>	<b>1.71%</b>
<b>Revenues Over(Under) Expend. and (Uses)</b>	<b>275,354</b>	<b>-</b>	<b>(2,080,206)</b>	<b>(0)</b>	<b>2,077,162</b>	<b>-99.85%</b>
<b>Estimated Fund Balance (July 1)</b>	<b>31,893,532</b>	<b>32,168,886</b>	<b>32,168,886</b>	<b>30,088,680</b>		
Prior Period Adjustment			-			
Other Items Anticipated from Fund Balance						
<b>Estimated Ending Fund Balance (June 30)</b>	<b>\$ 32,168,886</b>	<b>\$ 32,168,886</b>	<b>\$ 30,088,680</b>	<b>\$ 30,088,679</b>		
<b>Percent of Operating Expenditures</b>	<b>35.06%</b>	<b>33.41%</b>	<b>29.47%</b>	<b>28.98%</b>		

**MIDLOTHIAN INDEPENDENT SCHOOL I**  
**GENERAL FUND BUDGET - EXPENDITURES - SUPPLEMENTAL INFORMATION**  
**2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21	2021-22	2021-22	
	Audited Financial Statements	Adopted Budget	Revised Budget (As of April 23, 2021)	Preliminary Budget	Change to 21-22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
<b>EXPENDITURES</b>						
<b>11 Instruction</b>						
Payroll	44,280,914	48,009,003	48,976,984	50,006,580	\$ 1,029,596	2.10%
Professional & Contracted S	687,205	760,272	1,046,502	708,235	(338,267)	-32.32%
Supplies and Materials	1,967,367	2,352,296	2,476,743	1,931,935	(544,808)	-22.00%
Other Operating Costs	62,665	122,119	81,847	144,223	62,376	76.21%
Capital Outlay	10,624	-	22,823	-	(22,823)	-100.00%
<b>Total</b>	<b>47,008,775</b>	<b>51,243,690</b>	<b>52,604,899</b>	<b>52,790,973</b>	<b>186,074</b>	<b>0.35%</b>
<b>12 Instructional Resources &amp; Media</b>						
Payroll	908,551	943,435	1,024,097	968,853	\$ (55,244)	-5.39%
Professional & Contracted S	2,971	4,267	3,522	3,772	250	7.10%
Supplies and Materials	135,843	143,586	148,087	149,558	1,471	0.99%
Other Operating Costs	1,065	2,280	1,340	2,316	976	72.84%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>1,048,430</b>	<b>1,093,568</b>	<b>1,177,046</b>	<b>1,124,499</b>	<b>(52,547)</b>	<b>-4.46%</b>
<b>13 Staff Development</b>						
Payroll	1,052,454	905,048	1,145,170	1,347,262	\$ 202,092	17.65%
Professional & Contracted S	103,434	95,350	95,046	100,950	5,904	6.21%
Supplies and Materials	159,005	37,466	46,309	32,650	(13,659)	-29.50%
Other Operating Costs	162,741	315,759	189,815	221,877	32,062	16.89%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>1,477,634</b>	<b>1,353,623</b>	<b>1,476,340</b>	<b>1,702,739</b>	<b>226,399</b>	<b>15.34%</b>
<b>21 Instructional Administration</b>						
Payroll	875,646	1,089,849	1,012,309	975,201	\$ (37,108)	-3.67%
Professional & Contracted S	10,829	11,931	6,242	8,130	1,888	30.25%
Supplies and Materials	27,583	29,766	28,940	24,100	(4,840)	-16.72%
Other Operating Costs	12,913	30,380	15,300	25,993	10,693	69.89%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>926,971</b>	<b>1,161,926</b>	<b>1,062,791</b>	<b>1,033,424</b>	<b>(29,367)</b>	<b>-2.76%</b>
<b>23 School Administration</b>						
Payroll	4,519,061	4,643,329	5,005,829	5,021,937	\$ 16,108	0.32%
Professional & Contracted S	18,643	22,900	4,425	6,350	1,925	43.50%
Supplies and Materials	36,504	49,560	70,515	53,970	(16,545)	-23.46%
Other Operating Costs	38,202	60,180	23,211	55,285	32,074	138.18%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>4,612,410</b>	<b>4,775,969</b>	<b>5,103,980</b>	<b>5,137,542</b>	<b>33,562</b>	<b>0.66%</b>
<b>31 Guidance and Counseling</b>						
Payroll	2,951,890	3,152,456	3,299,832	3,367,570	\$ 67,738	2.05%
Professional & Contracted S	1,200	1,500	1,750	1,500	(250)	-14.29%
Supplies and Materials	53,218	53,005	53,374	52,229	(1,145)	-2.15%
Other Operating Costs	9,525	22,160	15,981	18,850	2,869	17.95%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>3,015,833</b>	<b>3,229,121</b>	<b>3,370,937</b>	<b>3,440,149</b>	<b>69,212</b>	<b>2.05%</b>



**MIDLOTHIAN INDEPENDENT SCHOOL 1**  
**GENERAL FUND BUDGET - EXPENDITURES - SUPPLEMENTAL INFORMATION**  
**2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21	2021-22	2021-22	
	Audited Financial Statements	Adopted Budget	Revised Budget (As of April 23, 2021)	Preliminary Budget	Change to 21-22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
<b>32 Social Services</b>						
Payroll	-	-	-	-	\$ -	0.00%
Professional & Contracted S	-	-	-	-	-	0.00%
Supplies and Materials	-	-	-	-	-	0.00%
Other Operating Costs	-	-	-	-	-	0.00%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	-	-	-	-	0	0.00%
<b>33 Health Services</b>						
Payroll	825,445	1,032,911	1,043,475	1,023,003	\$ (20,472)	-1.96%
Professional & Contracted S	-	41,035	1,915	41,085	39,170	2045.43%
Supplies and Materials	55,097	31,823	122,124	46,183	(75,941)	-62.18%
Other Operating Costs	1,360	4,160	1,200	3,970	2,771	230.97%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	881,902	1,109,929	1,168,713	1,114,241	(54,472)	-4.66%
<b>34 Student Transportation</b>						
Payroll	2,109,199	2,059,632	2,132,721	2,151,545	\$ 18,824	0.88%
Professional & Contracted S	167,385	122,500	140,300	146,500	6,200	4.42%
Supplies and Materials	404,057	589,001	456,501	518,501	62,000	13.58%
Other Operating Costs	(324,824)	(291,425)	(192,925)	(275,425)	(82,500)	42.76%
Capital Outlay	813,431	-	394,228	-	(394,228)	-100.00%
<b>Total</b>	3,169,249	2,479,708	2,930,825	2,541,121	(389,704)	-13.30%
<b>35 Food Services</b>						
Payroll	-	-	3,044	-	\$ (3,044)	-100.00%
<b>Total</b>	-	-	3,044	-	(3,044)	-100.00%
<b>36 Co-Curricular Activities</b>						
Payroll	2,418,178	2,517,483	2,534,920	2,670,107	\$ 135,187	5.33%
Professional & Contracted S	253,124	294,387	337,326	341,556	4,230	1.25%
Supplies and Materials	465,979	504,093	518,359	479,176	(39,183)	-7.56%
Other Operating Costs	701,995	1,025,109	718,100	1,016,587	298,487	41.57%
Capital Outlay	54,248	-	265,947	-	(265,947)	-100.00%
<b>Total</b>	3,893,524	4,341,072	4,374,652	4,507,426	132,774	3.04%
<b>41 General Administration</b>						
Payroll	2,287,605	2,508,518	2,665,703	2,675,960	\$ 10,257	0.38%
Professional & Contracted S	602,139	845,746	822,026	826,111	4,085	0.50%
Supplies and Materials	109,559	116,899	100,096	140,449	40,353	40.31%
Other Operating Costs	142,373	218,968	215,000	199,153	(15,847)	-7.37%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	3,141,675	3,690,131	3,802,825	3,841,673	38,848	1.02%
<b>51 Plant Maintenance &amp; Operations</b>						
Payroll	3,811,537	4,216,223	4,268,414	4,506,293	\$ 237,879	5.57%
Professional & Contracted S	2,836,754	3,377,170	3,483,350	3,553,070	69,720	2.00%
Supplies and Materials	649,055	858,255	680,453	821,610	141,157	20.74%
Other Operating Costs	707,046	882,100	947,618	1,145,830	198,212	20.92%
Capital Outlay	210,266	-	132,324	30,500	(101,824)	-76.95%
<b>Total</b>	8,214,658	9,333,748	9,512,159	10,057,303	545,144	5.73%

**MIDLOTHIAN INDEPENDENT SCHOOL 1**  
**GENERAL FUND BUDGET - EXPENDITURES - SUPPLEMENTAL INFORMATION**  
**2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21	2021-22	2021-22	
	Audited Financial Statements	Adopted Budget	Revised Budget (As of April 23, 2021)	Preliminary Budget	Change to 21-22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
<b>52 Security</b>						
Payroll	295,540	377,420	392,059	398,321	\$ 6,262	1.60%
Professional & Contracted S	625,126	818,425	897,496	959,630	62,134	6.92%
Supplies and Materials	125,519	155,275	107,855	162,182	54,327	50.37%
Other Operating Costs	-	63,204	41,888	55,500	13,612	32.50%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>1,046,184</b>	<b>1,414,324</b>	<b>1,439,298</b>	<b>1,575,633</b>	<b>136,335</b>	<b>9.47%</b>
<b>53 Data Processing</b>						
Payroll	1,108,039	1,314,233	1,328,013	1,426,621	\$ 98,608	7.43%
Professional & Contracted S	63,932	58,450	120,859	42,450	(78,409)	-64.88%
Supplies and Materials	702,375	588,718	513,767	588,840	75,073	14.61%
Other Operating Costs	12,313	20,035	10,510	15,035	4,525	43.05%
Capital Outlay	11,640	-	-	-	-	0.00%
<b>Total</b>	<b>1,898,300</b>	<b>1,981,436</b>	<b>1,973,149</b>	<b>2,072,946</b>	<b>99,797</b>	<b>5.06%</b>
<b>61 Community Services</b>						
Payroll	16,506	8,500	37,070	-	\$ (37,070)	-100.00%
Professional & Contracted Services	-	-	-	-	-	0.00%
Supplies and Materials	-	-	-	-	-	0.00%
Other Operating Costs	-	-	-	-	-	0.00%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>16,506</b>	<b>8,500</b>	<b>37,070</b>	<b>-</b>	<b>(37,070)</b>	<b>-100.00%</b>
<b>71 Debt Service</b>						
Debt Service	2,891,995	228,602	172,720	-	(172,720)	100.00%
<b>Total</b>	<b>2,891,995</b>	<b>228,602</b>	<b>172,720</b>	<b>-</b>	<b>(172,720)</b>	<b>100.00%</b>
<b>81 Capital Outlay</b>						
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>
<b>95 Payments to JJAEP</b>						
Professional & Contracted S	-	60,000	-	75,000	75,000	100.00%
<b>Total</b>	<b>-</b>	<b>60,000</b>	<b>-</b>	<b>75,000</b>	<b>75,000</b>	<b>0.00%</b>
<b>97 Tax Increment Financing</b>						
Other Operating Costs	7,973,853	8,200,572	11,279,705	12,183,347	903,642	8.01%
<b>Total</b>	<b>7,973,853</b>	<b>8,200,572</b>	<b>11,279,705</b>	<b>12,183,347</b>	<b>903,642</b>	<b>8.01%</b>
<b>99 Other Intergovernmental Charges</b>						
Professional & Contracted S	535,551	592,000	592,000	621,600	29,600	5.00%
<b>Total</b>	<b>535,551</b>	<b>592,000</b>	<b>592,000</b>	<b>621,600</b>	<b>29,600</b>	<b>5.00%</b>
<b>00 Operating Transfers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>TOTAL EXPENDITURES</b>	<b>91,753,449</b>	<b>96,297,919</b>	<b>102,082,153</b>	<b>103,819,616</b>	<b>1,737,463</b>	<b>1.70%</b>
<b>All Functions</b>						
Payroll	\$67,460,564	\$72,778,040	\$74,866,596	\$76,539,253	\$1,672,657	2.23%
Professional & Contracted S	5,908,293	7,105,933	7,552,759	7,435,939	(116,820)	-1.55%
Supplies and Materials	4,891,161	5,509,743	5,323,123	5,001,383	(321,740)	-6.04%
Other Operating Costs	9,501,228	10,675,601	13,348,589	14,812,541	1,463,952	10.97%
Debt Service	2,891,995	228,602	172,720	-	(172,720)	-100.00%
Capital Outlay	1,100,208	-	815,322	30,500	(784,822)	-96.26%
Operating Transfers	-	-	-	-	-	0.00%
<b>Totals</b>	<b>\$91,753,449</b>	<b>\$96,297,919</b>	<b>\$102,079,109</b>	<b>\$103,819,616</b>	<b>\$1,740,507</b>	<b>1.71%</b>
Totals less TIRZ	83,779,596	88,097,347	90,799,404	91,636,269	836,865	0.92%

**MIDLOTHIAN INDEPENDENT SCHOOL J**  
**GENERAL FUND BUDGET - EXPENDITURES - SUPPLEMENTAL INFORMATION**  
**2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21	2021-22	2021-22	
	Audited Financial Statements	Adopted Budget	Revised Budget (As of April 23, 2021)	Preliminary Budget	Change to 21- 22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
<b><u>All Functions</u></b>						
Payroll	73.52%	75.58%	73.34%	73.72%		
Professional & Contracted S	6.44%	7.38%	7.40%	7.16%		
Supplies and Materials	5.33%	5.72%	5.21%	4.82%		
Other Operating Costs	10.36%	11.09%	13.08%	14.27%		
Debt Service	3.15%	0.24%	0.17%	0.00%		
Capital Outlay	1.20%	0.00%	0.80%	0.03%		
Operating Transfers	0.00%	0.00%	0.00%	0.00%		
	100.00%	100.00%	100.00%	100.00%		
Payroll % less TIRZ	80.52%	82.61%	82.45%	83.53%		



**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**  
**CHILD NUTRITION FUND BUDGET-SUPPLEMENTAL INFORMATION**  
**2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21	2021-22	2021-22	
	Audited Financial Statements	Adopted Budget	Revised Budget (As of 4/23/21)	Proposed Budget	Change to 21-22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
<b>REVENUES</b>						
<b>Local</b>						
Meal Sales	\$ 1,635,811	\$ 2,426,261	\$ 2,426,261	\$ 2,430,261	\$ 4,000	0.16%
Interest on Investments	9,363	12,000	8,000	3,000	(5,000)	100.00%
Other Revenue	7,401		19,000	-	(19,000)	100.00%
<b>Total</b>	<u>1,652,575</u>	<u>2,438,261</u>	<u>2,453,261</u>	<u>2,433,261</u>	<u>(20,000)</u>	<u>-0.82%</u>
<b>State</b>						
State Matching	14,614	11,668	11,668	11,668	-	0.00%
<b>Total</b>	<u>14,614</u>	<u>11,668</u>	<u>11,668</u>	<u>11,668</u>	<u>-</u>	<u>0.00%</u>
<b>Federal</b>						
Federal Breakfast Reimbursement	338,245	217,176	217,176	222,605	5,429	2.50%
Federal Lunch Reimbursement	999,105	1,046,311	1,046,311	1,072,469	26,158	2.50%
USDA Commodities	149,831	165,000	165,000	165,000	-	0.00%
<b>Total</b>	<u>1,487,181</u>	<u>1,428,487</u>	<u>1,428,487</u>	<u>1,460,074</u>	<u>31,587</u>	<u>2.21%</u>
<b>Total Revenues</b>	<u>\$ 3,154,370</u>	<u>\$ 3,878,416</u>	<u>\$ 3,893,416</u>	<u>\$ 3,905,003</u>	<u>\$ 11,587</u>	<u>0.30%</u>
<b>EXPENDITURES</b>						
<b>35 Food Service</b>						
Payroll	26,725	24,000	81,500	85,000	3,500	0.00%
Contracted Services	2,606,487	3,385,583	3,380,683	3,458,100	77,417	2.29%
Supplies and Materials	194,577	220,000	269,005	211,000	(58,005)	-21.56%
Other Operating Costs	2,908	3,500	3,500	3,500	-	0.00%
Capital Outlay	-	-	39,395	-	(39,395)	0.00%
<b>Total</b>	<u>2,830,698</u>	<u>3,633,083</u>	<u>3,774,083</u>	<u>3,757,600</u>	<u>(16,483)</u>	<u>-0.44%</u>
<b>51 Plant Maintenance &amp; Operations</b>						
Payroll Costs	3,335	7,100	6,100	6,500	400	6.56%
Professional & Contracted Services	39,557	50,000	51,000	51,000	-	0.00%
Supplies & Materials	-	-	-	-	-	0.00%
Capital Outlay	-	-	-	-	-	0.00%
<b>Total</b>	<u>42,892</u>	<u>57,100</u>	<u>57,100</u>	<u>57,500</u>	<u>400</u>	<u>0.70%</u>
<b>52 Security</b>						
	-	-	-	-	-	0.00%
	-	-	-	-	-	0.00%
<b>TOTAL EXPENDITURES</b>	<u>2,873,590</u>	<u>3,690,183</u>	<u>3,831,183</u>	<u>3,815,100</u>	<u>(16,083)</u>	<u>-0.42%</u>
Increase / (Decrease) In Fund Balance	280,780	188,233	62,233	89,903	27,670	44.46%
Fund Balance - July 1 (Beginning)	285,324	566,104	566,104	628,337	62,233	10.99%
<b>Fund Balance - June 30 (Ending)</b>	<u>\$ 566,104</u>	<u>\$ 754,337</u>	<u>\$ 628,337</u>	<u>\$ 718,240</u>	<u>* \$ 89,903</u>	<u>14.31%</u>
Percent of Operating Expenditures		20.44%	16.40%	18.83%		

\*Maximum Allowable Fund Balance  
(three months Operating Expenditures) \$ 953,775

**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**  
**DEBT SERVICE FUND BUDGET-SUPPLEMENTAL INFORMATION**  
**2019-20 THROUGH 2021-22**

	2019-20	2020-21	2020-21	2021-22	2021-22	
	Audited Financial Statements	Adopted Budget	Revised Budget (July 2020 Certified Values & Revised Budget as of 4/23/21)	Proposed Budget	Change to 21-22 Proposed Budget from 20-21 Revised Budget	Incr / (Decr)
Property Value Estimates	\$ 5,190,466,772	\$ 5,776,414,028	\$ 5,881,737,435	\$ 6,587,545,927	\$ 705,808,492	12.00%
Tax Rate to Fund Operations	\$ 0.5000	\$ 0.5000	\$ 0.4900	\$ 0.490	\$ -	0.00%
Student ADA Actual/Estimates	9,446,938	9,689,280	9,814,447	9,769,375	(45)	-0.46%
Student WADA Actual/Estimates	11,793,369	12,167,106	12,198,402	12,456,816	258	2.12%
<b>REVENUES</b>						
<b>Local</b>						
Property Taxes - Current	\$ 25,024,451	\$ 27,934,986	\$ 27,934,986	\$ 31,355,078	\$ 3,420,092	12.24%
Property Taxes - Delinquent	104,930	75,000	175,000	150,000	(25,000)	100.00%
Penalty and Interest	89,201	60,000	60,000	60,000	-	0.00%
Interest on Investments	200,040	160,000	60,000	50,000	(10,000)	-16.67%
Other Revenue	-	-	-	-	-	0.00%
Total	25,418,623	28,229,986	28,229,986	31,615,078	3,385,092	11.99%
<b>State</b>						
EDA- Hold Harmless	361,791	407,464	407,464	295,068	(112,396)	-27.58%
Total	361,791	407,464	407,464	295,068	(112,396)	-27.58%
<b>Operating Transfers &amp; Other Resources</b>						
Bond Premium/Discount	10,590,276	-	16,702,272	-	(16,702,272)	-100.00%
Operating Transfer In	85,360,000	-	136,180,000	-	(136,180,000)	0.00%
Total	95,950,276	-	152,882,272	-	(152,882,272)	-100.00%
Total Revenues, Operating Transfers & Other Resources	\$ 121,730,690	\$ 28,637,450	\$ 181,519,722	\$ 31,910,146	\$ (149,609,576)	-82.42%
<b>EXPENDITURES</b>						
<b>Debt Service</b>						
Principal	57,582,645	7,378,729	41,528,729	10,325,000	(31,203,729)	-75.14%
Interest and Fiscal Charges	15,966,916	18,965,419	22,045,028	16,481,709	(5,563,319)	-25.24%
Total Expenditures	73,549,561	26,344,148	63,573,757	26,806,709	(36,767,048)	-57.83%
<b>Other Uses</b>						
Bond Escrow Pay Down/Other Uses	47,090,361	2,293,302	118,962,545	-	(118,962,545)	-100.00%
Total	47,090,361	2,293,302	118,962,545	-	(118,962,545)	-100.00%
Total Expenditures and Other Uses	120,639,922	28,637,450	182,536,302	26,806,709	(155,729,593)	-85.31%
Increase / (Decrease) In Fund Balance	1,090,768	-	(1,016,580)	5,103,437	6,120,017	-602.02%
Fund Balance - July 1 (Beginning)	16,790,544	17,881,312	17,881,312	16,864,732	(1,016,580)	-5.69%
Fund Balance -June 30 (Ending) **	\$ 17,881,312	\$ 17,881,312	\$ 16,864,732	\$ 21,968,169	\$ 5,103,437	30.26%
Percent Total Expenditures and Uses	24.31%	67.88%	26.53%	81.95%		

\*\*The August debt service payment is due after the new budget has been passed in June. Since the tax collections for the new year do not begin until October, the June 30 fund balance must be large enough to cover the August payment.

August 2021 Debt Payment	8,005,854
Fund Balance -August 31, 2021	\$ 8,858,878

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>FM (LOCAL) Policy Revision</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	FM (LOCAL) policy needs to be revised to reflect the correct wording for Honors Precalculus and Honors Physics. CollegeBoard no longer allows for PreAP to be used for those specific courses. Honors will be the term used for these classes moving forward.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	FM (LOCAL)	
<b>District Goal:</b>	N/A	
<b>Administration Recommended Option:</b>	Information Only	
<b>Motion:</b>	Information Only	
<b>Presenter:</b>	Shorr Heathcote	

---



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Dual Learning Platform</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>TEA has directed districts to encourage students to return to in-person instruction, but to simultaneously and proactively plan for a virtual learning option for next year, pending legislative action. Districts will not be required to offer a virtual option; however, based on the needs of our community we must move forward with a plan that would work for our District.</p> <p>Additional plans and preparations will be shared with the board.</p>	
<b>Fiscal Impact/Budget Function Code:</b>		
<b>Policy:</b>	N/A	
<b>District Goal:</b>	N/A	
<b>Administration Recommended Option:</b>	Information only	
<b>Motion:</b>	Information only	
<b>Presenter:</b>	Shorr Heathcote, Shelle Blaylock and Melissa Wolfe	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Consider Mentor's Care 2021-2022 Agreement</b>	
<b>Supporting Document(s):</b>	<b>Electronic: Yes</b>	<b>Hard Copy: No</b>
<b>Background Information:</b>	<p>This is an opportunity to review the agreement between MISD and Mentor's Care. This program is at MHS and HHS. The purpose of this program is to provide consistent mentorship for at-risk students. A full time coordinator is on each high school campus to coordinate schedules between the mentor and the student to ensure consistent mentorship. Weekly curriculum is taught to the students by the mentor which includes skills to help students realize the importance of learning and planning for the future. Data is collected by Mentor's Care to support the efficacy of the program.</p> <p>A memorandum of understanding (MOU) is needed to complete the process begun with the Board's inclusion of the proposed contracted amount in the 2021-2022 budget.  <a href="#">MOU</a>  <a href="#">Mentor's Care Proposed Contract</a>  <a href="#">Data Collection (2015-2021)</a></p> <p>This agreement has an increase in the cost from the 2020-2021 school year.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	\$84,000.00 for 2021-2022 budget.	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Create an environment of transparent information exchange between the school district and key stakeholders that builds long-term impactful relationships.	
<b>Administration Recommended Option:</b>	This is information only.	
<b>Motion:</b>	This is information only.	
<b>Presenter:</b>	Becky Wiginton	

Heritage	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
9th		7	12	7	13	19
10th		22	4	11	7	11
11th		10	12	7	11	9
12th		11	15	17	6	6
	55	50	43	42	37	45
					TOTAL	272

MHS	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
9th		13	18	14	14	19
10th		22	22	18	15	18
11th		9	13	9	18	12
12th		16	17	18	8	19
	57	60	70	59	55	68
					TOTAL	369

Glasscock, Nickelas Low	9
Green, Justin Dean	9
Lopez, Benjamin Landon	9
McAndrews, Nolan Rand	9
Pendley, Rilee (transfere	9
Steele, Iliana Louise	9
Toman, Julianne Ne'Cole	9
Anderson Jr., Bobby Joe	10
Avrett, Taylor (transferre	10
Brown Jr., Christopher El	10
Clayton, Tanner Lee	10
Glasscock, Joshua Charl	10
Graves III, Hollis Lee	10
Heater, Abbigail Jean	10
Higgins, Noah Jakob	10
McClatchey, Ashley LeAr	10
Mendoza Jr, Martin Cece	10
Shaw, Jordin Xavier	10
Smith, Chloe Grace	10
Smith, Kingsley Alexand	10
Stuart, Simon John	10
Suttle, Madison Renee	10
Tacker, Gabriella Elizabe	10
Tometi, Sean Adebisi	10
Torres, Derrick Austin	10
Turner, Morgan Lynn	10
Vanpool, Grace Kathleen	10
Wallace, Jillian Rose	10
Warren, Christopher Alle	10
Byrd, Destiny Renee	11
Calk, Hunter Don	11
Chapman, Cole Presley	11
Cleveland, Kelsey Lynn	11
Dostillio, Hailey Ann	11
Heater, Kyle Andrew	11
Pierce, Skylar (transfere	11
Pulido Chavez, Emma Ni	11
Rangel, Laney Grace	11
Webb, Dakota James	11
Embrey, Mary Kathryn G	12
Fussell, Dillon (transfere	12
Garcia, Shane Lee	12
Honaker, Samantha	12

Mendoza, Hailey Dawn	12
Spurger, Kaellie Marie	12
Threadgill, Elizabeth Dier	12
Tounget, Ashley Ann	12
Wheeler, Stone Lee	12
Winant, Jennifer Marie	12
Wright, Brandy Lynn	12

## **Mentors Care contract with Midlothian ISD**

### **A. Why MC?**

1. Community involvement currently at each campus
  - a. one to one mentor for each student

Heritage HS – 42 students  
Midlothian HS – 46 students

#### **statistical data 2019-2020**

1. 100% seniors graduated - even with Covid19

Heritage HS – 7 seniors graduated  
Midlothian HS – 9 seniors graduated

1. Increased (or maintained) credits due to having a mentor

Heritage HS – 93%  
Midlothian HS – 92%

2. Increased attendance due to having a mentor
  - a. On average cost of \$53 per student per day

Heritage HS – 83%  
Midlothian HS – 47%

#### **Contract with Mentors Care insures....**

- 1 Will have social worker full time on campus
- 2 Recruiting of mentors from the community
- 3 Curriculum for mentor and student meetings
- 4 Coordination of mentor and student meetings
- 5 Extra layer for the staff at each high school

2019-2020 Students at-risk student population address social emotional learning using our 4 year 24 Talking points curriculum

1. At intake of each student, each will be assessed of the 20 social emotional indicators
2. End of each year, student will be re-assessed for social emotional indicators to prove improvement

### **B. Why increased cost?**

Mentors Care has had increased cost for each campus.

- a. Increase in labor cost and cost of retaining employees
  - b. Continuing education for staff and mentors
  - c. Increase in material cost & office cost
- 1. Mentors Care has had the cost to MISD considerably lower over the years more than other districts due to our connection and heart with Midlothian. Increasing the amount of the contract, will bring MISD on average with our other districts we serve.
- 2. Mentors Care continually improves our program to better serve your students at Midlothian ISD. Here are just a few of the new things we implemented to serve your students and your community in 2019-2020....
  - a. PPE for each office
  - b. Quarantine of staff if exposed or sick with Covid19 and staffed our offices
  - c. Virtual mentoring created to continue mentoring with safety measures in place using Microsoft 365
    - a. Each session is recorded and held in the cloud indefinitely
    - b. Background created by each before they meet
    - c. Coordinator sets up the meeting and closes the meeting
  - d. Implemented our data base to Extended Reach
  - e. Capture info that MISD will be able to use on how the district is addressing the Social Emotional Learning needs of students
    - a. Intake interview includes 20 social emotional indicators
    - b. At each end of the re-access our progress
  - f. We are improving our assistance with students on pathways after graduation
    - a. Greater relationship with TSTC & other options for our students
    - b. Creating a way to monitor what the student is doing after high school and recording this in our data base
      - Ex.: Alumni find and personal relationships with coordinator and mentor
  - g. Our staff is engaged in continuing education
  - h. We offered a free seminar "Mentor Community Connection" to our mentors and all those in our schools and communities
    - a. "Self-Care: Care For Yourself While Caring for Others"

#### **Midlothian ISD contracts**

<u>2020-2021</u>	\$70,000
<u>2021-2022</u>	\$84,000 proposed



**Proposal for Provision of Mentoring Program Services to  
Two High Schools within Midlothian Independent School District  
(For 2021-2022 Academic School Year)**

This Proposal is made to the MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT (the “**District**”), by MENTORS CARE, a tax-exempt 501(c)(3), Texas non-profit corporation (“**Mentors Care**”) for the purpose of specifying the terms and conditions under which Mentors Care has agreed to provide the mentoring services more particularly described herein (collectively, the “**Program Services**”) to the District for the benefit of participating students at Midlothian High School, and Midlothian Heritage High School (collectively, the “**Schools**”, whether one or more) during the Term defined herein.

Background

Mentors Care operates and maintains a syndicated, thriving, proprietary mentoring program (the “**Program**”) which is designed to benefit, influence and change the lives of high school students who are at-risk of failing to achieve their full potential due to difficult family, socio-economic or other circumstances, by connecting them with adult mentors who serve as advocates, life-counselors and role models. Mentors Care and the District each believe that the Program would be of benefit to participating students at the School. The District therefore desires to engage Mentors Care to implement, maintain and operate the Program at the above-named School, and Mentors Care desires to do so subject to the terms and conditions set forth below:

1. Subject to District’s Approval and Adoption of Enabling Budget. This Proposal is subject to the District’s acceptance of the terms and conditions set forth below and adoption of an annual budget for each academic school year at issue (each, a “**Budget**”), which includes funding for the Program sufficient to enable the District to compensate Mentors Care in accordance with the terms and conditions set forth in Section 3.d. below.

2. Term. The initial term of the relationship contemplated by this Proposal will coincide with the 2021-2022 academic school year for the Schools (the “**Initial Term**”), excluding summer semesters, and holidays and bad weather days recognized by the District, and other weekdays during which the Schools may be closed for any reason. The Initial Term will commence on the first day of such academic school year and continue through the last day of such academic school year. Following the expiration of the Initial Term, the term will automatically renew and extend from each successive academic school year to the next (each, a “**Renewal Term**”), unless and until terminated by either party with or without cause upon written notice to the other at any time, or superseded by their execution of another proposal or agreement for the academic school year in question. (The Initial Term and the Renewal Term are sometimes collectively referred to as the “**Term**”).

Notwithstanding the above, Mentors Care acknowledges and agrees that the automatic renewal and extension as it pertains to any future academic school year shall be subject to and contingent upon the District’s adoption of a budget which provides funding for the Program Services during



the academic school year at issue, which is in an amount greater than the Program Service Fee specified in Section 4.d. below, and reasonably acceptable to Mentors Care.

In addition to any other termination or suspension rights which it may have hereunder, Mentors Care reserves the right to terminate or suspend the relationship contemplated by this Proposal at any time if and as it deems it necessary to do so due to a lack of support from prospective mentors and volunteers, qualified and acceptable personnel to staff the Program, and/or funding from grants and other charitable contributions from third parties in an amount sufficient to cover the differential between the Program Service Fees which Mentors Care receives from the Districts and schools which it serves, and the greater costs and expenses which Mentors Care actually incurs in implementing, maintaining and operating the Program for the Districts and schools which it serves. In such event, Mentors Care shall refund a pro-rata portion of any prepaid Program Service Fees paid by the District under Section 3.d., as soon as reasonably practicable and no later than thirty (30) days after any such termination.

3. Mentors Care's Responsibilities. During the Term, Mentors Care will:

a. Use its copyrighted, proprietary Program materials and curriculum to implement, maintain and operate the Program at the Schools, at no additional cost to the District or to the Program participants save and except for the Program Service Fee referenced in Section 3.d. below.

b. Recruit and train mentors for the Program at the Schools, as follows:

i. Solicit and require detailed applications from each prospective mentor.

ii. Provide names, and drivers licenses or other photographic ID's issued by an agency of the United States of America or the State of Texas, of all prospective mentors as requested by the District and as necessary for the District to conduct such criminal background checks and such other investigations as it may deem appropriate at the District's sole cost and expense, and for the District's subsequent rejection or approval of such prospective mentors as a precondition to Mentors Care permitting or allowing any such prospective mentor to interact with Program participants on behalf of Mentors Care. The District shall conduct criminal background checks of the prospective mentors that are unpaid volunteers in accordance with Section 3.a. below.

iii. Provide one (1) combined training session for all approved mentors assigned to Program participants enrolled at the Schools, to be held during the first month after the start of each new academic semester during the Term.

c. Work with administrators and staff in the Schools throughout each day during the Term in which school in session to (i) identify students who might benefit from participation in the Program, (ii) establish and implement plans to achieve Program objectives for the participating school as a whole, and for individual Program participants, as well, and (iii) match Program participants with suitable mentors, and thereafter work with and monitor progress of mentors and Program participants on a regular basis throughout the school year.

d. Provide an Annual Report to the District's Board of Trustees or other governing body, showing reports & statistics for the then current academic school year, as soon as reasonably practicable following the conclusion of each academic school year during the Term, and no later than the beginning of the next academic school year.

e. Not use any the District's facilities, computers, telephones, internet or network connections to access any obscene or illegal material, and to abide by, and cause its paid Program Coordinators (herein so called), employees, mentors and volunteers to abide by the District's policies relating to technology resources.

4. The District's Responsibilities. During the Term, the District will:

a. Conduct criminal background checks of the prospective mentors and unpaid volunteers in accordance with Tex. Educ. Code Section 22.0835 (or its successors), and of the Program Coordinators, as well, to the extent that the District deems it necessary or appropriate to do so.

b. Provide Mentors Care with suitable office accommodations at the Schools, together with a desk, a credenza and chairs, a desktop computer and telephone, internet connectivity and access to the Schools' computer networks; provided, however, that Mentors Care acknowledges and agrees that the District is not leasing any facilities to Mentors Care under this Proposal, and shall retain priority of use of any and all school property and facilities.

c. Provide a gathering area nearby and in close proximity to Mentors Care's assigned office accommodations at the Schools, where Mentors Care can meet with mentors and participating students, and where mentors and participating students can meet, as well, during regularly scheduled meetings.

d. Pay Mentors Care a service fee in the amount of Forty Two Thousand Dollars (\$42,000.00) per each of the Schools listed in the opening paragraph above, for a total of Eighty Four Thousand Dollars (\$84,000.00) for the academic school year occurring during the Initial Term, and in such other greater amounts as may be reasonably acceptable to Mentors Care in regard the academic school years occurring during any Renewal Terms, and as may be specified in the District's approved Budget for any such academic school years and allocated to the funding of the Program during the particular academic school year in question (the "**Program Service Fee**"). The Program Service Fee for each academic school year during the Term shall be due and payable in ten (10) equal monthly installments, the first of which shall be due and payable on September 15 and the last of which shall be due and payable on June 15.

5. Student privacy.

a. "Student Data" includes all personally identifiable information and other non-public information related to District students, which is provided by the District to Mentors Care.

b. Mentors Care acknowledges and agrees that:

i. The District will identify and inform Mentors Care of the names of those students which the District believes might reasonably be expected to benefit from participating in the Program, on or before the third (3<sup>rd</sup>) week of each academic semester during the Term.

ii. Neither Mentors Care nor any of its Program Coordinators, employees, volunteers or mentors will meet with or otherwise promote the benefits of participating in the Program to any particular students on a one-on-one basis, unless such students have been recommended by a counselor or teacher and their parent or legal guardian has approved of their participation in the Program. In no event, however, should the foregoing be construed as prohibiting Mentors Care from promoting the Program to students in general, so long as it does not selectively target specific

students who have not otherwise previously been identified by the District as students who might benefit from participating in the Program.

iii. Except as to the names of those students whom it believes might reasonably benefit from participating in the Program, the District shall not provide Mentors Care with any Student Data relating to a particular student, unless and until such time as the student's parent or legal guardian has signed a written consent in such form as the District may reasonably approve or prescribe, approving of the student's involvement in the Program and of the District's provision or disclosure of the student's information to Mentors Care.

iv. To the extent that the District elects to provide or disclose Student Data to Mentors Care or otherwise allow Mentors Care access to any such Student Data through the parent or legal guardian's written consent, all information shall be regarded as "Student Data".

v. Mentors Care covenants and agrees that:

1. It will not use any Student Data to advertise or market any third party products or services to students or their parents, or for any purposes other than those expressly referenced in this Proposal.

2. It will not use any Student Data in any manner which is not otherwise intended to inure to the benefit of the particular student to whom such information relates.

3. It will keep and hold all Student Data in confidence and not disclose such information to any third party, aside from the mentors who are working with the particular student(s) to whom such Student Data pertains, and who are bound to maintain the confidentiality of such Student Data.

4. It will only collect and use Student Data as necessary in connection with its operation of the Program, and except as otherwise expressly provided herein, will not share any such Student Data with any third parties without prior written consent of the student and its parent or legal guardian, as required by law.

5. Any Student Data held by Mentors Care will be made available to the District upon request by the District; provided, that any information which a participating student may have provided to Mentors Care directly in confidence shall be shared with that student's counselor within the District.

6. It will ensure that all Student Data in its possession or control are destroyed or transferred to the District under the direction of the District when the Student Data is no longer needed for the purposes permitted hereunder at the request of the District.

6. Miscellaneous.

a. Choice of Law & Venue. This Proposal shall be governed under the laws of the State of Texas and venue for any dispute or litigation arising hereunder shall be in Ellis County, Texas. In any adjudication of a claim for breach of contract under this Proposal, reasonable and necessary attorneys' fees that are equitable and just may be awarded to the prevailing party. Otherwise, no provision of this Proposal is a waiver of any immunity or defense or consent to suit.

b. Immunity. By signing this Proposal, the District is not waiving any immunities provided to the school district by law.

c. Prohibition of Alcohol, Tobacco, Controlled Substances and Firearms. The following are prohibited on District property and Mentors Care and Mentors Care's Program Coordinators, employees, volunteers, and mentors shall not bring or use alcohol, tobacco, controlled substances and/or firearms on District property as provided by Texas law. Mentors Care's Program Coordinators, employees, volunteers and mentors shall conduct themselves with proper decorum, including adequate dress consistent with the nature of the work being performed. Any sexual harassment by Mentors Care's Program Coordinators, employees, volunteers or mentors is prohibited.

d. Binding Agreement. The terms of this Proposal will not be binding upon either of the parties hereto unless and until it has been signed by a duly authorized representative of each of the parties below, and an original or copy thereof has been delivered to the other party hereto.

e. Authorized Signature. Each of the undersigned representatives of the parties hereby represents and warrants that he or she has been duly authorized to make and enter into the relationship and agreement contemplated by this Proposal, and to bind the party which they represent to the terms and conditions set forth herein.

In Witness Whereof, the undersigned representatives of each of the parties have executed this Proposal in evidence of their mutual agreement to be bound by and adhere to the terms and conditions set forth above.

The District:

Midlothian Independent  
School District

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Mentors Care:

Mentors Care,  
a Texas non-profit corporation

\_\_\_\_\_  
Dena Petty,

President & Executive Director

Date: \_\_\_\_\_

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 17, 2021</b>	
<b>Item:</b>	<b>Update on 2017-18 Communication Audit and overview of 2021-22 Communication Audit</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>In 2017-18, the district initiated a communication audit to provide feedback and possible recommendations for communication improvement. Approaching five years later and with increasing importance of communication with a pandemic and other challenges, the communication department plans to initiate an updated audit to determine areas of excellence and areas of improvement.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	\$14,000	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	Information Only	
<b>Presenter:</b>	Karen Fitzgerald, Assistant Superintendent	



# Communication Update

---

May 17, 2021

# Agenda:

- Meet the Communication Team
- 2017-18 Communication Audit Purpose & Findings
- Communication Goals & Progress
- 2021-22 Communication Audit Purpose & Timeline



# Communication Team

- Karen Fitzgerald, Assistant Superintendent of Engagement
- Sheri Brezeale (part-time MEF), Communications Project Manager
- Kyle Kehrwald, Social Media & Communications Coordinator
- Ron Bland, Video Coordinator
- Leo Abramovich, Graphics & Website Coordinator







# 2017-18 Communication Audit Overview



# Audit Overview: 2017-18

**Purpose:** Evaluate the communication program to provide areas of excellence and recommendations for improvement.

- Contracted with National School Public Relations Association
- Held 13 Focus groups with 136 stakeholders
  - Business leaders & Community
  - Parents
  - Elementary & Secondary Teachers
  - Principals
  - Central Office Administrators
  - Paraprofessionals
  - Board members
  - Students
- Offered survey opportunity with 758 responses





# 2017-18 Audit Recommendations

## 1. Develop a Strategic Communication Plan

- ↳ Communication retreat with staff to develop annual workplan 
- ↳ Support Growth Management Committee (Bond 2016 Campaign) 
- ↳ Continue to strengthen Partnerships  
Provide learning opportunities for Realtors 
- ↳ Support MISD's committee's work 
- ↳ Communication plan for zoning 
- ↳ Improve website 
- ↳ Consider culture task

## 2. Crisis Plan



## 3. Increase Visibility with Leadership

- ↳ PTO quarterly breakfasts 
- ↳ INSIDE MISD leadership program 

## 4. Develop Key Communication Network




- ↳ Teacher Ambassadors 
- ↳ INSIDE MISD leadership program 

## 5. Rebranding of MISD

- ↳ Campus logos 
- ↳ Branding guidelines 

[Link to branding guidelines](#)




## 6. Support and Market Key District Initiatives

- ↳ Continue with MISD Proud campaign 
- ↳ Social media micro campaigns 
- ↳ School tours (Campus led)
- ↳ Brand ambassadors 
- ↳ Expand connections with families new to MISD

## 7. Continue to Build and Expand External Communication

- ↳ Principal of the Day  
Embed INSIDE 
- ↳ Leverage video 
- ↳ Evaluate and leverage social media 

## 8. Improve Internal Communication

- ↳ Manage email to reduce staff email overload 
- ↳ Support Principals and Supervisors for communication consistency 
- ↳ Onboarding employees and communication HR training
- ↳ Develop intranet
- ↳ Strive for more inclusivity 







# Communication Plan Summary



# Communication Plan Goals

**Mega Goal:** Develop a strong brand through our vision and culture that positions MISD as the educational choice for staff and parents by the of 2022-23 school year.

**Goal 1:** Continue to develop team that values learning collaboration and productivity.

**Goal 2:** Improve staff communication and engagement.

**Goal 3:** Improve parent communication that increases parent engagement.

**Goal 4:** Build MISD leaders in and out of the organization that fosters support MISD and public education.



## Outputs

## Outtakes

## Outcomes

### *Results of Work*

- News stories
- Brochures
- Blog content
- Fam tours
- Scheduled interviews
- Newsletters
- Speeches

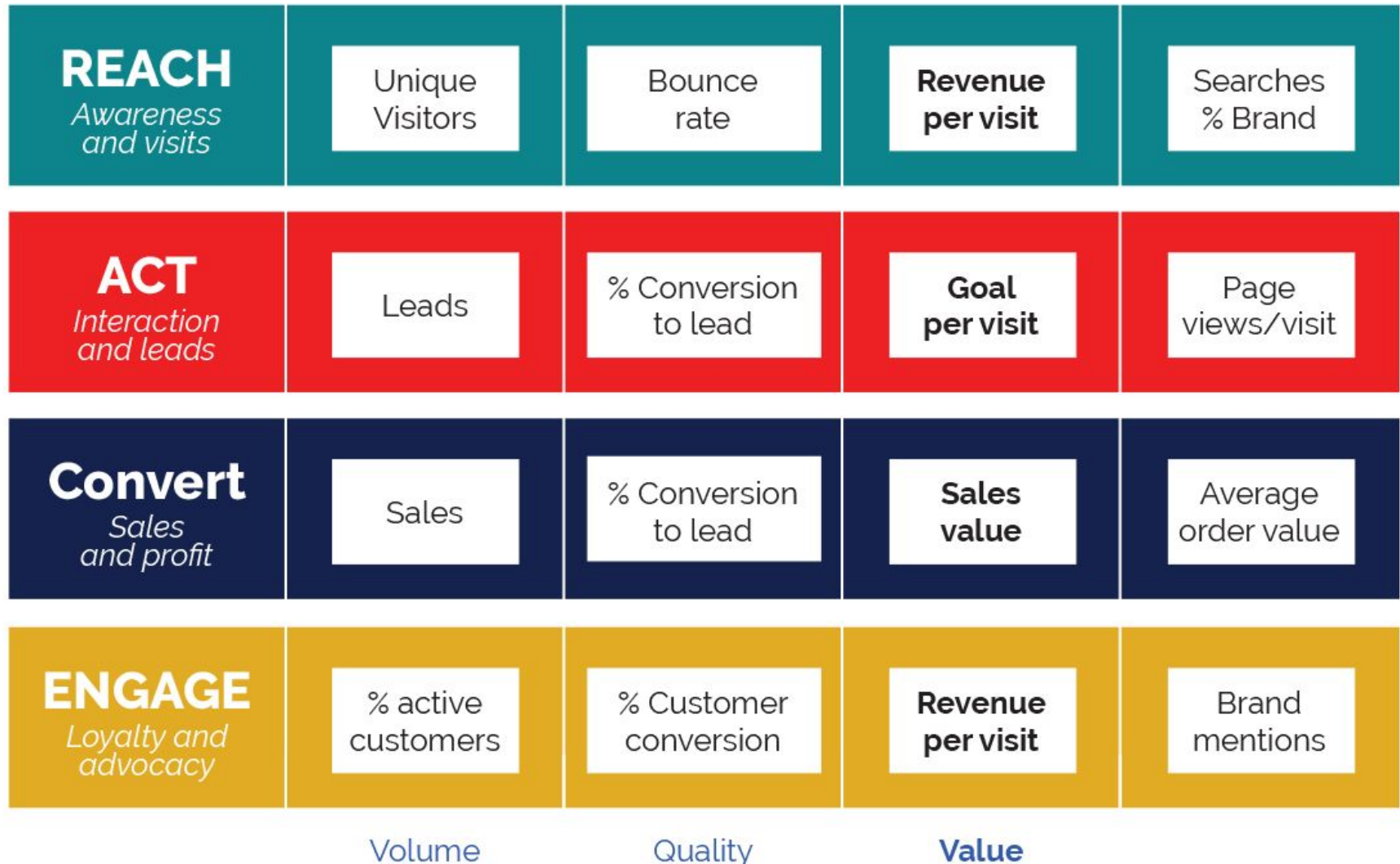
### *What People Think About your Output*

- Surveys
- Focus Groups
- Other Customer Feedback
- Content Analysis
- Sentiment Analysis

### *Resulting Behavior Change*

- Purchase
- New or Changed Opinion
- Signing up for Something

# Value Model





# Goal 2: Staff Communication Milestones

- Hold weekly district wide staff meeting offering two options
- Expand Teacher of the Year celebration to include staff across the district
- Initiate lunch and learns with superintendent

Kinder lunch

MISDProud:

- We finally have a groove for virtual kids - what to expect and cover (13 quarantine and one covers ELAR and one Math) This allowed us for a better balance and thankful to Ryan for giving us his blessing.
- Thank you to our new Custodian - she is wonderful
- Overall, our campus has a great attitude and everyone is all in to do what we need to do. From the admin down, everyone has a great attitude.
- Ryan and Krista - they are in it!!!
- We appreciate you and all of our hard work and we appreciate you being our superintendent.

Challenges/Questions:

- Students : Dear DME Family:  
we need t Thank you for visiting with me during our recent lunch and learn. I appreciate your openness and honesty. Your input helps our district support yc  
students i and ultimately helps our students succeed in school and life.  
min at lun
- I think it's As you may know, we are looking at 1:1 and the need to refresh devices in the near future. With these discussions, we will look at how to best  
do go out: address charging stations, earbuds/earphones, etc. This was a theme across all grade levels.
- With Pre- Additionally, Commander Hicks will review safety questions and connect with D
- what we c
- In Januar moved an  
parents m With planning for the next school year, iPlan has been and will always be an are  
provide a quality education where our vision is fully realized. Our Department of  
changes. I encourage you to leave your feedback so we can hear real-time refle  
for you.

This spring, I will continue having lunch with all campus and department staff to  
budget preparations, I will share any additional changes and improvements bas

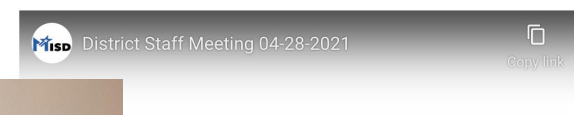
In the meantime, if you have more questions, concerns or suggestions, please f

## District Wide Staff Meeting

May 5, 2021



April 28, 2021

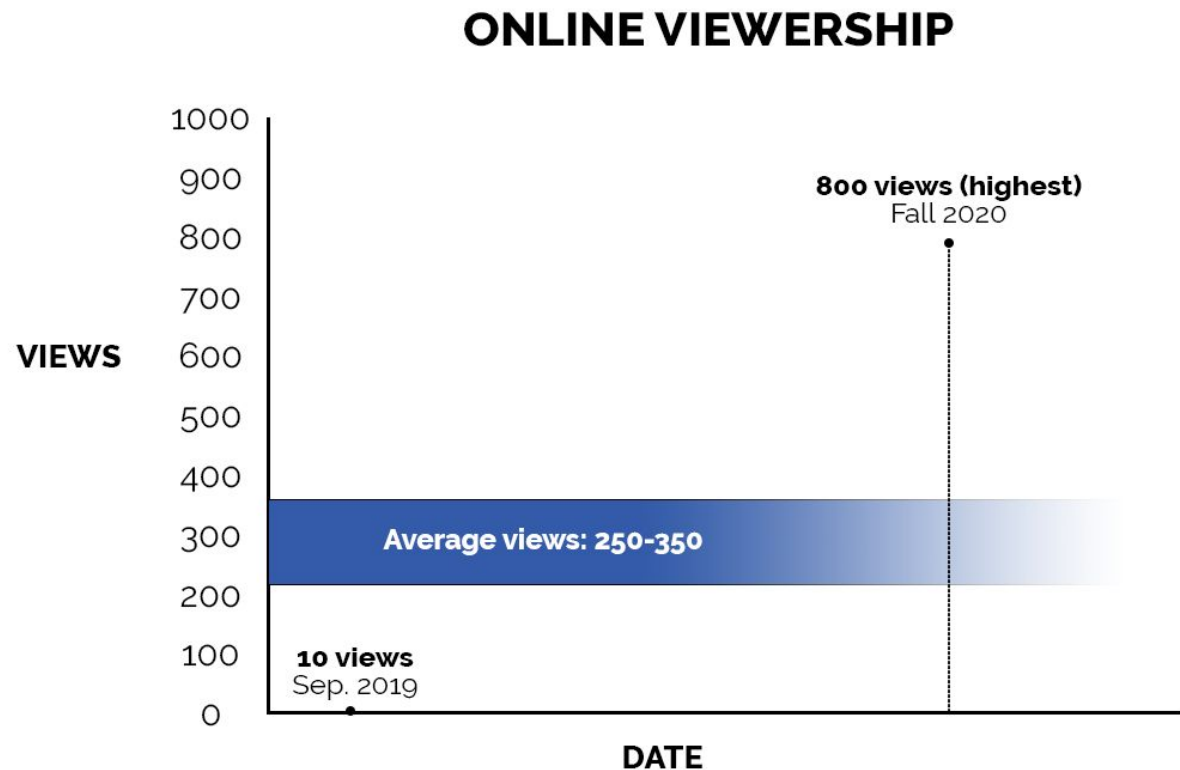




## Goal 2: Staff Communication & Engagement Measures

**Lunch & Learn:** 100% participation unless someone is absent from work  
(Year to Date: 32)

**Staff Meetings:**



# Goal 3: Parent Communication Milestones

- Leveraging social media engagement
- Developed 2 new and improved websites in four years
- Ongoing MISD Connect open rate
- MISDProud partnership marketing initiative



We hope you are having a great school year! We encourage you to follow us including breaking news along with celebrations of our students, teachers and

## Teacher of the Year/Employee of the Year Watch Party

Join us Thursday, April 22 at 6:00 p.m. for our Employee and Teacher of the Year celebration with our MISD family!



## PREPARING FOR HIGH SCHOOL & BEYOND INFORMATION SESSION

Join us Tuesday, December 4 to learn more about mapping your child's high school career! You will learn about: Graduation Requirements | Personal Graduation Plans | Career and Technical Education (CTE) | Fine Arts Programs | Additional Electives Options | GPA and Grading Guidelines | Advanced Placement (AP)/Dual Credit Course Options | Hear from your child's counselor

### INCOMING MIDLOTHIAN FRESHMEN

WHO: 8th Grade Students & Guardians

WHERE: Midlothian High School Auditorium

WHEN: Tuesday, December 4, 2018

TIME: 6:00 p.m.

### INCOMING HERITAGE FRESHMEN

WHO: 8th Grade Students & Guardians

WHERE: Heritage High School Cafetorium

WHEN: Tuesday, December 4, 2018

TIME: 6:00 p.m.

Midlothian ISD  
100 Walter Stephenson Rd. | Midlothian, TX | 76065  
www.misd.gs | 972.775.8296





## Goal 3: Parent Communication Measures:

**30-38%**

Open rate for MISD Connect

**47%**

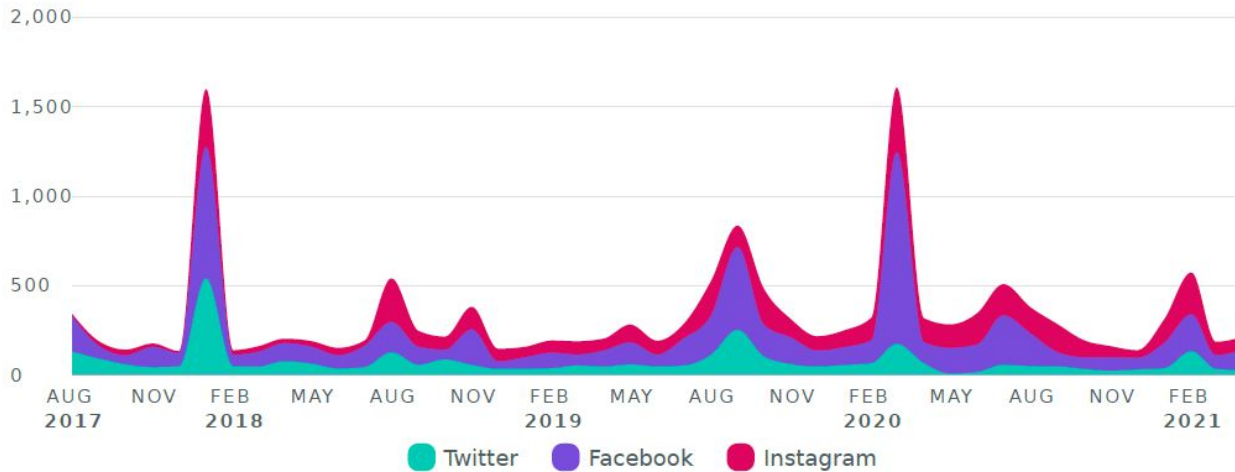
The largest open rate recorded  
(August 2019 newsletter)



# Goal 3: Measures

## Social media

Audience Gained, by Month



### Audience Metrics

#### Total Audience ⓘ

Totals

27,201

% Change

↗ 97%

#### Total Net Audience Growth ⓘ

11,078

↗ 1,238%

#### Twitter Followers Gained

3,182

↗ 52,933%

#### Facebook Page Likes

7,056

↗ 220%

#### Instagram Followers Gained

4,668

-



## Goal 3: Measures

Website views

**3,612**

Pages published.

Last 30 days: **66**

**144**

Posts published.

Last 30 days: **18**

**2,687**

Resources created.

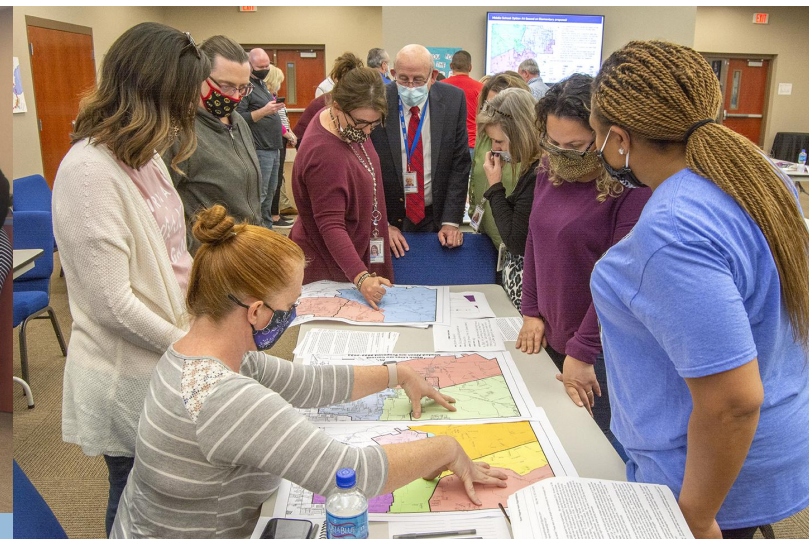
Last 30 days: **18**





# Goal 4: Build MISD leaders in and out of the organization

- INSIDE MISD leadership initiative
- Teachers of the Year Ambassadors
- Zoning committees
- Student Advisory Committee
- Parent U sessions



## Goal 4: Build MISD leaders measures

- INSIDE MISD - 192 on the roster over 3 years
- Teacher Ambassadors providing input on:
  - Serving as COVID campus/teacher representatives
  - Adding voice to employee raises and stipends
  - Developing dual platform virtual efforts for MISD for 2021-22
  - Providing perspective teacher communication tools
- Parent U opportunities online & in-person



REACH Council's Director of School Programs Cassie Street...



**Avg. 3,000 views**

**INSIDE MISD -  
192 participants**





# Campaigns

IT'S TIME TO  
**PLAY,  
EXPLORE  
AND LEARN!**

**MIDLOTHIAN ISD**  
INSPIRING EXCELLENCE

**Enrollment Opens April 26**  
Visit [www.misd.gs/kinder](http://www.misd.gs/kinder) to get started and learn more about MISD's Premier Kindergarten Program!

**MIDLOTHIAN ISD**  
INSPIRING EXCELLENCE

 **SEE IT**

 **HEAR IT**

 **STOP IT**

Keep our school safe by reporting bullying, discrimination, or anything suspicious. Visit [www.misd.gs](http://www.misd.gs) to make a report.

*The See it. Hear it. Stop it. button can be found at the bottom of every page on the district website.*

**ROESLER SPORTS COMPLEX**  
RIBBON CUTTING CEREMONY

**BOND 2016**



JOIN US LIVE ON THE  
**MIDLOTHIAN ISD FACEBOOK PAGE**  
**APRIL 14 AT 5P.M.**

**MIDLOTHIAN ISD**  
INSPIRING EXCELLENCE

**PRE-K**

**Enrollment Opens April 26**  
Visit [www.misd.gs/prek](http://www.misd.gs/prek) to get started and learn more about MISD's Premier Pre-Kindergarten Program!  
Applications open April 1.

**SAVE THE DATE**

**DIETERICH MIDDLE SCHOOL**  
Beam Signing Ceremony  
November 18, 2019 | 4:00 p.m.  
Next to LaRue Miller Elementary

**BOND 2016**

**MIDLOTHIAN ISD**  
INSPIRING EXCELLENCE

**MIDLOTHIAN ISD**  
INSPIRING EXCELLENCE

**A NEW LEVEL OF PARTNERSHIP**

*Inspiring excellence today to change the world tomorrow is at the heart of the Midlothian ISD community. In order to prepare our community's children for the world they will inherit, MISD provides cutting-edge innovative opportunities grounded in real-world experiences. In an effort to ensure our students are given every advantage in life, we need our community's help.*

**OPPORTUNITIES AT A GLANCE**

- MENTORING**  
Connect with student teams to guide them through their business development plans. Remind them to brainstorm and give an older's perspective on your career.
- COACHING**  
Serve as a subject-matter expert and facilitate two to three days of learning for our entrepreneurial students.
- INTERNSHIPS**  
Provide students with the opportunity to put their skills into practice and gain real-world work experience.
- DONORS**  
Support an endorsement fund to ensure the longevity of our program.

To join us, contact Karen Permetti at: [Karen.Permetti@misd.gs](mailto:Karen.Permetti@misd.gs)

**MIDLOTHIAN ISD**  
Dir. Walter Stephenson III | Midlothian, TX 76065  
[www.misd.gs](http://www.misd.gs) 972-275-8100





# Year-at-a-Glance

- District communications - **201**
- District newsletter - **10 annually** *(August-May)*
- Principal Points - **48 annually**
- Social media posts - **3,000+ annually**
- Special Events - **10-12 annually** *(avg.)*
- Website updates - **weekly** *(avg)*
- Hours of Video footage - **120 hours annually**
- Weekly Updates - **48**
- District Staff Meetings - **90**
- Pictures taken - **16,000 annually**



# Recognitions

- **Best of Category & Gold Star** - Career & Technology Communication & Marketing Campaign
- **Gold Star** - Video production storytelling for Performance Tracker
- **Bronze Star** - Informational flyer for Performance Tracker



# Strategies to Launch

- Intranet portal or similar system
- New to MISD Parent Initiative







# Next Steps



# 2021-22 Communication Audit

**Scope:** Review communication plan and initiatives to date and provide feedback on areas of excellence and areas for improvement.

- National School Public Relations Association to perform the audit
- Provide survey opportunity for parents and staff
- Include series of focus groups - up to 10

## **Schedule:**

Summer: Preparation for Audit

Fall: October - Focus groups and survey launched

Winter: February - Audit results provided

Spring: March - Audit presented to leadership





## Midlothian ISD Communication Marketing Plan

June 2018- June 2023

**Table of Contents**

<b>Executive Summary</b>	<b>3</b>
<b>The Shift – Mega Goal and its MISD Value</b>	<b>9</b>
<b>SWOT Analysis</b>	<b>13</b>
<b>Stakeholder Analysis</b>	<b>14</b>
<b>`Strategic Goals, Objectives &amp; Tactics</b>	<b>16</b>
<b>Goal #1</b>	<b>17</b>
<b>Goal #2</b>	<b>17</b>
<b>Goal #3</b>	<b>23</b>
<b>Goal #4</b>	<b>28</b>
<b>Implementation</b>	<b>32</b>
<b>Communication</b>	<b>36</b>
<b>Feedback</b>	<b>37</b>
<b>Monitoring</b>	<b>37</b>
<b>Measurement</b>	<b>39</b>
<b>Conclusion</b>	<b>40</b>



### **Executive Summary**

In the spring of 2015, Dr. Lane Ledbetter joined Midlothian Independent School District as the district's 12th Superintendent in its 100+ history. During the Superintendent Search, the Board of Trustees wanted to seek a transformational leader known for bringing a school community together to develop a bold and strategic vision to meet the needs of today's learners while positioning a public school district for the future.

With MISD's rapid growth and the need to for a proactive and strategic approach to sustaining the district's long legacy of excellence, Dr. Ledbetter's focus included improving the following areas:

- Design and implement a community-driven strategic plan
- Partner with staff and community stakeholders to identify what we value most and how to measure those values (culture and measures beyond STAAR/EOC)
- Improve professional development to include technology integration into the classroom along with district-level professional development to move the district forward in the same direction
- Develop and pass the county's largest and most strategic bond package positioning the district for its future.

Due to the unprecedented growth and diverse student needs, Dr. Ledbetter laid the foundation of a listening organization hearing first-hand the needs of its students, teachers, staff, parents and community. Through this effort, Dr. Ledbetter recognized the following needs:

- A Strategic plan to serve as a five-year roadmap.

- Consistent and accessible teacher instructional resources that are timely and relevant.
- A solid and proactive growth management strategy supported by MISD stakeholders.

In the fall of 2015, the Board of Trustees, in partnership with the community, embarked on developing a strategic plan that included a strong vision, core beliefs, goals and strategies. Throughout the process, about 260 stakeholders including teachers, principals, parents, staff, business and community leaders developed a plan during a multi-month process.

Throughout the strategic planning effort, the Communications Department was forced to shift from a website and newsletter approach to communication to a more robust and strategic communication approach. Ultimately, this shift was to support MISD's strategic plan and to incorporate a two-way model where parents, staff and community would have a meaningful connection to MISD.

In order to make the shift from a one-way to a two-way model, the Communications Department developed a comprehensive strategic plan with a mega goal of:

***To develop a strong MISD brand through  
our vision and culture that  
positions our district  
as the educational choice for staff and parents.***

To achieve the mega goal, four strategic goals are outlined to achieve short- and long-term results. The strategic goals are:

1. Continue to develop a strong team that values learning, collaboration and productivity.
2. Improve staff communication and engagement at the district level.
3. Improve district communication to increase parent engagement at the campus and district levels.
4. Develop MISD community leaders in and out of the organization that fosters support for MISD and public education.

As the Communications Team, we recognized we bring value to three key areas: building culture, building intellectual capacity and building social capacity. Each objective identifies at least one of these three areas.

Fulfilling the department's four strategic goals will increase team collaboration that will accomplish increasing parent, staff and community engagement. The constraints and barriers that could prevent achieving this goal include outdated modes of communication when the average age range is 33-36, reactive communication, lack of leadership participation, and funding. To accomplish this mega goal, resources and cooperation will be needed at the executive level including recognizing that results will not be immediate and supporting risk-taking where engagement models will be tested.

To determine the risks of the change effort, a SWOT analysis identified two pathways:

Opportunity – Accomplishing the mega goal can redefine engagement across the district, state and nation.

Threat – Failing to accomplish the mega goal could result in damaging the district’s credibility and leaving room for competition.

Supporting this opportunity is essential to moving the Communications Team forward. For this strategic plan, four Stakeholder groups are identified and analyzed to gain their support including the superintendent, Board of Trustees, leadership team and principals. Each of these stakeholder groups are critical to the success of this plan.

Keeping the spirit of engagement, the feedback, monitoring and measuring component of the plan continues the inclusiveness of stakeholders. With continuous feedback loops, the Communications Team, in partnership with the appropriate advisory committee, can determine if we are on the right track for success. Also, the advisory committee will assist in identifying key metrics they want to utilize for measurement purposes as they serve as a reporting committee to the community on our successes or failures. Some of the measurement tools can include: software tools, youth truth survey, participation numbers on programs and meeting deadlines.

Each element of this strategic plan outlines how the Communications Team will come together as a highly effective and collaborative team to support the district’s strategic vision from a one-way to a two-way engagement model where parents, staff and community feel a deeper connection to MISD.

**MISD's Strategic Plan****Our Culture**

- We are Family
- Celebrate the Power of Diversity
- Honor Relationships
- Unlimited Potential
- Excellence through Purpose
- Midlothian Strong

**Vision**

Inspiring excellence today to change the world tomorrow.

**Mission**

The mission of Midlothian ISD is to educate students to empower them to maximize their  
potential

**Goals**

1. Design innovative learning environments while increasing academic rigor through aligned teaching and learning.
2. Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.
3. Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.
4. Facilitate a budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.

5. Build a strong foundation for the MISD culture through communication and engagement to empower all stakeholders.

The culture, vision, and goals focus on inspiring excellence every day in and out of the classroom with every student, teacher and staff member. With the advancement of technology and rapidly changing global business environment, educators and parents can't predict what career paths will be available. As a district, we can only prepare students with the necessary skills required to be successful.

To achieve this Strategic Plan, the Office of Communication and Engagement must support the implementation of the strategic plan. In order to serve the district, the department must transform the way it operates. Based upon the data collected, the expectation was clear – engage the community in communication and partnership efforts. This is highlighted throughout the Strategic Plan Document.

To achieve the articulated expectations by the community and staff, the Office of Communication and Engagement operations must shift from a one-way communication model to a two-way model where parents, staff and community have a meaningful connection to MISD.

### **About the Communications Office**

In Spring 2017, the communications department was realigned to support the Superintendent, Board of Trustees and the district by starting with hiring a strategic thinker and communication trained to support transformation. In the fall of 2017, a National School Public Relations audit was commissioned to review current practices, as

well as make recommendations. The results of this audit were very foundational as the department did not have structure, a plan or a purpose except when others came to the office for something needed. Proactive communication was cited as non-existent.

Due to the small staff, the assistant position transitioned to a professional position to recruit a trained communication professional. This allowed for two full-time employees and two part-time employees. Based upon staff experience, below outlines the complementary skills represented in the Office of Communication & Engagement:

- Social media marketing
- Digital journalism
- Partnership development
- Media Relations
- News writing
- Marketing
- Advertising
- Graphic design/art direction
- Copywriting
- Scriptwriting
- Event planning management
- Teaching

As each staff member brings their professional experiences to the department, it is necessary for all team members to recognize and utilize their skillset among the team. By capitalizing on each other's skillset, the department has the ability to bring multiple perspectives to initiatives and projects, which improves departmental results.

### **The Shift - Mega Goal and Its MISD Value**

Based upon the strategic design effort, the communication team must achieve the following mega-goal:

***Develop a strong brand through our vision and culture that positions MISD as the educational choice for staff and parents.***

Achieving this goal will have multiple short- and long-term benefits to the district. The short-term results will be realized within the 2018-19 school year. The long-term results will be reached after the 2022-23 school year as long as the Office of Communication & Engagement continues to build upon this goal in subsequent years. Below outlines the short- and long-term results highlighting the components of the goal.

*Short-term Results for Highly Effective and Collaborative Team*

Highly Effective and Collaborative Team

1. Maximizes the department's skillset by bringing each team member's perspective, ideas and resources to each initiative and project.
2. Ensures all knowledge and information is shared among the team allowing the department and team member to achieve success with initiatives and projects.
3. Moves the department to become a learning organization that supports the overall district mission.
4. Encourages each team member to be proactive in developing ideas, researching and implementing communication solutions as well as foresee future challenges.

Increased Parent Engagement

1. Parents become vested in understanding and ensuring that the district's culture, vision, mission and goals are met.
2. Subscriptions, views, engagement and participation in district electronic forms of communication increases.



3. Increase participation in the district leadership program, which grooms future parent leaders for the district.
4. Increase participation in district feedback opportunities throughout the school year providing information to administration related to making data-informed decisions.

#### Increased Staff Engagement

1. Staff becomes vested in modeling the district's culture and implementing the vision, mission and goals.
2. Staff is openly sharing their celebrations and challenges.
3. Staff gains a deeper insight into district operations so they are empowered to serve as key communicators.

#### Increased Community Engagement

1. Increase the number of school and district partners.
2. Increase development opportunities supporting the district.
3. Increase participation in the district leadership program grooming community leaders to serve the district including Board of Trustees.
4. Increase participation on feedback opportunities to provide data to leadership.

#### *Long-term Results*

#### Highly Effective and Collaborative Team

1. Become a learning organization where innovation becomes the norm, which prevents the Office of Communication & Engagement from becoming stagnant.
2. As leadership changes, the communication team can continue to move the department and district forward in achieving its vision and mission.

Increased Parent Engagement

1. Parent involvement increases at all schools.
2. Parent participation in district decisions increases allowing for continuous feedback as it relates to expectations for their children's education and administrative priorities.
3. Due to increased parent involvement, student achievement and learning increases.
4. Parent knowledge of district accolades and challenges is demonstrated through increased voting in elections resulting in positive outcomes for the district.

Increased Staff Engagement

1. Increase staff participation on feedback opportunities to provide data to district administrators.
2. Increase staff participation during elections that impact the district with outcomes in favor of MISD.
3. Staff serves as ambassadors for the district.
4. Increasing the participation and scores on engagement survey(s).

Increased Community Engagement

1. Increase the number of diverse community members serving on campus and district committees.
2. Community members serve as ambassadors for the district in the area they reside.

**SWOT Analysis**

As the district has engaged the community and staff to develop a strategic plan, it's

imperative for leadership and the Office of Communication and Engagement to recognize the power of our strengths, the opportunities available to demonstrate transformation is taking place as well as our weaknesses and threats preventing our success. Below is a SWOT (strengths, weaknesses, opportunities, threats) assessment impacting the district and department as it relates to the mega goal.

<p><b>Strengths – District</b></p> <ul style="list-style-type: none"> <li>● Strong Superintendent</li> <li>● Knowledgeable Leadership</li> <li>● Highly Qualified Teachers/Staff</li> <li>● Caring Community</li> <li>● Educated Community</li> </ul> <p><b>Strengths – Communications</b></p> <ul style="list-style-type: none"> <li>● Highly Qualified Staff</li> <li>● Team has a complimentary skill set</li> <li>● Team recognizes the talents of team members</li> <li>● Employees recognize communication staff brings value</li> <li>● Community and staff support</li> </ul>	<p><b>Weaknesses – District</b></p> <ul style="list-style-type: none"> <li>● Lack of sharing strategic plans among all divisions to ensure cohesiveness</li> <li>● Lack of cross-divisional communication</li> <li>● Leadership lacks understanding of strategic and proactive communication</li> </ul> <p><b>Weaknesses – Communications</b></p> <ul style="list-style-type: none"> <li>● New team members to education</li> <li>● Lack of knowledge regarding strategic communication</li> </ul>
<p><b>Opportunities – District</b></p> <ul style="list-style-type: none"> <li>● Community and business wanting to be involved in the schools</li> <li>● Parents are wanting to be engaged</li> <li>● Effective marketing can elevate district status across the state and nation</li> </ul> <p><b>Opportunities – Communications</b></p> <ul style="list-style-type: none"> <li>● Redefine communication practices across the state and nation</li> <li>● Streamline and tailor communication to stakeholders</li> <li>● Improve engagement at all levels</li> </ul>	<p><b>Threats – District</b></p> <ul style="list-style-type: none"> <li>● Culture, vision, mission and goals are misunderstood and not fulfilled</li> <li>● Community believes the district failed on its promise</li> <li>● Staff believes the district failed on its promise</li> <li>● Community continues to feel a lack of connection and an angry public emerges</li> </ul> <p><b>Threats – Communications</b></p> <ul style="list-style-type: none"> <li>● Staff feels a lack of connection</li> </ul>

Based upon the SWOT analysis, two pathways emerged:

- Opportunity - Accomplishing the mega goal can increase engagement internal and externally.
- Threat – Failing to accomplish the mega goal can send a message to staff and community that the district didn't keep its promise outlined in the district's strategic plan.

### **Stakeholder Analysis**

For the purpose of this analysis, four stakeholders are identified. Below is a list of these stakeholders and their influence.

1. Superintendent of Schools – As the superintendent, Dr. Ledbetter has a financial and emotional interest in the quality of communication initiatives. These initiatives are a reflection of the Board of Trustees and school district's image. The better the quality, the more capacity he has to showcase his effectiveness as well as the quality of the district. His expectation of the Office of Communication and Engagement is to identify issues and strategize solutions as it relates to protecting the district's image. He believes in proactive communication, effective branding and marketing. Dr. Ledbetter also believes strongly in seeking engagement. His peers, executive leadership team, principals and Board members heavily influence his decisions. He listens to their needs and values what they say. He prefers communication through email or text message. One-to-one communication exists

when it is critical and email can't be used due to the issues at hand. Relationships are extremely important to him. He uses relationships to help him communicate his messages.

2. Board of Trustees – Seven elected officials make-up the Board of Trustees. Each Board term is three years with an election every May when a possibility of two seats can turnover. A part of the Board member's role is to serve as a bridge between the district and community. This "bridge" is to serve as a key communicator sharing success stories and district challenges. Board members want to be aware of communication project initiatives and want feedback from the community. They also want to be aware of district challenges. The communication process is structured – from the Superintendent to the Board. At times, Board members can call me directly, but that contact is minimal.
3. Executive Leadership – The executive leadership team comprised of five individuals who are responsible for leading their respective divisions. All of these members have a vested interest in the performance of the Office of Communication and Engagement. They see the office as essential in communicating the district's vision, mission, culture, goals and critical information to staff, parents and community. They see the office as an asset. The information they seek includes the latest news regarding education, information as it relates to community and political issues, strategies to help them plan and communicate initiatives. They prefer to receive information through text, email, face-to-face or phone call depending on the information that needs to be provided. This stakeholder group has the most

influence up and down the organizational hierarchy. They want and need communication direction and desire input.

4. School Principals – Principals are emotionally vested in their positions and the Office of Communication and Engagement work. Projects from the Office of Communication and Engagement provide assistance to communicate with their staff, students, parents and local community. They are motivated by what helps their students achieve success and want their success stories told.

### **Strategic Goals, Objectives, Strategies and Tactics to Achieving the Mega Goal**

As mentioned, the team recognizes that our role is to support the district in shifting to an engagement culture in and out of the organization. To ensure we support the district's shift, each objective focuses on at least one of the following: shifting the culture, building social capacity and building intellectual capacity. Below lists the mega goal, strategic goals, objectives, strategies and tactics.

**Mega Goal:** *Develop a strong brand through our vision and culture that positions MISD as the educational choice for staff and parents.*

#### Highly Effective, Collaborative Team Learning

**Strategic Goal #1 – Build a team that is highly effective, collaborative as well as values team learning.**

- ❖ **Issue Analysis:** The Office of Communication and Engagement is a lean team. Our team's purpose is to support the district's approved strategic plan.

- **Objective 1.1 – Building Intellectual Capacity:** Establish and define a shared vision, mission and goals among staff members in the Office of Communication and Engagement that are aligned with the district’s core beliefs, vision and mission by June 2018.
  - **Strategy 1.1.1:** Provide a foundation for effective teamwork.
  - **Strategy 1.1.2:** Leverage skills among team members to produce quality communication tools and resources.
  - **Strategy 1.1.3:** Position the team as an asset to support department and campus goals/initiatives.
  - **Strategy 1.1.4:** Establish project management protocols.

### Parent Engagement

#### **Strategic Goal #2 – Improve district communication to increase parent engagement at the campus and district levels.**

- ◆ **Issue Analysis:** Utilizing the 2017-18 National School Public Relations communication audit and strategic plan input, parents expressed their desire to have a deeper understanding of what is taught and how they can help their children learn. Parents also shared they wanted to understand school district operations and how it makes educational and business decisions. While they recognized the district does communicate, they wanted to know how issues affected them and their tax dollars as well as have confidence in those making these decisions. This strategic goal focuses on the following:

- Building relationships
- Tailoring communication
- Establishing credibility
- Validating the district's excellence
- **Objective 2.1 – Building Social and Intellectual Capacity:** Evaluate and redesign a parent learning engagement program that reflects their needs to make quality educational decisions for their children by 2022-23.
  - **Strategy #2.1.1:** Build an engagement framework that benefits both parent and school.
    - **Tactic #2.1.1.1:** Assess parent and principal engagement needs by November 1, 2020.
    - **Tactic #2.1.1.2:** Establish a principal-parent advisory committee to review assessments, identify themes and gaps, and establish engagement priorities by February 2021.
    - **Tactic #2.1.1.3:** Capitalize on the advisory committee to exchange ideas and incorporate them into the framework by May 2021.
    - **Tactic #2.1.1.4:** Together, create an implementation timeline identifying milestones by June 2021.
    - **Tactic #2.1.1.5:** Collaborate with a parent advisory committee to establish a metrics system by June 2021.
    - **Tactic #2.1.1.6:** Allocate resources for the program by July 2021.



- **Tactic #2.1.1.7:** Develop collateral necessary to promote the program by August 2021.
- **Tactic #2.1.1.8:** Establish a three-time per year reporting system to provide updates to parents and principals with a launch date by January 2022.
- **Strategy #2.1.2:** Develop a promotional campaign communicating the importance of parent engagement and its link to student achievement that aligns with the **Strategy 2.1.1.**
  - **Tactic #2.1.2.1:** In partnership to assess parent messaging, develop a marketing campaign that accompanies Strategy 2.1.1 by August 2022 along with volunteering opportunities to support MISD public schools.
  - **Tactic #2.1.2.2:** Utilize the Raptor system on campuses to track parent involvement hours to celebrate the service contributions that parents make to the MISD schools beginning August 20, 2021.

**Objective 2.2 – Building Social Capacity:** Develop and implement a more robust parent communication system reaching all parents to provide the latest information and crisis communication.

- **Strategy #2.2.1:** Develop a crisis communication protocol.
  - **Tactic #2.2.1.1:** Outline all communication tools and use for crisis communication by August 2018.
  - **Tactic #2.1.1.2:** Partner with technology to pull distribution lists for immediate use by the end of August 2018.

- **Tactic #2.1.1.3:** Outline communication staff responsibilities in crisis communication by August 2018.
- **Tactic #2.1.1.4:** After each situation, review best practices to make improvements; ongoing.
- **Objective 2.3 Building Social Capacity** – Develop a new MISD parent network to expand communication and brand loyalty.
  - **Strategy #2.3.1**– Foster deeper and meaningful parent relationships through face-to-face communication to achieve short- and long-term results by establishing a parent “new to MISD parent navigator network” by fall 2020.
    - **Tactic #2.3.1.1:** Hold welcome to MISD “Coffees” at key times throughout the year targeted to new parents to learn about MISD and build neighborhood connections (ongoing).
    - **Tactic #2.3.1.2:** Utilize the invitation lists to continue to communicate upcoming issues from the Superintendent where these parents can be effective community communicators (ongoing).
  - **Strategy #2.3.2:** Build parent leaders who want to become involved at the district level.
    - **Tactic #2.3.2.1:** Launch Inside MISD leadership program and expand it to include a parent from every campus by September 2018.
    - **Tactic #2.3.2.2:** Incorporate follow up opportunities between the monthly sessions by October 2018.

- **Tactic #2.3.2.3:** Work with each leadership graduate to find a place within the district where they can contribute or remain engaged in district initiatives by May 2018.

● **Objective 2.4 – Building Social Capacity:** Increase communication to all parents leveraging all communication mediums and tools that promote successes and share timely information.

○ **Strategy #2.4.1** – Establish a monthly Connections Newsletter distributed after each Board meeting.

- **Tactic #2.4.1.1:** Establish an editorial process for each newsletter by September 2019.
- **Tactic #2.4.1.2:** Partner with technology to pull email addresses for every parent to receive the newsletter electronically by September 2019.
- **Tactic #2.4.1.3:** Review monthly Board meeting agendas to identify key issues that need to be included in the newsletter by September 2019.
- **Tactic #2.4.1.4:** Develop newsletter brand and template aligned with MISD's brand by September 2019.

● **Objective 2.5 – Building Social Capacity:** Utilize video to tell our own district news stories.

○ **Strategy #2.5.1:** Leverage the excellence happening in our schools and classrooms by using video to tell our own news stories.

- **Tactic #2.5.1.1:** Work to expand the videographer position to serve as a “digital journalist”; timing appropriate for MISD.

- **Tactic #2.5.1.2:** Collaborate with part-time videographer to identify stories better suited for MISD vs. traditional media and incorporate them into the media relations editorial calendar by September 2018.
  - **Tactic #2.5.1.3:** Incorporate video stories on project board by September 2018.
  - **Tactic #2.5.1.4:** Establish a robust YouTube MISD channel and distribute news stories via all social media by September 2018.
  - **Tactic # 2.5.1.5:** Track views for each video to monitor viewership and to determine methods to grow viewership beginning with the October 2018.
  - **Tactic #2.5.1.6:** Include video tracking efforts in media relations report beginning 2018-19 school year.
- **Objective 2.5: Building social and intellectual capacity:** Improve social media presence as an opportunity to communicate and market across all platforms.
    - **Strategy 2.5.1:** Develop a social media strategy that increases likes and followers on all social media.
      - **Tactic 2.5.1.1:** Research and use software that allows for simple social media postings across all MISD platforms that includes a monitor, evaluation and measurement tool by September 2019.
      - **Tactic 2.5.1.2:** Rebrand all platforms that align with the new logo and vision of the district by September 2018.

- **Tactic 2.5.1.3:** Launch a social media editorial calendar to streamline communication, awareness campaigns and other promotional efforts by September 2018.
- **Objective 2.6: Building Intellectual Capacity:** Launch a blog to promote the vision of the district and market the talent in MISD.
  - **Strategy 2.6.1:** Leverage a blog site to inform, promote or highlight specific initiatives and issues in MISD using our district's own talent as a way to showcase the quality staff we have educating our children.
    - **Tactic 2.6.1.1:** Research and design a blog site for launch in October 2020.
    - **Tactic 2.6.1.2:** Develop an editorial calendar aligned to district issues, challenges and initiatives; ongoing.
    - **Tactic 2.6.1.3:** Leverage talent in the district to serve as guest bloggers showcasing the depth of talent in MISD; ongoing.
    - **Tactic: 2.6.1.4:** Cross promote on social platforms, email and newsletter; ongoing.

### Staff Engagement

#### **Strategic Goal #3: Improve staff communication and engagement at the district level.**

- ◆ **Issue Analysis:** Historically, the district hasn't excelled at internal employee recognition or communication. The principal or supervisor has been responsible for both, which allows for fractured communication, recognition and engagement across the district. Data collected during the National School Public Relations audit, staff

expressed the need for consistent communication as different campuses received different amounts of communication based on campus leadership. This strategic goal addresses:

- Align recognition efforts to meet district core beliefs and vision
- Improve communication by addressing the purpose and benefit
- Establish district relationships beyond the campus principal or supervisor
- **Objective 3.1 – Building Social Capacity:** Align district awards program with the district's new vision by end of May 2019.
  - **Strategy #3.3.1:** Modify the Employee of the Year program to reflect the actions and behaviors outlined in the district's strategic plan.
    - **Tactic #3.3.1.1:** Gather feedback from the leadership team including principals and teachers to identify employee award categories by October 2019.
    - **Tactic #3.3.1.2:** Gather feedback and input for improvement regarding Teacher of the Year Banquet May 2018-Sept. 18.
    - **Tactic #3.3.1.3:** Develop a program and present it to the committee, leadership team for feedback and support by October 2019.
    - **Tactic #3.3.1.4:** Launch the new program in November 2019.
    - **Tactic #3.3.1.5:** Incorporate evaluation metrics to seek feedback after the awards dinner from staff that participated in the program by May 2019.

- **Tactic #3.3.1.6:** Utilize input to evaluate the feedback and assist in determining appropriate modifications by July 1, 2019.
- **Strategy #3.1.2:** Capitalize on the synergy of the new strategic plan and rebranding effort.
  - **Tactic #3.1.2.1:** Create a video(s) that showcases the values, vision and mission in action by May 2019.
  - **Tactic #3.1.2.2:** Work to align district brand, culture, campus logos by July 2020.
  - **Tactic #3.1.2.3:** Develop branding guidelines by July 2020.
- **Strategy #3.1.3:** Support district in its initiatives as outlined in the district's strategic plan or as issues arise.
  - **Tactic: #3.1.3.1:** Annually outline needs from strategic plan and departments.
  - **Tactic: #3.1.3.2:** Develop a project timeline to support these initiatives.
- **Objective 3.2 – Building Social Capacity:** Develop and implement a peer-to-peer recognition program that motivates and empowers employees to live out the district's new values by August 2020.
  - **Strategy #3.2.1:** Assist the district in its effort to shift to an engagement culture where employees feel a part of a culture-based organization.
    - **Tactic #3.2.1.1:** Research peer-to-peer recognition programs that work for companies that are values-based by October 2020.

- **Tactic #3.2.1.2:** Utilizing the awards committee, share the research and brainstorm how we can incorporate a values-based peer-to-peer program that is reflective of our strategic plan by December 2020.
- **Tactic #3.2.1.3:** Design how to incorporate peer-to-peer recognition opportunities within campuses and departments by January 2020.
- **Tactic #3.2.1.4:** Launch effort in August 2020.
- **Strategy #3.2.2:** Improve communication to all staff that addresses the inconsistent communication within campuses and departments.
  - **Tactic #3.2.2.1:** Launch a weekly district wide staff meeting using digital platforms sharing key information as well as informing about upcoming issues and challenges by September 2019.
  - **Tactic #3.2.2.2:** Incorporate systems to record and post staff meetings for employees by September 2019.
  - **Tactic #3.2.2.3:** Establish cabinet meeting protocols to develop staff meeting agendas September 2019.
- **Objective 3.3 – Building Intellectual Capacity:** Build teacher communication leaders to improve district communication efforts at the campus community level.
  - **Strategy #3.3.1:** Provide opportunities for teachers and staff to understand the school district as an enterprise with our teacher ambassadors (teachers of the year).



- **Tactic #3.3.1.1:** Create an internal leadership program with our teachers of the year in the inner workings of the school district by October 2018.
- **Tactic #3.3.1.2:** Align monthly meetings to district issues for feedback by October 2018.
- **Tactic #3.3.1.3:** Partner with cabinet to identify areas that would be beneficial to hear from teachers related to issues and challenges in the district by October 2018.
- **Tactic #3.3.1.4:** Work with principals for teachers of the year to serve as communicators back to staff on topics issues and discussed by October 2018.
- **Objective 3.4 – Building Intellectual Capacity:** Improve superintendent and teacher/staff relationships with face-to-face communication.
  - **Strategy #3.4.1:** Continue to position MISD as a listening and learning organization from top-down and down-up.
    - **Tactic #3.4.1.1:** Partner with principals and supervisors to launch lunch and learn series by September 2017.
    - **Tactic #3.4.1.2:** Establish schedules, invitations, to highlight opportunities and attendance to visit with the superintendent by September 2017.
    - **Tactic #3.4.1.3:** Establish a closing feedback loop after each lunch and learn by September 2017.

- **Tactic #3.4.1.4:** Track themes to identify and proactively solve issues and challenges faced by teachers and staff.

### Community Engagement

**Strategic goal #4: Build a MISD community leader initiative that is targeted to local businesses, elected officials, and citizens.**

- ❖ **Issue Analysis:** Based upon the district's strategic plan focused on the importance of community, this goal addresses:
  - Identifying and galvanizing available resources
  - Establishing relationships beyond district parents
  - Developing relationships with elected officials who make comments and decisions about public education that impact the district
- **Objective 4.1 – Building Social Capacity:** Research, develop and implement business partnership program by May 2021.
  - **Strategy #4.1.1:** As part of the strategic plan, the community's expectation is for the district to leverage community resources. By utilizing these resources, a partnership program allows the district to engage in multiple ways to become a part of the district.
    - **Tactic #4.1.1.1:** Research best practices on business partnership programs by July 2019.
    - **Tactic #4.1.1.2:** Establish a Partnership Advisory Steering Committee comprised of business owners, elected officials, chambers of

Karen Permetti      Building a Learning and Results-Driven Team

commerce members and key district leaders to share ideas and create a program that reflects the district's strategic design by August 2019.

- **Tactic #4.1.1.3:** Establish a metrics system in partnership with the Advisory Committee to determine effectiveness of the program by August 2020.
- **Tactic #4.1.1.4:** Work with Partnership Advisory Steering Committee to develop partnership agreements to ensure commitments are understood by April 1, 2021.
- **Tactic #4.1.1.5:** Develop a name for the program and collateral required to promote and recruit partnership efforts May 2020.
- **Tactic #4.1.1.6:** Work with steering committee to identify key partners to launch the program by May 2020.
- **Tactic #4.1.1.7:** Utilize the Steering Committee to serve as a speaker's bureau to promote and recruit business partnerships by May 2020.
- **Tactic #4.1.1.8:** Acquire specialized software that allows the district to track partnerships and contributions by August 2020.
- **Tactic #4.1.1.9:** Launch partnership program August 2020.
- **Tactic #4.1.1.10:** Seek feedback every six months from campuses and partners to ensure commitments are kept as well as identify what is working and not to make the program seamless and beneficial by February/March 2021.

- **Tactic #4.1.1.11:** Establish an annual reporting tool that communicates the effectiveness of partnerships by May 2021.
- **Tactic #4.1.1.12:** Incorporate an annual partnership thank you event where leadership team and Board of Trustees can publicly acknowledge partnership contributions by May 2021.
- **Tactic #4.1.1.13:** Sustain the Partnership Advisory Committee to continue to bring recommendations to the program and assist in recruitment of new businesses as well as evaluate the success of the program annually by May 2021.
- **Tactic #4.1.1.14:** Make changes as appropriate based upon the metrics and partnership advisory suggestions by June 2021.
- **Objective 4.2 – Building Social and Intellectual Capacity:** Improve communication and two-way engagement with elected officials who make decisions about education and MISD by May 1, 2013.
  - **Strategy #4.2.1:** Develop an outreach initiative that simplifies and improves communication to all municipalities the district serves during a time that is appropriate with the Board of Trustees.
    - **Tactic #4.3.1.1:** Leverage the district’s Cities and Schools event by identifying areas to collaborate and support including resolutions supporting legislative agendas.

- **Tactic #4.3.1.2:** Expand the event to include Chambers of Commerce president's, city managers and national elected officials representing the district.
- **Tactic #4.3.1.3:** Utilize the event to communicate specific initiatives including demographic changes, budget challenges and updates on strategic plan.
- **Tactic #4.3.1.4:** Highlight student programs into the events where appropriate such as the 'culinary arts' program to cater the event.
- **Tactic #4.3.1.5:** Capitalize the event by inviting the press to cover the event to assist communicating to all constituents the district's initiative.
- **Strategy #4.3.2:** Build and sustain a relationship with elected officials who make education policy decisions.
  - **Tactic #4.3.2.1:** Launch a strategic outreach effort in partnership with our Board of Trustees event that brings elected officials into our schools by October 2021.
  - **Tactic #4.3.2.2:** Utilize the legislative event to provide district update, share challenges and success stories related to policies approved by elected officials.
  - **Tactic #4.3.2.1:** Invite political advisors to attend to educate them on the district and constituents as it aligns to the outreach efforts.
  - **Tactic #4.3.2.2:** Continue to schedule legislative visits during legislative sessions to address political agendas that negatively impact MISD.

- Objective 4.3: Continue connecting with realtors to share up-to-date information.
  - Strategy 4.3.1: Annually hold a realtor luncheon to share the latest MISD offerings along with zoning plans (ongoing).
    - Tactic 4.3.1.1: Partner with realtors to connect and invite them to lunch.
    - Tactic 4.3.1.2: Provide the latest resources to realtors to simplify school search and marketing materials.
    - Tactic 4.3.1.3: Establish a dialogue to hear feedback from clients on “things needed” or other important information for district improvement.

## Implementation

To execute the overall plan, the implementation timetable identifies the milestones, due dates, individuals responsible, metrics and key actions. Based upon guiding coalition outcomes, metrics and key actions are subject to change.

Milestone	Due Date	Lead	Related Metric(s)	Key Actions
Goal 1: Collaborative and Effective Team <ul style="list-style-type: none"> <li>● Retreat</li> <li>● Restructure of staff meetings</li> </ul>	June 1, 2017 June 1, 2017	Karen Permetti	<ul style="list-style-type: none"> <li>● Agreement on shared outcomes</li> </ul>	<ul style="list-style-type: none"> <li>● Identify Retreat dates</li> <li>● Agreement on outcomes</li> <li>● Project timelines and align responsibilities</li> </ul>
Goal 2: Improve district communication, engagement at campus/district levels <ul style="list-style-type: none"> <li>● Parent Learning Program               <ul style="list-style-type: none"> <li>○ Completion of assessment</li> <li>○ Advisory committee kickoff</li> </ul> </li> </ul>	November 2020  November 2020	Karen Permetti Jamie McNulty	<ul style="list-style-type: none"> <li>● Six-month evaluation(s)</li> <li>● Increase in parent volunteers (Raptor system)</li> </ul>	<ul style="list-style-type: none"> <li>● Develop assessment</li> <li>● Establish committee</li> <li>● Set meeting dates, agendas, timelines</li> <li>● Development of Framework</li> <li>● Principal support</li> <li>● Completion of Collateral</li> <li>● Program launch</li> </ul>

<ul style="list-style-type: none"> <li>○ Framework completion</li> <li>○ Collateral completion</li> <li>○ Program launch</li> </ul>	July 2021		<ul style="list-style-type: none"> <li>● Metric developed by committee</li> </ul>	<ul style="list-style-type: none"> <li>● Launch of blogs,</li> </ul>
<ul style="list-style-type: none"> <li>● Communications:             <ul style="list-style-type: none"> <li>○ e-newsletters</li> <li>○ blogs</li> <li>○ Social Media Plan</li> </ul> </li> </ul>	September 2019 September 2019	Karen Permetti Kyle Kehrwal d	<ul style="list-style-type: none"> <li>● Blog/web traffic</li> <li>● Number of Likes</li> <li>● Open rates</li> </ul>	<ul style="list-style-type: none"> <li>● e-newsletters</li> <li>● Completion of social media plan</li> </ul>
<ul style="list-style-type: none"> <li>● Parent Network             <ul style="list-style-type: none"> <li>○ Launch INSIDE Program</li> </ul> </li> </ul>	October 2019	Karen Permetti, Jamie McNulty Kyle Kehrwal d  Karen Peremett	<ul style="list-style-type: none"> <li>● Membership retention</li> <li>● Membership feedback</li> <li>● Retain involvement after program ends</li> </ul>	<ul style="list-style-type: none"> <li>● Collaborate with principals to identify parents</li> </ul>
<ul style="list-style-type: none"> <li>○ New to MISD Coffees</li> </ul>	Fall 2020	i Jamie McNulty  Karen Permetti	<ul style="list-style-type: none"> <li>● Feedback from participants</li> <li>● Increased participation on committee</li> </ul>	<ul style="list-style-type: none"> <li>● Collaborate with principals for invite list</li> <li>● Follow-up communications from staff</li> <li>● Identify key stories for video</li> </ul>
<ul style="list-style-type: none"> <li>● Video Production             <ul style="list-style-type: none"> <li>○ Editorial Calendar</li> <li>○ Production Schedule</li> </ul> </li> </ul>	August 2019 August 2019	Jamie McNulty Ron Bland Kyle Kehrwal d	<ul style="list-style-type: none"> <li>● Number of views for video</li> <li>● Parent, principal, leadership feedback</li> </ul>	<ul style="list-style-type: none"> <li>● Completion of media contacts</li> <li>● Completion of Editorial</li> <li>● Tracking views</li> </ul>

<p>Goal 3: Improve staff communication and engagement</p> <ul style="list-style-type: none"> <li>Align district awards program to strategic design               <ul style="list-style-type: none"> <li>Develop program framework, seek feedback from stakeholders</li> <li>Develop collateral</li> <li>Communicate/launch program</li> </ul> </li> </ul>	<p>October 2019</p> <p>November 2019</p>	<p>Karen Permetti, Kyle Kehrwald, Jamie McNulty, Ron Bland</p>	<p>Stakeholder feedback</p> <ul style="list-style-type: none"> <li>End-of-year event survey</li> <li>Regional/state Teacher of the Year recipients</li> </ul>	<ul style="list-style-type: none"> <li>Development of awards program</li> <li>Launch of program</li> <li>Feedback of program</li> </ul>
<ul style="list-style-type: none"> <li>Teacher leaders               <ul style="list-style-type: none"> <li>Outline teacher leadership program</li> <li>Identify teacher participants</li> <li>Collaborate with principals and HRs for substitutes</li> <li>Program launch</li> </ul> </li> </ul>	<p>Fall 2018</p>	<p>Karen Permetti Lane Ledbetter Cabinet</p>	<ul style="list-style-type: none"> <li>Survey teacher leaders</li> </ul>	<ul style="list-style-type: none"> <li>Establishing roster</li> <li>Collaborating with principals</li> <li>Creating year-long program with curriculum</li> </ul>
<ul style="list-style-type: none"> <li>District staff meeting               <ul style="list-style-type: none"> <li>Establish meeting calendar aligned with initiatives</li> </ul> </li> </ul>	<p>September 2019</p>	<p>Karen Permetti, Lane Ledbetter Cabinet</p>	<ul style="list-style-type: none"> <li>Increasing viewership and participation</li> <li>YT survey results</li> <li>Participation/attendance</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with superintendent &amp; leadership</li> </ul>
<ul style="list-style-type: none"> <li>Lunch and Learns</li> </ul>	<p>September 2019</p>			<ul style="list-style-type: none"> <li>key themes across campuses</li> </ul>



		Karen Permetti LaneLed better	<ul style="list-style-type: none"> <li>• Input collected</li> <li>• YT survey</li> </ul>	<ul style="list-style-type: none"> <li>• key themes across departments</li> </ul>
<p>Goal 4: Community engagement</p> <ul style="list-style-type: none"> <li>• Business Partnership Program               <ul style="list-style-type: none"> <li>○ Completion of partnership program research</li> <li>○ Establish Committee</li> <li>○ Develop Framework</li> <li>○ Develop partnership agreements</li> <li>○ Develop collateral</li> <li>○ Acquire software</li> <li>○ Launch program</li> </ul> </li> </ul>	<p>July 2019</p> <p>August 2019</p> <p>April 2020</p> <p>May 2020</p>	Karen Permetti Jamie McNulty	<ul style="list-style-type: none"> <li>• Increased number of partnerships</li> <li>• Increased number of volunteers</li> </ul>	<ul style="list-style-type: none"> <li>• Partnership data collection</li> <li>• Collaboration with advisory committee</li> <li>• Program development</li> <li>• Sustaining advisory committee engagement</li> <li>• Program launch</li> <li>• Program feedback</li> </ul>
<ul style="list-style-type: none"> <li>• Elected officials               <ul style="list-style-type: none"> <li>○ Cities and Schools</li> <li>○ Legislative visits                   <ul style="list-style-type: none"> <li>▪ Campus visits</li> <li>▪ Legislative session</li> </ul> </li> </ul> </li> </ul>	TBD	Karen Permetti, Lane Ledbetter Board of Trustees	<ul style="list-style-type: none"> <li>• Increase in attendance</li> <li>• Positive press coverage</li> </ul>	<ul style="list-style-type: none"> <li>• Collaboration with superintendent and policy advisors</li> </ul>

In addition to following the implementation timeline, the Communications Team will need to discuss strategic abandonment on initiatives not a part of this plan or do not bring value to the strategic goals. Strategic abandonment will occur after the team has a deep understanding of the mega goal and strategic goals.

Another implementation component is the budget. The timeline does not have a budget line item, which will be added in the near future. As the team identifies projects that should be abandoned, those budget dollars will support the objectives in this plan. During the upcoming budget meetings, additional dollars will be requested.

### **Communication**

The Office of Communication and Engagement has a sense of urgency – it must show that transformation is happening within two years. At the end of the district's strategic plan, the Strategic Planning Team will evaluate the district's progress. The communication plan is ambitious and this urgency must be communicated to district leadership and the Office of Communication and Engagement staff. Because of this urgency, the strategic goals, objectives and tactics section has communication strategies outlined. As mentioned in the stakeholder analysis, the district serves approximately 10 stakeholder groups. Each stakeholder has varying levels of vested interest in MISD. In order to tailor the message to the appropriate stakeholder effectively, the key message and communication medium will evolve with this plan.

Outlining each communication strategy in relationship to each initiative allows for better monitoring and testing of messages. Most of the communication is face-to-face for

better results. During face-to-face communication, the identified audience has an opportunity to ask questions for clarification.

By capitalizing on utilizing the guiding coalitions and various committees within this strategic plan, the district is establishing significant relationships allowing for a strong “navigator” system. This navigator approach allows the district to sustain relationships by regularly communicating through committees and electronically. In turn, our navigators will be well informed and encouraged to share information within their circle of friends, relatives and neighbors.

In addition to establishing a navigator network, the strategic plan itemizes collateral and communication resources. The collateral can assist in providing information face-to-face and electronically. The goal is to create collateral in an easy to read format to get questions answered.

## **Feedback**

One of the central themes of this strategic plan is inclusiveness with all district key stakeholders. Each major initiative includes bringing stakeholders together to dialogue about improvement.

These stakeholder committees that are established will have the opportunity to share their needs, concerns, suggestions as well as friends’ and neighbors’ input. Together, committee members will work together to align and identify priorities including desired results.

In the spirit of ongoing feedback, various methods will be used to gain feedback from surveys and face-to-face opportunities. Throughout the feedback process, senior leadership will participate to help make improvements.

### **Monitoring**

As part of the monitoring process, there are two key components including project timelines and feedback data. In partnership with advisory committees, timelines will be established. This is also outlined in the tactical portions of the strategic plan.

Each initiative has a six- to eight-month reporting tool where committee members and stakeholders will receive status reports. Additionally, the communication team will incorporate other feedback systems measuring social media, open rates, as well as survey opportunities. Incorporating routine feedback opportunities, the Office of Communication and Engagement can review the data to ensure we are on target achieving the results desired throughout the implementation process. We can also utilize feedback to make adjustments where necessary preventing missed opportunities and outcomes.

By systematically seeking feedback, the department will have fresh data to determine if our initiatives are effective. Also, consistent new data can help the department to predict trends and review systems.

Key metrics to observe as we move forward with the strategic plan includes:

- Diversity on committees
  - Representation elementary feeders
  - Committee member retention
  - New citizen involvement

- Participation throughout the survey process
- Input from surveys
- Parent and staff complaints to principals and leadership team about the delay or lack of information

Overall, gathering feedback and monitoring results will be the responsibility of the entire Office of Communication and Engagement. Our responsibility is to identify areas of improvement and successes during the staff meeting. Based upon feedback, adjustments may be made to fit specific zones or stakeholder groups.

### **Measurement**

To determine if the strategic plan is effective, third-party measurement tools will be utilized. Specific measurement tools are identified in the strategy and tactical portions of the strategic plan. However, the tools that will be used include:

- Culture & Climate Survey results
  - Did staff results improve compared to baseline data?
  - Did district engagement results improve each year since the baseline data?
  - Did student engagement results improve each year since the baseline data?
- Political Polling - To incorporate at some point within the implementation of the plan.
  - Did the political polling data about the district's reputation improve since baseline data?
  - Did the political polling data about district communication improve since baseline data?

- Did the political polling data about district engagement improve since baseline data?
  - Did the political polling data about voter participation improve since baseline data?
- Participation numbers
  - Did the number of business partnerships grow annually?
  - Did the number of community members participating on district committees' increase? Annually, did new participants join committees?
- Software tools
  - Likes increase?
  - Following increase?
  - Engagement increase?
- Timelines
  - Did the committee develop a comprehensive timeline and was there agreement among the members?
  - Did we meet timeline targets?
  - Were we on, over or under budget?

As the Office of Communication and Engagement transforms how it operates as a team, communicates to the community and staff as well as engage stakeholders there are multiple tools to measure results. In reporting results, there are two pieces of essential information that must be included in measurement reports: the data and identified stakeholder groups that participated in the decision making process.

## Conclusion

With a 100-year history, MISD has sustained a culture where parents, staff and community expressed their desire to be a part of the district. Dr. Ledbetter was hired as a visionary superintendent to change the district where stakeholders would feel they are engaged and could be part of the decision-making process.

Within Dr. Ledbetter's first year, he launched the district's transformation effort by bringing in the community to share their expectations and desires for their children. As part of this transformational effort, a Strategic Planning Team came together to develop a new vision, mission, core beliefs and goals. Based upon the team's work, the Office of Communication and Engagement must transform how it operates to support the district's implementation of the strategic plan.

As the district moved to embrace the change effort, the Office of Communication and Engagement staff, the team recognized it must support the strategic plan by assisting the shift to an engagement and collaboration culture. In essence, we help build culture as well as build intellectual and social capacity.

To provide the required support, the Office of Communication and Engagement mega goal is: ***Develop a strong brand through our vision and culture that positions MISD as the educational choice for staff and parents.***

At the end of 2018 school year, the MISD transformational effort will be in progress. Therefore, this strategic plan is ambitious. This plan also outlines communication strategies and an implementation timeline provides a "plan-at-a-glance" communication tool.

To ensure success, ongoing feedback loops are intertwined in all of the tactics to identify key opportunities to leverage initiatives or incorporate contingencies.

As part of the committee process, members will develop what they believe defines success as well as include available measuring tools. This effort continues to foster a deep engagement and ownership of the district. Overall, this entire strategic plan focuses on building a highly effective and collaborative team, which will continue to learn and grow as a department resulting in increased parent, staff and community engagement.

Sample of Initiative support:

- 1:1 engagement and communication
- Bond 2016 communication & support
- Cultural tenets
- Website migration twice for web browsing improvement
- Back to School campaigns; Pre-K & Kinder Campaigns
- COVID back to school and ongoing communication support
- The MILE/CTE promotions and outreach
- See it Hear it Stop it campaign
- Zoning facilitation and communication
- Diversity council support