

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

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

**October 4, 2021 – 5:30 PM**

A Special Meeting of the Board of Trustees of Midlothian ISD will be held October 4, 2021, beginning at 5:30 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 Special Meeting for October 4, 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 only 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 Special meeting shall be limited to the items on the agenda and five minutes, or less, should a change to the allotted time be necessary as determined by the presiding officer based on the meeting.

In-person participants must either sign up online by 4:00 pm the day of the meeting or sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee 10 minutes prior to the start of the meeting. 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. INTRODUCTION OF MEETING
  - A. Invocation
  - B. Pledges of Allegiance
3. 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.
4. DISCUSSION/ACTION ITEMS
    - A. Consider to Approve Resolution for COVID Positive Staff Members to Receive 10 days of Leave 3
    - B. Team of 8 Training (This item may be moved into closed session pursuant to Tex. Gov't Code 551.074 at the discretion of the Board.)
  5. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.
  6. RECONVENE TO OPEN SESSION
  7. Action, if any, on Items Discussed in Closed Session
  8. 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:

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| 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.

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

<b>Board Meeting Date:</b>	<b>October 18, 2021</b>	
<b>Item:</b>	<b>Resolution for COVID Positive Staff Members to Receive 10 days of Leave</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>At the request of the Board and in an effort to support MISD staff who test positive for COVID-19, a resolution for additional COVID days has been prepared for consideration.</p> <p>MISD staff members who are test-confirmed positive for COVID-19 will be given up to 10 days of COVID leave. This additional benefit is retroactive to July 1, 2021 for all MISD employees who were actively employed during this time.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	Approximately \$200,000	
<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>	MISD Administration recommends approving the resolution and 10 days of COVID leave for MISD staff members who are test-confirmed positive for COVID-19.	
<b>Motion:</b>	A motion may be, "I move to approve the resolution allowing MISD employees who test positive for COVID-19 up to 10 days of COVID leave."	
<b>Presenter:</b>	Dr. Shorr Heathcote	

**THE BOARD OF TRUSTEES OF THE  
MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**

**Board Resolution for Creation of COVID-19 Leave Allotment**

**WHEREAS**, the Coronavirus (COVID-19) pandemic continues to affect school operations as it spreads across Texas and the world; and

**WHEREAS**, through circumstances beyond their control, certain District employees may be forced to miss workdays due to required isolation after contracting the COVID-19 virus; and

**WHEREAS**, the Board recognizes that the unique circumstances created by the COVID-19 pandemic may place an unexpected financial burden on employees; and

**WHEREAS**, the Board finds a public purpose will be served by granting up to ten (10) days of additional local paid leave to those employees who contract COVID-19 during the 2021-2022 school year, by demonstrating support of its employees, enhancing employee morale, supporting the retention of employees, and protecting the health of employees.

**Now therefore it be resolved by the Board that:**

1. The findings and recitals outlined above are found to be true and correct and are hereby approved and adopted; and
2. The Board finds that a public purpose and a benefit to Midlothian ISD exists to compensate District employees for up to ten (10) workdays missed between July 1, 2021, and June 30, 2022, due to contracting COVID-19, and that this expenditure is necessary and appropriate in the conduct of the public schools as provided by Texas Education Code § 45.105(c); and
3. In order to qualify for receipt of this leave, an employee must present acceptable documentation showing that the employee tested positive for COVID-19; and
4. This Resolution does not require District employees to exhaust all other District provided leave before using the ten (10) additional local leave days; and
5. The Board hereby suspends the operation of Board Policies DEA (Local) and DEC (Local) only to the extent necessary to effect the purposes of this Resolution; and
6. This Resolution shall automatically expire on June 30, 2022, unless extended by action of the Board; and
7. The Board hereby authorizes the Superintendent to take whatever steps reasonably necessary to fulfill the purposes of this Resolution, including the creation of additional requirements or procedures for an employee to request

this leave and making determinations regarding employee eligibility for this leave.

Adopted by the vote of the majority of members of the Board of Trustees of the Midlothian ISD present and voting at an open meeting of the Board on the 4 day of October 2021, at which a quorum was present:

BY: \_\_\_\_\_  
Gary Vineyard, Board President

BY: \_\_\_\_\_  
Matt Sanders, Board Secretary